



Gary A. Bolles

Chair for the Future of Work
Singularity University

@gbolles

Exponential Work for Humans

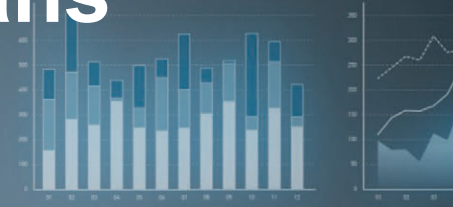
Gary A. Bolles
Singularity University

Administration
Human Resources
Legal
Accounting
Finance
Marketing
Production
Procurement
Research
Development
Engineering
Manufacturing
Planning

- 021654615666
- 5664613452159
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AU	HJI	WWE	PLD	EER	QRT	OP
1,822 (-35)	20,369 (+580)	890 (-20)	6,350 (-200)	10,985 (+580)	665 (-15)	6,810 (+1)
MBC	LJH	MJB	PON	NFR	UGH	OM
3,605 (+210)	9,542 (+128)	2,609 (+35)	7,654 (+169)	6,522 (+122)	1,632 (-54)	3,610 (+1)
YBV	OMN	MMJ	IT	KLM	CCX	EM
3,204 (-33)	5,211 (+156)	7,100 (-60)	7,150 (-150)	782 (-74)	1,901 (+101)	3,210 (+1)
MBB	WFF	HJM	SLC	LSD	SDH	GH
3,320 (-120)	712 (+12)	134 (+5)	2,022 (-118)	631 (+40)	6,287 (+57)	12,400 (+3)



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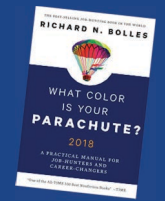
Exponentials



Strategies



Careers



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IT'S TIME FOR US TO WORK TOGETHER TO BUILD

A Positive Future of Work & Learning

SOLUTIONS FOR INDIVIDUALS, ORGANIZATIONS, COMMUNITIES, AND COUNTRIES

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NOV. 12-14, 2019,
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Quantum computing

3D Printing

Digital medicine

Artificial intelligence

Synthetic biology

Nanotechnology

Robotics

**Blockchain &
Cryptocurrencies**

**Sensors/Internet of
Things**



DISASTER
RESILIENCE



ENERGY



ENVIRONMENT



FOOD



GOVERNANCE



HEALTH



LEARNING



PROSPERITY



SECURITY



SHELTER



SPACE



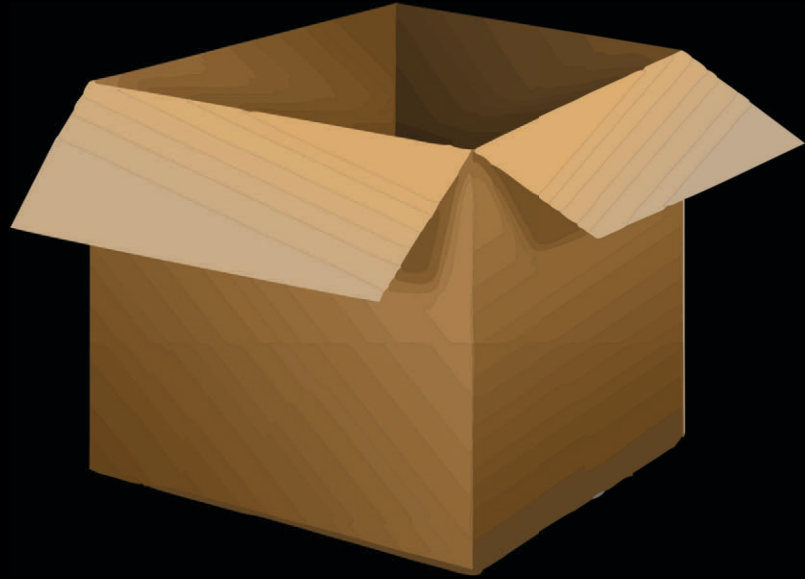
WATER

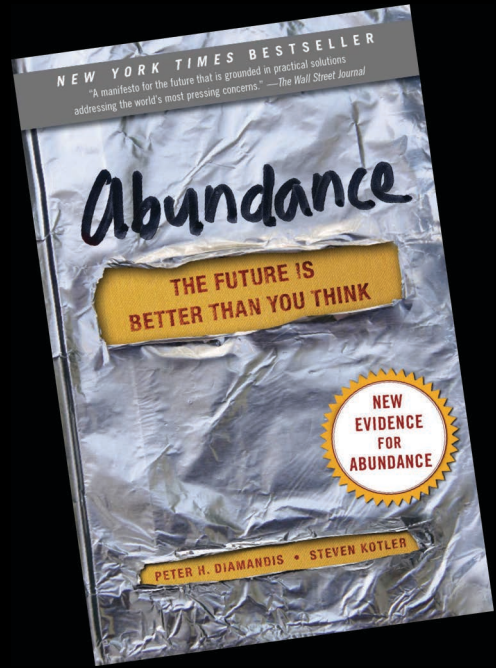
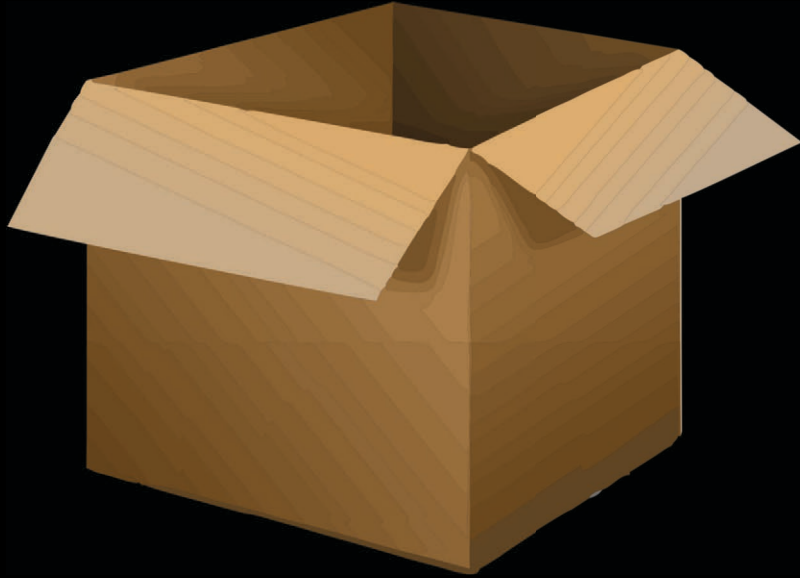


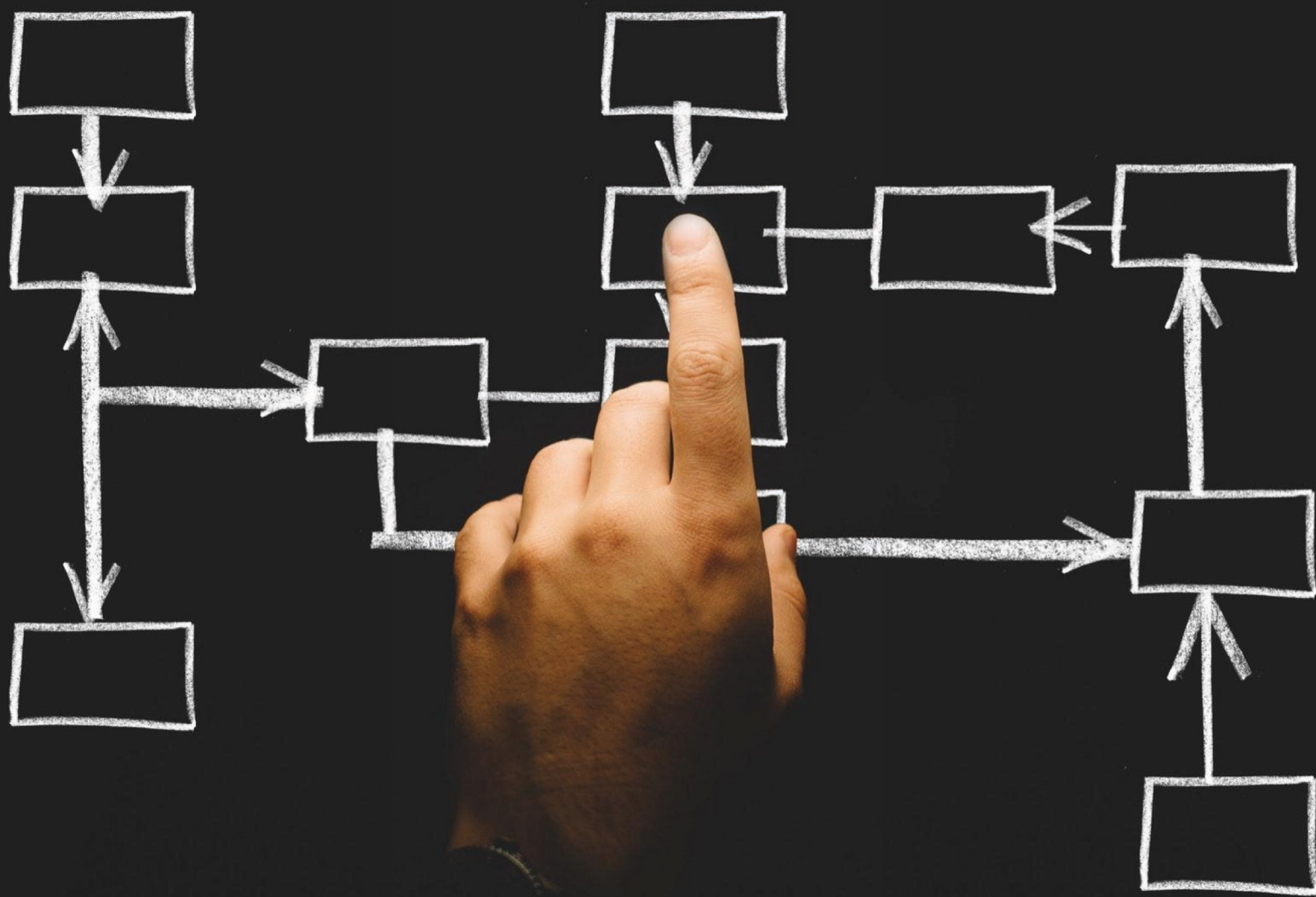
“The future is already here –
it's just not evenly distributed.”

