Talent and Potential Development
#UpReSkilling
#Skills4Change
#FutureOfEducation

- For a Holistic World
- For an Inclusive World
- For a Green World
- For a Digital World
- For a Humane World

For a good World!

Benchmarking of outcome-oriented learning Recognition of Qualifications (outcomes and impacts) on the Micro- Meso- and Macro Level

Individuals from all fields (not only target groups)

Portfolio

Institutions from HE/FE/T-VET, employers, ... experts from recognition authorities, ...

Interview

Application letter, CV, credential evaluation

Outcomes- and impacts oriented Portfolio development
- **incl. RPL & APL (APCL, APEL)**
- **incl. non-formal and informal Learning**
- **incl. impact presentations**

Portfolio Assessment with focus on outcomes & impacts Micro-Credential Evaluation, Etc.

Notice: The base for this are agreed competency standards, Benchmarking experiences, etc.

A Holistic Approach is needed: #SDGs

Source: Urs Hauenstein (2020): Change Management in a VUCA world

WEF: Top 15 Skills for 2025

1	Analytical thinking and innovation
2	Active learning and learning strategies
3	Complex problem-solving
4	Critical thinking and analysis
5	Creativity, originality and initiative
6	Leadership and social influence
7	Technology use, monitoring and control
8	Technology design and programming
9	Resilience, stress tolerance and flexibility
10	Reasoning, problem-solving and ideation
11	Emotional intelligence
12	Troubleshooting and user experience
13	Service orientation
14	System analysis and evaluation
15	Persuasion and negotiation

Since some years we observe more and more disruptions (say crises)

WE ARE LIVING IN A MULTI-DISRUPTED TIME

Pandemic COVID-19
War
Flood
Tsunami
Refugee Surge
Banking Collapse
Digitization
Fire
Poverty
Earthquake
Recession
Consciousness

Digitization
XXXXXXX
Riot
Plaque
Revolution
Infliction
War
Pandemics II, III
XXXXXXX
Unconsciousness
Invasion

U. Hauenstein (2020): Infographic "Disruption Iceberg"

"Identify the most severe risks on a global scale over the next 10 years"

Economic ■   **Environmental** ■   **Geopolitical** ■   **Societal** ■   **Technological** ■

1st	Climate action failure		6th	Infectious diseases
2nd	Extreme weather		7th	Human environmental damage
3rd	Biodiversity loss		8th	Natural resource crises
4th	Social cohesion erosion		9th	Debt crises
5th	Livelihood crises		10th	Geoeconomic confrontation

