



Knowledge and skills required by
the ***local and global economy***
and ***how*** can they 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)

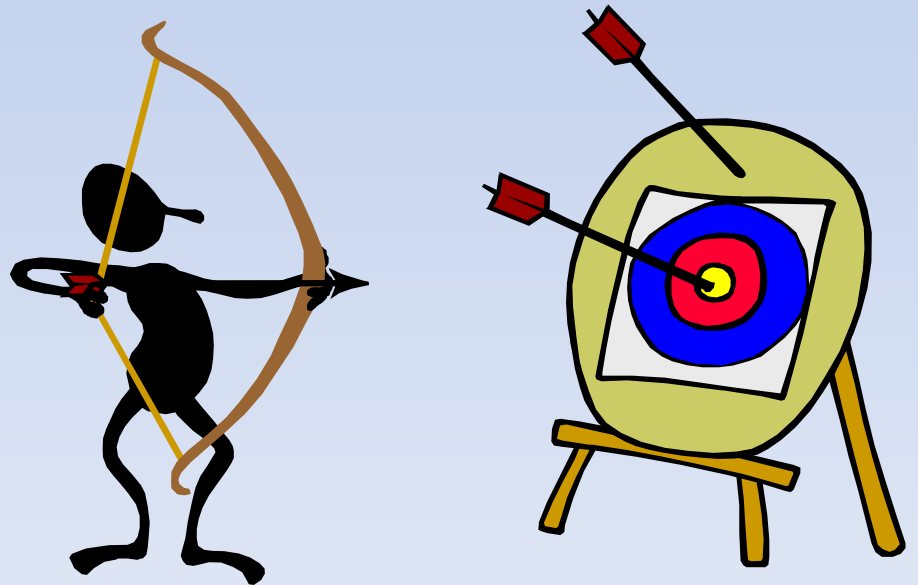


*full
employment*



before organizing we need
to know an

OBJECTIVE, *we want to
accomplish.*



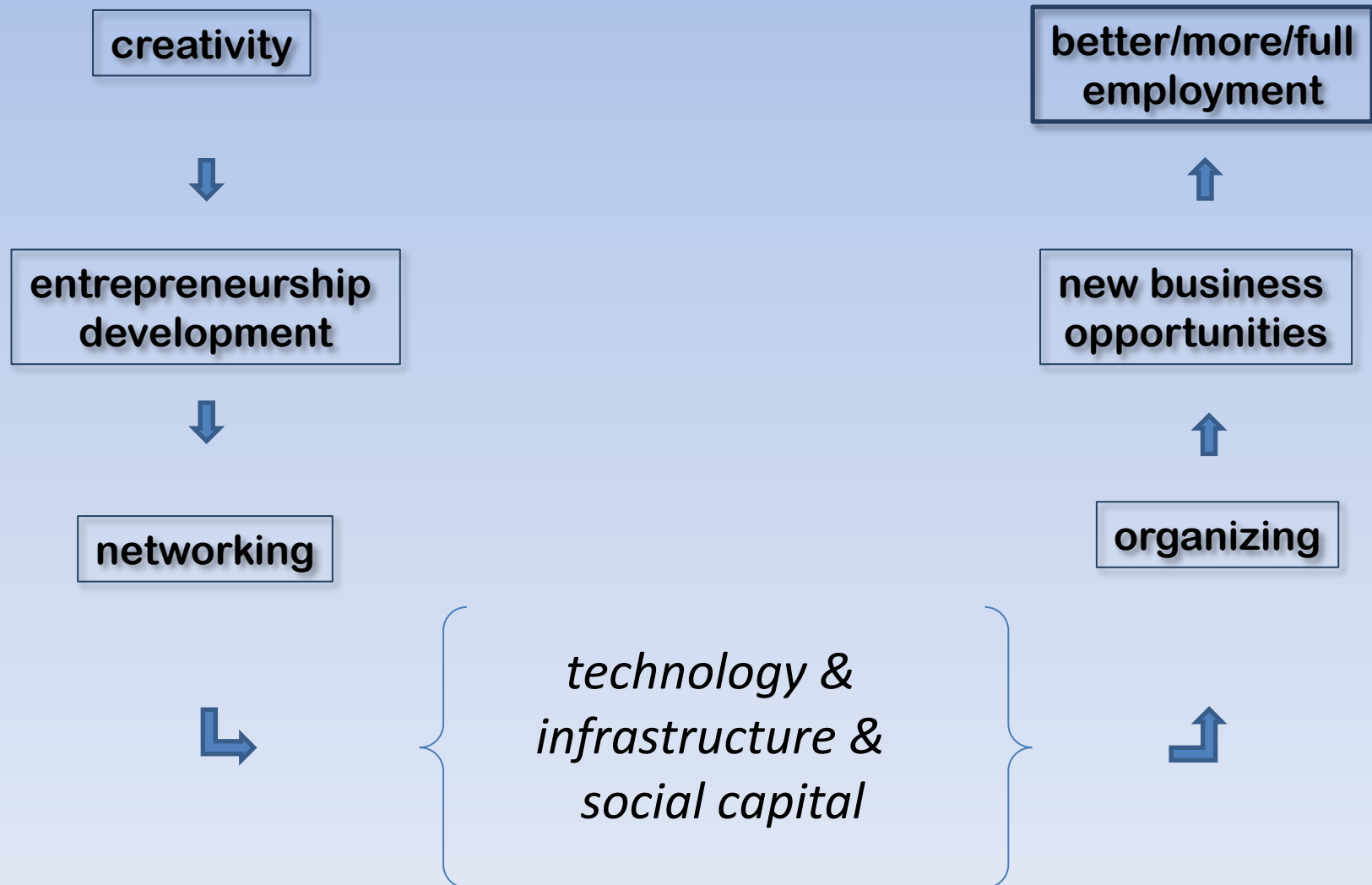
How to fill the gap between creativity & full employment?

