



THE L&DISRUPTOR

The latest breaking news on Corporate Learning

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Breaking news for the L&D !

The L&D ground is heavily shaken by the latest disruptive processes which seem to profoundly transform the Corporate Learning environment for the sake of the organizational and employee benefit. Here is the breaking news in the global, regarding the evolvement of Corporate Learning and some of its consisting elements:

1. CRASH of the L&D opens the space for intelligent learning management apps

How shocking could that be? After a long time of struggle and unsuccessful interventions inside the HR environment, it was suddenly decided the abolition of all L&D departments in a global scale. The reason is the rise of the Intelligent Learning & Development Apps, which do the same job faster, cleverly and much cheaper. The Head Minister of Corporate Education & Labor, Mr. Joachim Neimeier announced just yesterday this devastating heavily disruptive consequence: "We find ourselves in this awkward position, thinking of all the L&D managers who are losing their jobs. But we have a new role for them. They will facilitate all the duties and functions of their successors. The Intelligent L&D Apps, which are driven by Artificial Intelligence software are becoming now able to provide customized coaching and consulting any time, in any place. They also become able to develop a customized optimum e-portfolio and provide perfect services on content-finding and curating. Still, they will need the support of the experienced L&D humans. Probability: Medium. Intensity: High.

2. RE-DIRECTION of the VIDEO PORTALS: New opportunities for customers

Corporate video portals are now open to customers who appreciated this L&D initiative and they immediately started uploading their own videos demonstrating their experience with the various companies' products that they use, providing fruitful feedback. In this sense, customers enhance their role as contributors to the growth of the company not only by using the products but also getting directly involved in the learning initiatives of the companies by sharing their challenges and/or success stories.

Probability: Highest. Intensity: Medium to high.

3. REPLACING the VIRTUAL CLASSROOM. Customized live Holograms are here to stay!

The Hologram technology has been quite advanced the recent years and as expected it couldn't leave unaffected the Corporate Environment. Holograms equipped with AI learning modules are beamed now everywhere according to the desire of the company and the learner, and they are substituting the old-fashioned virtual classrooms. What makes this innovative discovery more interesting is that you can order and customize the Hologram according to your preference. At the moment amongst the most popular Holograms, coaches and trainers are Albert Einstein and Marilyn Monroe! What to say!

Probability: Medium. Intensity: Medium.



4. RE-IMAGINING of SOCIAL ONLINE LEARNING: Let's bring face to face back again and have some fun!.

The "let's learn together, anywhere" attitude has started flying high already some years ago and it has created a lot of fun-clubs all over the planet earth. But just today the Social Learning Experimentation Hub announced their ambitious program for Social Learning. The Hub host, Mrs. Susanne revealed the secret to us: " We are planning to release Social Learning cruise boats, where people will travel and interact with each other, leveraging the diversity of different cultures and learning together in different places, having fun". What a beautiful way of learning and moving together in a challenging world!

Probability: Medium. Intensity: High.

5. RE-INVENTION of the FLIPPED CLASSROOM: Preparation in Groups-A new mindset!

It seems that the idea of the flipped classroom remains steady in order to support the concept of blended learning. However, it also seems that in parallel, it moves away from the individual learning preparation and learning in silos towards a new direction which is group oriented. Maybe this could be combined with the idea of the Social Learning Cruises that we mentioned in the above paragraphs.

Probability: High. Intensity: High.

6. REDIRECTION of the BLENDED LEARNING: Maximize fun!

Since decades the struggle of the L&D experts regarding Blended Learning was always to find ways to increase its efficiency and effectiveness. Last month, Mr. Elias Barrasch, the CEO of the "Happiness for the Greater Good Institute", announced the development and distribution of a toolkit to support L&D departments to improve Blended Learning. The toolkit is named "Maximize Fun-The ultimate solution".

Probability: Low. Intensity: Medium to low.