Source: World Economic Forum Global Risks Perception Survey 2021-2022

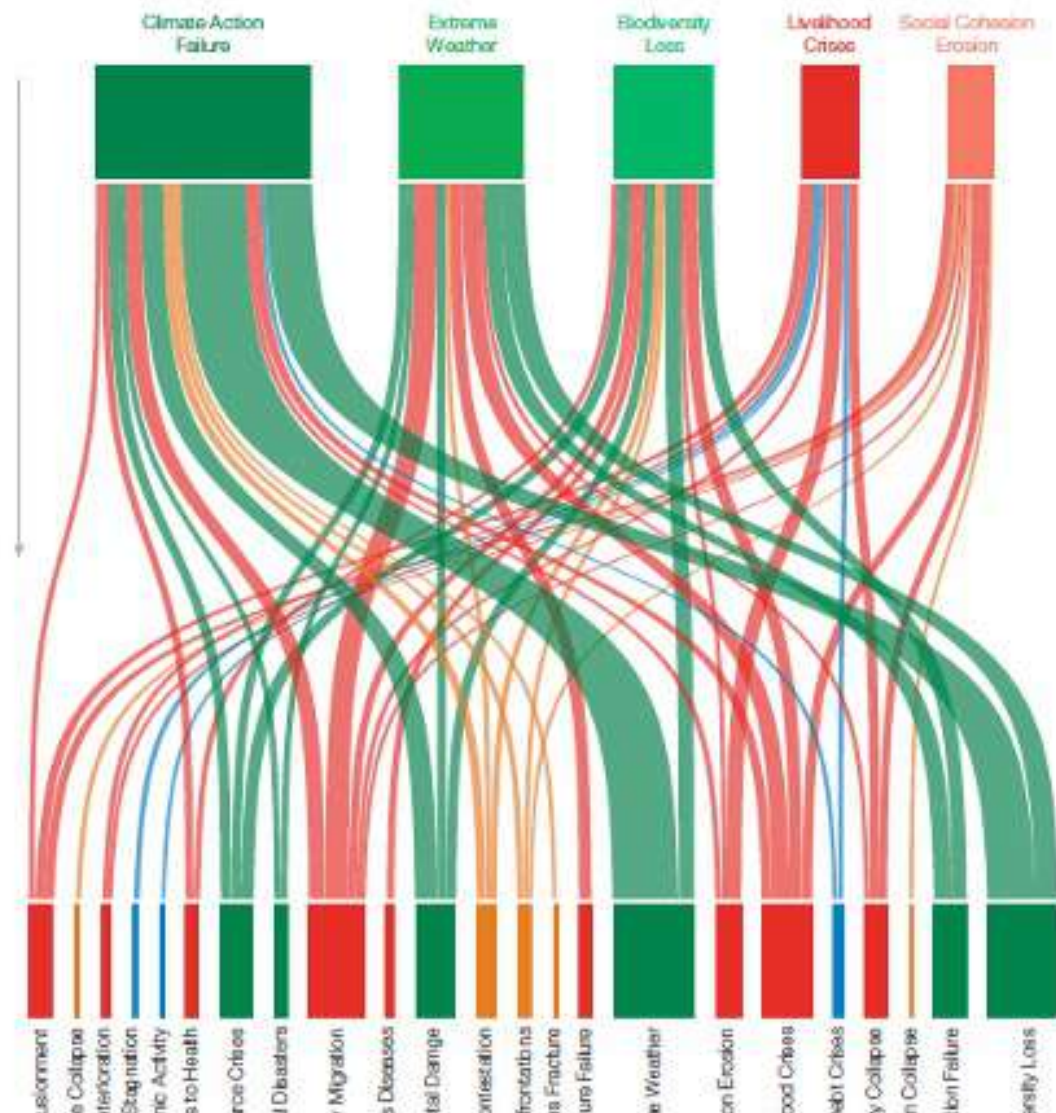**Source: WEF (2021-22): Global Risks Perception Survey, Geneva**
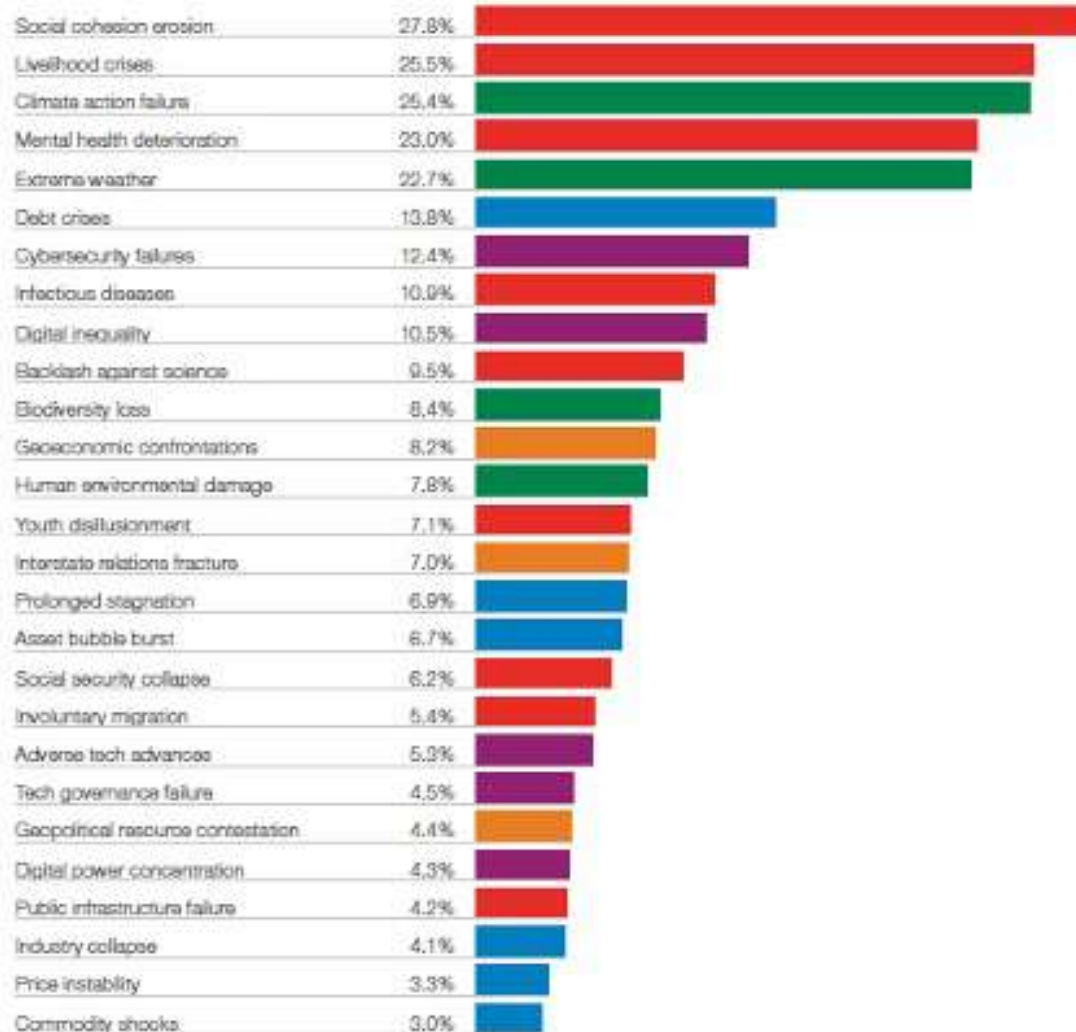
Exercise 2: the crisis network