CREATIVITY



**FULL
EMPLOYMENT**

Route map on road to increased employment...





...a little too late for reading instructions

Instructions



*are for people who lack
i m a g i n a t i o n !*

*full
employment
in Bosnia*



why

what

where

who

when

how



management is art / art is management

THE BIG PICTURE

BY LENNIE PETERSON

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PlanetLennie.com Len "fff" Peterson
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MAESTRO KAPLIN LEARNS THE HARD WAY THAT "PLEASE PLAY THAT PART LOUDER"
IS A PHRASE NEVER TO BE SPOKEN TO THE TROMBONE SECTION.

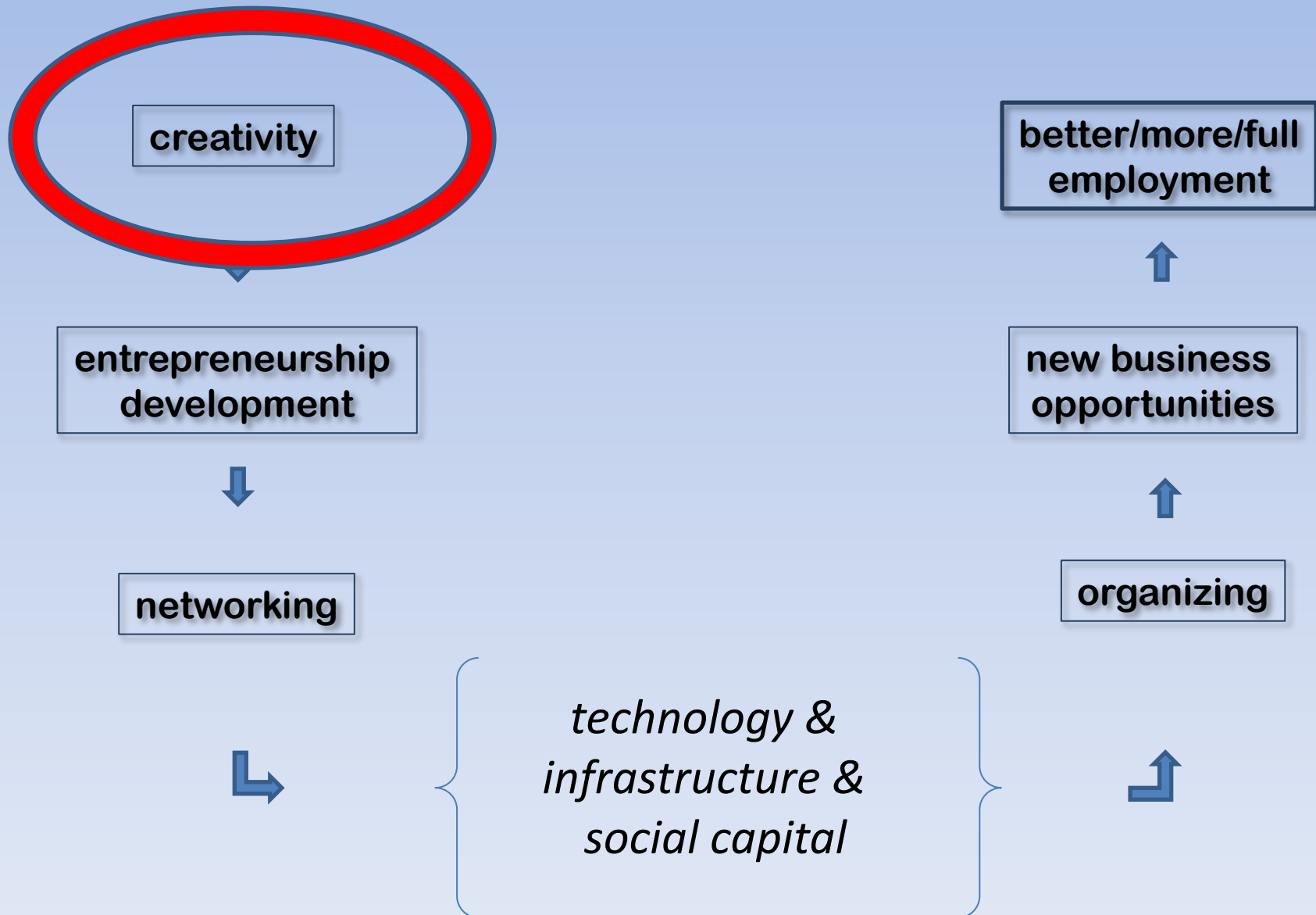
think different, think BLUE...

ocean?

strategy?



Route map on road to increased employment...