William Gibson

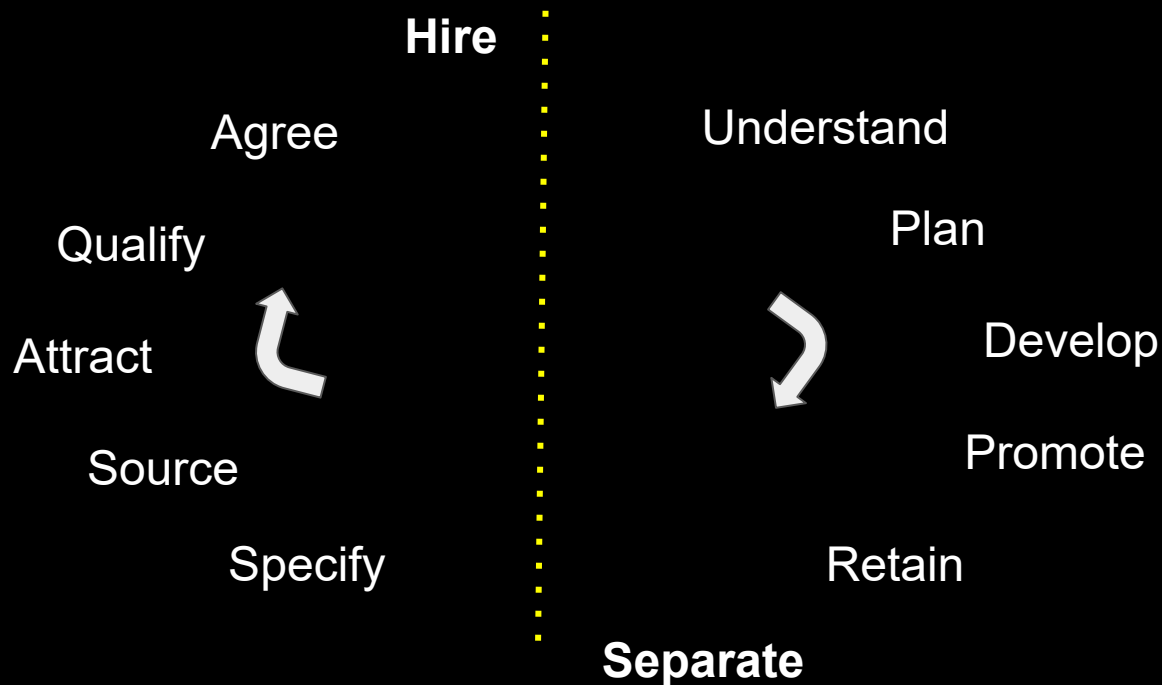
The Economist, December 4, 2003



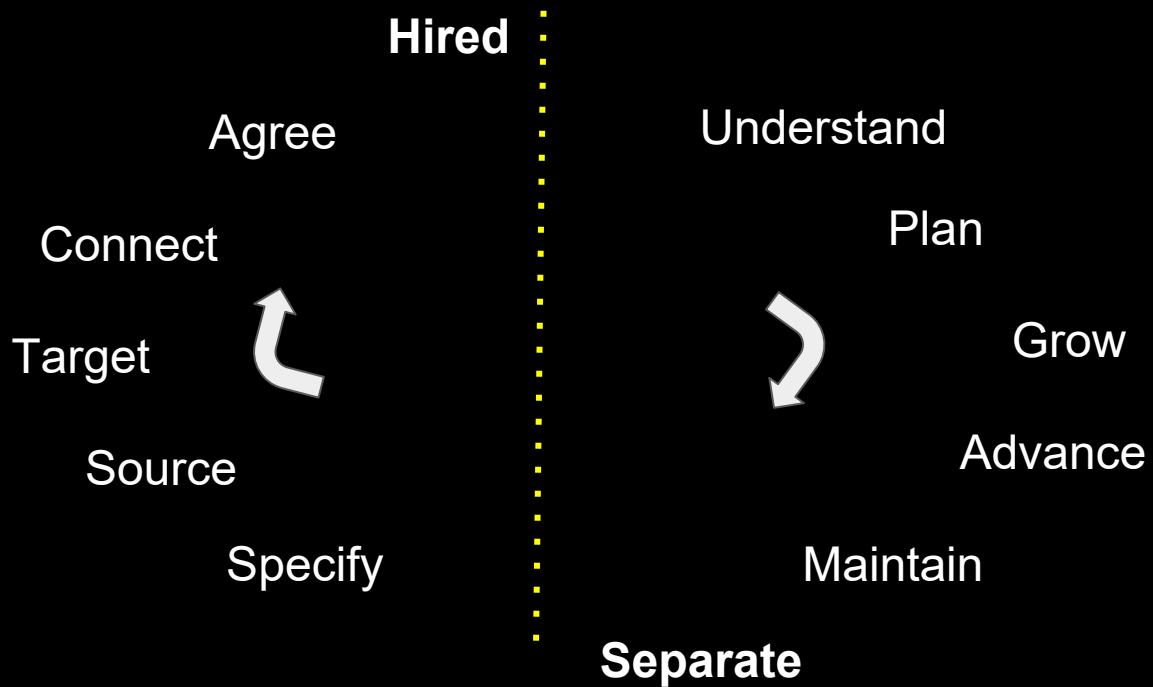




Hirer's Wheel

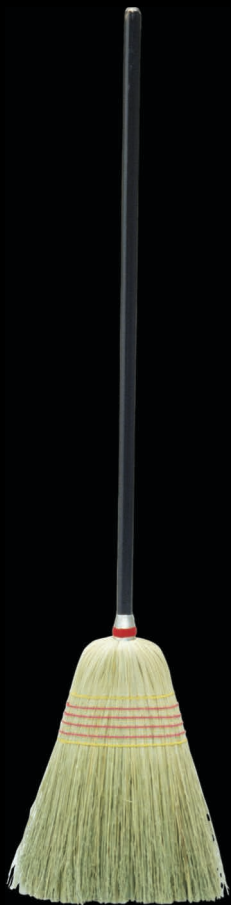
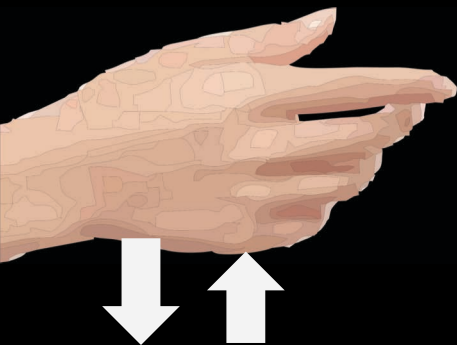


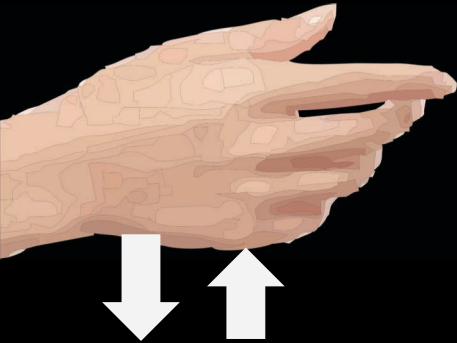
Worker's Wheel

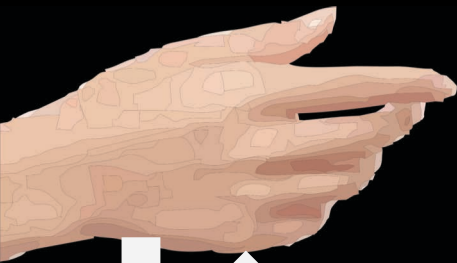


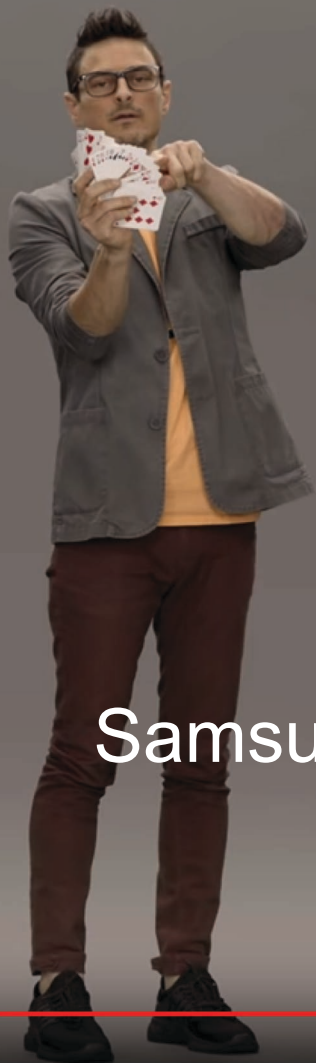


What's work?