7. CRASH of the LEARNERS: A shocking discovery!

The social experiment of the municipality of the new city of Habamaluka in Madagascar to replace human employees with AI robots just because they believe that there will be fewer mistakes has provoked a huge criticism and opposition in the global. Of course, this has a huge impact for the L&D managers, as they would probably not be able to find people to train. Nicole Bergmann, an L&D expert and a political activist in the Habamaluka city said with a glimpse of irony: "Well, that's not so bad. L&D experts will now have a lot of time to do whatever they want in their life".

Probability: The lowest. Intensity: The highest.



8. CRASH of the MANAGERS: Another stab in the back of the Coprorates!

After the crash of the learners in Habamaluka now we have the crash of the managers at least in the companies in the industrial area of the new city of Hoovrrrrhoeekveen in the Netherlands. The idea behind is the democratization of the processes and decisions in the corporate environment targeting a profit optimization for the citizens. It started as a pilot phase of a bigger project, which involves the whole Europe. Some criticism by the opposing voices refers to the possibility that the idea of self-directed employees may reveal a Darwinian nightmare: Only the fittest will survive! However, it triggers thoughts around a non-hierarchy corporate configuration and what would be the consequences for HR and L&D departments.

Probability: Medium to high. Intensity: Medium to high.

9. RE-INVENTION of BUDGET: The new currency is time!

As long as the money didn't really make a difference in moving the L&D initiatives forward, it was thought to shift the intention and interest to time. In this way, learning exchange between learning stakeholders becomes unlimited.

Probability: Medium to low. Intensity: Medium to high.



"...In the next years, peer-to-peer learning takes a new shape: Peer-to-robot."

PETRA MÖLLER

10. RE-IMAGINING the TIME: "SynBots" are limiting the learning time to milliseconds!

And now that time seems to become the next currency, what is the reaction of the innovative market? The Artificial Implants Science Foundation came up today with a breaking invention. The first USB skin ports connected to the human neurons, which are transmitting data and knowledge to the human brain is a fact. The tests reveal that any kind of learning could be achieved in almost zero time. We asked Professor Martina Pumpat, Head of the M.P.Tobockot Research Center for Cyborgs to shed some light on this extraordinary discovery: "We have just finished an experiment where one of our human volunteers started communicating efficiently in Chinese after 6,356 seconds of huge data upload via her skin port, without having any kind of Chinese language knowledge before. The whole process of learning and the definition of learning needs are now regulated by our AI bots, called SynBots. They are expected to be in the market at the end of the year. Of course, you can imagine that the issue of the learner's behavioral change is not existing any more..." Prof. Pumpat also revealed just a few information about their new secret project called "The break-button", which as long as it is implemented in the corporate SAP systems it provides an irrevocable alert where every activity performed in an organization stops immediately and only learning starts taking place.

Probability: The lowest. Intensity: The highest.



11. RE-IMAGINING SKILLS: People are able to unlearn if they like it

A very interesting insight in the area of employees' skill development came recently into the light after the announcement of the results from a research at the Human Skills Evolution Lab in the new city of Mougaparena in Brazil. Professor Melany de la Rosa, Head of the Lab mentioned: "The first promising experiments from our Lab shows that skills become unimportant, they can be unlearned quickly if desired and can change also quickly according to the will of the employee. What becomes important are Mastery, Talent, Interest, Purpose, and Fun.

Probability: High. Intensity: Low.



12. RE-INVENTION of the COMMUNITY MANAGERS: The Bots are everywhere!

Even if the concept of the Learning Community Managers is respectively new, it seems that technology is going to disrupt it as it does with almost everything. Last week the bot manufacturing company P.M.Stofe GmbH, announced the release of the AI Community Manager bots, named "CHAT-NET-BOTS". The Lead Engineer of this project, Dr. Petra Möller stalked with our reporters: "We are working on this project for many years and paradoxically we also had the support of a lot of human community managers in order to come up with a Bot solution, which will fulfill the needs of our customers. The CHAT-NET-BOTS actually will continue performing the tasks of the human Community Managers, like answering questions, fostering networking, connecting learners with relevant topics, etc, however they will do it now in a more sophisticated way. The future is here."

