Education in the Age of Disruption
Issues and Challenges

Velimir Srića, Croatia

"Arts meets Science"

EUROPEAN ACADEMY
of Sciences and Arts

ANNOUNCEMENT/COLLOQUIUM ARTS MEET SCIENCES/WINTER SEMESTER 2024-2025

Dear Members,

Prof. Violeta Dinescu (Dean of Class III) and Prof. Dušan Šuput (Dean of Class II) cordially invite you to participate in the Winter Semester of the colloquium series, 11 October 2024 till 31 January 2025, (online via ZOOM):

COLLOQUIUM ARTS MEET SCIENCES

First Colloquium, October 11, 2024 06:00 pm (Amsterdam, Berlin, Rom, Stockholm, Wien)

06:00-06:30 ARTS: ***Velimir Srića***: Education in the Age of Disruption Issues and Challenges

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Personal Experiences

- Croatia Classical high school, MS, PhD
- USA MBA Columbia University, visiting professor at UCLA
- Visiting professor in Austria, Slovenia, Hungary, Bosnia, Montenegro…
- Swiss School of Business and Management DBA mentor and professor
- Dubai – guest professor
- China visiting professor (Beijing, Shanghai)
- …

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Disrupted World

Living in interesting times (VUCA):

- **V**olatility
- **U**ncertainty
- **C**omplexity
- **A**mbiguity

Continuity replaced by DISRUPTION

In Zulu, ***VUCA*** means “*wake up*”

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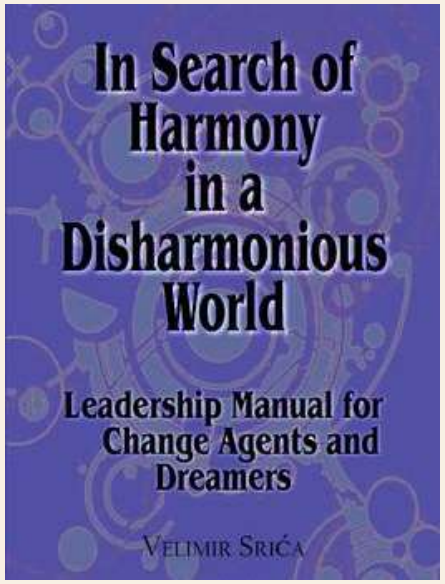
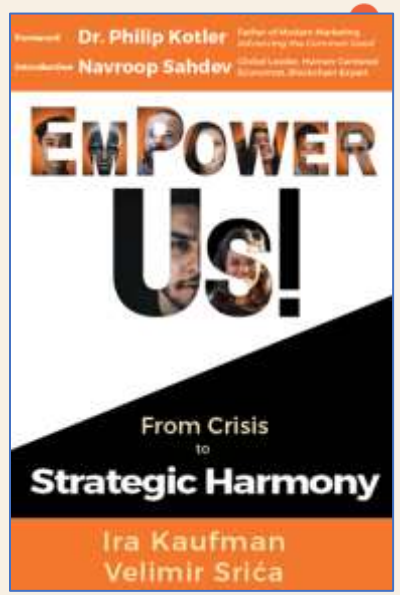
Cronical disruption

- „Cooking a frog” 30 years:
  - Kids outside a wedlock - 15% to 70%
  - Trust in government - 85% to 15%
  - Trust in „business people” - 65% to 18%
  - Trust in media - 78% to 27%
  - Trust in science - 89% to 65%
  - Trust in church - 82% to 34%





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Acute disruption

- Two pandemics and wars
- Global ecological crisis
- Inflation, fear of recession
- The "Cold War" is back
- Weakening of the "global order"
- The danger of nuclear conflict
- Distorted moral compass