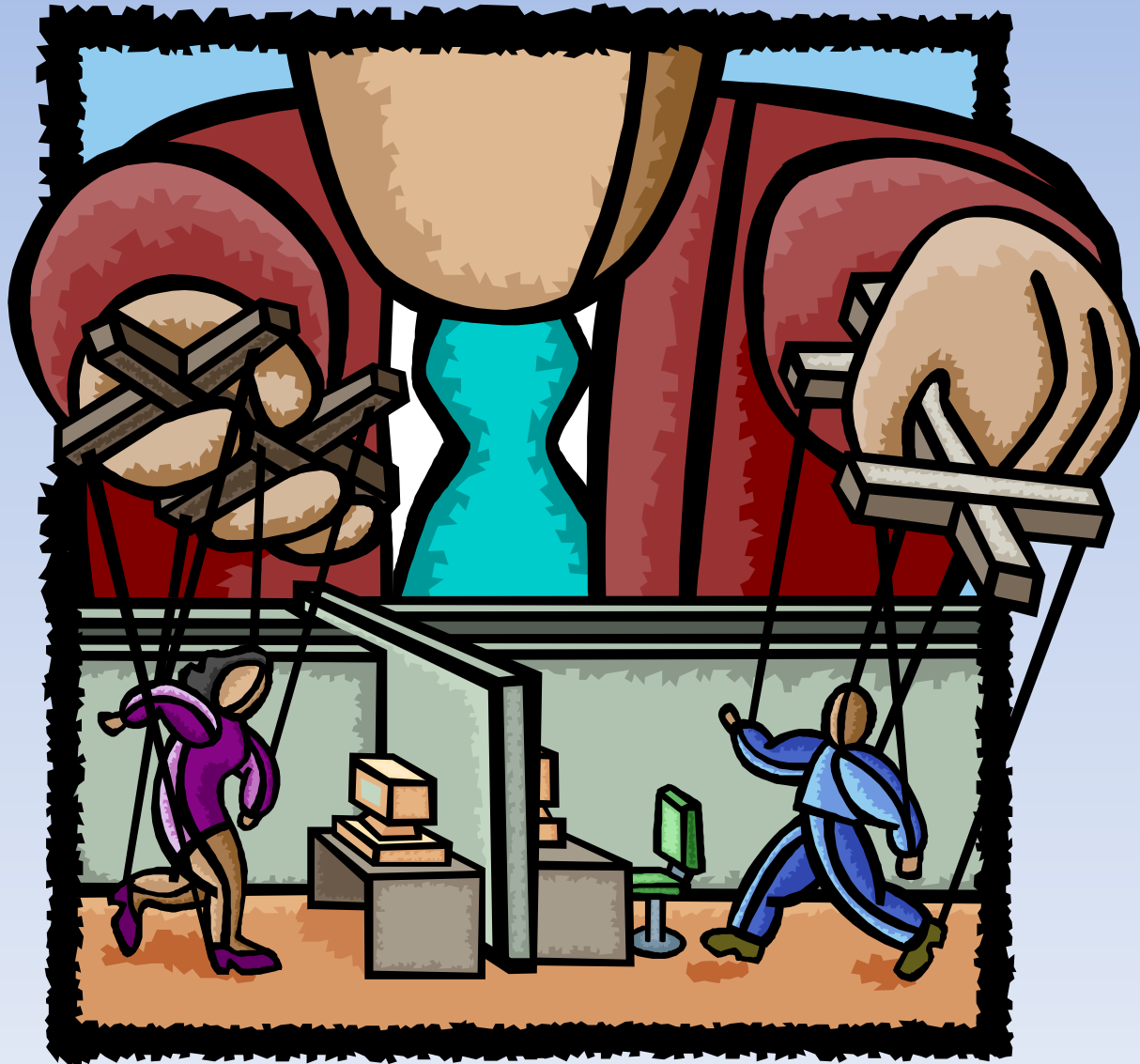
creativity, opportunities, ...



