

A photograph of a group of people in a meeting room. In the foreground, the back of a man's head with curly hair is visible. To his left, a woman with long blonde hair is looking towards the right. In the background, two other women are seated, looking at a large screen that displays a presentation with a globe and a ship. The room has a modern, professional feel with a vase of white flowers on a table.

Regina Murray
Senior Director EMEA Higher Education
Microsoft



Campus Connections Summit | February 2019



Today

Growth mindset
DWECK

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.



From: know-it-all



To: learn-it-all

Critical

Fear

Insular

Hero

Individual

Supportive

Brave

External

Team

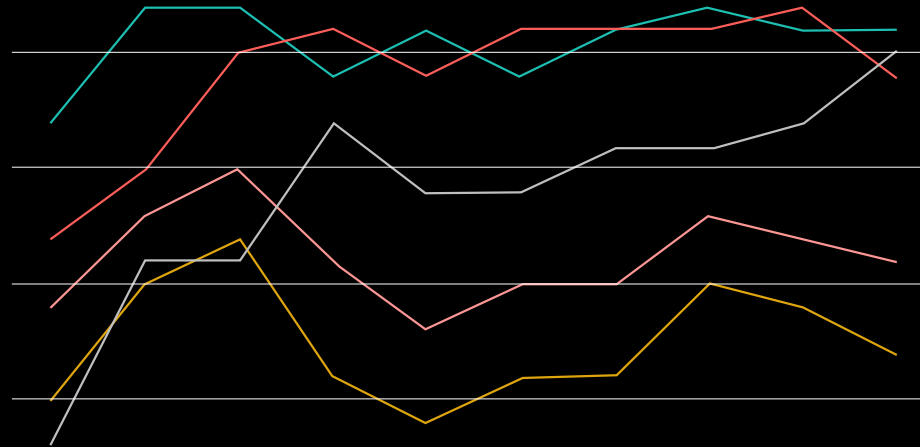
One Microsoft



Technology can accelerate the change

Are we making progress?

Leader communications on cultural attributes



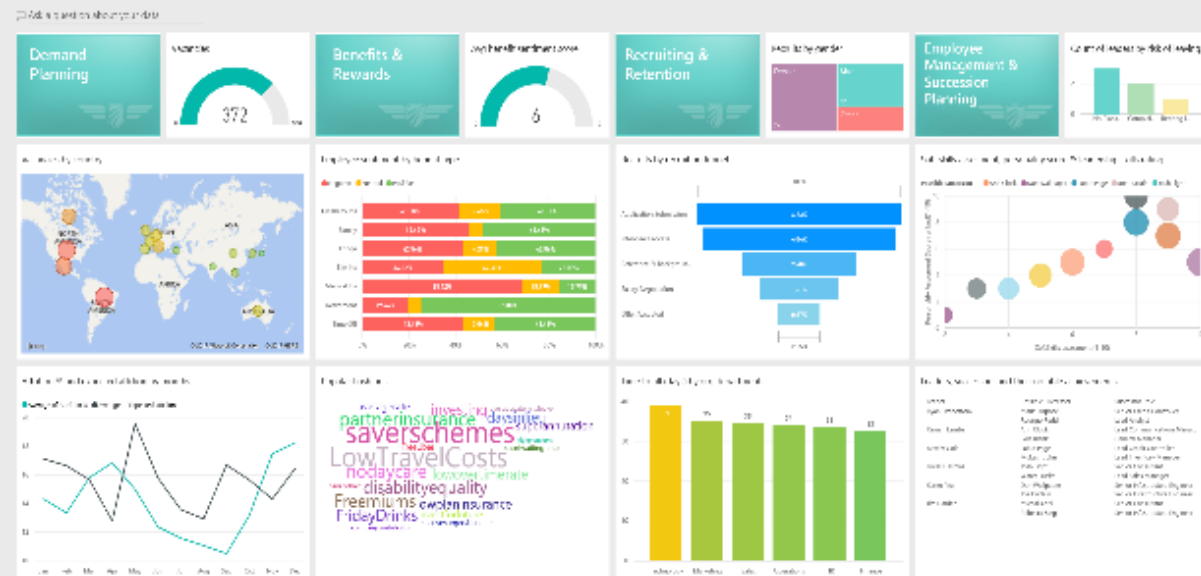
Nov-15 Dec-15 Jan-16 Apr-16 May-16 Jun-16 Aug-16 Sep-16 Oct-16 Nov-16

