



How to move from strategy to good results?

Professor Dr Anne Bamford

anne@annebamford.com

The Disruptions...

- Disruption to qualifications and 'education'
- Changes in employment patterns
- Skills shortage
- Technologies
- Advanced competences needed (social, cognitive and emotional)
- Globalization and individualization
- The differentiated society
- The trend to hybrids and 'fusion'

- Fighting less
 - Getting in trouble less
 - Having less sex
 - Taking less drugs (complete abstainers rose from 11% to 31% in Sweden between 2003 and 2015)
 - Getting degrees (25- to 34-year-olds with a tertiary degree rose from 26% to 43% between 2000 and 2016)
 - Spending more time online (146 minutes a day online on weeknights in 2015, up from 105 minutes in 2012).
- Teenagers are...*

Parents are...

- Spending much more time on child care (the average parent spent 88 minutes a day primarily looking after children in 2012—up from 41 minutes in 1965)
- The proportion of 15-year-old boys who said they found it easy to talk to their fathers rose between 2001-02 and 2013-14

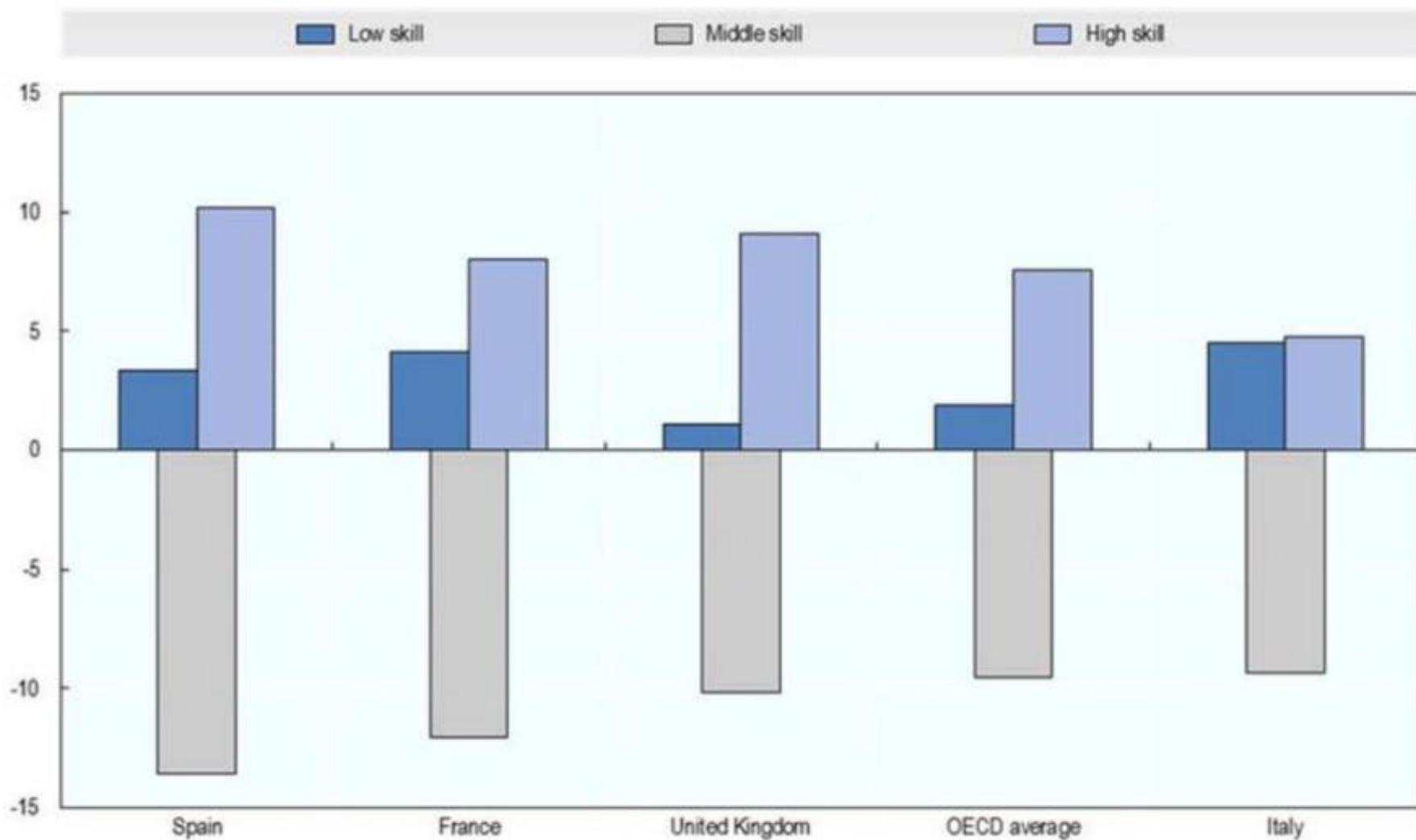


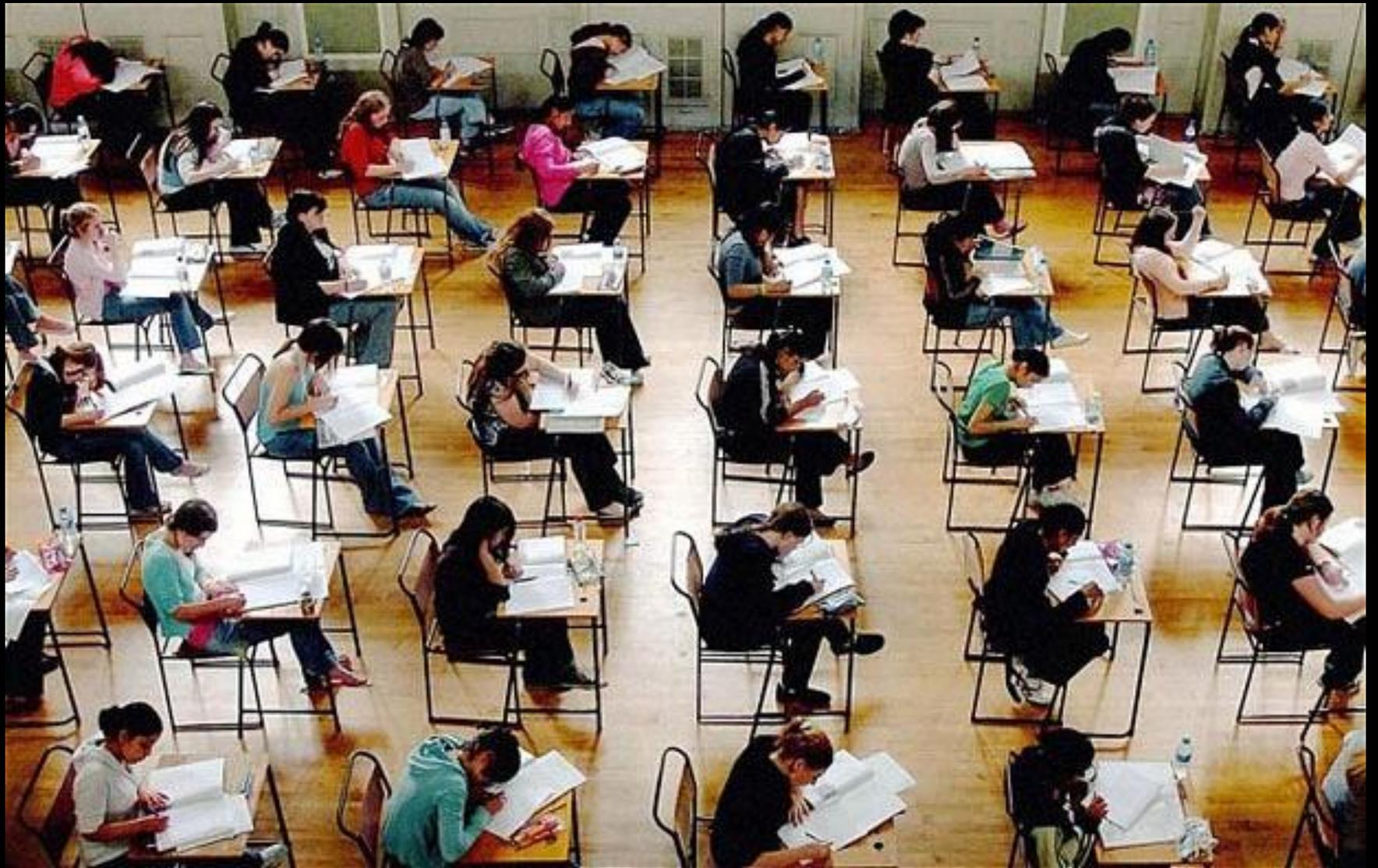
40% *of the workforce will
be freelancers and solopreneurs
by 2020*