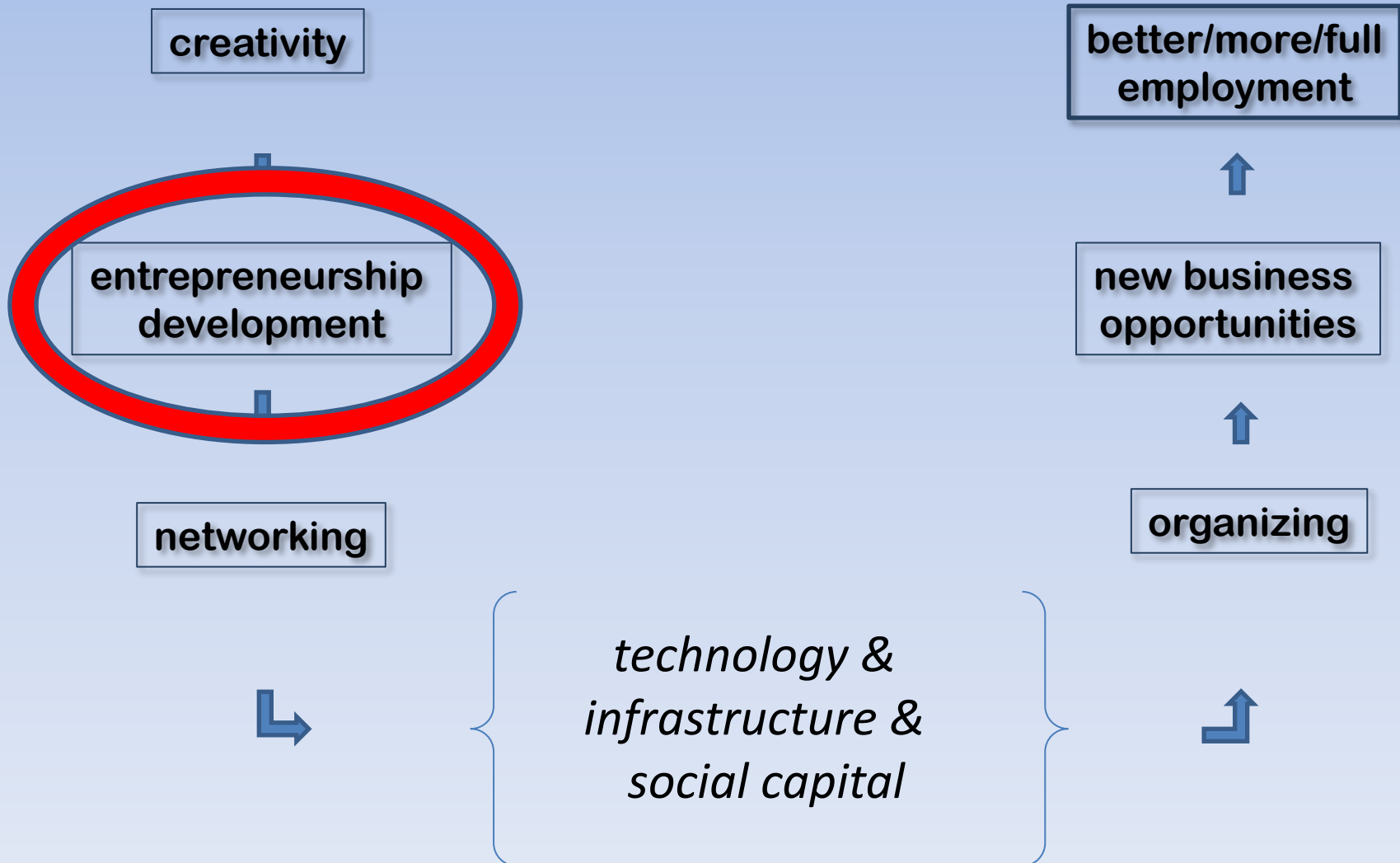
Childhood

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



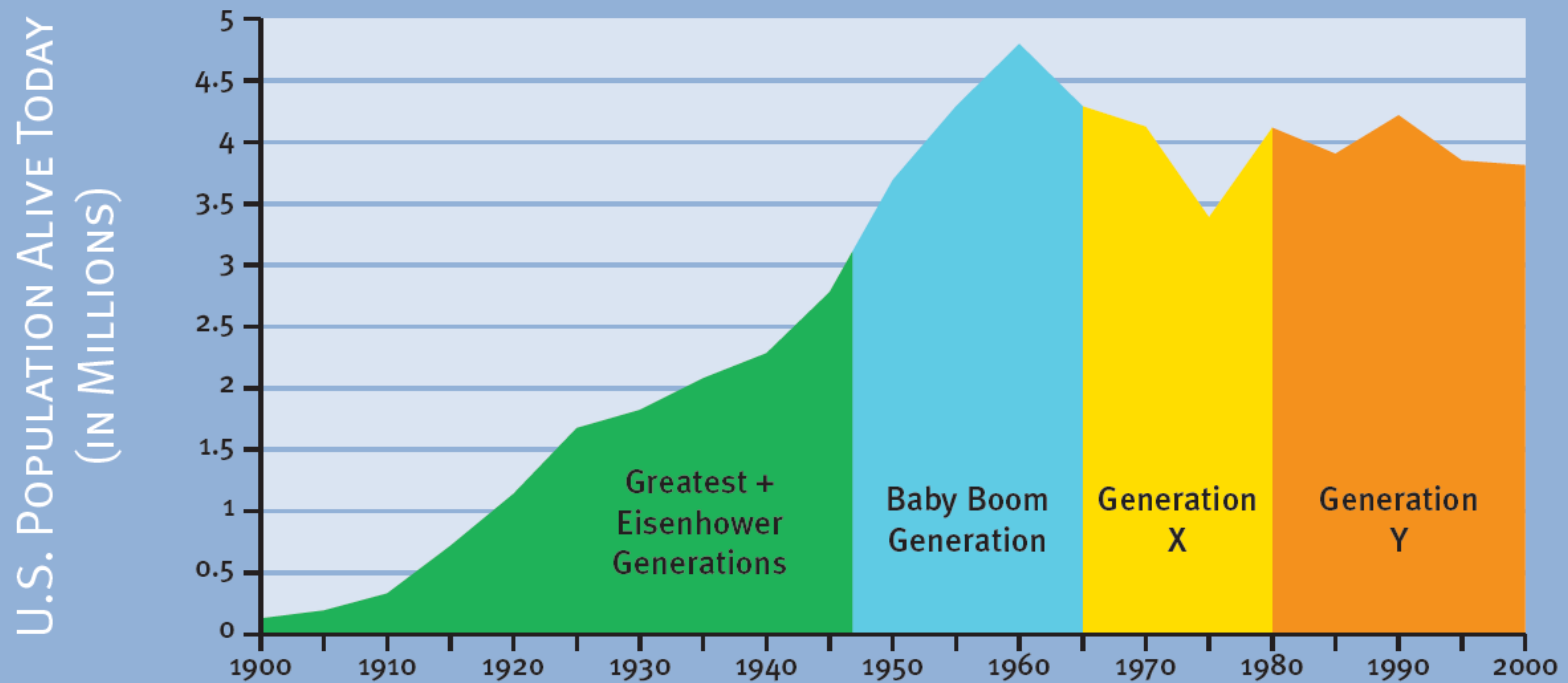
Route map on road to increased employment...





ENERGY flows where our FOCUS goes...

Who?