- 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

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

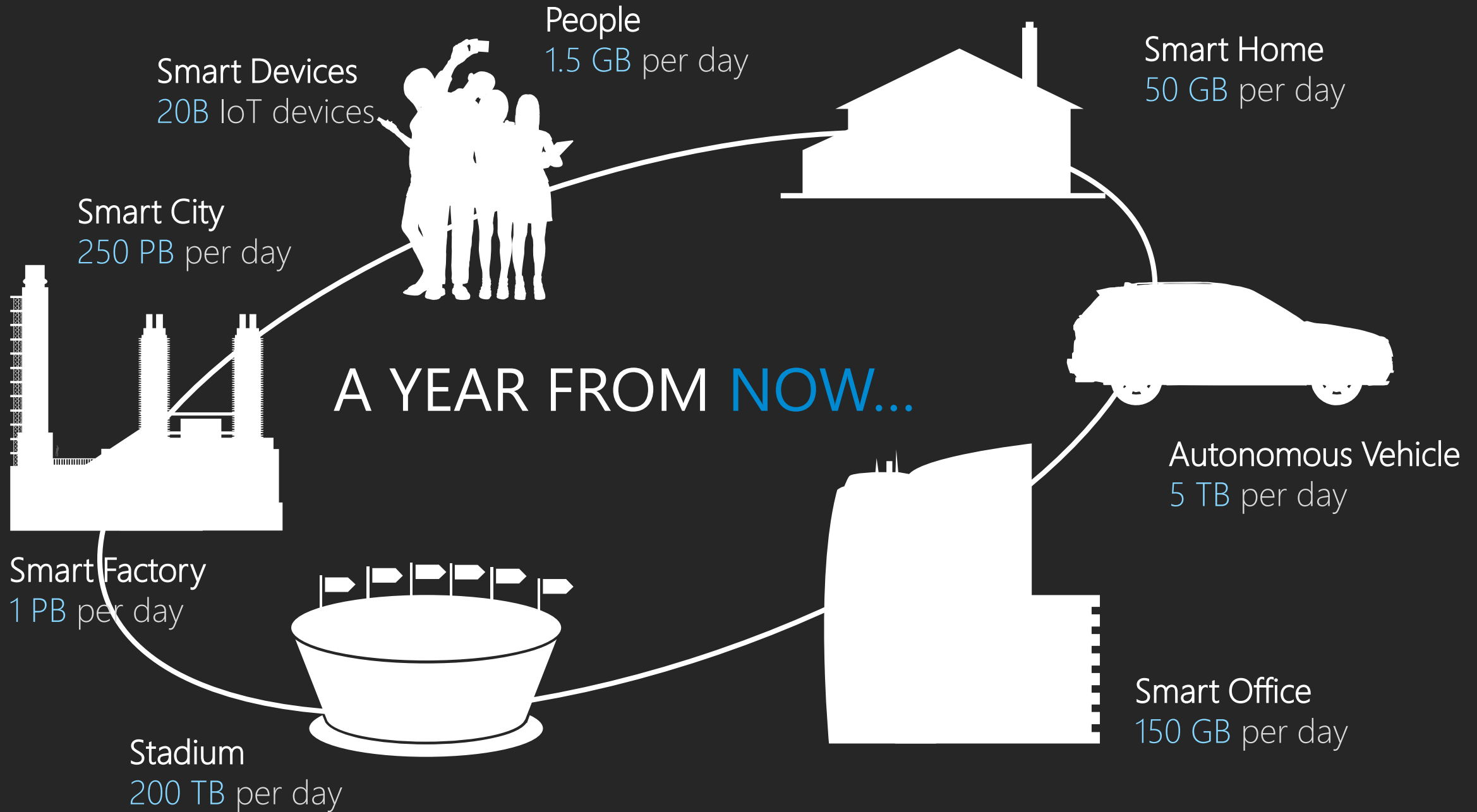
From formal to dynamic teams

Why we
chose to
evolve



Digital transformation





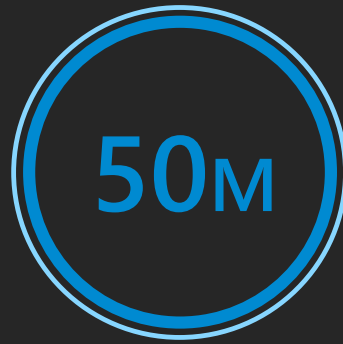
A shared imperative

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



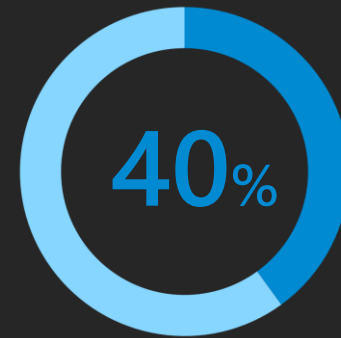
Individuals need to learn new skills for their jobs by 2020.