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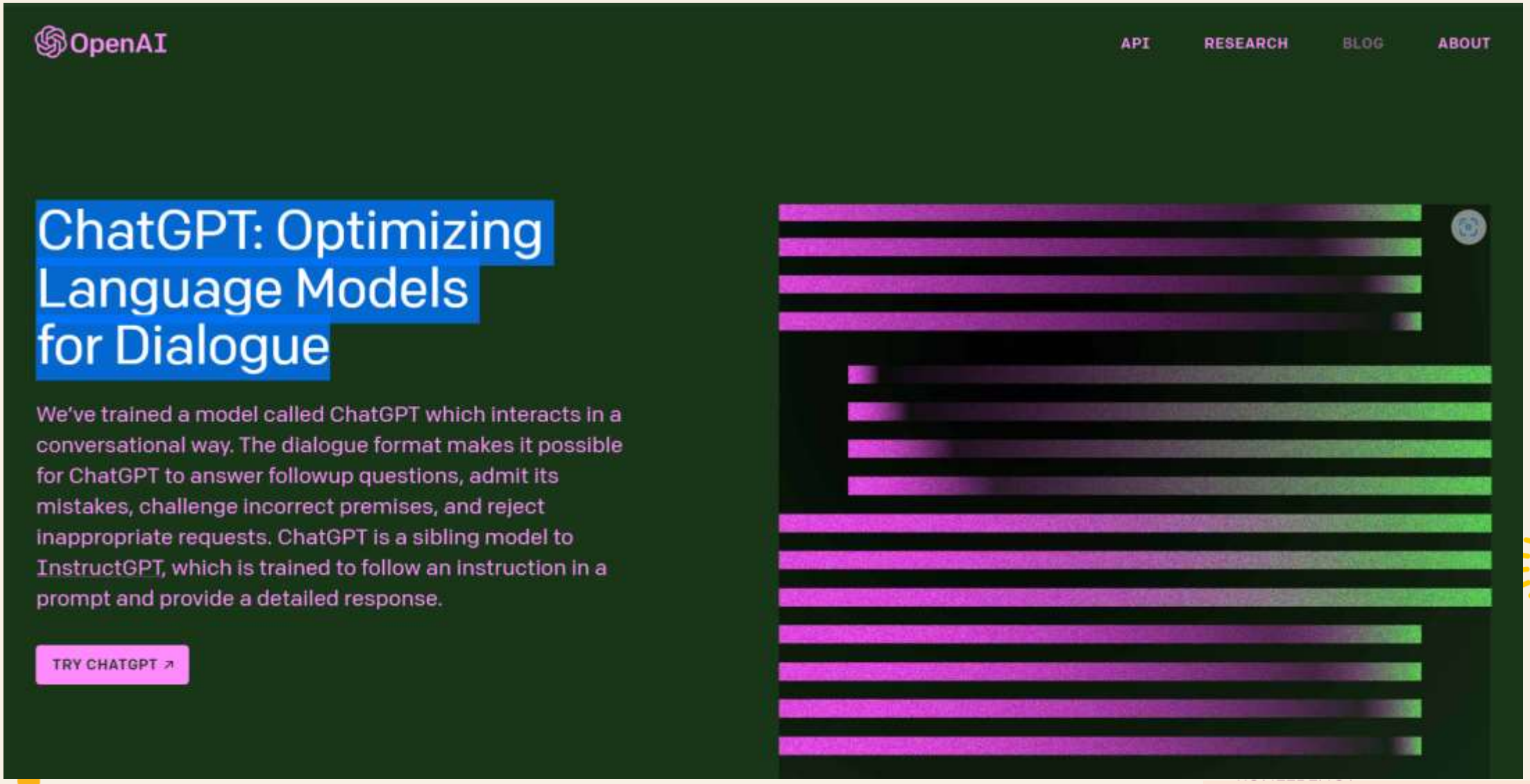
Digital disruption

- Teenagers spend 8 hours 23 minutes on mobile devices , 52' on TikTok
- 9 - 16% Facebook profiles are fake

AI and ChatGPT 4 dilemmas



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Human disruption

- 40% of USA households have one member, 70 million singles in EU
- Friendship Recession - 338 Facebook friends and 3-8 real friends
- The rise of mental illness and chronic depression
- Radicalization through social networks (fake news, conspiracy theories)
- Stochastic terrorism (mass and often random killing)
- Increasingly vague gender role
- Young generations avoid sex

Motivational Disruption 2018

- Gallup's *State of the Global Workplace*
- Survey of 142 countries, close to 1,5 billion workers
- 13% „engaged" – passionately working to „change the world"
- 63% „nonengaged" – disinterested in job and company
- 24% „actively disengaged" – negative, come to workplace to „bother" others

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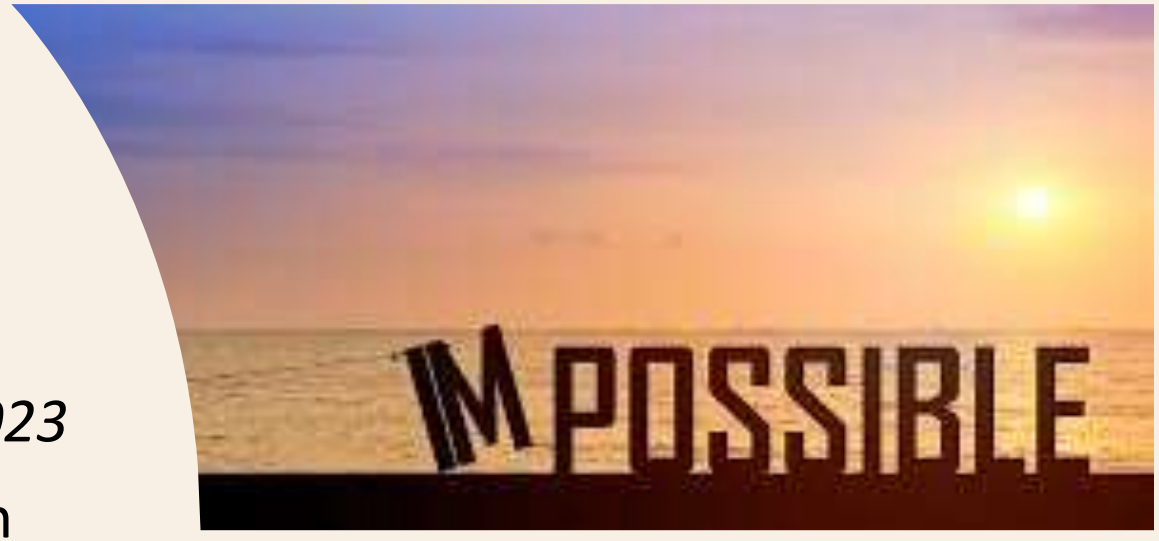
Motivational Disruption 2023