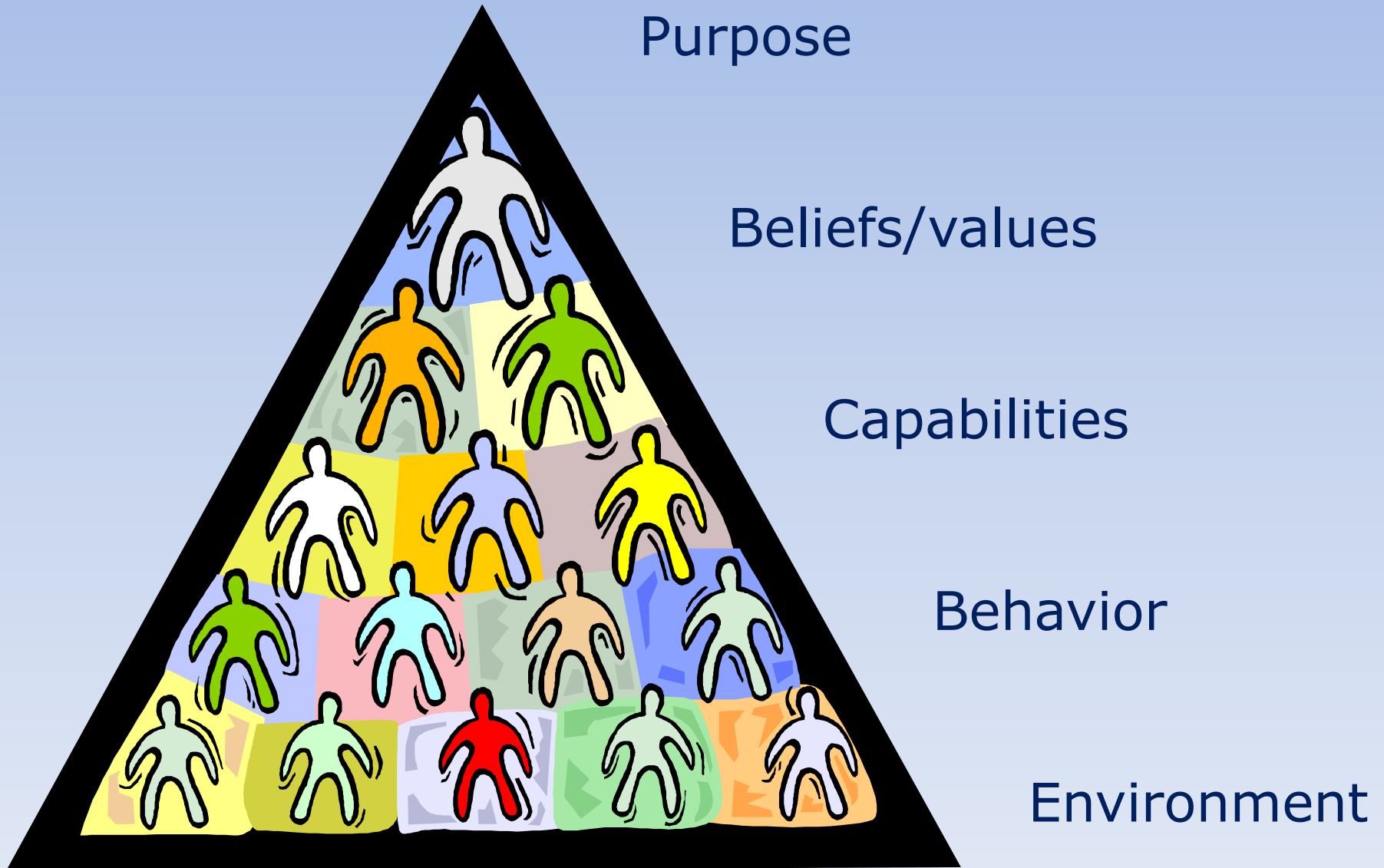


Change in focus...

	1997	2007	2017
<i>Talent Sources</i>	Focused on External Talent	Focused on Internal Talent	Focused on Global “Free Agent” Pools
<i>Organizations</i>	Hierarchy	Matrix	“Department of One”
<i>View of Talent</i>	Talent Management Supports Job Requirements	Talent Management Aligned with Business Outcomes	Talent Management Drives Business Strategy

Why do we do what we do...

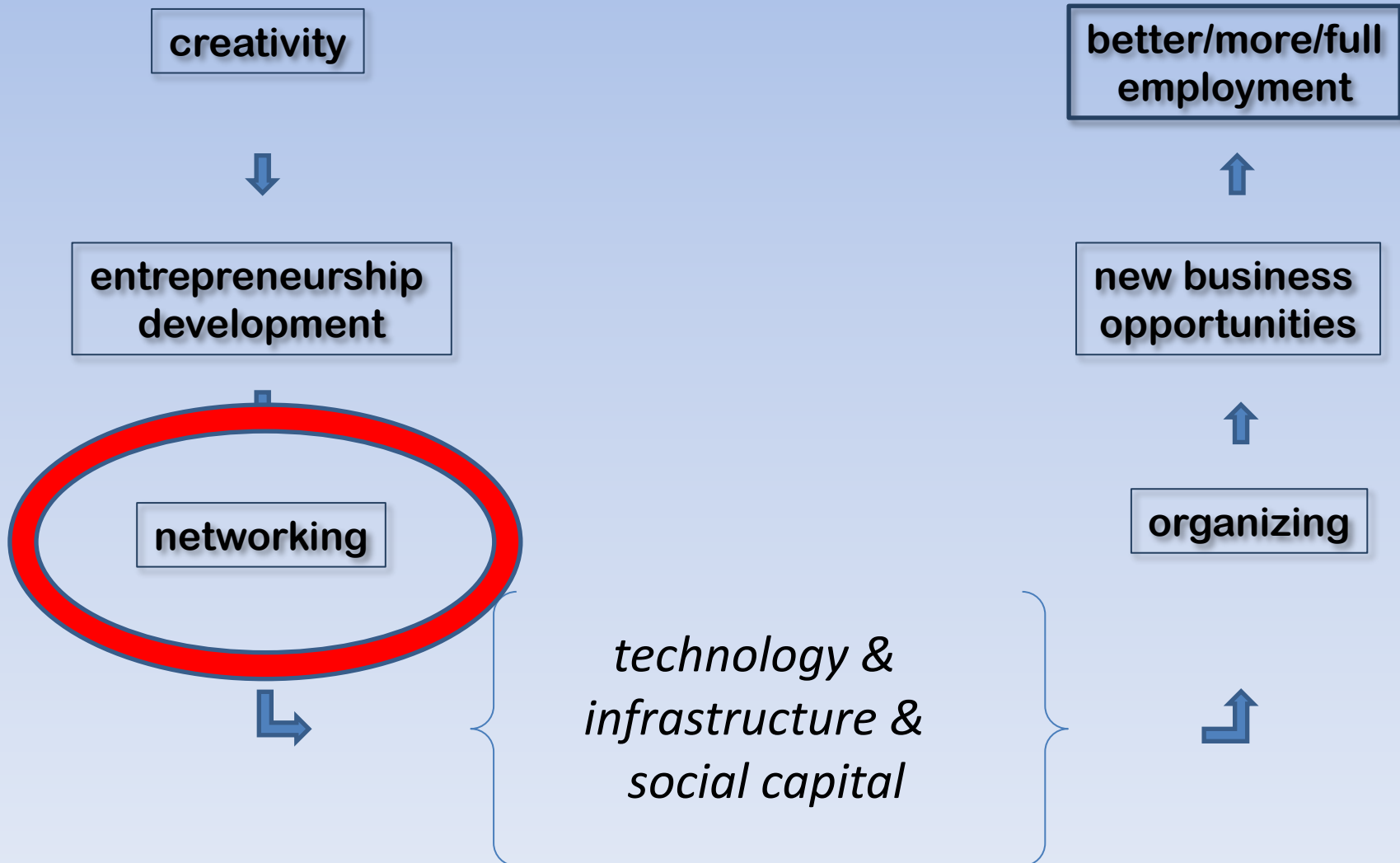
(NLP)



