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Training for Innovation and Innovative Training: An Elevator Industry Anticipation

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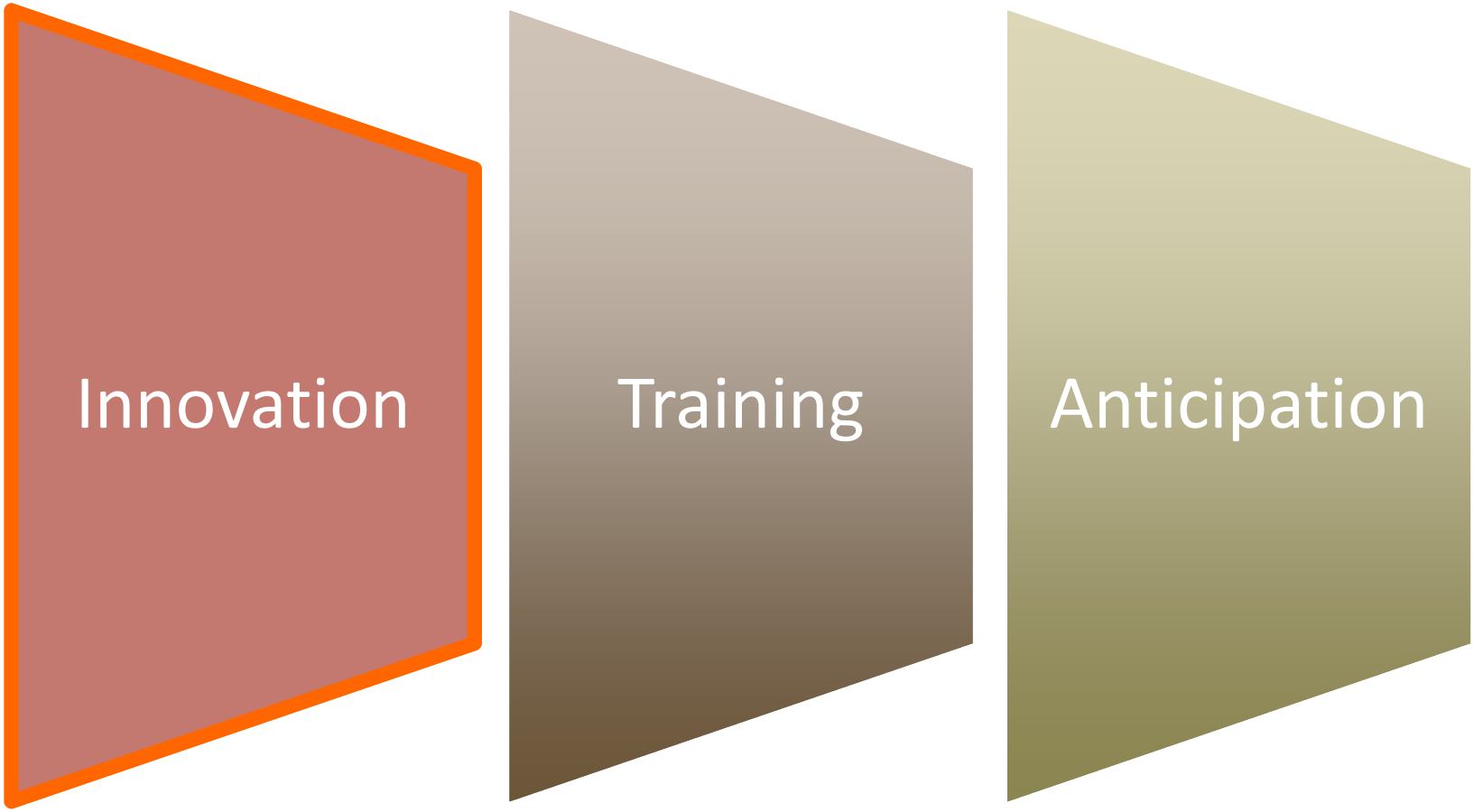
Augsburg 2015

Agenda



"Imagination is more important than knowledge. Knowledge is limited to all we know and understand now, while imagination embraces the entire world and all there ever will be to know and understand" - Albert Einstein

After 66-year history, in 1998 Lego lost US$48M

In 1997, Peter Eio US chief operations proposed an agreement with Lucas Film. The answer was NO.