- Gallup's *State of the Global Workplace 2023*
- 23% engaged employees - feel involved in and enthusiastic about their work
- 62% employees not engaged - show up, do the bare minimum, uninspired by their work
- 15% employees actively disengaged – feel miserable at job, actively seeking a new one

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10 deadly sins of education

1. Education is not "useful"
2. Bureaucracy kills innovation
3. Based on fear and not love
4. Rational and serious, not "cool"
5. Poor response to digital challenges
6. Lack of creativity and spirituality
7. Emphasis on profession, not on passion
8. Learn but not unlearn
9. Learning vs. work, theory vs. practice
10. Change the culture, not the curricula.

11. There is no REAL search for a new paradigm

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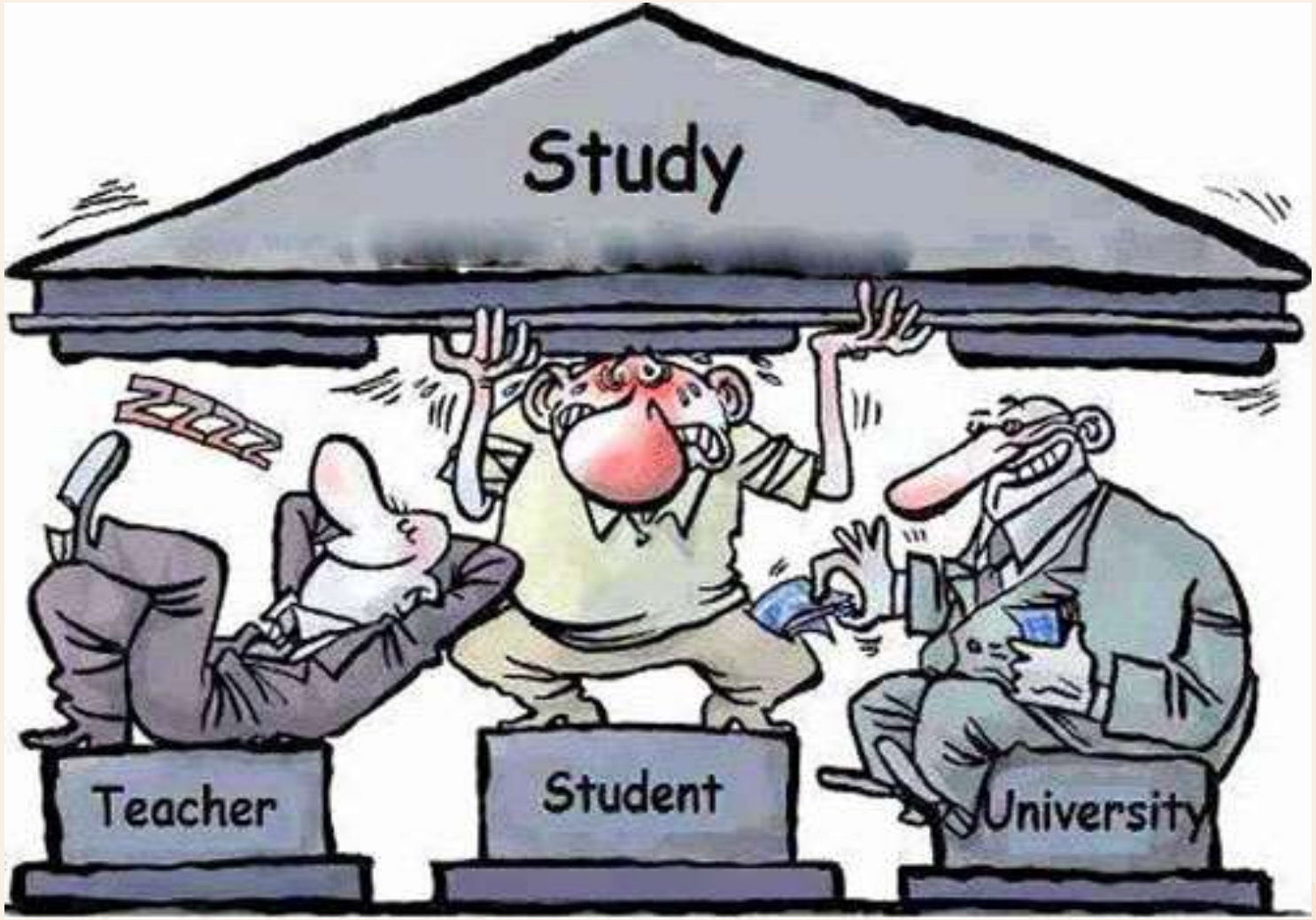
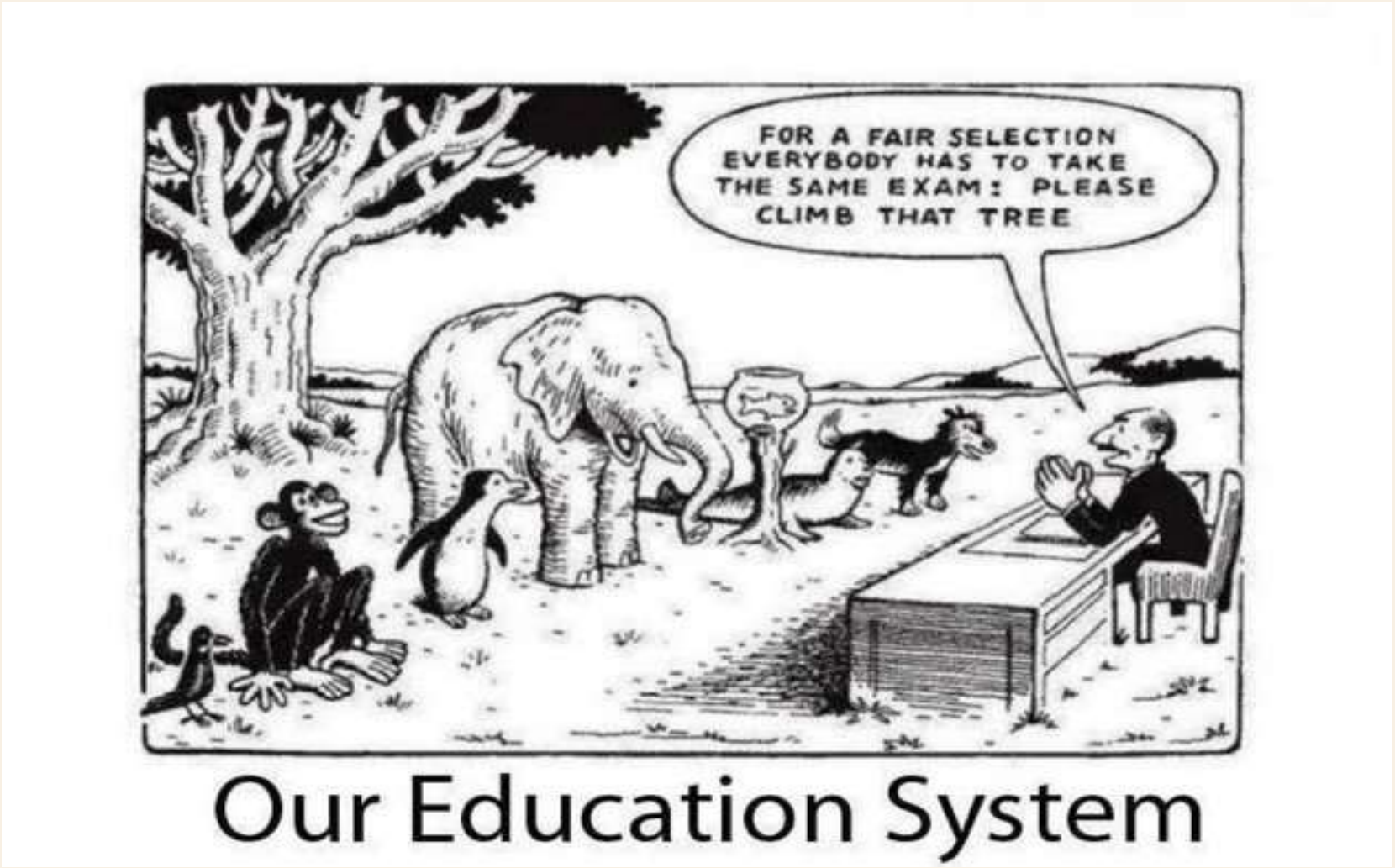
Education is a system of imposed ignorance (Noam Chomsky)



"I never let school affect my education." (Mark Twain)



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It is a miracle that curiosity survives the age of formal education (Albert Einstein)

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Change needed?

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The best future is the one we create ourselves.

Mindset Change

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Mental „Reset”

The Five Monkeys experiment
VALUES – BEHAVIOR – OUTCOMES

Value Change

Alan Deutschman: Change or die

Inertia is normal: we are all for change, but...