Source:
LinkedIn



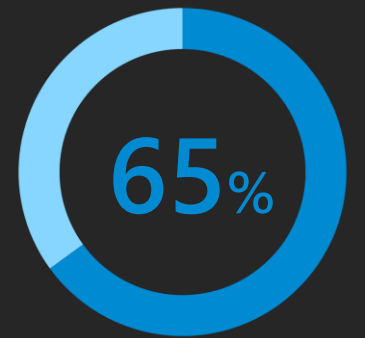
People who are needed to fill open technical jobs by 2030.

Source:
Burning Glass Technologies, 2015



Employers reporting that skill shortages have a negative impact on their business.

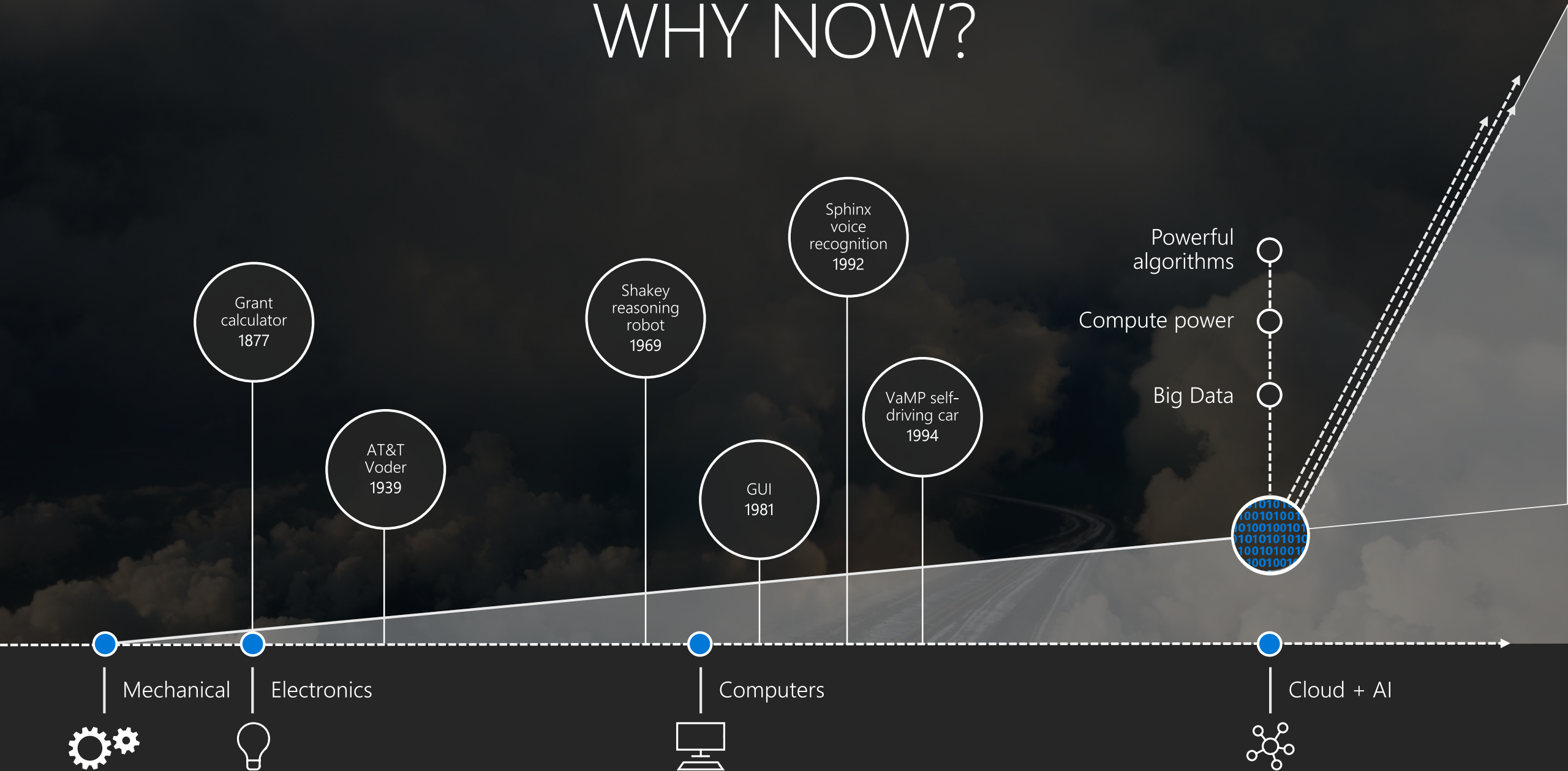
Source:
Manpower Group 2017



Of students today will do jobs that don't yet exist.