Probability: Medium. Intensity: High.



"...Esperando Bar Camp is the "new" language in the Learning Islands where a new learning culture is created."

ELIAS BARRASCH

TopTen list of disruptive MOOCs!

Starting this month

1. Genome editing
2. Human beings-A still unexplored and exciting format of life (ATTENTION: only for Tutor-bots)
3. Growing cognitive capabilities of robots (ATTENTION: only for Human L&D departments or what is left of them!)
4. Cyborgism and Post-Humanism (ATTENTION: only for SynBots)
5. Zero-cost Wi-Fi transmittable energy
6. Trojan bio-software and spread of diseases in robotic societies
7. Food Supply Chain Revolution: The Lab as a farmland (sponsored by the Ministry of Corporate Education & Labor)
8. Bio-Gerontology: Progress and Challenges (ATTENTION: only for CEOs)
9. Guarding efficiently 3D-printing governmental buildings: A visual storytelling MOOC (ATTENTION: only for dogs working as security agents in Corporations)
10. The rise of Micronations: The path from De-Globalization and Nationalism to autonomous "prosperity" (ATTENTION: only for AI Community Manager bots specialized on Human Sciences)

"...24/7 live customized Hologram Coaches are replacing virtual classrooms and videos"

MELANIE DE LA ROSA

"...All teachers, tutors and trainers will have the optimum digital skills"

WILMA HARTENFELS





**“NO SNEEZE IS EVER FREE OF
THE LEAF THAT FELL ON THE
OTHER SIDE OF THE HILL...”**

Norman Mailer

QUOTE OF THE MONTH

It's Vintage Time! Future from the Past

It was last week that our reporters visited the Frankfurt University of Applied Sciences where a famous Corporate Learning Bar Camp took place quite some years ago. They asked permission to check the archive library so as to gather all the precious data needed for this issue of the L&Disruptor magazine to be published. Amongst others, they discovered 2 interesting photos, a bit beaten up by the time but still visible. Our reporters collected the stories around these 2 pictures and we share them today with you:



Non-carrying food Drones

Here we see the Head Minister of Corporate Education & Labor, Mr. Joachim Neimeier, who at that time was co-facilitating the disruptive workshop of Yannis Angelis, carrying a trolley with food. We got the information that this was food for the participants of that workshop. It seems that the participants were so much committed to the hard work they were doing so that the physical need of hunger seemed somehow being neglected. At the same time, we make the assumption that the drones, which today normally carry food everywhere, even from the kitchen to the dining room, were not used so much at that time.



Non-reading thoughts mobiles

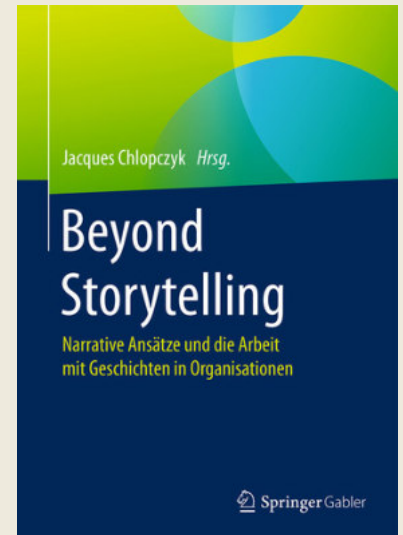
In this second image we see the other co-facilitator of the workshop Mrs. Sussane Conrad tweeting or sms-ing moments from the Bar Camp. We also make the assumption that the facility of mobile phones like the newly released i-phone 23S, which "reads" your thoughts, transforms them to text and sends them out, was not yet in place in those years back.

"...There is a big probability that competitive thinking will disruptively enter the collaborative learning mindset in the future."

NICOLE BERGMANN

What does exist beyond storytelling?