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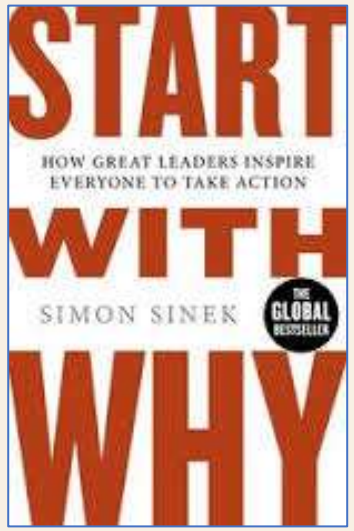

Problems

Change Fatigue

Change is imposed "from the top"

Change is not explained

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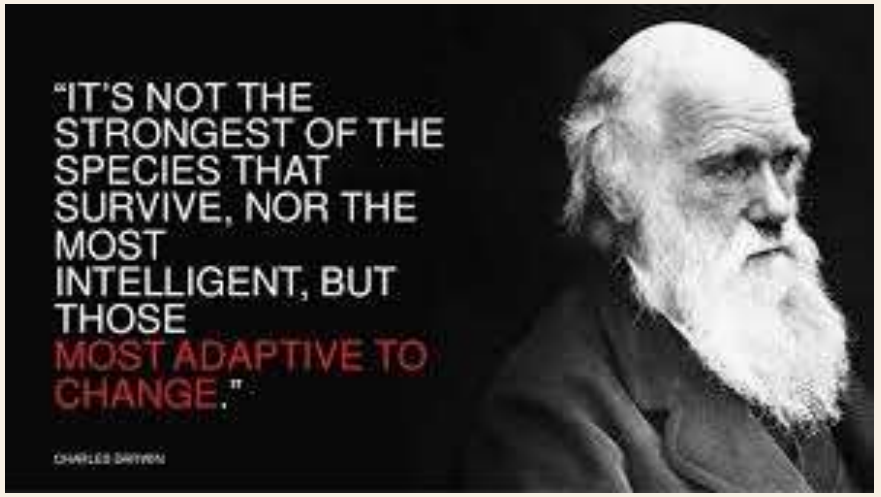
Educators = „Gardeners”

to develop and nurture:

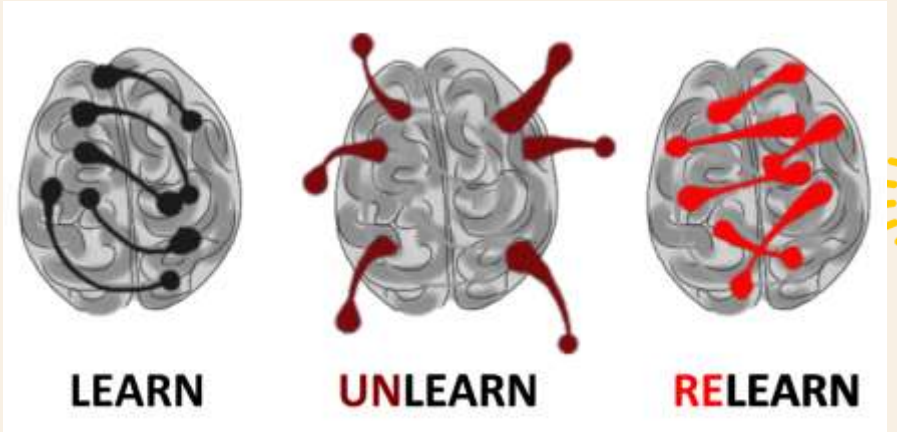
- Skills and Knowledge (IQ)
- Emotional Intelligence (EQ)
- Creative Mindset (CQ)
- Moral Compass (MQ)

Culture of learning and "unlearning"



The wisdom of Nan-in

Teach us to unlearn



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Benkei and his „unlearning”

- Zen master Benkei founded a school for troubled students and gave them complete freedom. They could do whatever they wanted, except restrict the freedom of others.
- The worst children came from strict schools. It took them six months to vent their anger and revulsion.
- Afterwards, everyone wanted to study, because they could only follow subjects that interested them.
- Benkei explained his success: *Every child has an angel inside. Our attempts to shape him turn that angel into a devil. The children who come to my school are little devils, they hate the world, they are destructive, rude, they lie, they steal, they are angry. But in six months, they become happy, healthy children who never do anything bad anymore.*

"The best education consists of what you have unlearned." (Mark Twain)