At the same time, Lego serious play was conceived.

Innovation

Innovation concept

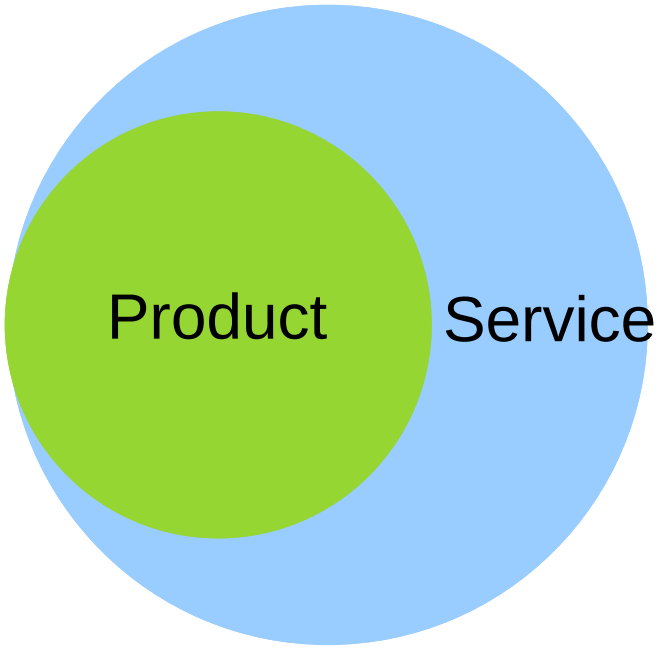
Innovation is something else than product technology innovation.