Yesterday the Global Learning Community celebrated the 32nd edition of the “Beyond Storytelling” book, which has changed the way we use stories in various organizational settings including the corporate learning. One of the authors, Yannis Angelis talked to our reporters: “ We are happy for the continuing success of our effort to inspire people on the use of stories as a vehicle for enhancing organizational learning and support organizational change. Beyond storytelling is not about just using or telling stories, but it is the place where our stories make a meaning for the employees, the company, the customers and the whole world.”



Disrupt the disruption

How one can become resilient and turn disruption into an opportunity for creative thinking, innovation, and efficient collaboration?

An interview with Yannis Angelis, a Foresight Agent in the area of Corporate Learning

- *The L&Disruptor*: Yannis, since it was invented, the word disruption as a noun has a strong negative flavor. However, when used as an adjective, like for example in “disruptive innovation”, it provides a rather positive nuance to the noun, which is following. Could you please shed some light on this paradoxical phenomenon?

- *Yannis*: Well, let's start with the definition of the word, which consists of two parts: dis+ruption. Both components carry the strong negative flavor that you mentioned. The first component “dis” comes from the Ancient Greek prefix (δυσ-) and induces a bad condition, capacity, or identity to the second part of the word, which comes after. It is such a strong prefix that even if the second part is a positive word, it totally nullifies it. (e.g. Harmony-Disharmony). When the second part also has a negative notion then the prefix “dis” intensifies it. This is what happens with “ruption”, a word of Latin origin from the 15th century, which is defined as a breaking or bursting open. So the negative perception of the word makes sense and there is no paradox about it. On the other side, for many years already, the corporate and lately the “Start-up” world have overused or even misused the word “disruption” attempting to provide a unique notion of a rapid-induced change that may lead to an innovation mindset. To my opinion, this didn't occur, at least to the degree that it was expected and disruption seems to become another “airy-fairy” buzzword in the corporate narrative.

- *The L&Disruptor*: Why do you say this didn't occur?

- *Yannis*: Because disruption really works in a level beyond change. This is the level of transformation, which is deeper and is closely related to the identity and the core values of an organization or a person. This is a difficult matter to deal with in an organizational system. Change is situational and relates mainly to the external environment, or to what can be seen. Transformation is psychological and can be understood as an inner re-orientation, or as what can be deeply felt and supports us to incorporate the change that takes place out there. This is the level where disruption occurs and it challenges individuals and systems to grow or vanish. Isn't this happening for some years now with MOOCs both in the academic and corporate environment? There is a call for a deep transformation rather than superficial adaptive change. And then in order to be innovative, you need to re-orient yourself and your business. Disruption does that in a radical, acute and emerging way. As Nik Beeson, a Canadian Change Navigator and good friend of mine say, "Real disruption is a wound to the integrity of an identity".

- *The L&Disruptor*: So it looks like that disruption is a very painful experience. But then how come disruption is promoted in your work for the last 20 years?

- *Yannis*: Now you touched the point by connecting disruption to pain because this is a core aspect of my work with disruption. I am not actually promoting it but with the use of serious games, I create a safe environment for people to "play" and experience with it. In this sense, they start becoming more resilient to it as disruption usually appears with a bullying attitude. Literally, I try to support them to learn how to respond to the disruption in a creative and intelligent way and avoid the pain that it provokes. For example, knowing that disruption blasts our identity, we start the workshop by cheating on it. How do we do that? By proactively taking our "Learning Expert" hats off, getting into a totally different role, which allows us courageously and playfully to deal with any disruptive intervention.



- *The L&Disruptor*: People participating in your workshops become familiar with disruption as an intervention. How do you manage to make them release their creative thinking?

- *Yannis*: Firstly, there is a paradox here. Creative thinking does not take place in the brain, as someone would expect. Creative "thinking" is born in the heart and in the gut, and then it takes the path to the brain before it is spoken out. However, it should not stay for a long time in the brain because the more it stays there the more it is re-constructed and filtered by our biases. A safe environment, like the one I am offering to the participants as a facilitator, eliminates the filtering process and their creative ideas come out pure, as they have been initially created.

- *Yannis*: Their creative-self blossoms in various moments throughout the workshop process, starting slowly in the beginning and evolving up to the end where they have to create and tell the story of the outcome of their work. Let me share with you one of these moments.