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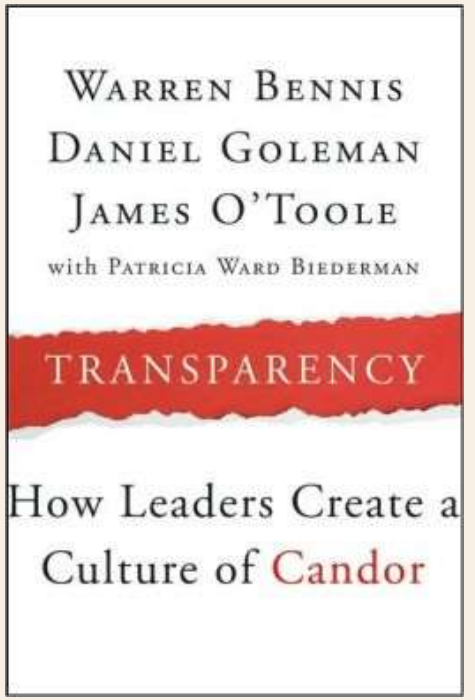
Culture of Candor and Transparency

"Lack of honesty is the dirtiest little secret of failure." J. Welch

Awareness of the "brutal truth" is the basis of problem solving



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Culture of Proactivity

Nobunaga story

Questions are a problem?

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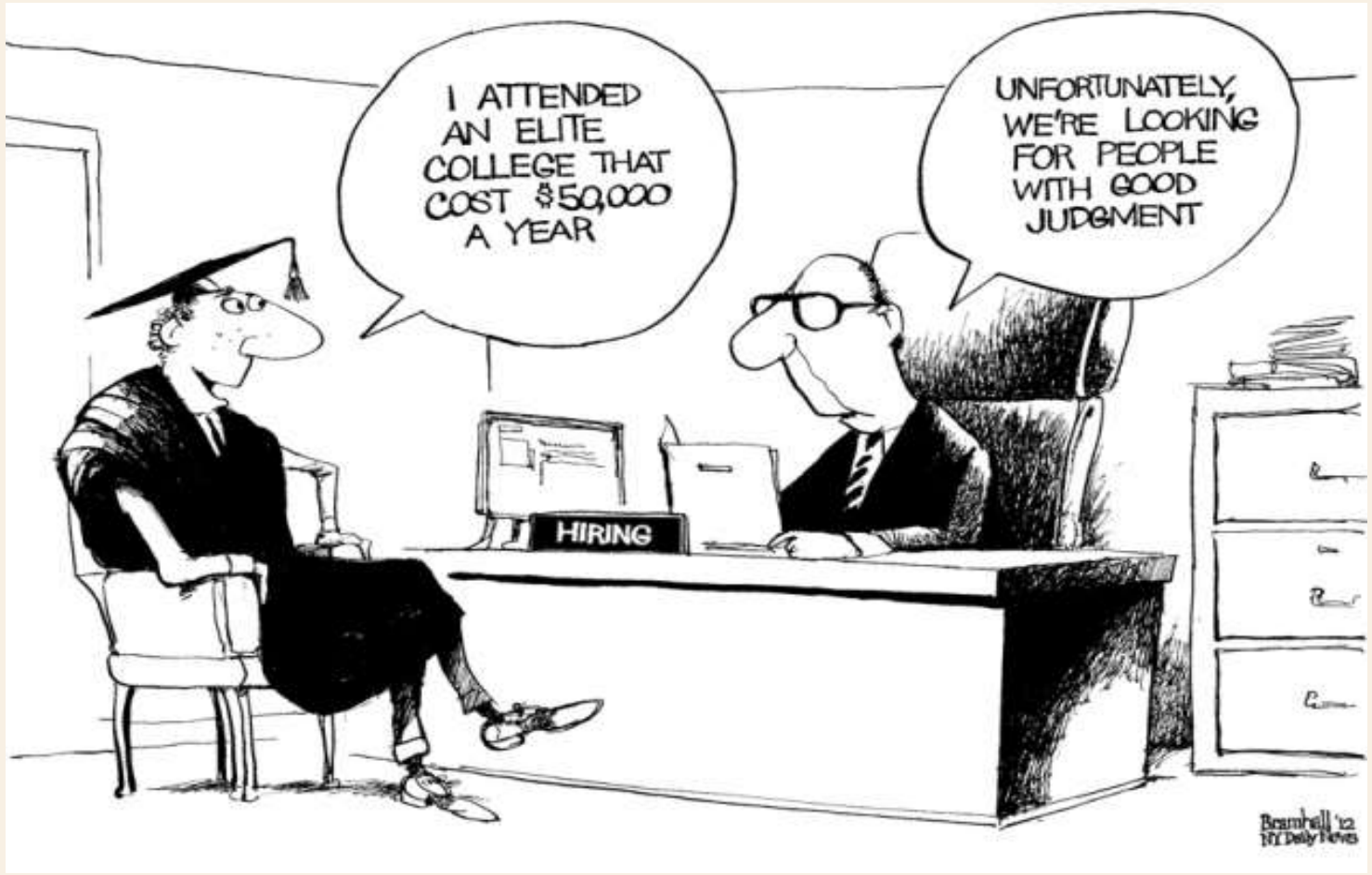
Culture of Patience and Persistence

- Never give up (Sultan and his horse)
- Willingness to sacrifice and delayed pleasure (marshmellow experiment)

"An innovator is a person who does not take his education too seriously." (Charles Kettering)



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Kaizen culture:

It's bad, we must change it!