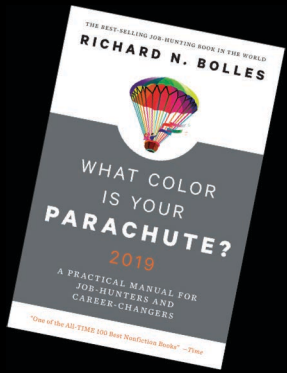


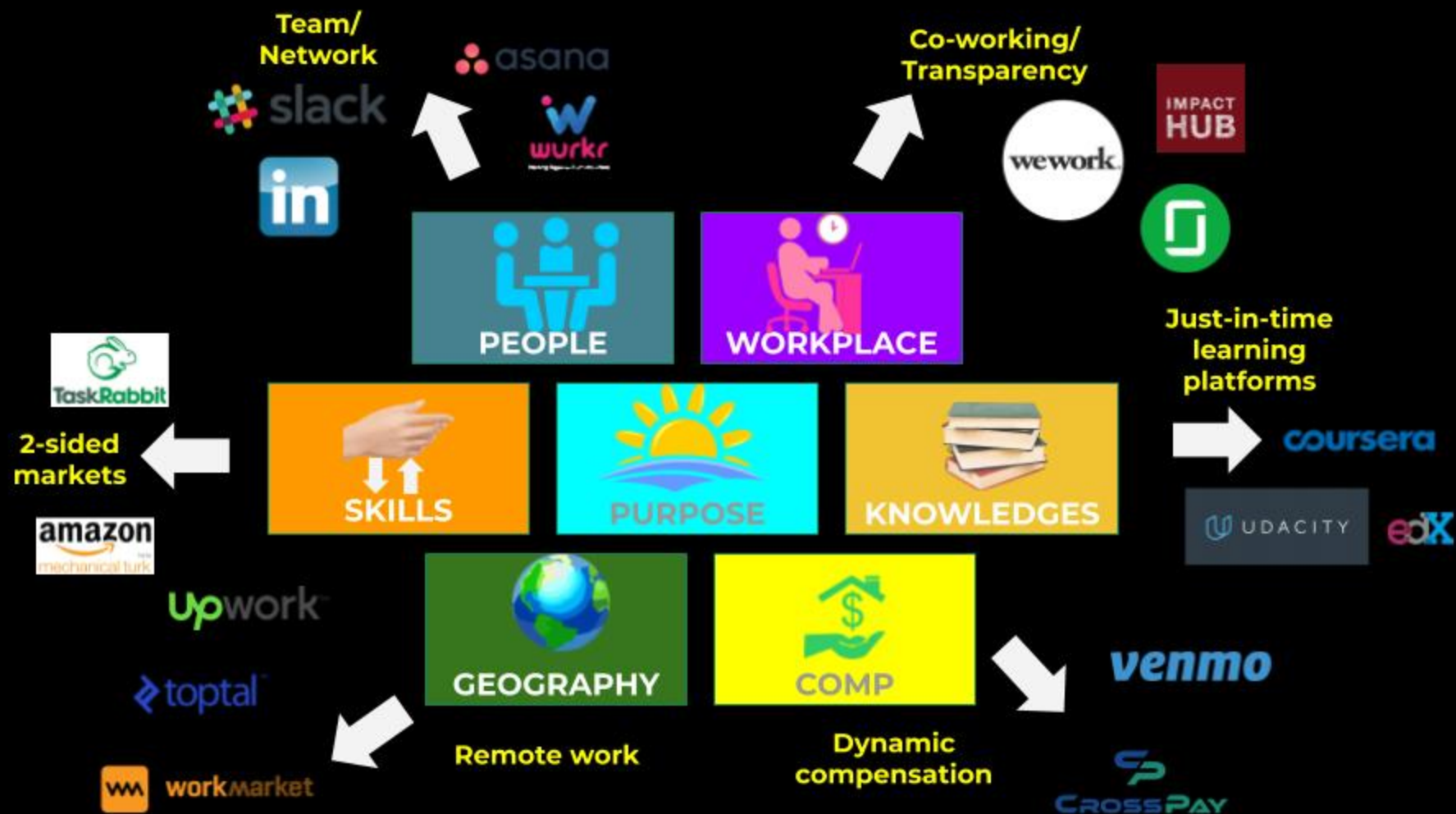




Samsung Neon

What's a job?

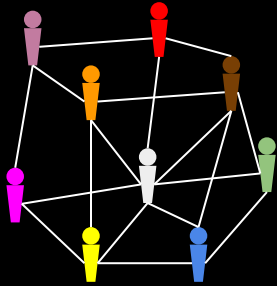


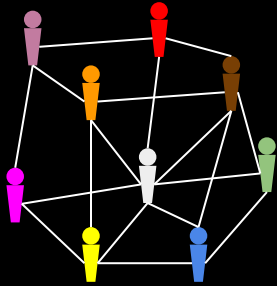


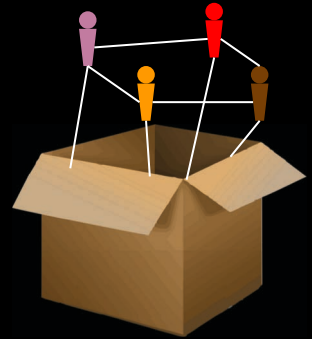
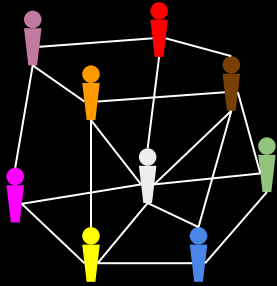




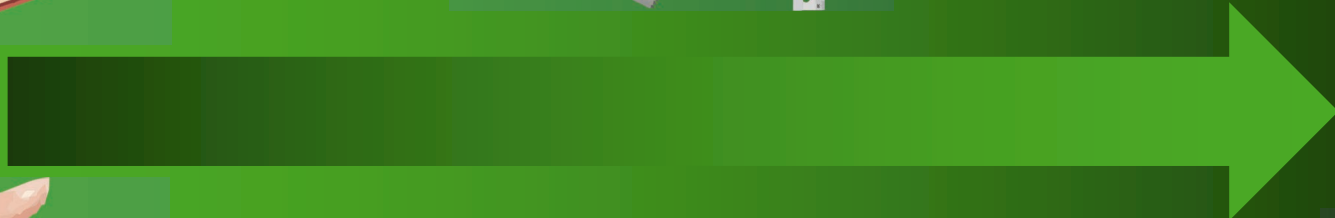


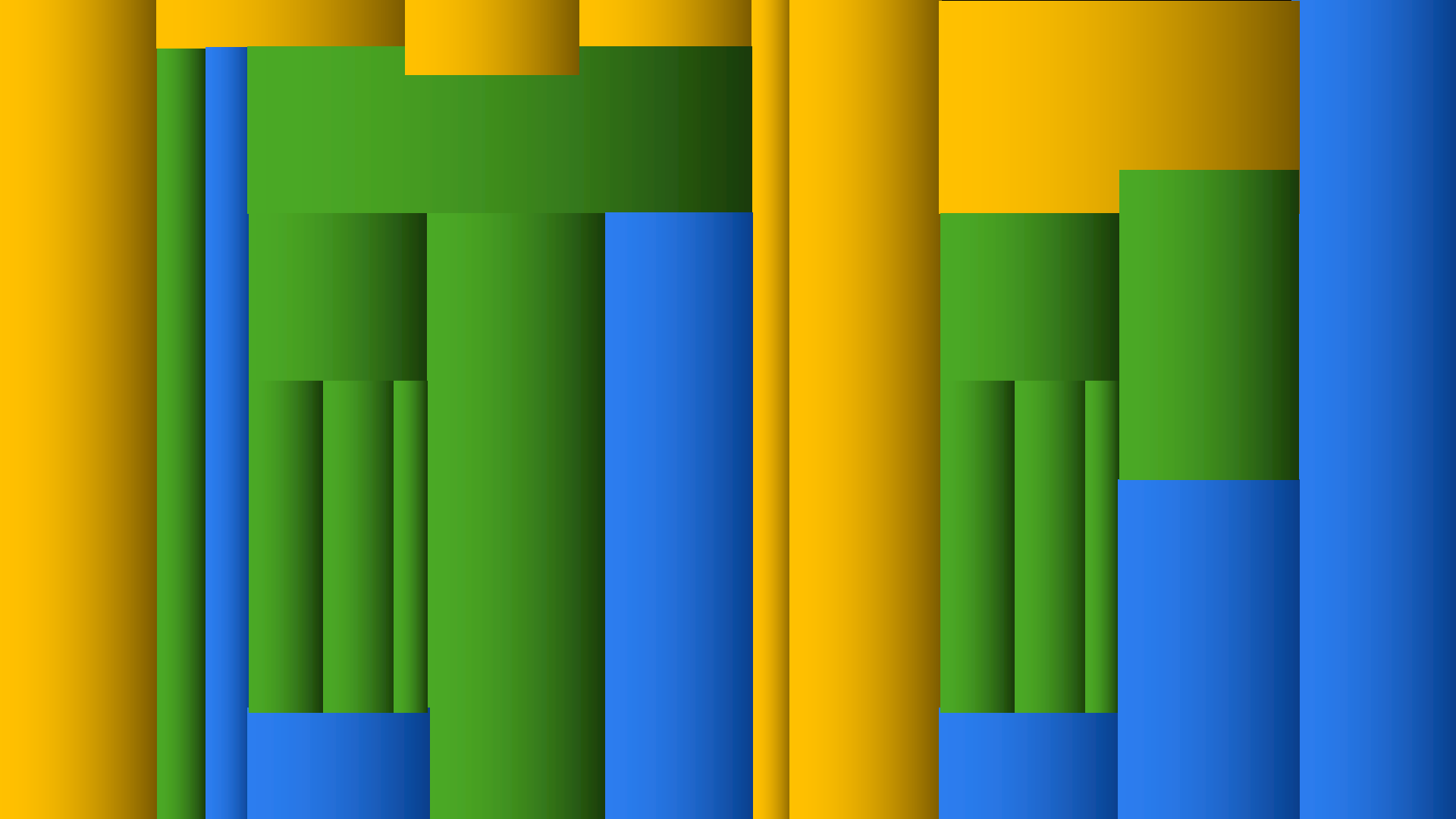




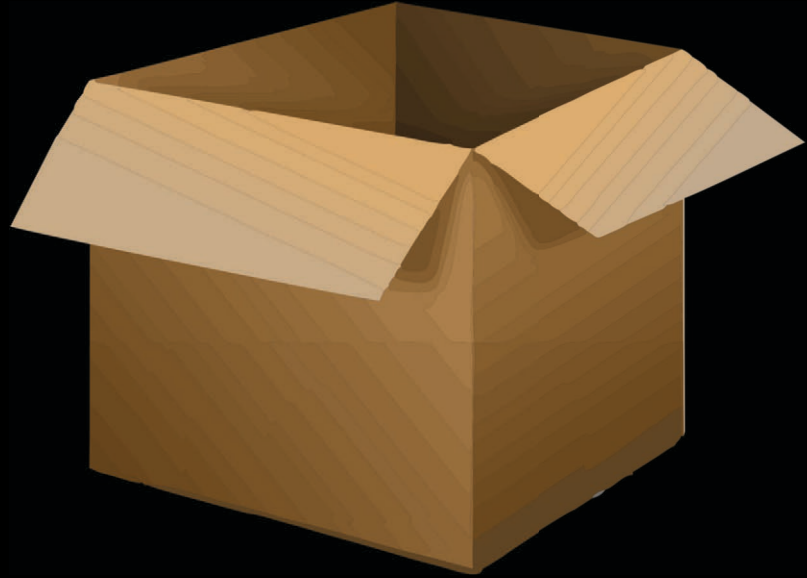


What's a career?