The core part of this workshop consists of a serious game where the participants use some "Disruptive Intervention" cards. One of these cards, which intentionally I give to the participants to use sometime in the middle of the game and not in the beginning, has a particular effect. Participants at that time are working intensively on the assignments they have, facing disruptive incidences that create really hard time for them. After picking up this particular game card, they have to lay back in their chairs, take a 30 seconds silence and reflection time and then let their imagination to fly "out of the box". Just imagine, how often do managers have the time to become silent and reflect on a daily basis? This intervention and the process that the participants have followed until that time allows them to release more and more of their creativity and come up with innovative ideas and solutions on the future strategies in service of their Corporate Learning programs. At this particular moment, we have a strong winning situation because participants are "disrupting the disruption" as I love to say.

- *The L&Disruptor*: *How do participants respond to this shift point of their mindset?*

- *Yannis*: In one of the workshops, I remember when I asked the participants for their feedback about an "aha" moment, which really impacted them, there was one who said: "I became aware of myself being creative when I stopped thinking logically!" This is a very provocative statement but it gives the essence of the whole process.

A strategic serious game allows participants to deploy their skills and collaborate openly and playfully with others in a novel way by "promoting" less rational, planned behavior in the exploration of disruptive scenarios. In this way, brand new ideas for the future may pop up. Playing is acting and this is a tactic, where action precedes thinking so that people act first and think later. What "playing" does is to unhook behavior from the demands of realistic and seemingly logic goals. So, as participants liberate themselves from thinking, they start becoming really creative producing ideas and future solutions, which may sometime seem quite revolutionary. And there comes an important point. As said before, my intention as a workshop owner is to create a space where amongst others, participants become able to trust and believe that their ideas and suggestions will be seriously taken into account during and after the process. This resonates a lot with what another participant said: "I felt being taken care for, in this workshop." In order to bring their creativity and innovative thinking into the workshop setting, participants begin to learn to take pleasure in the process rather than only take pleasure in the outcome. Then, in order for the workshop to be successful, playfulness needs to be accepted and supported by all parties involved.

The other thing is that participants are taking advantage of unanticipated changes or crises in the environment as opportunities to review how they could respond to a changing environment, rather than reacting to it. In this sense, they become confident to pioneer and encourage the development of spontaneous processes that can cope with unanticipated changes in their working environment as well.

- **Yannis:** Now, I have a task for you. Please read once more the answer of the above question but this time by replacing the word “participant” with the word “manager” and the word “workshop” with the word “company”. You will immediately understand the impact that a process based on a strategy serious game could have on a bigger scale in the real life.

- **The L&Disruptor:** *How is disruption related to the prediction of the future of Corporate Learning in your workshop?*

- **Yannis:** As we found ourselves day by day living in a more and more highly disruptive world, dealing with fuzzy systems, I strongly believe that predicting the future not only of the Corporate Learning but of anything, cannot happen without experiencing, “playing,” and getting more familiar with the disruption itself and its consequences. However, initially, this needs to “be learned” in a safe environment like a workshop is. Because intentional disruptive interventions can be very painful if imposed in a careless way. There are theory and research behind it of how could this work. According to the Parallel Process Phenomena principle, what happens in a system A (the workshop environment) may likely have an impact on an interrelated system B (the participants’ learning or working place in real life) in the same way as experienced in the system A. So when participants are invited or even challenged to reach an effective level of “creative” thinking around the future of Corporate Learning during the workshop, it is more likely that they will re-enact this fearless thinking process in their everyday tasks and duties. Further on, they will be able to even reform it using several disruptive interventions as an attitude learned during the workshop. The more you experience with that, the more it becomes obvious that you are not only able to influence the future of Corporate Learning, but you actually become able to create it.

- **The L&Disruptor:** *Thank you Yannis for this beautiful discussion and wish you all the success with your workshops.*

- **Yannis:** It was my pleasure.



