

**ATD 2015 Orlando Florida Knowledge harvest**  
**A short summary from the two key note sessions**

**Session 1: “Leading a Global Business”**

**Presented by Andrea Jung former CEO and chairwoman of AVON.**

Jung was responsible for developing the company strategy and brand initiatives that expanded AVON to more than 100 countries. At AVON she served as CEO from 1999 through April 2012. During her tenure she championed woman empowerment, and employment opportunities around the world. She ranks consistently on Fortune magazine’s “Most powerful women in the World” and Financial Times’ “Top woman in world business”

Jung’s first recommendation in leading National and Global companies is that its vision and values be a language easily understood by everyone. The values must be lived by everyone in an authentic way. **“Values and integrity have to be the bedrock “**

Her next lesson is “it is all about influence”. Leaders must be able to motivate, inspire and share visions. She made a **clear distinction between power and influence**. Influence requires engagement and is more nuanced than the power associated with a particular role.

She stresses that leaders can never over-communicate, revealing her regard for the term **“hyper-communication”**. That means keeping the lines of communicating open when there is both good and bad news. She sites the example of how she personally traveled around the world to explain the reasons for restructuring to those affected by retrenchments. **Authentic leadership doesn’t shy away from the difficult discussions!**

If companies want to continue to succeed, reinvention will be key. “What made you successful to date will not make you successful in the future”. You cannot reinvent your organization without reinventing yourself first. To do that Jung suggests that **“leaders fire themselves every Friday and show up on a Monday as if it is their first day at work”**. Rethink all the decisions you have made and look at what is on your table with a new lens. The boldest most courageous moves comes from constant reinvention.

**A final lesson to organizations is that they “Do good, It is as important as doing well”**

Contributing to a greater social good has to be a barometer for any organization.

This is a powerful way to unite employees and contribute to a better world.

**“Progress and leadership development is our only hope... we need leaders that focus on the who and not only the what”**

## **Session 2: “Learning and creativity in the age of the cloud”**

**Presented by Sugata Mitra UK Professor of Educational Technology and 2013 TED prize winner**

In 1999 Mitra and his colleagues made a hole in a wall bordering an urban slum in Delhi, installed an internet connected PC, and left to see what would happen. Almost immediately, children from the slum began playing with the PC and in the process taught each other how to use it and get online. This experiment, which **inspired the book Slumdog Millionaire** was then replicated in other parts of India with similar results.

During the session he revealed amazing insights on what it takes for children and even adults to learn. This research challenges the key assumptions of formal education and even training. He demonstrates that in the absence of any input from a teacher, an environment that stimulates curiosity could result in learning through self-instruction and peer shared knowledge. His research shows that **unsupervised children, anywhere who are given access to the internet can go from zero on a learning scale, to the level of the average office secretary in a matter of months.**

Given this premise Mitra argues that schools as we know them are now obsolete. Cars are now becoming self-drive, Maps are replaced by GPS, record players by I-tunes and even cameras by smartphones. “The whole world will have to reconfigure itself and we cannot afford to educate children and adults as if we are preparing them to become workers in mass production factories – like the old days”

Sugata is now using funds he won from the TED prize to establish “**Schools in the cloud**” across the world. He has also introduced the concept of “Grandmother” at these schools in the cloud. This method uses ‘admiration’ as the driving force to start each new learning cycle. He has recruited people to dedicate an hour each week to serve as remote “grandmother” who uses skype to beam into a classroom and offer encouraging words “wow that’s fantastic, how did you do that” to students in other parts of the world.

Mitra concludes that “Learning can emerge as spontaneous order when we live on the edge of Chaos”

**Knowing is not anymore the most important thing in this world** but rather “to be able to find out”.

“Appoint people that can figure things out, learn from others and know where and how to get things “

Watch Sugata Mitra’s award winning TED talk. It truly will revolutionize the way you think about learning

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