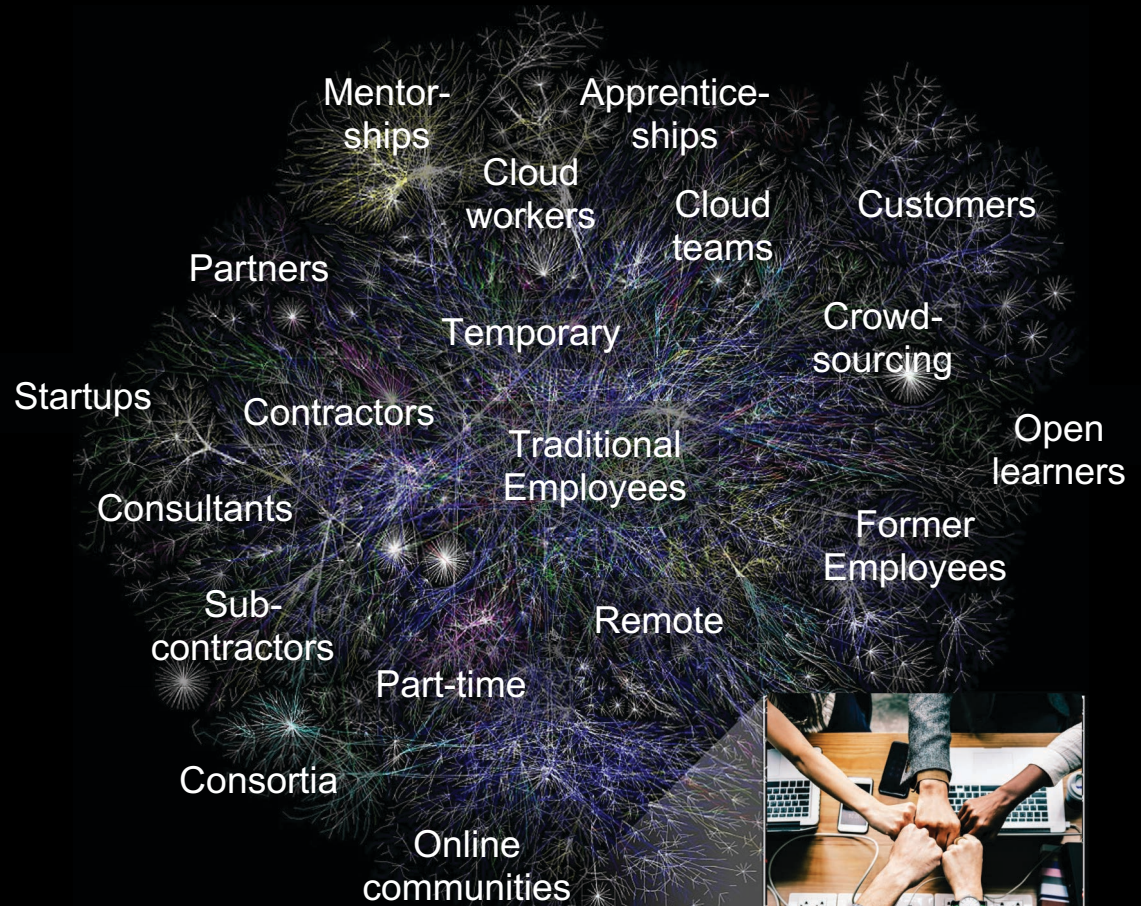


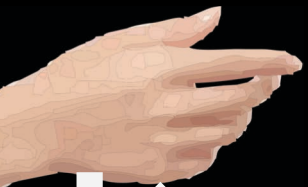


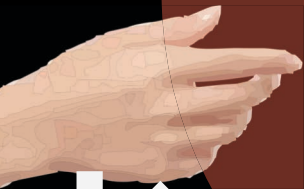
The NetWork

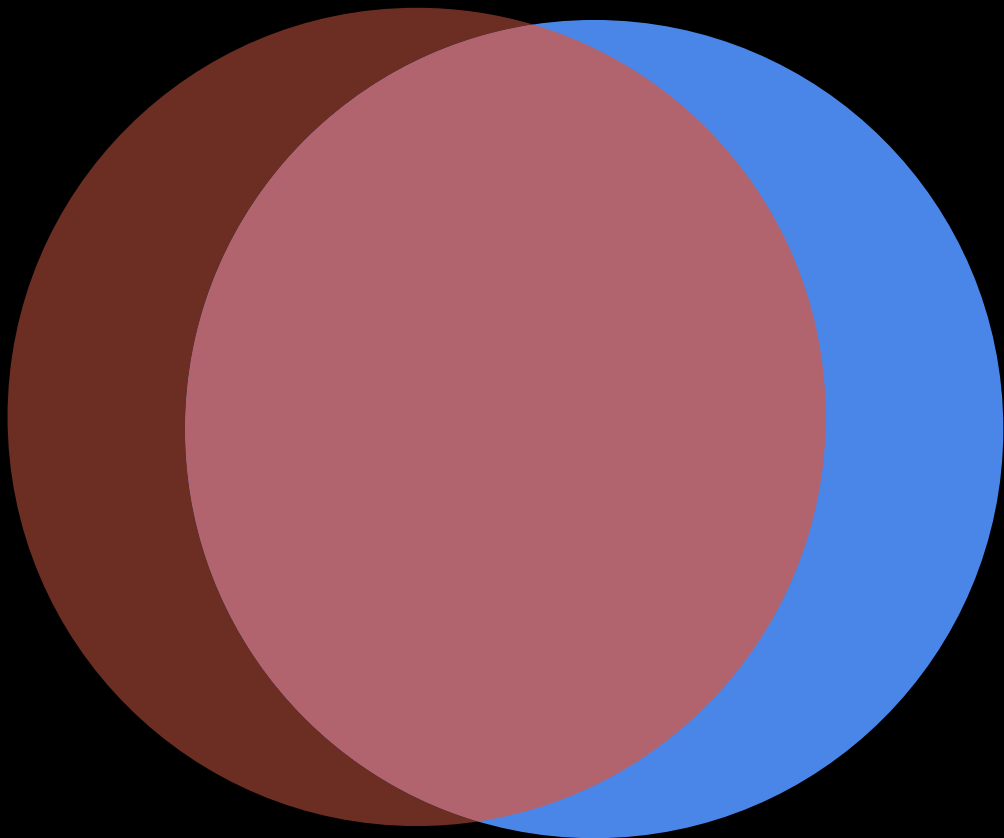
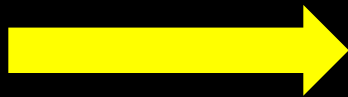


The NetWork






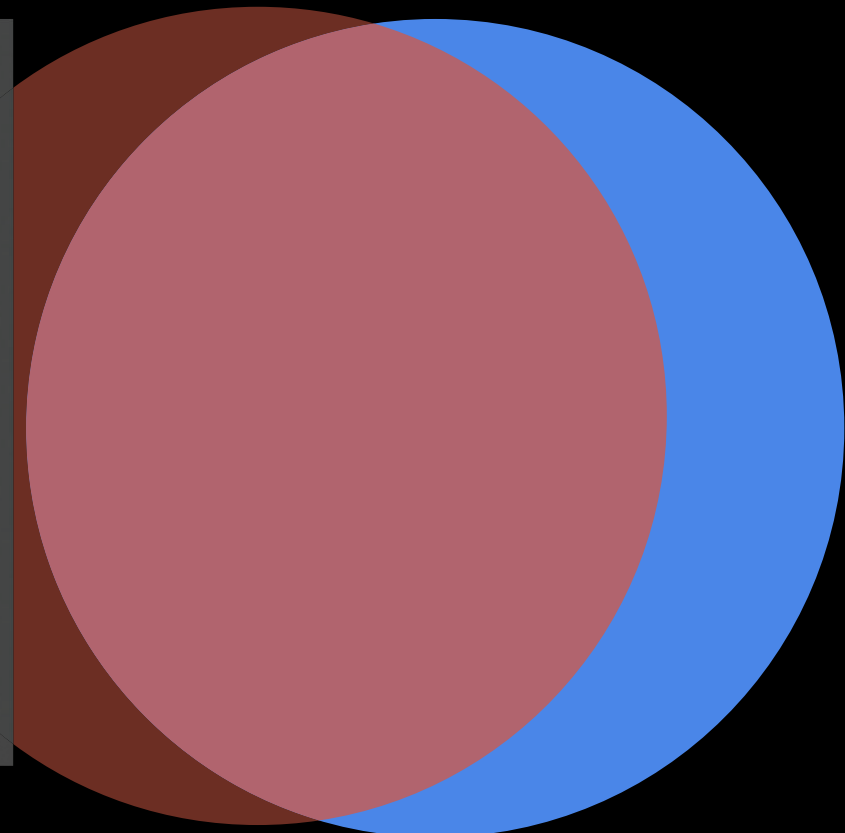









WORLD
ECONOMIC
FORUM

COMMITTED TO
IMPROVING THE STATE
OF THE WORLD



Declining

- 1 Manual dexterity, endurance and precision
- 2 Memory, verbal, auditory and spatial abilities
- 3 Management of financial, material resources
- 4 Technology installation and maintenance
- 5 Reading, writing, math and active listening
- 6 Management of personnel
- 7 Quality control and safety awareness
- 8 Coordination and time management
- 9 Visual, auditory and speech abilities
- 10 Technology use, monitoring and control



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Declining

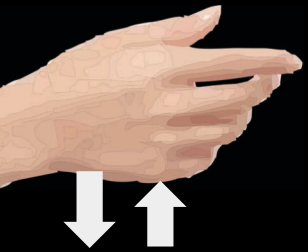
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- 5 Reading, writing, math and active listening
- 6 Management of personnel
- 7 Quality control and safety awareness
- 8 Coordination and time management
- 9 Visual, auditory and speech abilities
- 10 Technology use, monitoring and control

2022 Skills Outlook

Growing

- 1 Analytical thinking and innovation
- 2 Active learning and learning strategies
- 3 Creativity, originality and initiative
- 4 Technology design and programming
- 5 Critical thinking and analysis
- 6 Complex problem-solving
- 7 Leadership and social influence
- 8 Emotional intelligence
- 9 Reasoning, problem-solving and ideation
- 10 Systems analysis and evaluation

Where do I go
from here with
my life?



