

Beyond human capital: creating pathways into the thrivable futures



Pavel Luksha – GEF / U4P

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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

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



20.35
УНИВЕРСИТЕТ НТИ



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?

	known	unknown
known	known knowns	known unknowns
unknown	unknown knowns	unknown unknowns



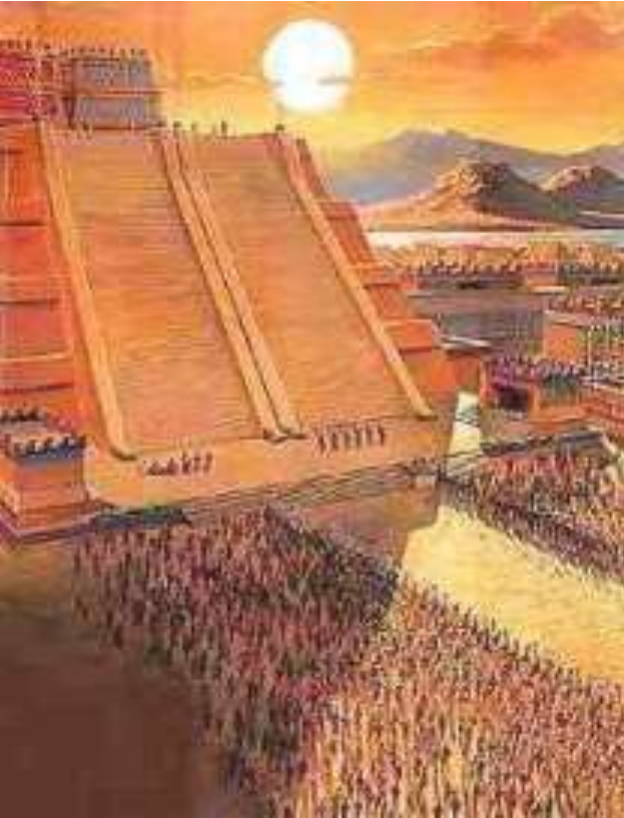
Nassim Taleb: “black swans”



Roy Plunkett: discovery of Teflon



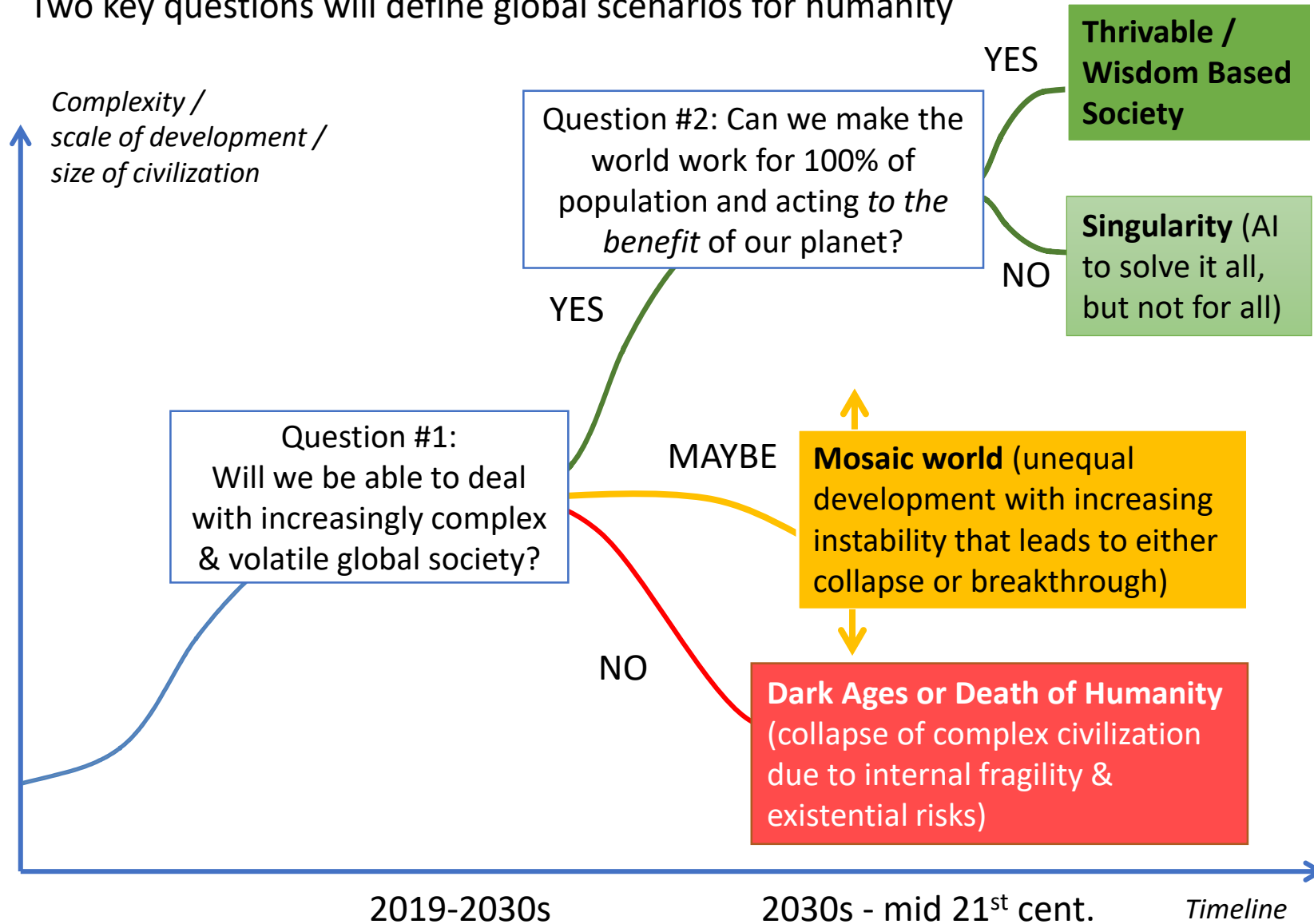
LIVING IN THE TRANSFORMING WORLD: WHAT IS THE VALUE OF (HUMAN CAPITAL OF) COLLAPSED SOCIETIES?