entrepreneurial teaching/age

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

Route map on road to increased employment...



Basic Model of SUCCESS

**What we can
capabilities**

X

**What we want
motivation**



- knowledge
- skills
- ideas
- energy
- personality



- needs
- interests
- expectations
- habits
- wishes

cultural diversity

+

-

goals

ambitions

skills

attitude

knowledge

?

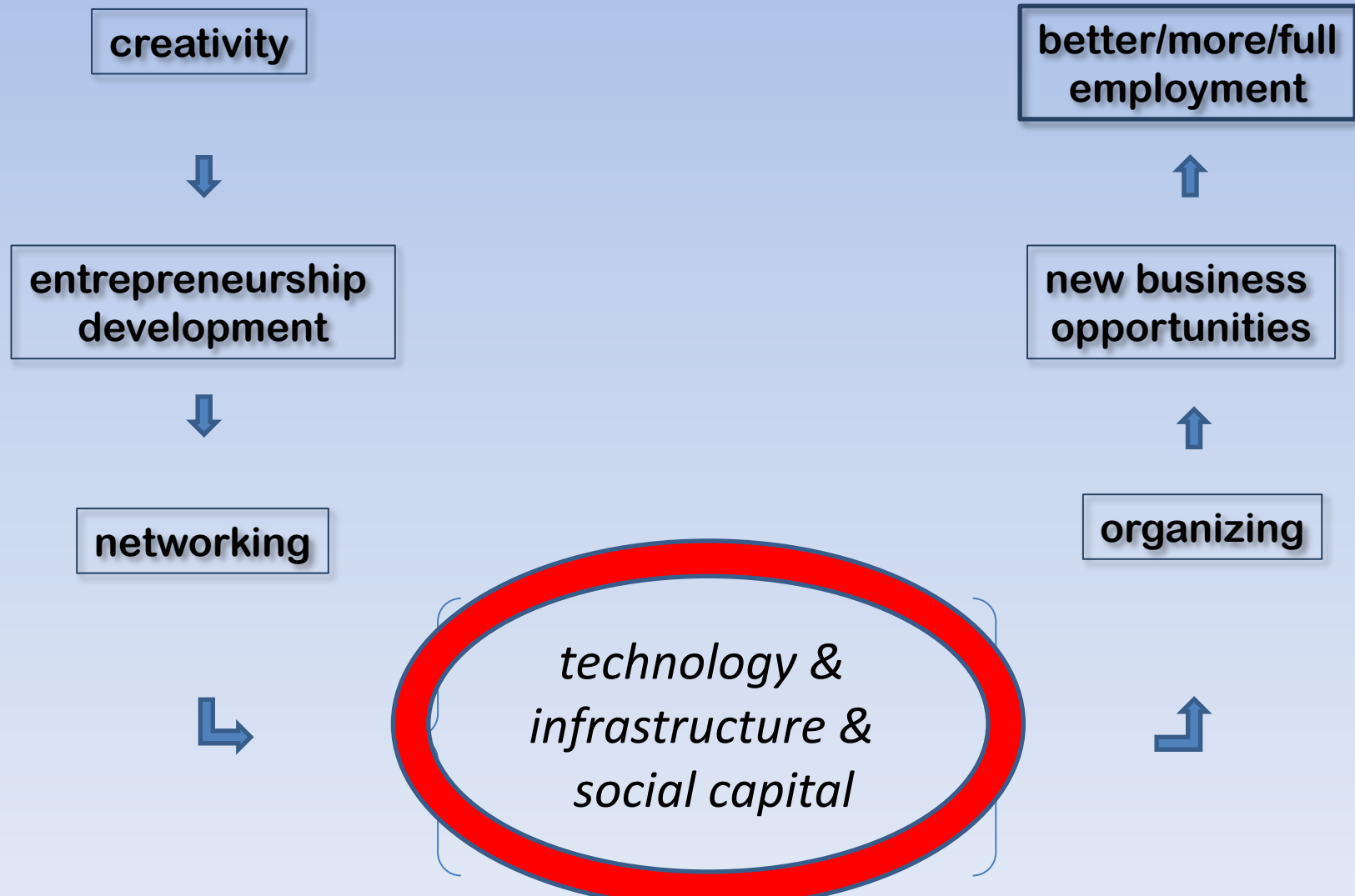
„managerial code“ PAEI

(I. Adizes)

- **P - Producer**
- **A - Administrator**
- **E – Entrepreneur**
- **I – Integrator**



Route map on road to increased employment...



technology?

