

**ASTD 2013 Dallas Texas Knowledge harvest 3 A short summary from 2 sessions**  
**Session 1: “Mobile and E learning”**  
**Presented by Tony Bingham President and CEO ASTD**

Latest world wide research shows that one of the top 5 concerns of Global CEO's are shortage of skills.

Tony shares thoughts on how technology could contribute to leveraging learning and development of employees some interesting statistics

- World population currently 7.1 billion. 6.8 billion cellphones around the world in use
- Now in 2013 more than 1 billion smart phones sold
- Will mobile phones ever go away? How do we use them as effective development tools dealing with skills shortage
- When I-phone was launched 800 applications were available now more than 250 000 applications available
- 100 billion pages are available on the internet –available on your smart-phone in less than a few seconds
- 80 Million Generation Y employees are just in the US alone the largest generation in history
- They are more similar as a generation around the world than any generation before them
- Organisations are now already starting to push more content to mobile –ranging from text to more specific content
- The following areas are part of Mobile learning
  - Performance standards and feedback
  - Orientation and on-boarding
  - Product training
  - Culture feedback, surveys engagement of staff
  - Personal information
- 31% of US companies in a mobile survey indicated that they are using mobile technology in training and development
- Learning through mobile should not be viewed as an event but rather a process. A good process may have a number of events

**Start to think Mobile!**

## **Session 2: “Leading a culture of Innovation”**

### **Presented by Sir Ken Robinson**

Ken is internationally recognized as one of the world’s elite thinkers on Creativity and Innovation. He works around the world to jumpstart innovations by unlocking the creative energy of people and organizations. His latest book is called “Finding your element”

Ken shares his concerns that educational systems around the world are teaching people to become good workers, but not enabling them to discover their true talents.

His message is that people are educated “out of their creativity” and this is not enough to sustain the future of businesses.

**“Human talents are like the worlds natural resources, we need to dig deep to find them.”**

During his address Robinson stressed that people should find what they are passionate about. Both in work and in life. He believes that it is passion that becomes a prerequisite to be successful.

**“A strong passion with moderate talent will get you much further than moderate passion and tremendous talent”**

Many people don’t think they have much talent and don’t get much pleasure from the work they do. Others love what they do and can’t imagine doing anything else. The key is to identify the talents that you have **“We all have deep talents, but it is often the case that we don’t discover them.”**

To unlock this potential Robinson said we have to go digging for our talents and stop ignoring what appeals to us. Instead we should embrace what we are good at and what piques our interest. This combination of passion and talent is what it means by **“being in your element”**

Robinson fears that happiness is at stake for those who have not found their element. He cited the fact that by 2020 the second largest cause of mortality is predicted to be depression. Happiness is not a material state at all but a spiritual state.

Finding your element is a two way journey, Robinson explained. It is both outward and inward. The journey entails knowing about yourself and discovering the world around you. In quoting the Dalai Lama Robinson said **“To be born at all is a miracle, so what are you going to do with it?”**

**This Knowledge harvest prepared by Niel Steinmann  
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