Today

Growth mindset

Growth mindset is the belief that your abilities can grow with effort and persistence; that goals are opportunities to grow, and that the purpose of what you do every day is to improve.

This body of research has uncovered an innate biological truth: it might be less about how people are born or how they are raised, and more about how they think. It is the optimistic belief that people are not fixed or static – that they can grow and develop, no matter their age, race, background, or creed.
Technology can accelerate the change
Leader communications on cultural attributes

- Customer obsessed: Leader comms
- Diverse & Inclusive: Leader comms
- Growth mindset: Leader comms
- Make a difference: Leader comms
- Work as one: Leader comms

Growth Mindset up 12 points
Diversity & Inclusion up 18 points

Are we making progress?

July 2015 – November 2016
Why we chose to evolve

Workforce trends

Scarcity of talent
Rapid transformation of work and skills
Diversity and inclusion is existential
Purpose and culture is the new currency
From formal to dynamic teams
Why we chose to evolve

Digital transformation
A YEAR FROM NOW...

- Smart City: 250 PB per day
- Smart Devices: 20B IoT devices
- People: 1.5 GB per day
- Smart Home: 50 GB per day
- Autonomous Vehicle: 5 TB per day
- Smart Office: 150 GB per day
- Stadium: 200 TB per day
- Smart Factory: 1 PB per day
A shared imperative

There’s a global need to close the skills gap.

- **808M**: Individuals need to learn new skills for their jobs by 2020.
  - **Source**: LinkedIn

- **50M**: People who are needed to fill open technical jobs by 2030.
  - **Source**: Burning Glass Technologies, 2015

- **40%**: Employers reporting that skill shortages have a negative impact on their business.
  - **Source**: Manpower Group 2017

- **65%**: Of students today will do jobs that don’t yet exist.
  - **Source**: The Future Laboratory
WHY NOW?

- Grant calculator 1877
- AT&T Voder 1939
- Shakey reasoning robot 1969
- GUI 1981
- Sphinx voice recognition 1992
- VaMP self-driving car 1994

- Powerful algorithms
- Compute power
- Big Data
- Cloud + AI
THE ENGINES OF OUR FUTURE

ARTIFICIAL INTELLIGENCE
INTERNET OF THINGS
MIXED REALITY
BLOCKCHAIN
QUANTUM COMPUTING
HIGHER EDUCATION FRAGMENTED

- Student-centric
- Different ways to learn
- Credentialing options
- New universities
- Career management
- Demand for skills
EDUCATION TRANSFORMATION FRAMEWORK

Student Success & Lifecycle Management
- Student Recruitment
- Student Retention
- Student Completion
- Alumni

Teaching, Learning & Research
- Learning Management Systems
- Collaborative Teaching & Learning
- Learning Spaces
- Research

Connected Campus
- Security Management
- Facilities Management
- Data Sharing
- Institutional Operations

http://aka.ms/etfhe
THANK YOU