Innovation

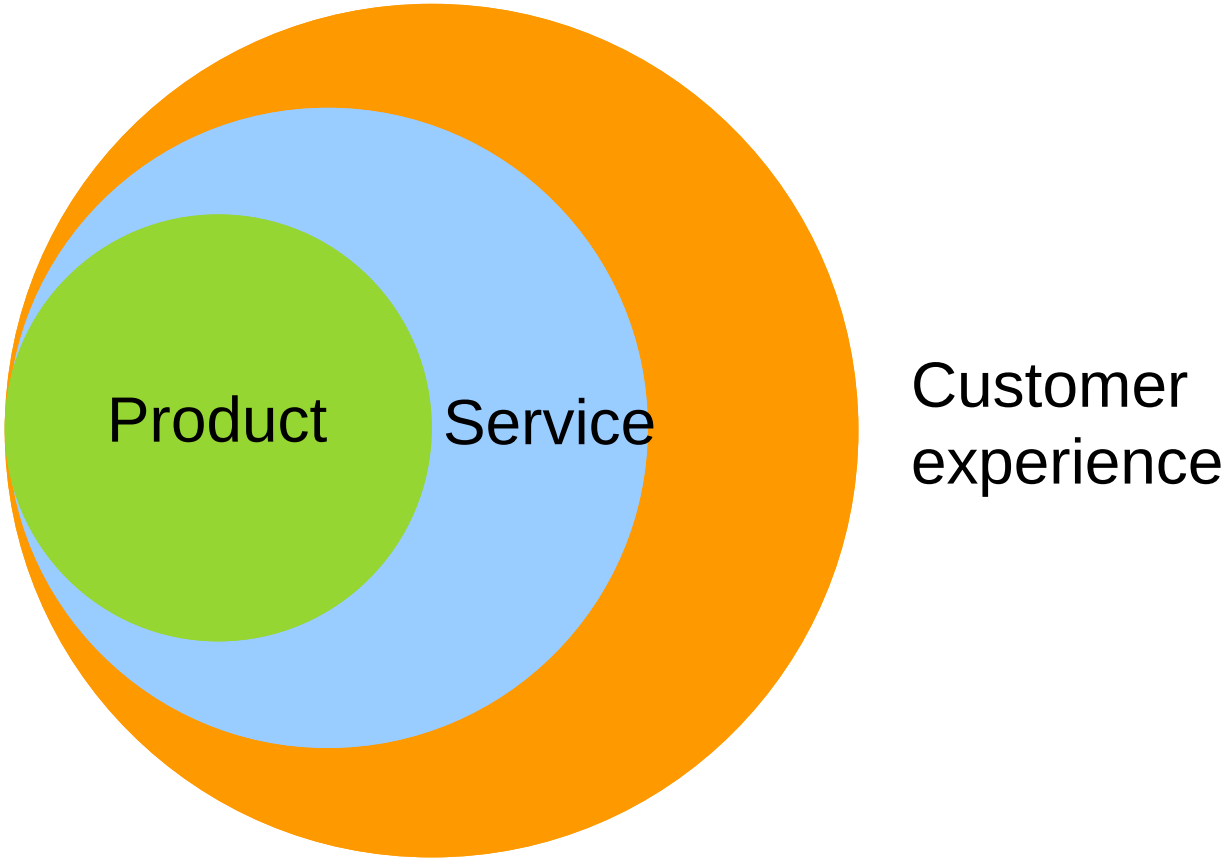
Innovation concept

In the years to come, non product related technology innovations will have more importance than today.