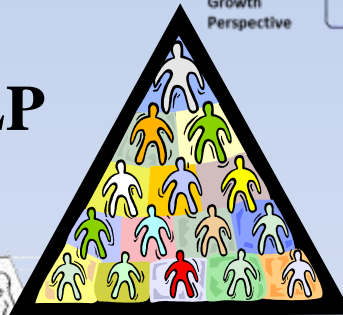


tools?

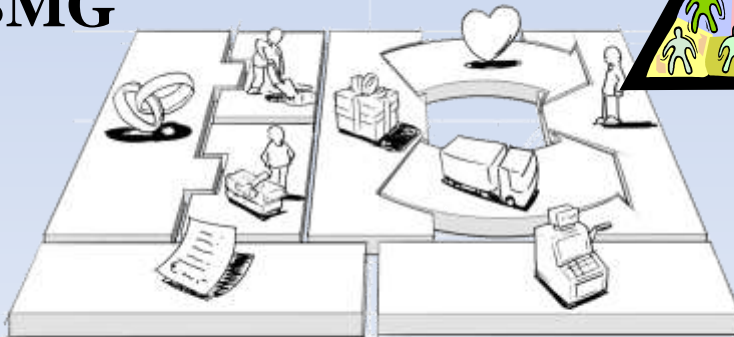
Blue Ocean strategija



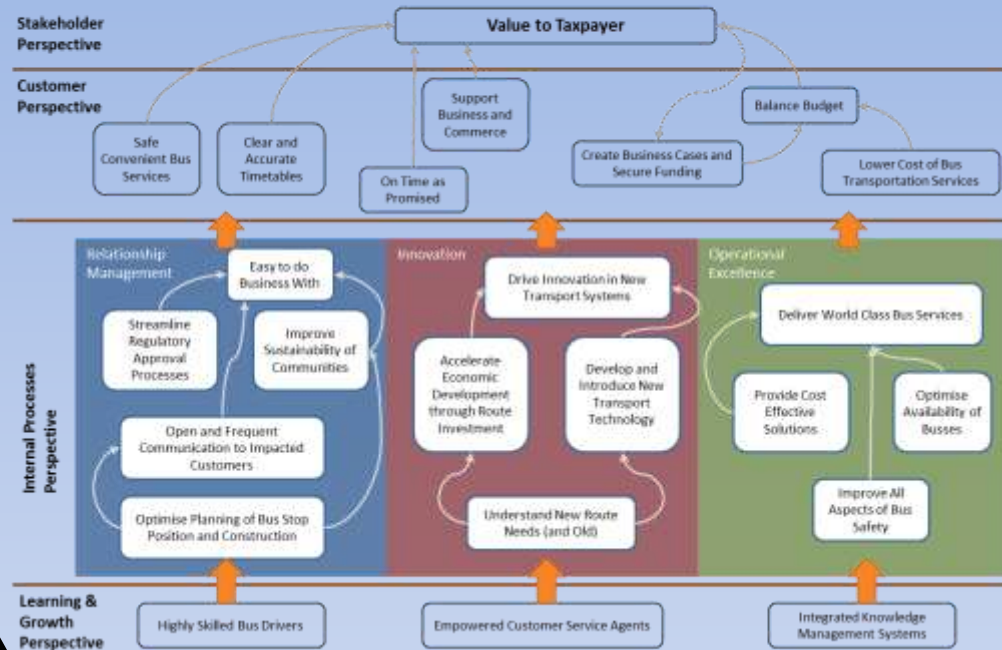
NLP



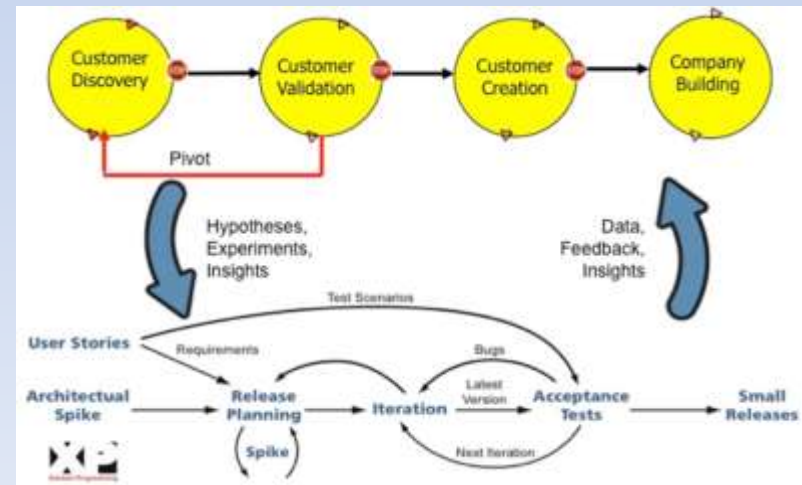
BMG

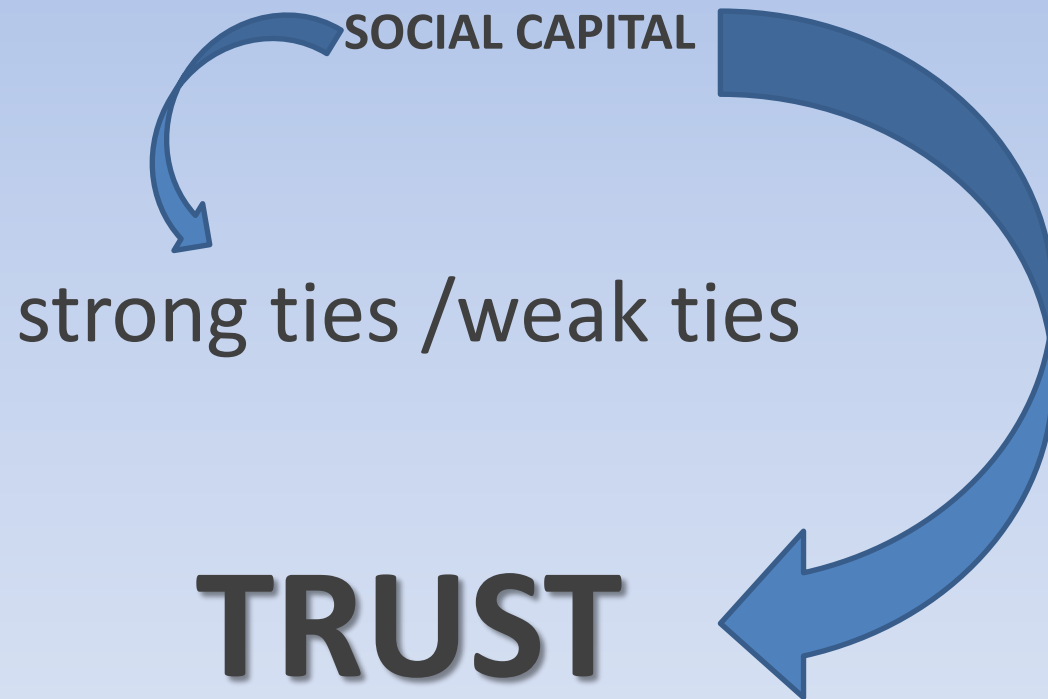


BSC v javnem sektorju



Lean Startup





creativity



entrepreneurship
development



networking



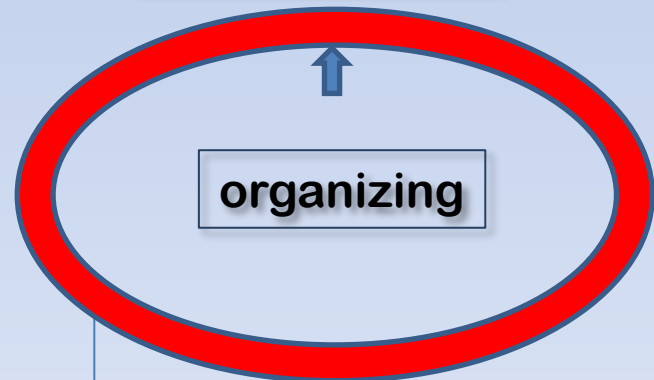
technology
infrastructure
social capital



employment



new business
opportunities



organizing



- **Prioritising**

A (important and urgent)

B (important)

C (urgent)



understanding other views...

TRANSLATORS



HOW MY FRIENDS SEE ME



