Knowledge and skills required by the local and global economy and how can they be used to increase employment rate.

Janez Kolar, Slovenia/EU

WASA - Sarajevo, July 1st, 2014
Why don‘t you work?

I didn‘t see you coming...
„A good employee is someone who knows, what’s to be done and does it.“

Eduard de Bono
(Ljubljana, 2012)
before organizing we need to know an 

**OBJECTIVE**, we want to accomplish.
How to fill the gap between creativity & full employment?
Route map on road to increased employment...

- Creativity
- Entrepreneurship development
- Networking

- Better/more/full employment
- New business opportunities
- Organizing

Technology & infrastructure & social capital
...a little too late for reading instructions

are for people who lack imagination!
Ključna so vprašanja

full employment in Bosnia
management is art / art is management

Maestro Kaplin learns the hard way that "Please play that part louder" is a phrase never to be spoken to the trombone section.
think different, think BLUE...
Route map on road to increased employment...

- Creativity
- Entrepreneurship development
- Networking

{technology & infrastructure & social capital}

- Better/more/full employment
- New business opportunities
- Organizing
In 60 seconds...

1. 1,600+ reads on Scribd
2. 13,000+ hours of music streaming on Pandora
3. 12,000+ new ads posted on craigslist
4. 370,000+ minutes of voice calls on Skype
5. 98,000+ tweets
6. 20,000+ new posts on Tumblr
7. 13,000+ iPhone applications downloaded
8. Questions asked on the Internet
9. 600+ new videos on YouTube
10. 70+ new domains registered
11. 60+ new blogs
12. 168 million emails are sent
13. 694,445 search queries
14. 1,700+ Firefox downloads
15. 695,000 Facebook status updates
16. 79,364 wall posts
17. 125+ plugin downloads
18. 510,040 comments

Total duration: 25+ hours
creativity, opportunities, ...

Childhood
You know it’s over, when in a puddle on your way instead of OPPORTUNITY you see an OBSTACLE...
And we definitely don’t them want to fell like
Route map on road to increased employment...

- **creativity**
- **entrepreneurship development**
- **networking**

better/more/full employment

new business opportunities

organizing

**technology & infrastructure & social capital**
ENERGY flows where our FOCUS goes...
Who?
<table>
<thead>
<tr>
<th>Talent Sources</th>
<th>1997</th>
<th>2007</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Focused on External Talent</td>
<td>Focused on Internal Talent</td>
<td>Focused on Global “Free Agent” Pools</td>
</tr>
<tr>
<td>Organizations</td>
<td>Hierarchy</td>
<td>Matrix</td>
<td>“Department of One”</td>
</tr>
<tr>
<td>View of Talent</td>
<td>Talent Management Supports Job Requirements</td>
<td>Talent Management Aligned with Business Outcomes</td>
<td>Talent Management Drives Business Strategy</td>
</tr>
</tbody>
</table>
Why do we do what we do...

(NLP)
## Entrepreneurial Teaching/Age

<table>
<thead>
<tr>
<th>Experience/Element of Training</th>
<th>Age 20</th>
<th>Age 30</th>
<th>Age 40</th>
<th>Age 50</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business experience</td>
<td>poor</td>
<td>some</td>
<td>Lot</td>
<td></td>
</tr>
<tr>
<td>Business knowledge and «know how»</td>
<td>poor to some</td>
<td>some to lot</td>
<td>lot</td>
<td>lot</td>
</tr>
<tr>
<td>Entrepreneurial goals and commitment</td>
<td>Different and various</td>
<td>Quite clear and high</td>
<td>very clear and high</td>
<td>very clear and high</td>
</tr>
<tr>
<td>Drive and Energy</td>
<td>Highest</td>
<td>high</td>
<td>moderate</td>
<td>Poor</td>
</tr>
<tr>
<td>Wisdom and judgment</td>
<td>lowest</td>
<td>moderate</td>
<td>High</td>
<td>the highest</td>
</tr>
<tr>
<td>Teaching focus</td>
<td>Discuss what you love; the point is to learn business, sales, marketing, profit &amp; loss</td>
<td>General mgmt, departments mgmt, division mgmt, founding</td>
<td>Growth and harvest</td>
<td>reinvestment &amp; investment</td>
</tr>
<tr>
<td>Prevailing feature of a life-cycle</td>
<td>Realize teenage dream</td>
<td>personal growth, new directions and ventures</td>
<td>Return, recovery and reinvestment in the system</td>
<td></td>
</tr>
</tbody>
</table>

Source: Timmons
Route map on road to increased employment...

creativity

entrepreneurship development

networking

better/more/full employment

new business opportunities

organizing

technology & infrastructure & social capital
Basic Model of SUCCESS

What we can capabilities
- knowledge
- skills
- ideas
- energy
- personality

X

What we want motivation
- needs
- interests
- expectations
- habits
- wishes
„managerial code“ PAEI
(I. Adizes)

- P - Producer
- A - Administrator
- E - Entrepreneur
- I - Integrator
Route map on road to increased employment...

- creativity
- entrepreneurship development
- networking
- technology & infrastructure & social capital
- better/more/full employment
- new business opportunities
- organizing
technology?
tools?

Blue Ocean strategija

BMG

NLP

Lean Startup

BSC v javnem sektorju
SOCIAL CAPITAL

strong ties / weak ties

TRUST
creativity
entrepreneurship
development
networking

employment
new business opportunities
organizing

technology infrastructure social capital
• Prioritising

A  (important and urgent)
B  (important)
C  (urgent)
understanding other views...
creativity
entrepreneurship
development
networking

full employment
new business opportunities
organizing

technology infrastructure
social capital
To laugh often and much; to win the respect of intelligent people and the affection of children... to leave the world a better place... to know even one life has breathed easier because you have lived.

This is to have succeeded.

- Ralph Waldo Emerson