It's good, but it can be better!

改善

Kai = Change Zen = Good

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Culture of Encouragement

- Catch me in what I do right
- Only the sky is the limit! Sweep me off my feet, blow my mind, make it so I fall off my chair!
- Let me tell the next joke better!

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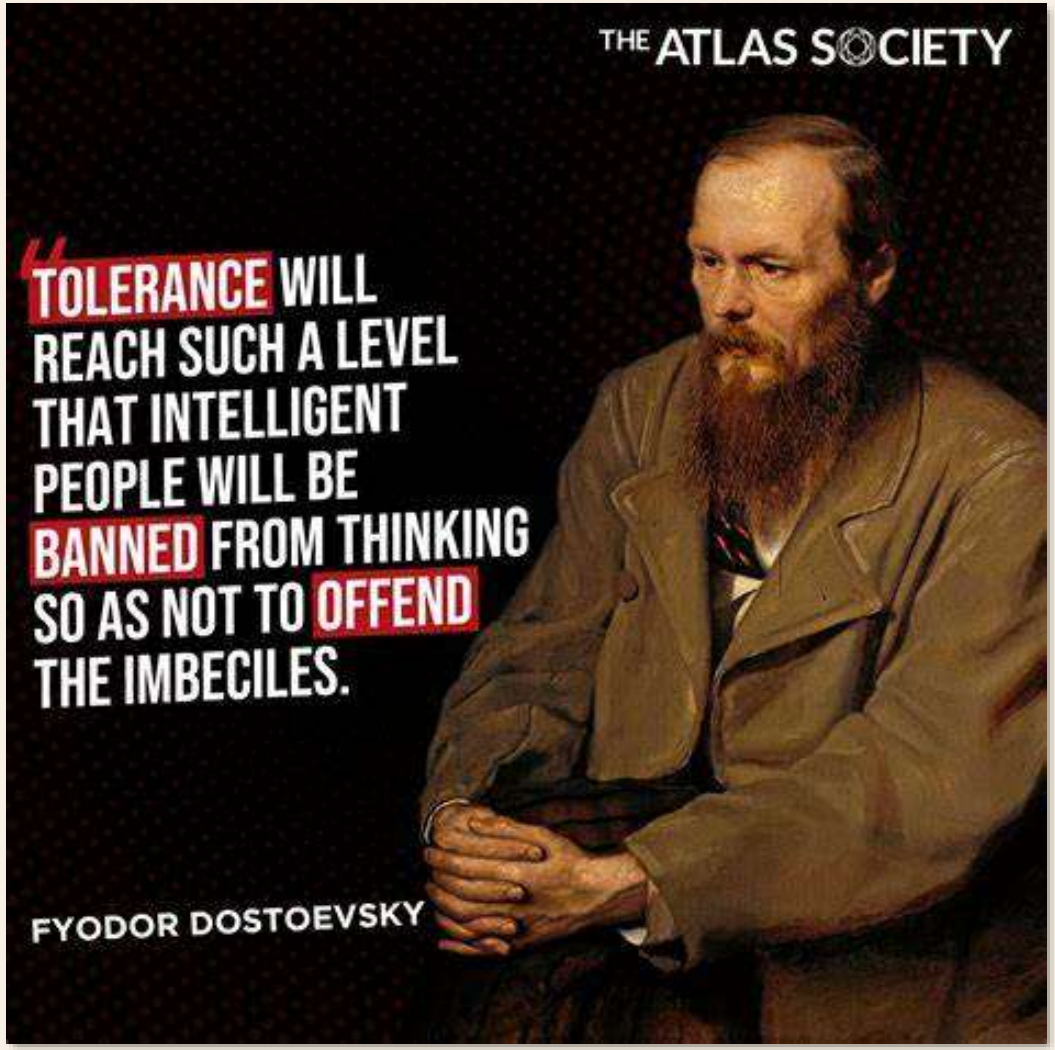
Diversification Culture

- Rule 20:70:10
- The greatest injustice is to be equal to the different
- Meritocracy and excellence

Too much tolerance harms truth and intelligence (F. M. Dostoevsky)



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Culture of Self-confidence

Self-confidence is the key to success

Self-confident people are not afraid of challenges and changes

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Self-efficacy

- The belief that I will be successful in any situation in which I find myself
- I can, if I believe I can!
- If I think I can and if I think I cannot, I’m probably right!

Win-win Culture

Are you ready to give up your idea, I will give up mine, to find together an idea that is better than both mine and yours?