Innovation



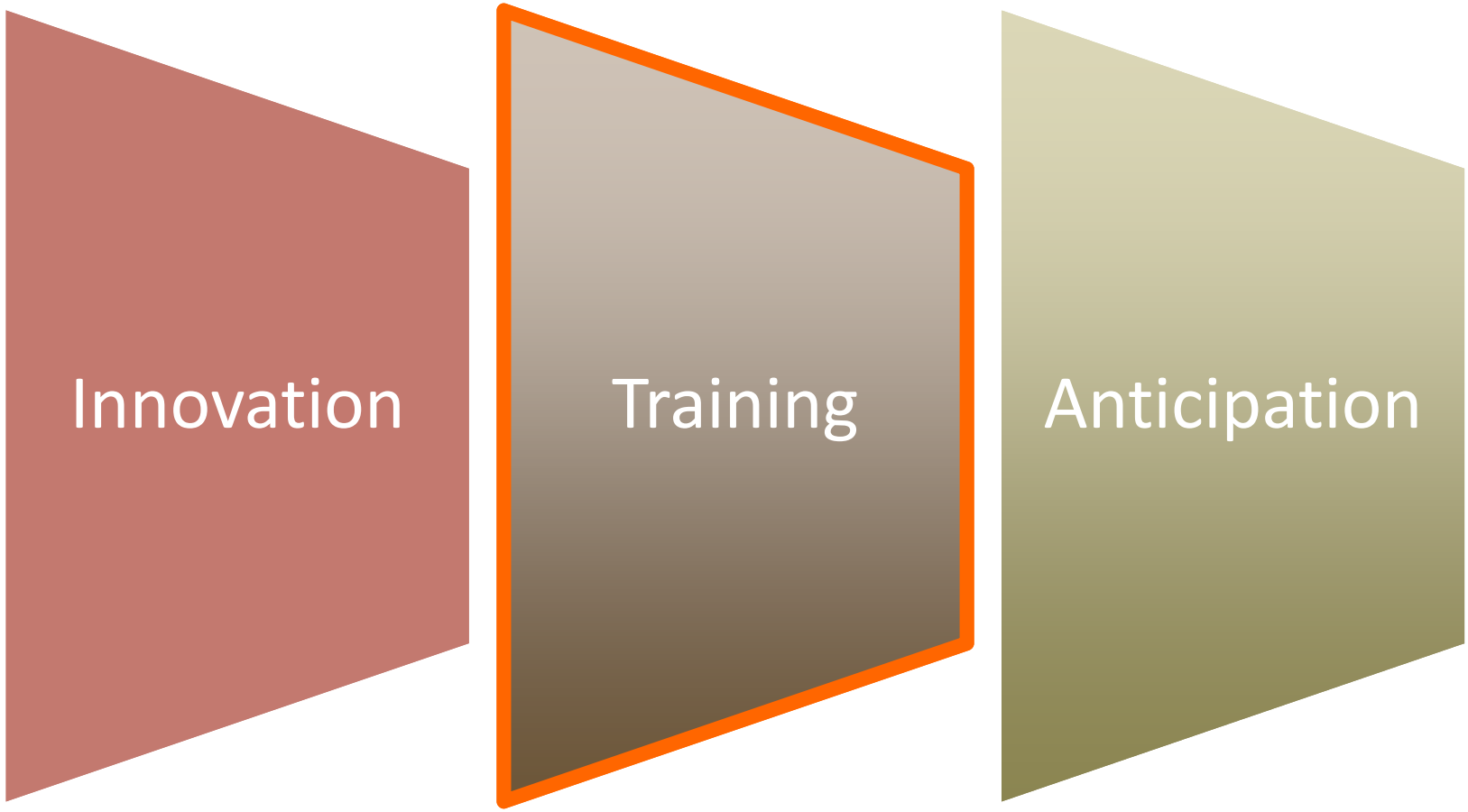
Innovation



Some facts…

Information Dynamix

Agenda



Curriculum

Formal education

- From primary school through the university

Informal education

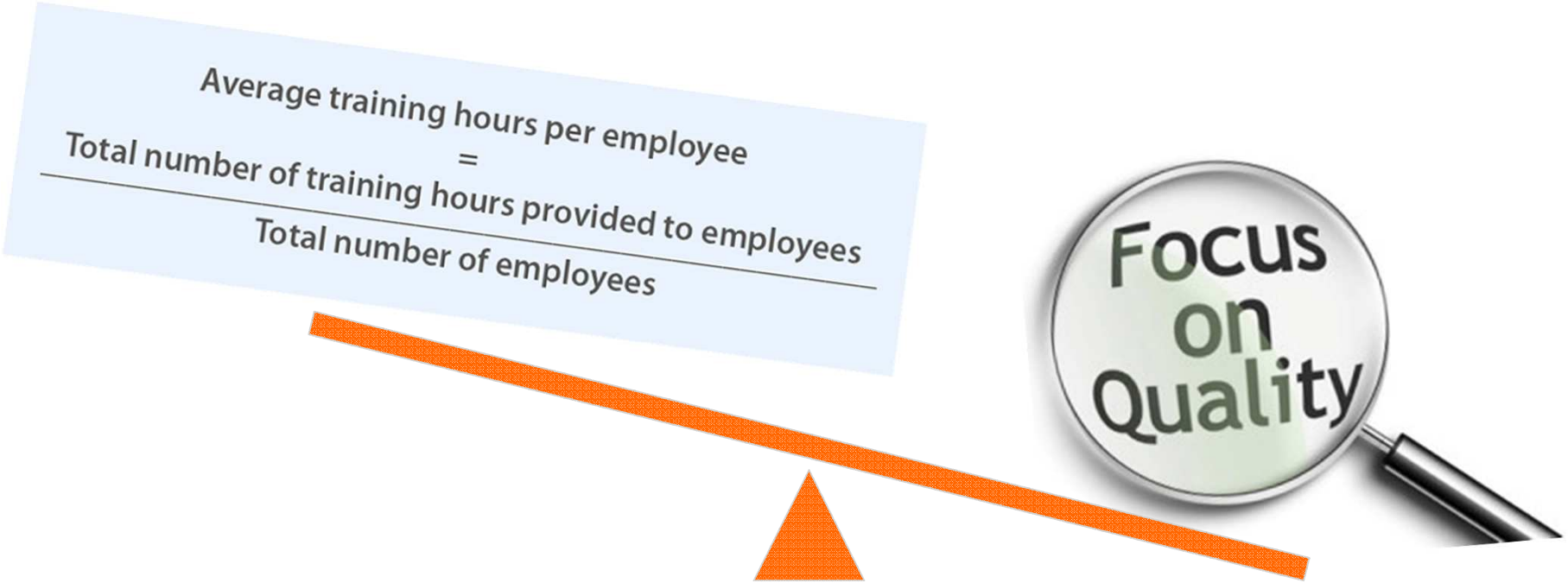
- Lifelong process whereby every individual acquires attitudes, values, skills and knowledge from daily experience

Non-formal education

- Any organised educational activity outside the established formal system

Lifelong learning or continuing vocational education and training (CVET)