COVID-19 Hindsight

Risks that worsened the most since the start of the COVID-19 crisis

Legend: Economic, Environmental, Geopolitical, Societal, Technological

Risk	Percentage
Social cohesion erosion	27.8%
Livelihood crises	25.5%
Climate action failure	25.4%
Mental health deterioration	23.0%
Extreme weather	22.7%
Debt crises	13.8%
Cybersecurity failures	12.4%
Infectious diseases	10.9%
Digital inequality	10.5%
Backlash against science	9.5%
Biodiversity loss	8.4%
Geoeconomic confrontations	8.2%
Human environmental damage	7.8%
Youth disillusionment	7.1%
Interstate relations fracture	7.0%
Prolonged stagnation	6.9%
Asset bubble burst	6.7%
Social security collapse	6.2%
Involuntary migration	5.4%
Adverse tech advances	5.3%
Tech governance failure	4.5%
Geopolitical resource contestation	4.4%
Digital power concentration	4.3%
Public infrastructure failure	4.2%
Industry collapse	4.1%
Price instability	3.3%
Commodity shocks	3.0%

Source: WEF (2022): The Global Risks Report, Geneva

Results = Outcomes AND Impacts

Strengthening and weakening of competencies and disruptions / crises

+ multiplied with + = +
- multiplied with - = +
+ multiplied with - = -
- multiplied with + = -

RESULTS CHAIN of learning, working, etc.

In our development towards SUSTAINABILITY & RESILIENCE

| INPUTS | ACTIVITIES | OUTPUTS | OUTCOMES | IMPACTS |

| EFFICIENCY | EFFECTIVENESS |

Urs Hauenstein (2020) The results chain, outcomes and impacts

Source: WEF (2022): Strategic intelligence, Geneva

Let's stop unhealthy impacts and Domino effects!

Many thanks
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Photos:
Urs Hauenstein, Envato Elements