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10 Key Future Skills

4TH INDUSTRIAL REVOLUTION

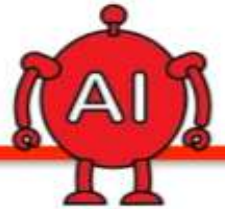
INSTITUTE FOR THE FUTURE

- Design Mindset
- Sensemaking
- Social Intelligence
- Novel + Adaptive Thinking

Art of Humanness

- Transdisciplinarity
- New Media Literacy
- Cross Cultural Competence
- Virtual Collaboration

Navigating the New World



- Computational Thinking
- Cognitive Load Management

Working With Bots

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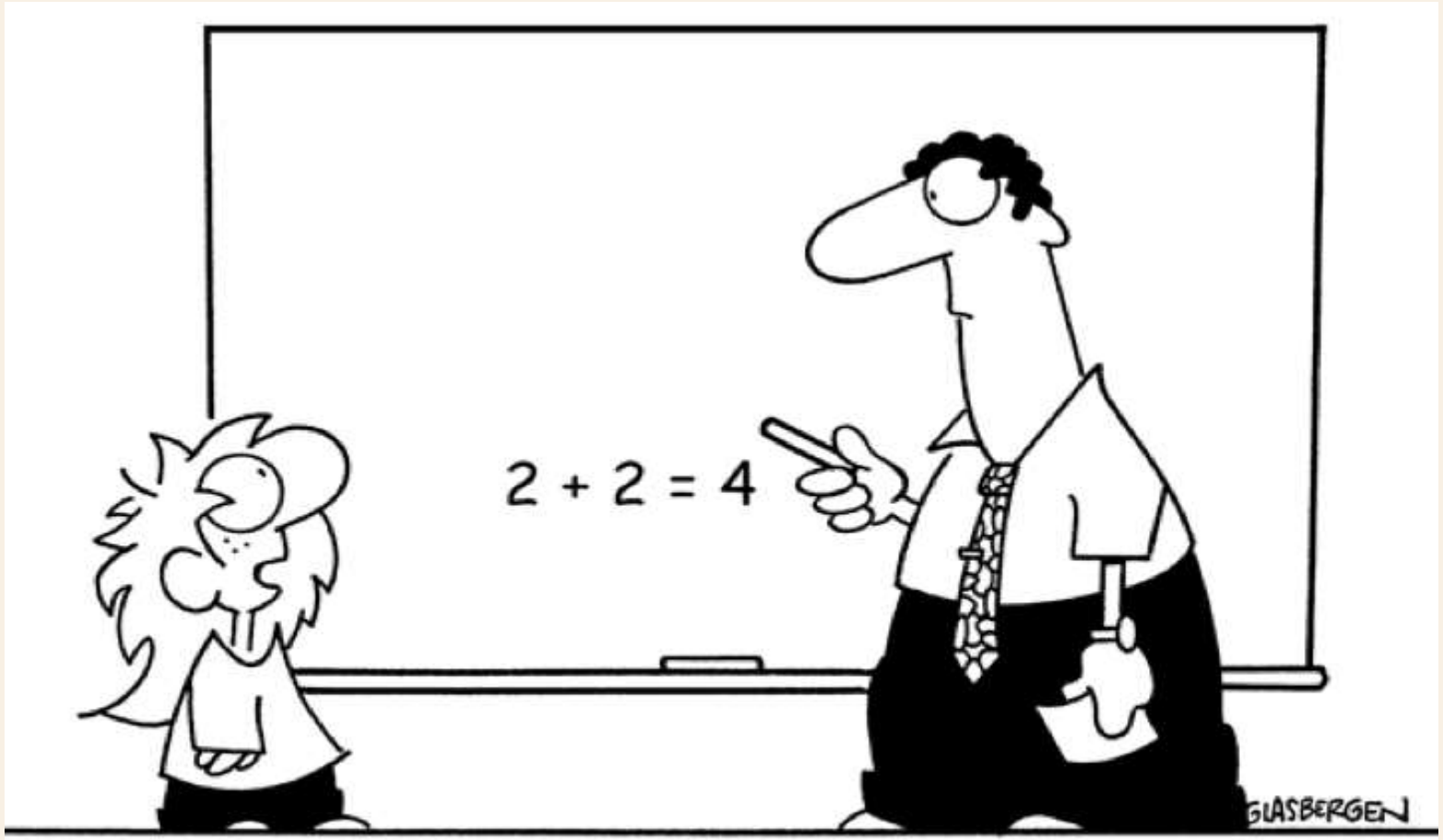
Why are kids so smart and adults so stupid? It must be education that does it (Alexandre Dumas)



"How can I trust your information when you're using such outdated technology?"

TAKEWAYS

- Jokes and quotes
- Serious stuff
  - 10 deadly sins of education
  - 5 monkeys: Values are more important than knowledge and skills
  - We must RESET values to make progress
  - Benkei and his „unlearning“
  - Kaizen: It is good but can be better!

Thanks for your attention!

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