Where do I go
from here with
my life?



How will we solve the
problems of tomorrow?



Where do I go
from here with
my life?

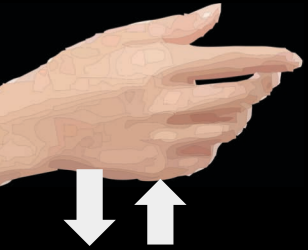


How will we solve the
problems of tomorrow?



How will we connect
talented people and
work?

Generative Career Design



How will we solve the
problems of tomorrow?

How will we connect
talented people and
work?



Generative Career Design

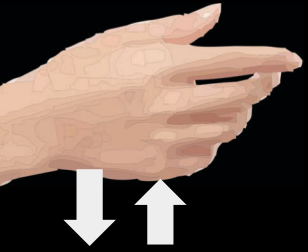


Problem- Centric Role Design

How will we connect
talented people and
work?



Generative
Career
Design



Problem- Centric
Role Design

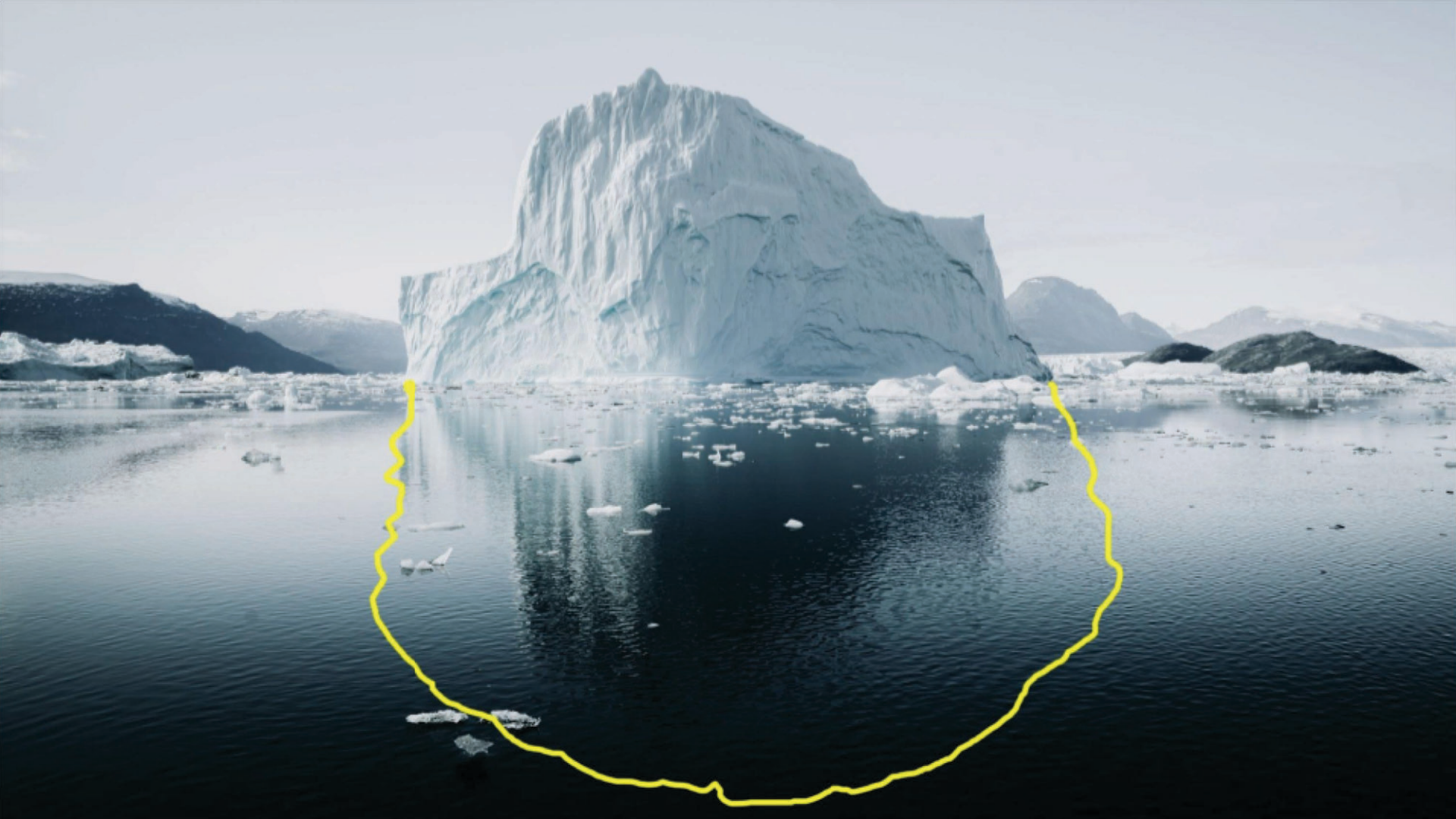
Skills
Genome



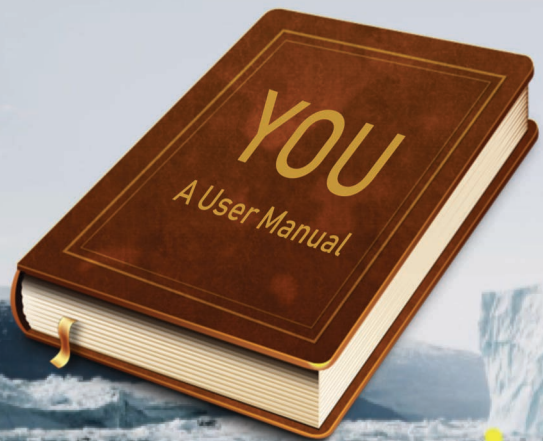
Exponential Work #1: Generative Career Design











GENERATIVE CAREER DESIGN

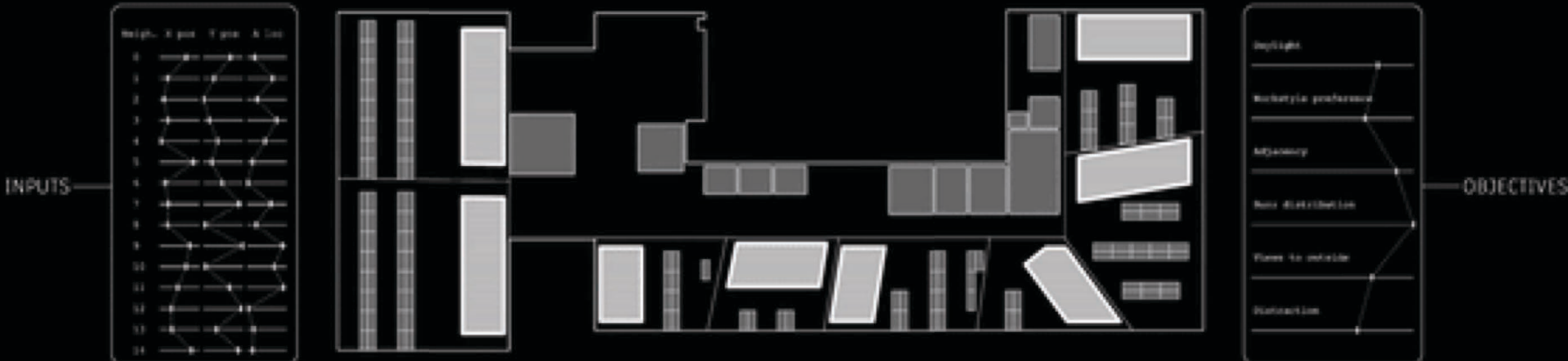
1. GENERATE

2. EVALUATE

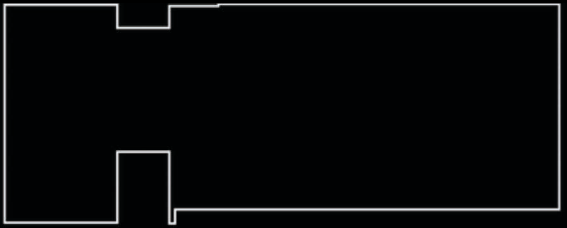
3. EVOLVE

4. EXPLORE

1E: This geometric system can generate thousands of design options by varying a few input parameters.