Co-working Market Report Forecast 2015

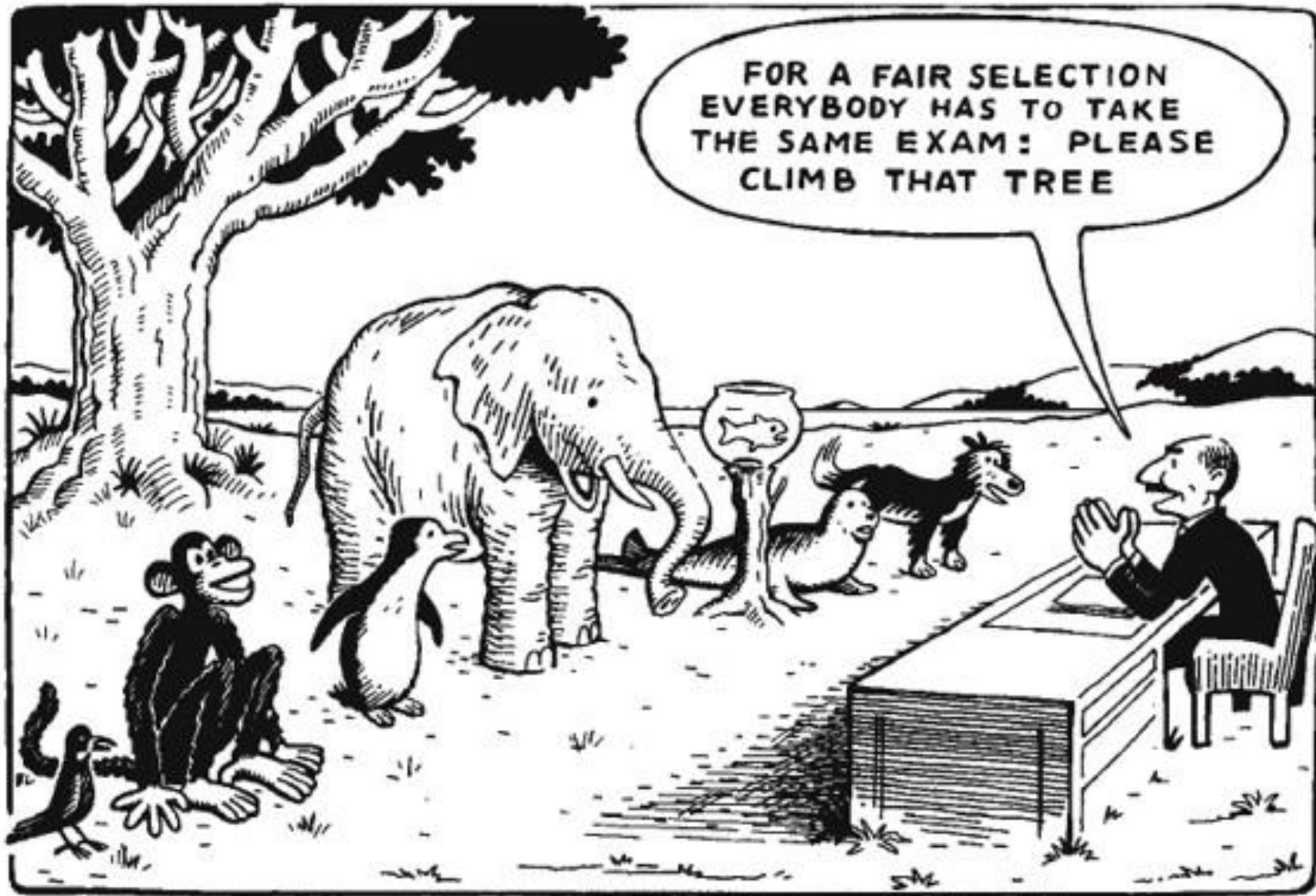
Figure 1.4. The labour market continues to polarise