HOW MY FAMILY SEES ME



HOW MY EDITOR SEES ME



HOW I SEE MYSELF



HOW SOCIETY SEES ME
(THEY ALWAYS THINK I'M AN INTERPRETER)



HOW IT ACTUALLY IS



creativity



entrepreneurship
development



networking

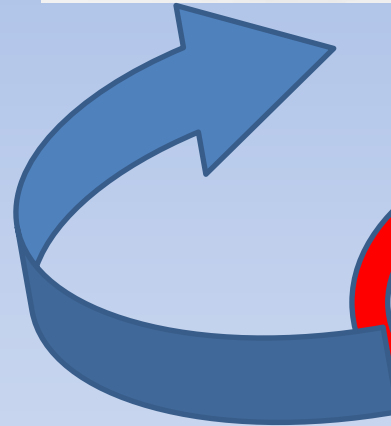


*technology
infrastructure
social capital*

full
employment

new business
opportunities

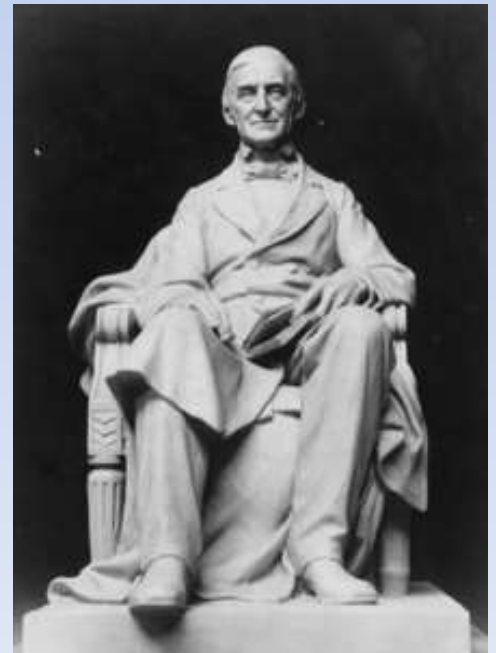
organizing



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



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VOLVO
VOLVO TRUCKS

L'ORÉAL
PARIS
PROFESSIONNEL

KONTROLA ZRAČNEGA
PROMETA SLOVENIJE



ISKRAEMECO +

geacollege



MORJE



VETER + VALOVI

1.



2.



3.