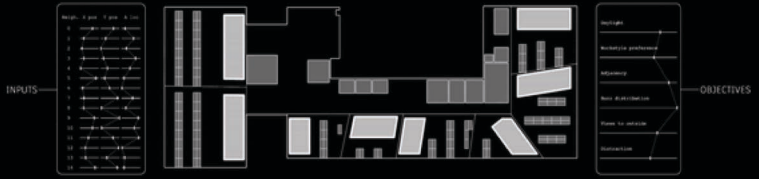


- 1. GENERATE
- 2. EVALUATE
- 3. EVOLVE
- 4. EXPLORE



GENERATIVE CAREER DESIGN

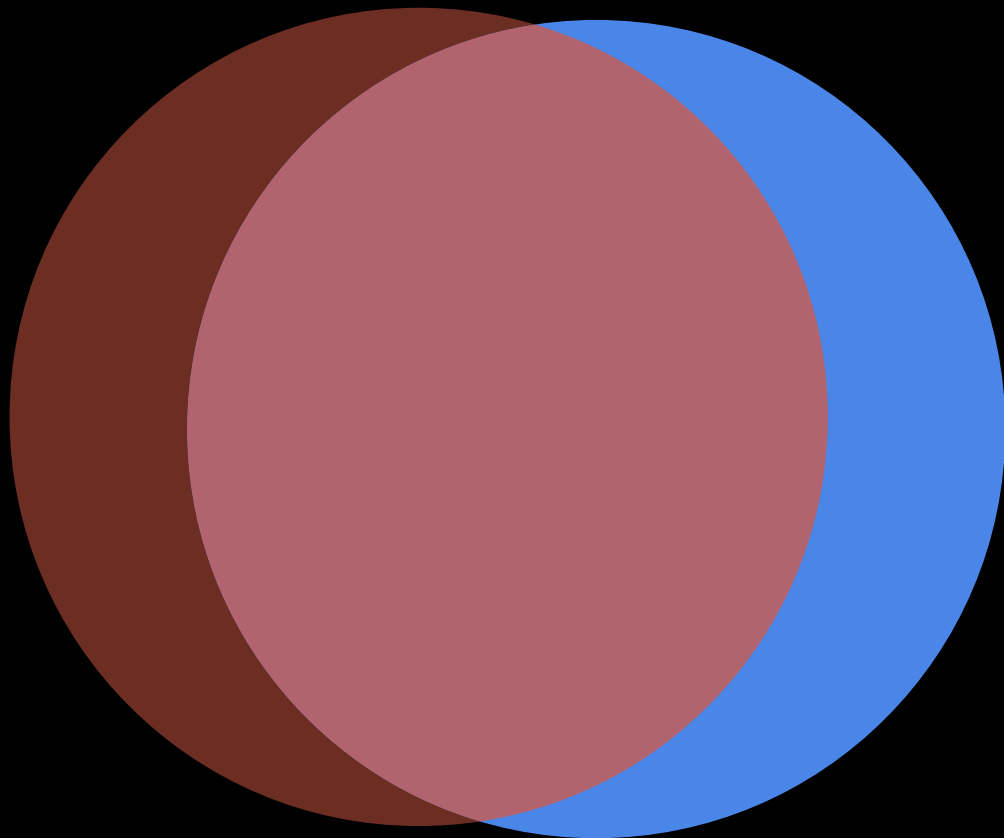
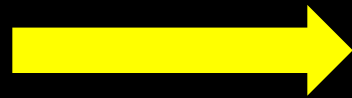
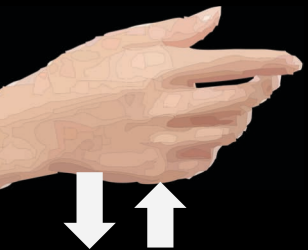
1E: This geometric system can **generate thousands of design options** by varying a few input parameters.

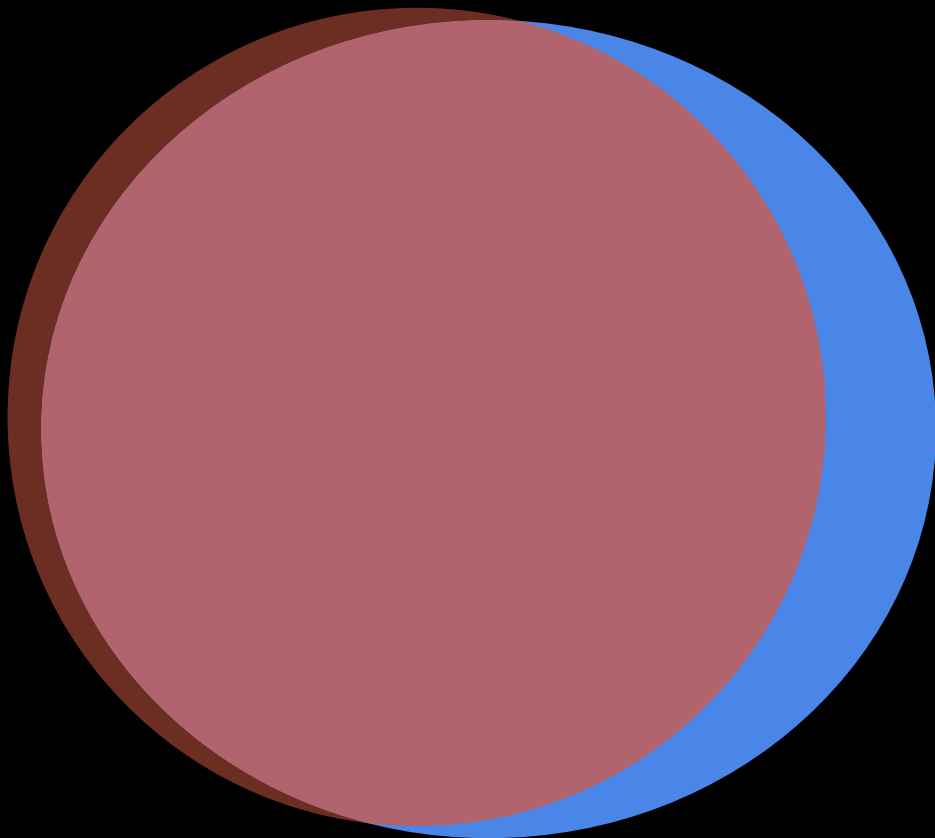
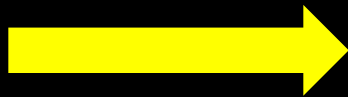


AI-fueled Learning:
Just-in-time &
Just-in-context



AI-fueled Performance:
Superpower Tools







Exponential
Work #2
Problem-Centric
Role Design





mashroom6

AI-fueled Teams: Dynamically Binding Around Problems

Exponential Work #3

Human Skills Genome



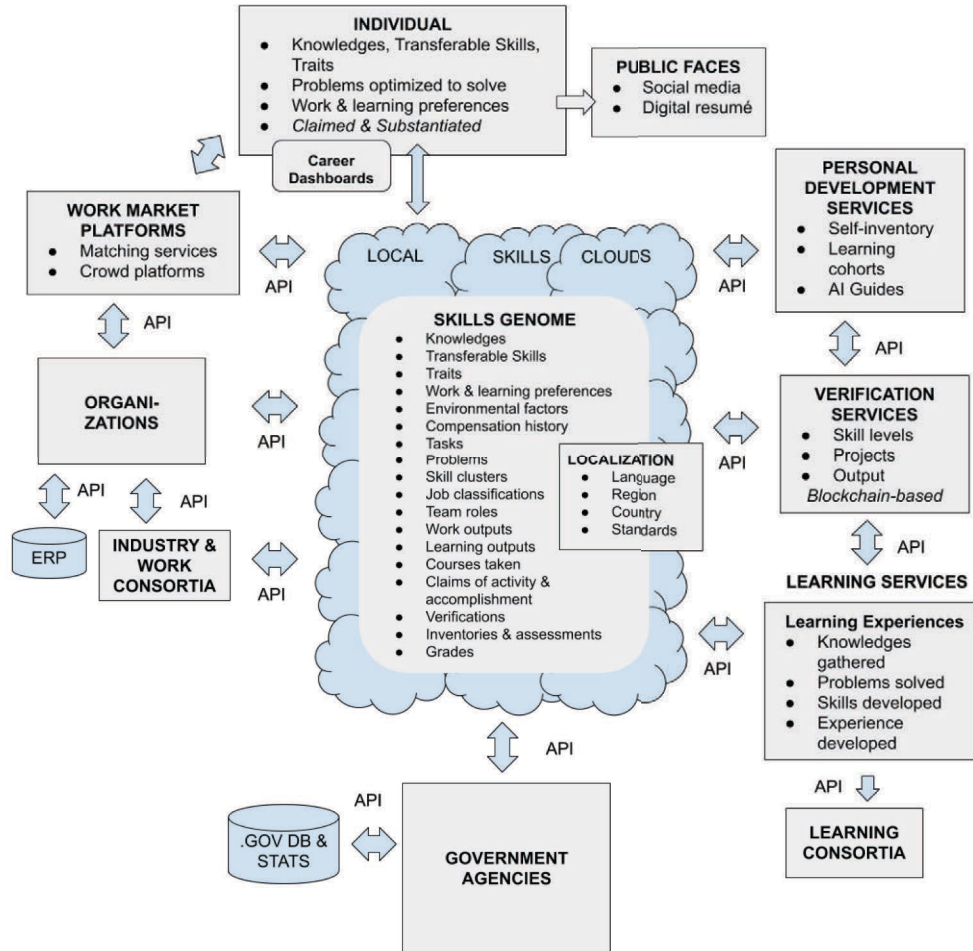
Accommodation and Food Services
 Administrative and Support Services
 Agriculture, Food, and Natural Resources
 Architecture, Engineering, and Construction
 Arts, Audio/Video Technology, and Communications
 Business, Operations, Management, and Administration
 Community and Social Service
 Computer and Mathematical
 Design, Entertainment, Sports, and Media
 Distribution and Logistics
 Education, Training, and Library
 Entertainment and Recreation
 Farming, Forestry, Fishing, and Hunting
 Finance and Insurance
 Food Preparation and Serving Related
 Government and Public Administration
 Green Industries or Jobs
 Health Care, Health Science, and Social Assistance
 Hospitality and Tourism
 Human Services
 Information and Information Technology
 Law, Public Safety, Corrections, and Security
 Life, Physical, and Social Sciences
 Manufacturing
 Management of Companies and Enterprises
 Marketing, Sales, and Service
 Military Related
 Mining, Quarrying, and Oil and Gas Extraction
 Personal Care and Service
 Production
 Professional, Scientific, and Technical Services
 Protective Services
 Real Estate, Rental, and Leasing
 Religion, Faith, and Related
 Retail Trade, Sales, and Related
 Science, Technology, Engineering, and Mathematics
 Self-Employment
 Transportation, Warehousing, and Material Moving
 Utilities