History corner

Disruption Workshop back in 2017

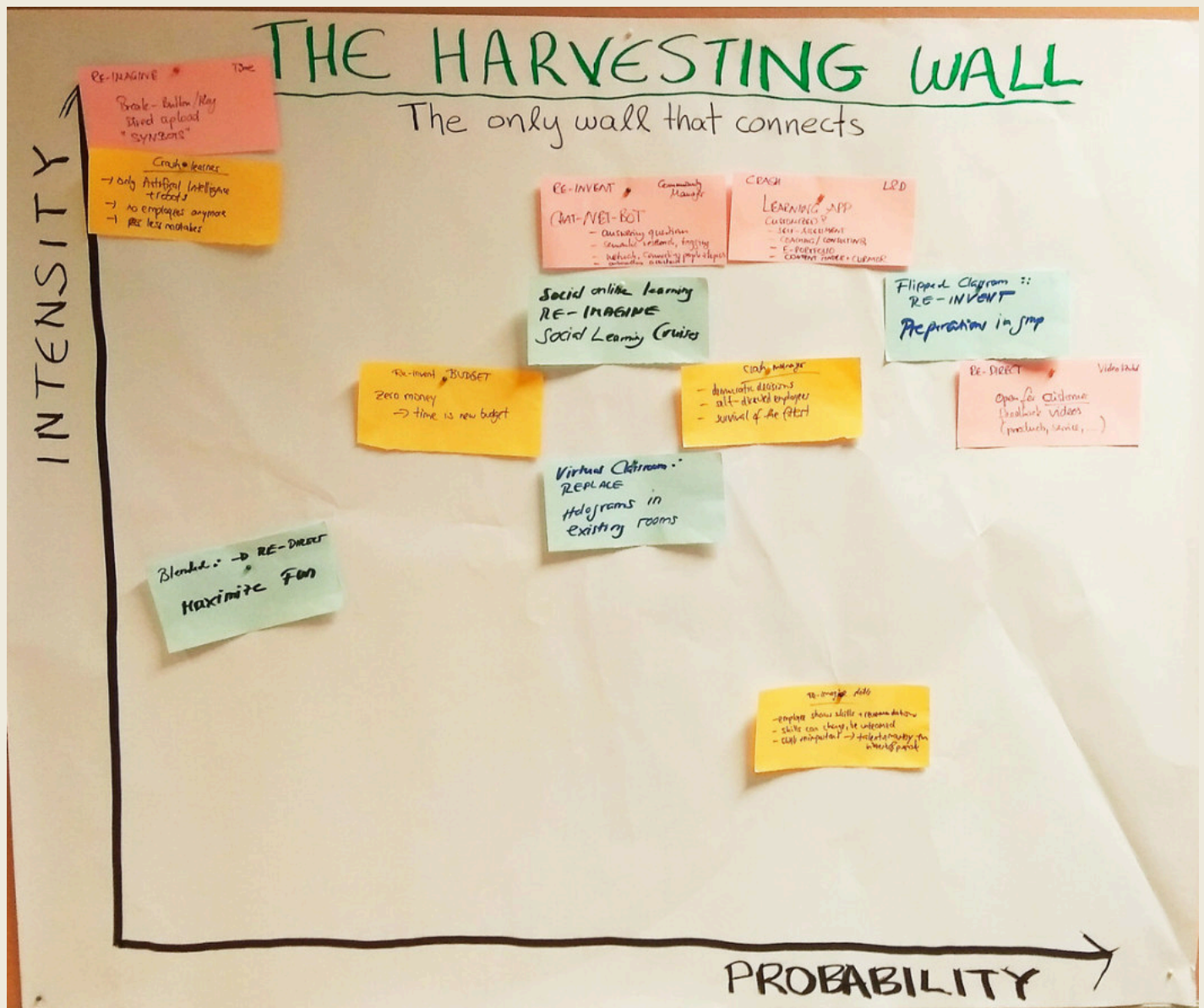


“Real disruption is a wound to the integrity of an identity”.

NIK BEESON

History corner

Disruption Workshop back in 2017



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