Beyond old metrics: focus on quality



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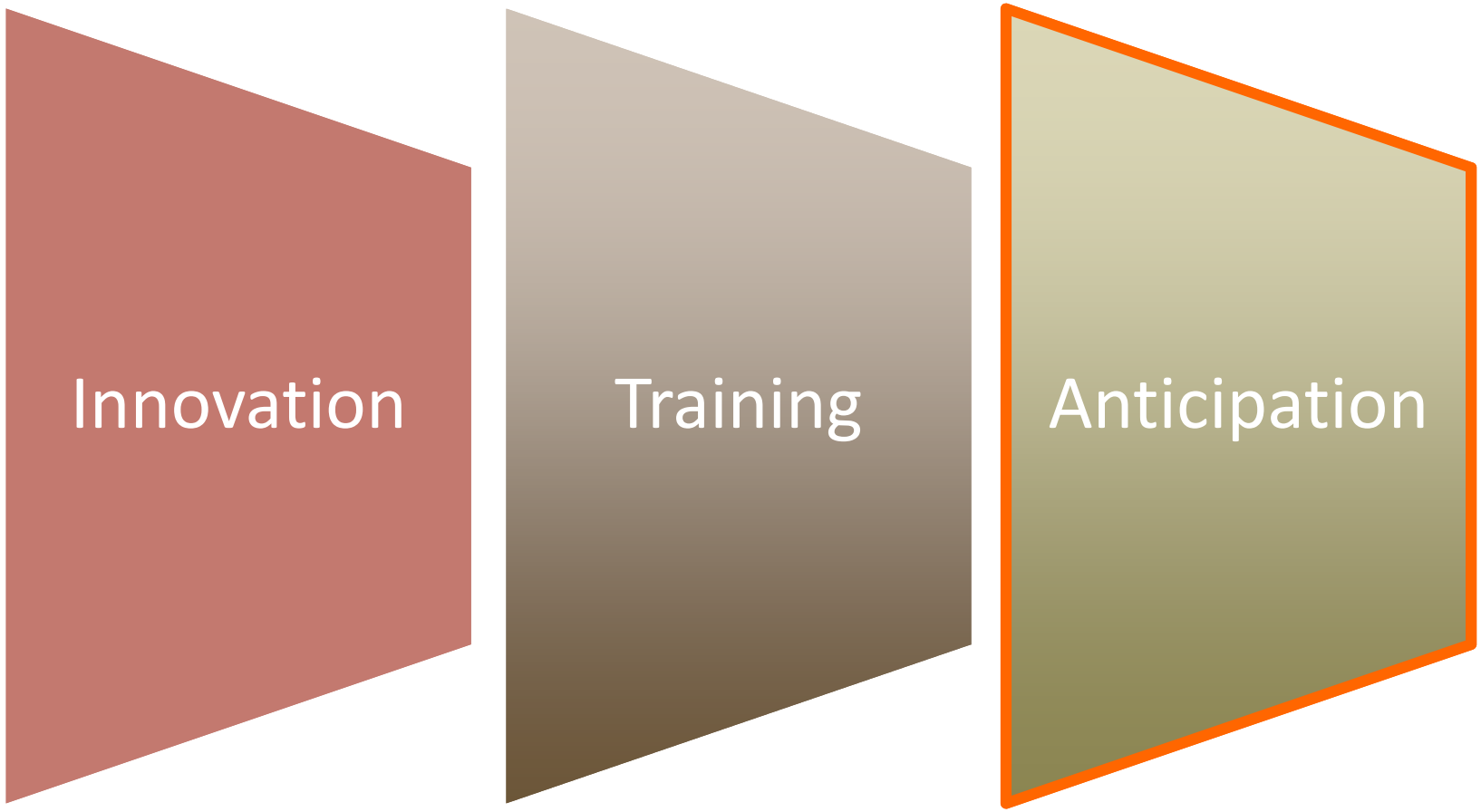


“No wind is favorable to someone who does not know where they are sailing.”

Seneca

Industrial anticipation ©

- Multisectorial
- Qualitative, not purely quantitative
- Break in trends vs trends
- The principle of reality vs private interests