Achieving	Disproving	Integrating	Programming
Acting	Dissecting	Interpreting	Projecting
Adapting	Distributing	Interviewing	Promoting
Addressing	Diverting	Intuiting	Proofreading
Administering	Dramatizing	Inventing	Protecting
Advising	Drawing	Inventorying	Providing
Analyzing	Driving	Investigating	*Publicizing
Anticipating	Editing	Judging	Purchasing
Arbitrating	Eliminating	Keeping	Questioning
Arranging	Empathizing	Leading	Raising
Ascertaining	Enforcing	Learning	Reading
Assembling	Establishing	Lecturing	Realizing
Assessing	Estimating	Lifting	Reasoning
Attaining	Evaluating	Listening	Receiving
Auditing	Examining	Logging	Recommending
Budgeting	Expanding	Maintaining	Reconciling
Building	Experimenting	Making	Recording
Calculating	Explaining	Managing	Recruiting
Charting	Expressing	Manipulating	Reducing
Checking	Extracting	Mediating	Referring
Classifying	Filing	Meeting	Rehabilitating
Coaching	Financing	Memorizing	Relating
Collecting	Fixing	Mentoring	Remembering
Communicating	Following	Modeling	Rendering
Compiling	Formulating	Monitoring	Repairing
Completing	Founding	Motivating	Reporting
Composing	Gathering	Navigating	Representing
Computing	Generating	Negotiating	Researching
Conceptualizing	Getting	Observing	Resolving
Conducting	Giving	Obtaining	Responding
Conserving	Guiding	Offering	Restoring
Consolidating	Handling	Operating	Retrieving
Constructing	Having	Ordering	Reviewing
Controlling	Responsibility	Organizing	Risking
Coordinating	Heading	Originating	Scheduling
Coping	Helping	Overseeing	Selecting
Counseling	Hypothesizing	Painting	Selling
Creating	Identifying	Perceiving	Sensing
Deciding	Illustrating	Performing	Separating
Defining	Imagining	Persuading	Serving
Delivering	Implementing	Photographing	Setting
Designing	Improving	Piloting	Setting-Up
Detailing	Improvising	Planning	Sewing
Detecting	Increasing	Playing	Shaping
Determining	Influencing	Predicting	Sharing
Developing	Informing	Preparing	Showing
Devising	Initiating	Prescribing	Singing
Diagnosing	Innovating	Presenting	Sketching
Digging	Inspecting	Printing	Solving
Directing	Inspiring	Problem-	Sorting
Discovering	Installing	Solving	Speaking
Dispensing	Instituting	Processing	Studying
Displaying	Instructing	*Producing	Summarizing



FÆTHM



Human Skills Genome

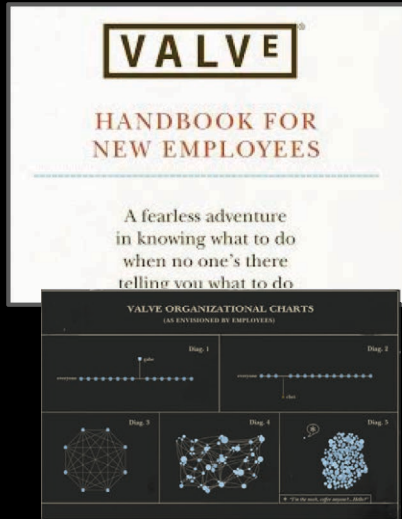
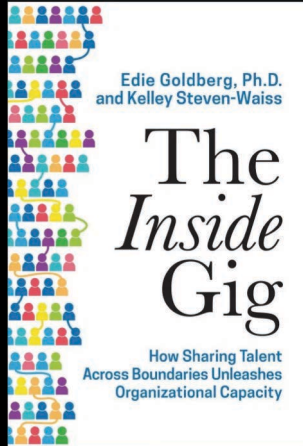
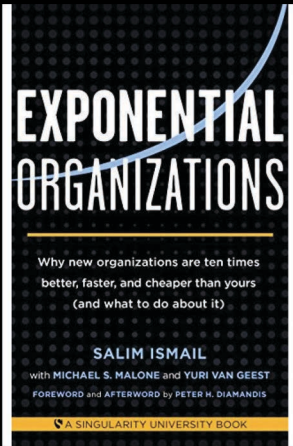




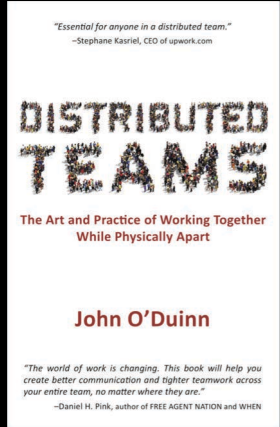


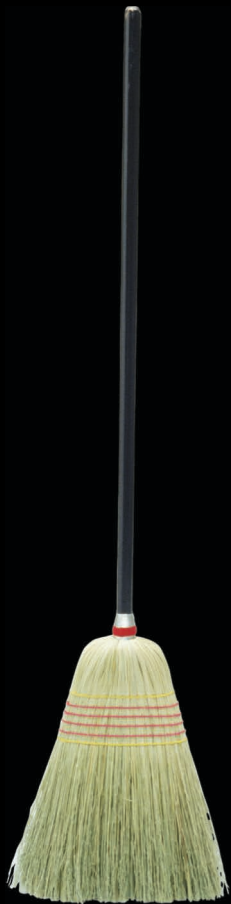
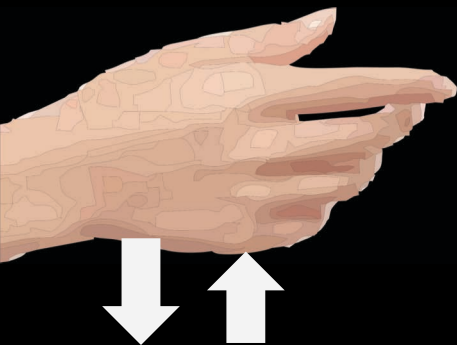


Next Steps.



Human Skills Genome Project







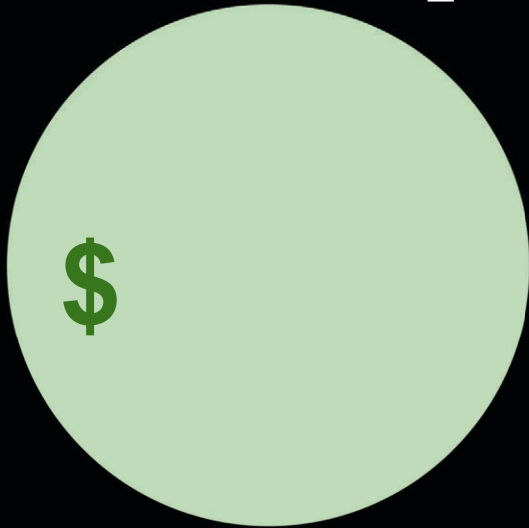


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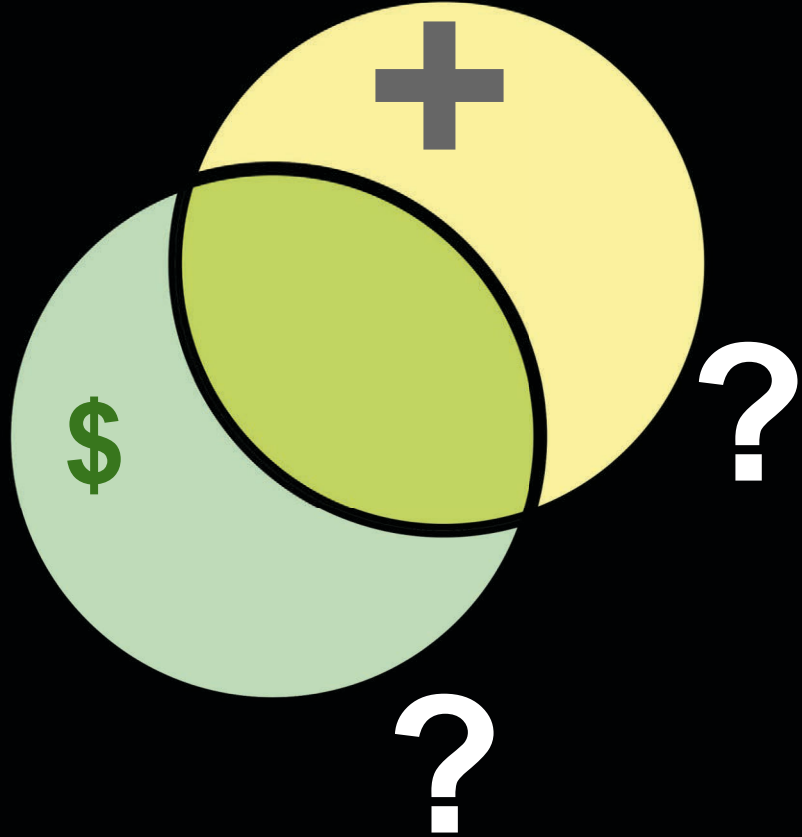
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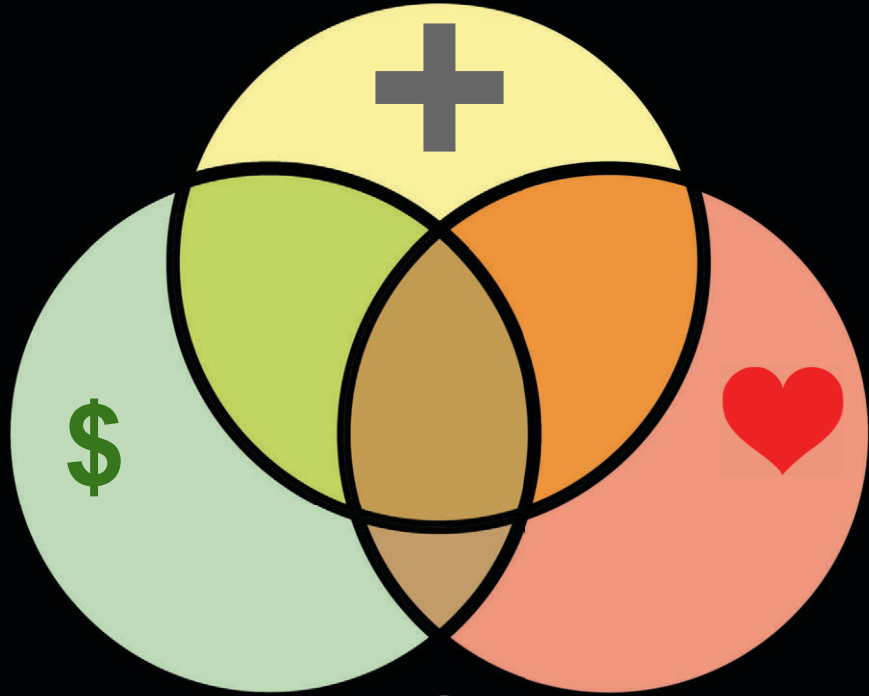