Source:
The Future Laboratory

WHY NOW?



THE ENGINES OF OUR FUTURE



ARTIFICIAL
INTELLIGENCE



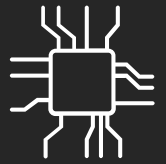
INTERNET
OF THINGS



MIXED
REALITY



BLOCKCHAIN



QUANTUM
COMPUTING

HIGHER EDUCATION FRAGMENTED

Student-centric

Different ways to learn

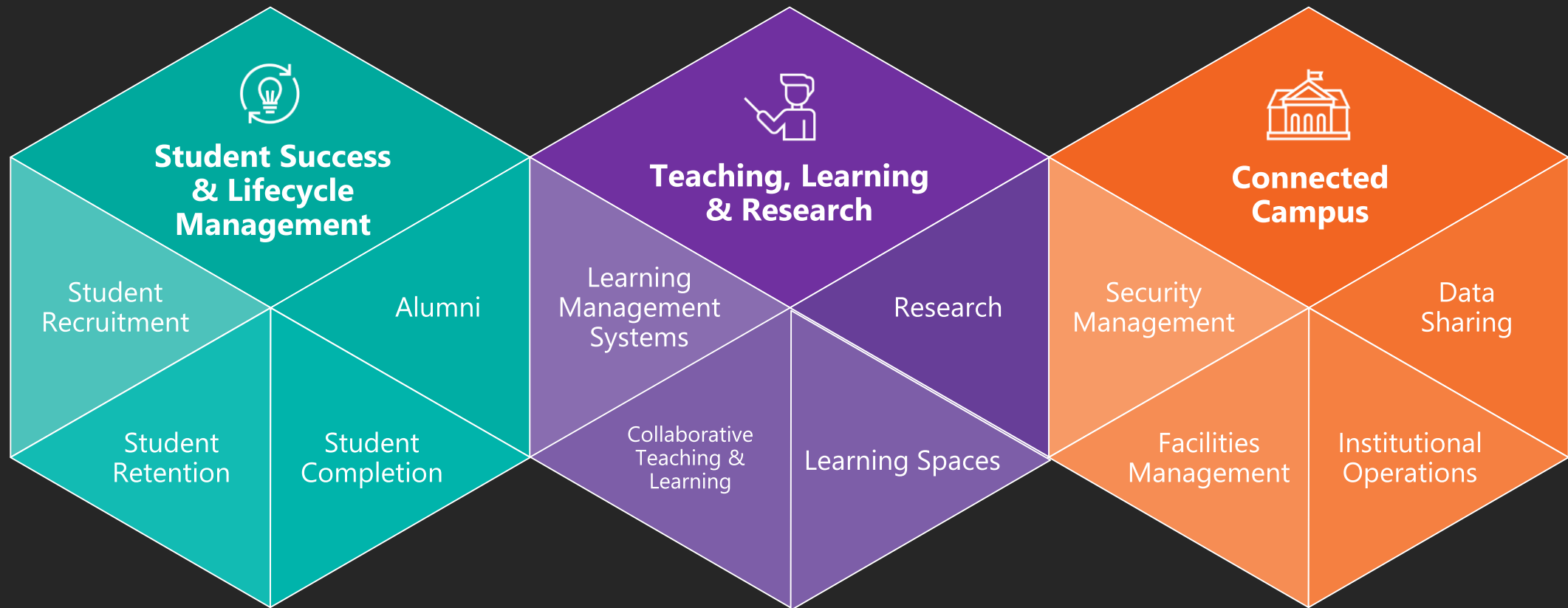
Credentialing options

New universities

Career management

Demand for skills

EDUCATION TRANSFORMATION FRAMEWORK



<http://aka.ms/etfhe>



UNSW
AUSTRALIA

The John Niland Scientia Building



THANK YOU