Beyond human capital: creating pathways into the thrivable futures

Pavel Luksha – GEF / U4P
Future of Capital Conference
Washington DC – 17 September 2019
OUR WORK: FROM FUTUROLOGY TO FUTURE AWARENESS & FUTURE-MAKING

Skills Foresight 2030 & Atlas of Emerging Jobs:
• vision of future of jobs from ca. 30 economic sectors, largest international compendium of “jobs of tomorrow”,
• skill development strategies in Russia, South Africa, Argentina, Armenia, Vietnam, Tunisia, Tanzania, etc.
• Russia as a host and a leader of WorldSkills global movement, MissionTalent

Global Education Futures & Protopia Labs:
• national community of educators driven by collective vision (since 2008)
• national policies and system-level solutions (over 200 projects supported)
• global think and do tank in 15+ countries of the world
• catalyzed three global movements, created one of the largest EdTech accelerators, multiple “spinoff” projects (Voice of Youth, University 20.35 etc.)
• one of the main global centers of expertise on learning ecosystems

Foresight Fleet:
• world-largest ship-based “travelling” “future lab” exploring collective futures and making them real, running since 2012
• since 2017, a nation-scale movement supporting development of future market sectors & regional strategies

Vision-driven growth of economic “sectors of tomorrow” (e.g. NeuroNet: solutions based around brain-computer communication networks) and future of cities
ONE DAY, AN INVESTOR COMES HOME FOR DINNER...
THE PROBLEM IS NOT (ONLY) THAT HUMAN CAPITAL IS INHUMANE.
WE NEED HUMAN CAPITAL 2.0 (Kuzminov et al., 2019):
HUMAN AGENCY IS THE CRITICAL “RESOURCE”
**LIVING IN THE VUCA WORLD:**
WHAT IS THE VALUE OF THE UNKNOWN?

<table>
<thead>
<tr>
<th>known</th>
<th>unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td>known knowns</td>
<td>known unknowns</td>
</tr>
<tr>
<td>unknown unknowns</td>
<td>unknown unknowns</td>
</tr>
</tbody>
</table>

Nassim Taleb: “black swans”

Roy Plunkett: discovery of Teflon
LIVING IN THE TRANSFORMING WORLD: WHAT IS THE VALUE OF (HUMAN CAPITAL OF) COLLAPSED SOCIETIES?
Two key questions will define global scenarios for humanity:

1. **Question #1:** Will we be able to deal with increasingly complex & volatile global society?

   - YES: \textit{Mosaic world} (unequal development with increasing instability that leads to either collapse or breakthrough)
   - MAYBE: \textit{Mosaic world} (unequal development with increasing instability that leads to either collapse or breakthrough)
   - NO: \textit{Dark Ages or Death of Humanity} (collapse of complex civilization due to internal fragility & existential risks)

2. **Question #2:** Can we make the world work for 100% of population and acting to the benefit of our planet?

   - YES: \textit{Thrivable / Wisdom Based Society}
   - MAYBE: \textit{Singularity} (AI to solve it all, but not for all)
   - NO: \textit{Singularity} (AI to solve it all, but not for all)

The next 20-30 years will be decisive for humankind survival and flourishing.

Sources: GEF Report: Educational ecosystems for societal transformation
The challenge of transition can only be addressed if individual and collective capability is cultivated of thriving in the living & co-created world.

We can obtain a desired future scenario only in case if a critical mass of “people of the future” will be formed before the beginning of a cascade of global crises. These “people of the future” will live and act for the greater global good, prototyping it with themselves here and now, and will stop reproducing unhealthy patterns of the past.
ON OUR WAY TO THRIVABLE SOCIETY

20th century

Industrial Society

(Ultra) complexity
Strategic uncertainty
Finding new balance with Technosphere
Creating eco-friendly (eco-centered?) society
Human-centered society

mid-21st century

(Post) Informational Thrivable / Wisdom-Based Society
ON OUR WAY TO THRIVABLE SOCIETY

Industrial Society

20th century

(Ultra) complexity
Strategic uncertainty
New balance with Technosphere
Creating eco-friendly society
Human-centered society

Key metaphor: machine
Key competence: engineer

Thrivable Society

mid-21st century

Key metaphor: forest, or garden
Key competence: gardener
or ecosystem creator

ON OUR WAY TO THRIVABLE SOCIETY
ON OUR WAY TO NEW HUMAN BEING: “COMPLEX” “ORGANIC” PERSON

Industrial Society

20th century

Key metaphor: machine
Key competence: engineer

“Modular person”
(“assembled” according to the standard specification using knowledge & skill modules)

Thrivable Society

mid-21st century

Key metaphor: forest, or garden
Key competence: gardener or ecosystem creator

“Complex person”
(nurtured as a unique personality with an unique development path)
• Various types of intelligence (e.g. Gardner’s types) – creativity in all of them!
• Cooperative mindset
• “Organic” attitude & ecological mindset (Bateson) – including opportunity oriented thinking
• Growth mindset (Dweck) & meta-cognition (learning how to learn)
• Physical & psychological self-regulation, ability to stay healthy
• Living “ethical core”
ORGANIZING NEW EDUCATION: TRANSITION TOWARDS LEARNING ECOSYSTEMS

Global challenges
- VUCA
- Sustainability / planetary boundaries
- Automation / smart machines
- Governing complex society

New human capacity
- Granulated competence (massive uniqueness)
- STEM + A + E + ...
- Existential competencies
- Knowledge construction
- Diversity
- Community building & peace making

New learning models
- Flexible & evolving
- Personalized / learner-centered
- Collaboration driven
- Experiential
- Holistic
- Multi-/trans-disciplinary
- Empowering

Ecosystem as an integrating model

“A learning ecosystem is a multifaceted, interconnected and dynamically evolving form of organising individual and collective learning processes. It is co-created by, and inclusive of, all stakeholders, for lifelong learning purposefully enabling thrivability at the personal, place and planetary levels.” (Spencer-Keyse, Luksha, Cubista, 2019, upcoming)
UNIVERSITY FOR THE PLANET: GROWING A GLOBAL LEARNING ECOSYSTEM FOR INTENTIONAL COMMUNITIES THAT SOLVE GLOBAL PROBLEMS AND CREATE THRIVABLE FUTURES