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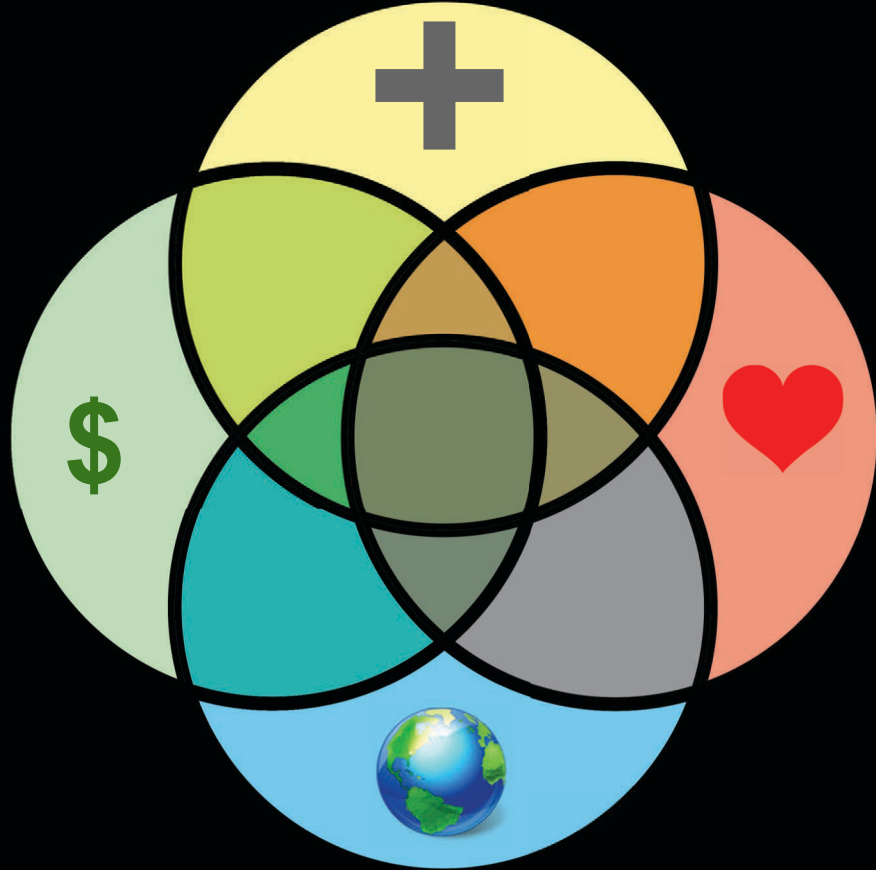
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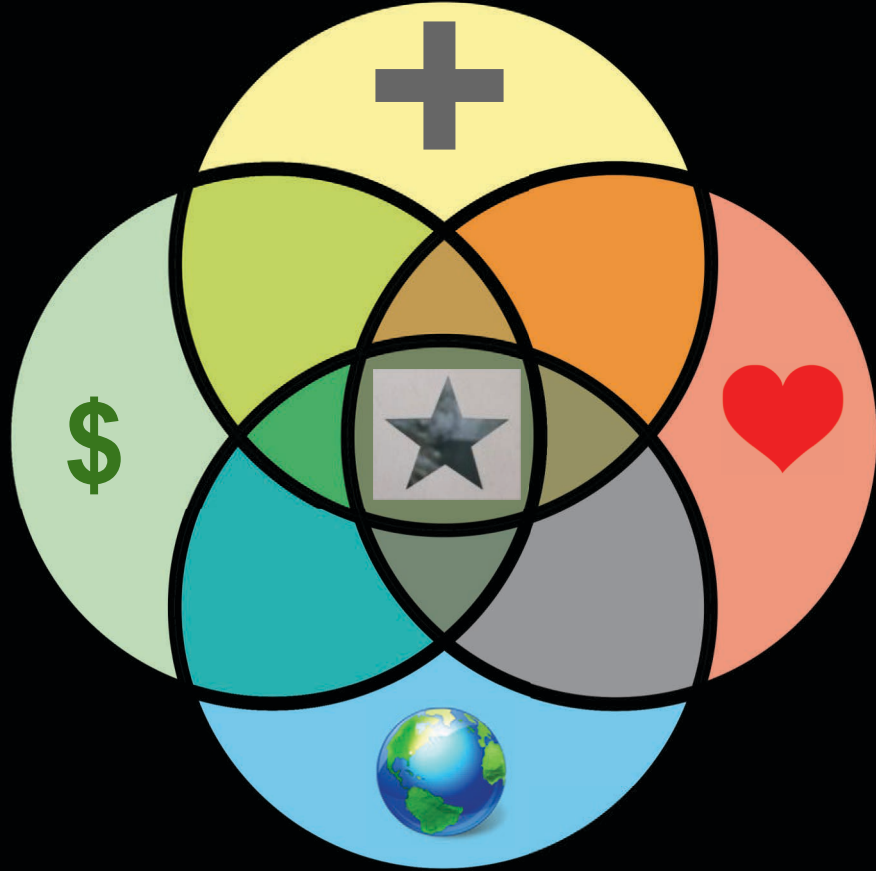
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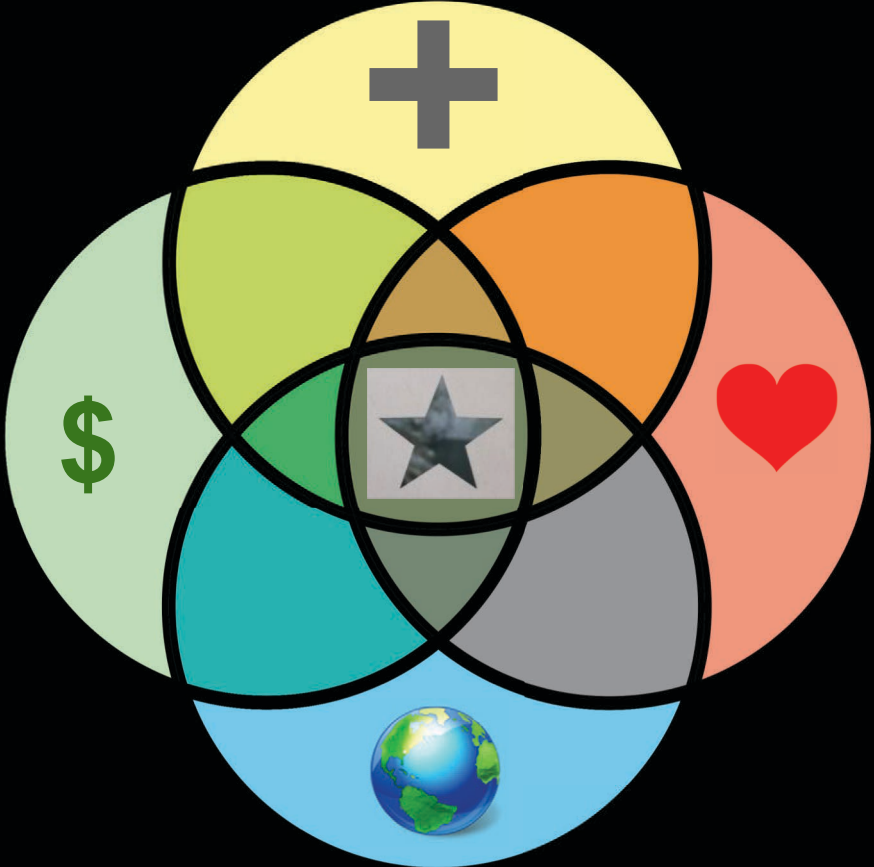


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IKIGAI



IKIGAI



IKIGAI

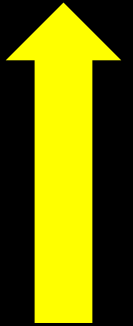


MISSION

PASSION

PROFESSION

VOCATION



IKIGAI

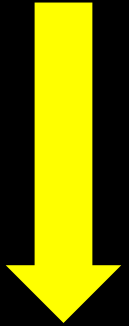


MISSION

PASSION

PROFESSION

VOCATION





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SOLUTIONS FOR INDIVIDUALS, ORGANIZATIONS, COMMUNITIES, AND COUNTRIES

CHAIR FOR THE FUTURE OF WORK,
SINGULARITY UNIVERSITY

PARTNER, CHARRETTE LLC

CO-FOUNDER, EPARACHUTE.COM

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STRATEGIES FOR THE FUTURE OF WORK,
NOV. 12-14, 2019,
WAYNE STATE UNIVERSITY, DETROIT

HIRING
SUCCESS