Trends

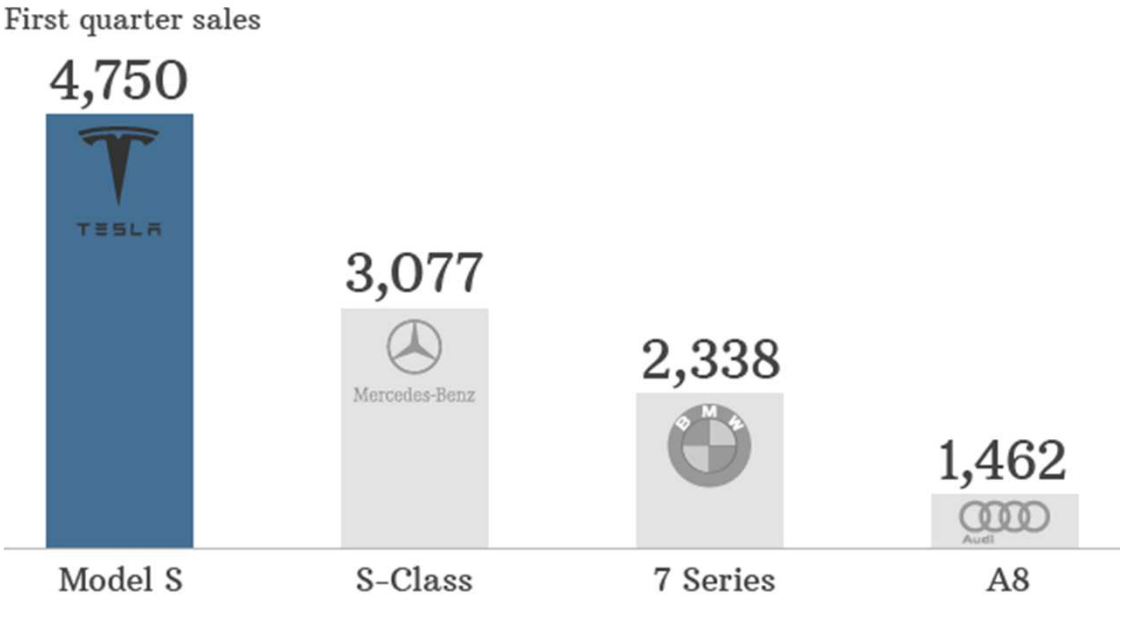
General Context

Elevator industry

Education

Trends

"i could either
watch it happen
or be part of it."
-Elon Musk


First quarter sales
4,750
TESLA
3,077
Mercedes-Benz
2,338
BMW
1,462
Audi
Model S
S-Class
7 Series
A8

General Context - TRENDS

- Job creation and economic ups and down
- Multipolar world – Risks of War Currencies
- Digital era
- Ageing
- 3D printing
- **Shortage of highly-trained experienced workers**

General Context - TRENDS

- 3D printing
- Internet of things
- Mobile platforms
- Smart cities
- Semantic web
- Consumer rights
- Transparency

Elevator industry - TRENDS

- Greater integration Lifts / Building / City
- Lift systems in single-family households
- Interaction between lifts and internet
- Training programmes for green jobs in the building sector
- Highly competitive service markets
- Multibrand service capabilities
- Use of new materials

Education - TRENDS

- Curriculum including formal, non-formal and informal education through Learning Record Store using Experience API software.

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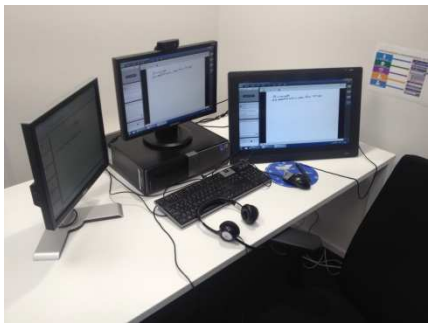
Education - TRENDS

- Blended education combining residential classes, videoconferences with intelligent/affective tutoring system.



Education - TRENDS

- Flexibility in learning - evening courses, part time courses, personalised training or e-learning.

Individual programs for skills and competencies programs

+

Collaborative Learning Workshops

Education - TRENDS

- Work-based learning (coaching,…)
- Gamification
- Virtual reality,...

Training Elevator Anticipation

- Increase of resources dedicated to training and education in order to adapt to new trends.
- Use of multi-channel training integrated via internet in one single CV.
- Promoting the use of ICT as a driver for systemic change to increase quality and relevance of education at all levels.

Training Elevator Anticipation: Key competences

- Creativity.
- Entrepreneurship and sense of initiative.
- Digital skills (including coding).
- Foreign language competences.
- Critical thinking.
- Skills reflecting growing sectors, such as the green economy.

Training Elevator Anticipation:
New Business functions

Multi-technology service support

Industrial anticipation

Customer Experience

Thanks!

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- Associate Professor of IE University, School of Architecture and Design
- Representative institutional member of World Future Studies Federation (Partenered with UNESCO)
- President of Foundation for Education and Training on Political Anticipation (FEEAP)