THE NEXT 20-30 YEARS WILL BE DECISIVE FOR HUMANKIND SURVIVAL AND FLOURISHING

Two key questions will define global scenarios for humanity

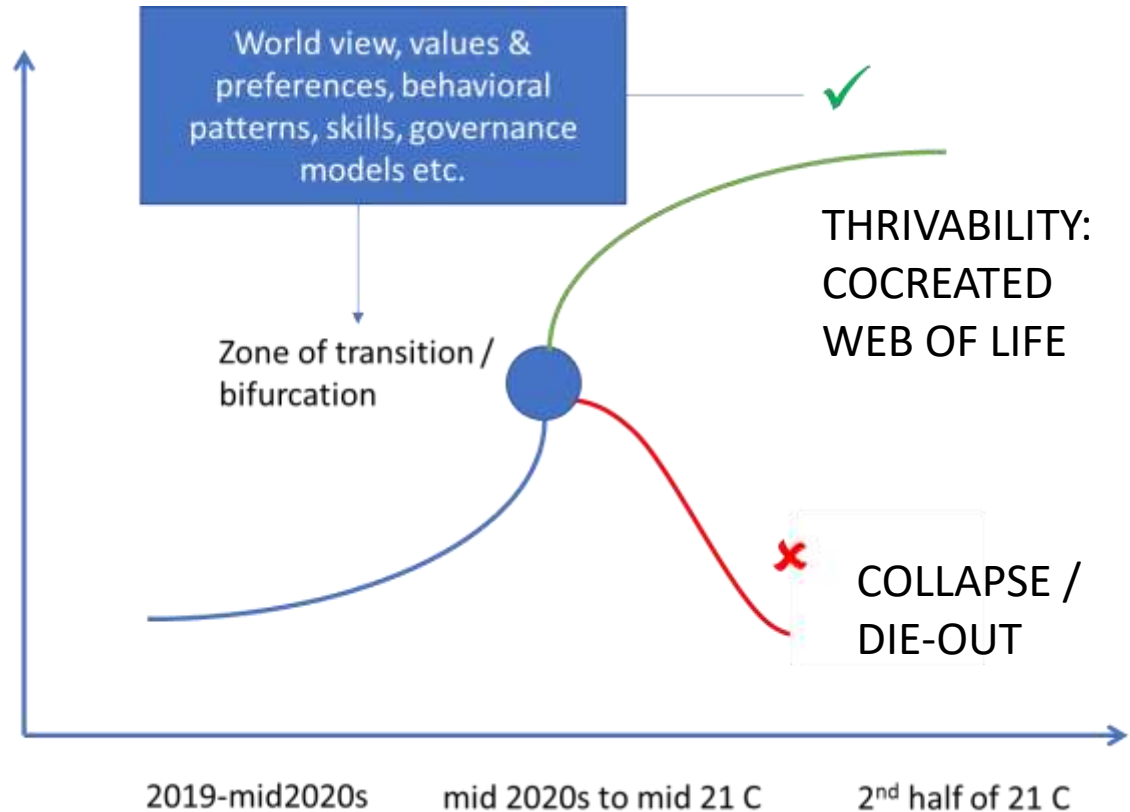




THE CHALLENGE OF TRANSITION CAN ONLY BE ADDRESSED IF INDIVIDUAL AND COLLECTIVE CAPABILITY IS CULTIVATED OF THRIVING IN THE LIVING & CO-CREATED WORLD

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

Industrial Society

**(Post) Informational
Thrivable / Wisdom-Based Society**

**20th
century**



**mid-21st
century**

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



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(Ultra) complexity
Strategic uncertainty
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Human-centered society



Key metaphor: **machine**
Key competence: **engineer**

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



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

Industrial Society

**20th
century**



Thrivable Society

**mid-21st
century**

Key metaphor: **machine**
Key competence: **engineer**

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

“Modular person”

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

“Complex person”

(nurtured as a unique personality
with an unique development path)



SKILLSET – MINDSET – HEARTSET FOR THRIVABILITY



- 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 thriving 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