Percentage point change in share of total employment, 1995 to 2015



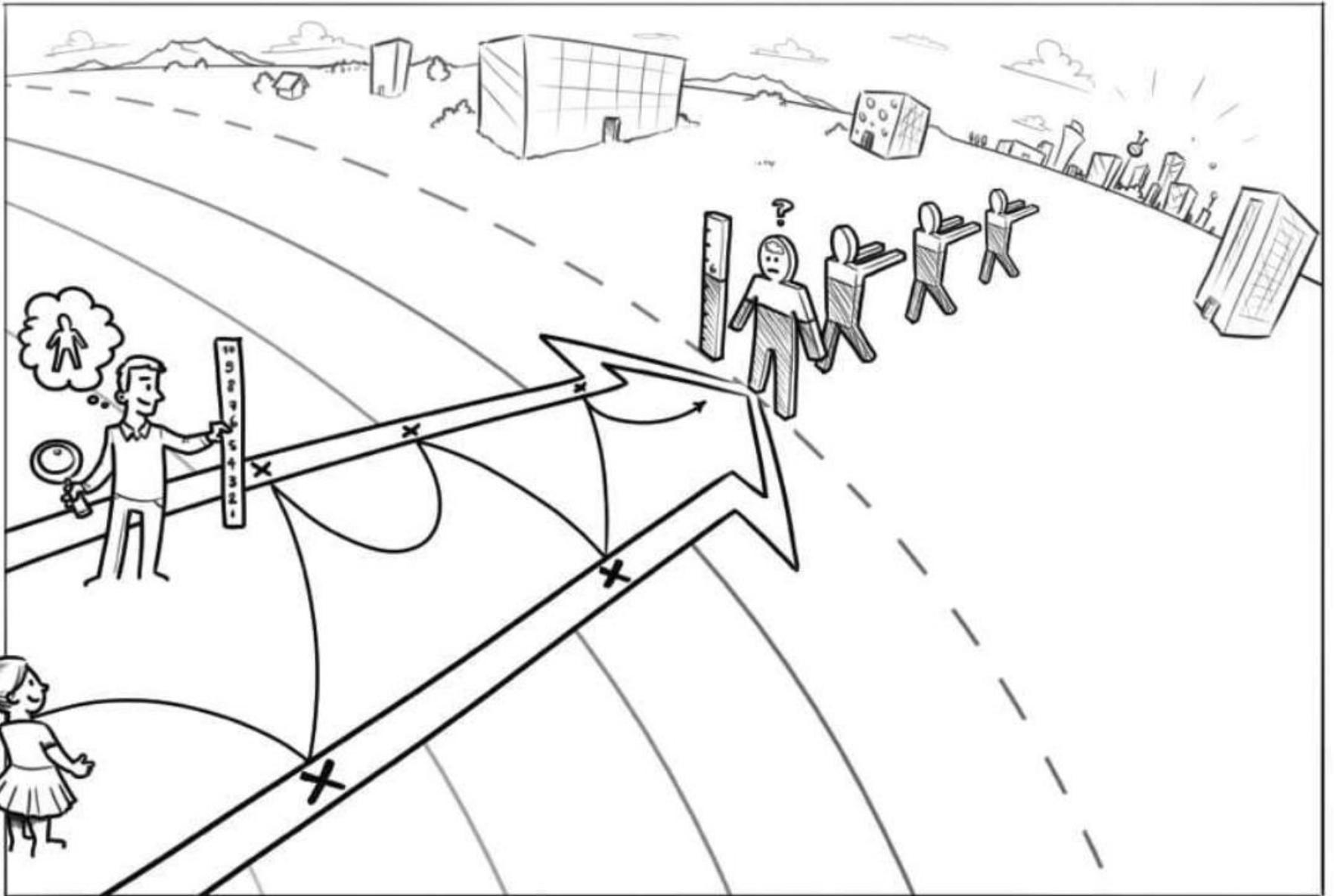


FOR A FAIR SELECTION
EVERYBODY HAS TO TAKE
THE SAME EXAM: PLEASE
CLIMB THAT TREE



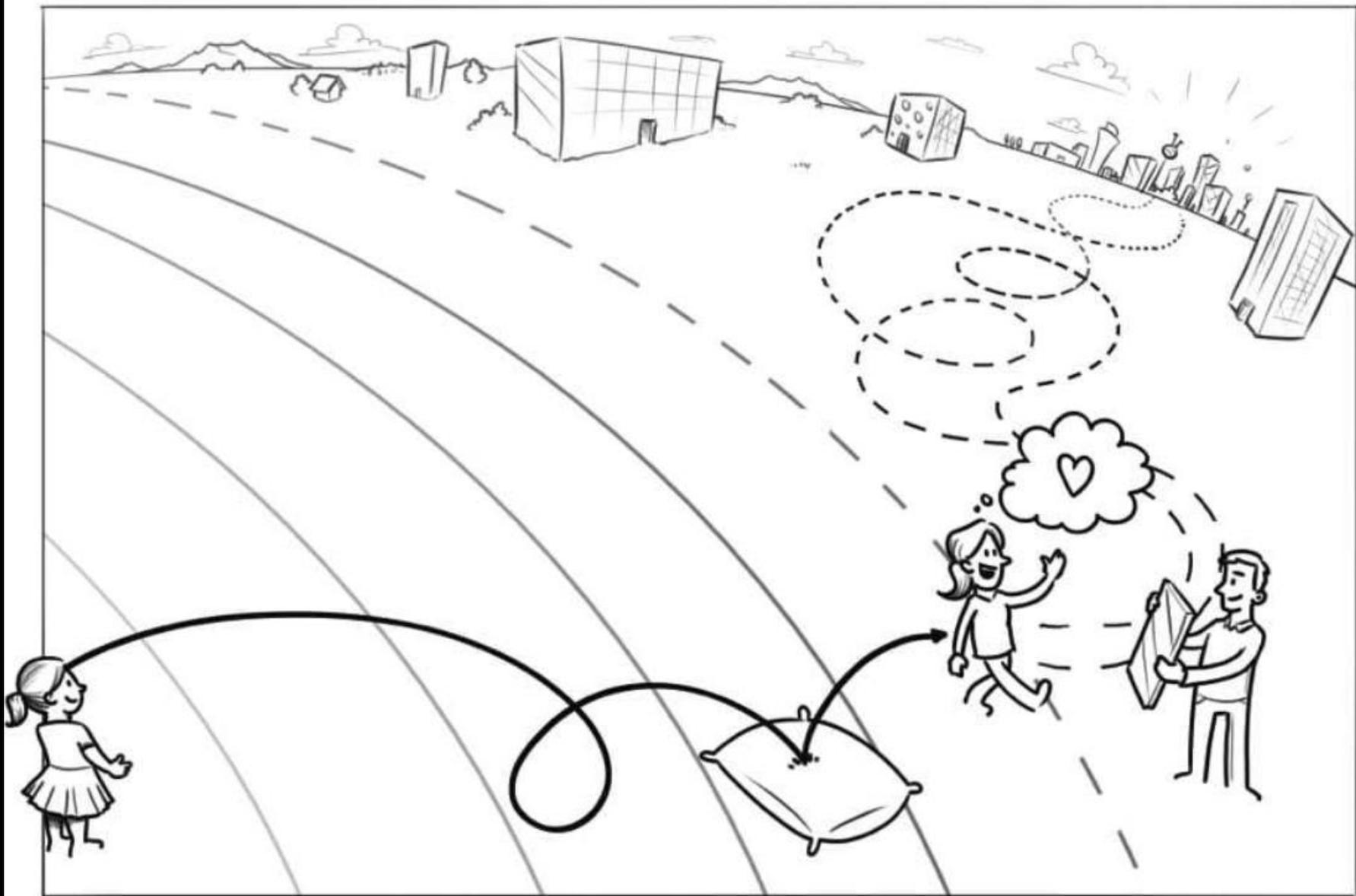
World Education Forum

“Draw a classroom in forty seconds!”



According to Pekka Peura, a teacher from Finland, this has to do with our education. You pass grades when you don't make mistakes; the good old education system.

Pekka's vision is to make education a safe place to experiment and make mistakes. The teacher helps you to reflect upon these mistakes in order to develop your skills. To learn how to learn. To develop yourself with skills for the future.



Education World Forum

The hard reality of soft skills is that this is actually important for what anybody can achieve in life, as well as for the success of our economies. Education Secretary Damian Hinds



- Deductive reasoning
- Fluency of ideas
- Adaptability
- Cooperation
- Inductive reasoning
- Initiative
- Leadership
- Social perceptiveness
- Persistency

Fusion skills...

What employers are looking for:

Divergent Thinkers
Determination
Talent
Fusion Skills

What we get at the moment:

Straight Line Thinkers
Idealistic
Qualifications
Vertical Skills

*Where are Swedish schools now?
Are we measuring the right things?
How to boost learning and success
through digitalization?*



Andreas Schleicher

Director, Directorate for Education and Skills

“During my days as a university student, I used to look to Sweden as the gold standard for education. A country which was providing high quality and innovative education to children across social ranks, and close to making lifelong learning a reality for all.”

Context in Sweden...

- Privatisation
- Fragmentation
- Poor PISA results
- Equality of opportunities
- Modernizing and relevance of the curriculum to meet changing job market requirements

PISA shows that the 10% most disadvantaged students in Shanghai easily outperform the 10% of kids from the wealthiest Swedish families

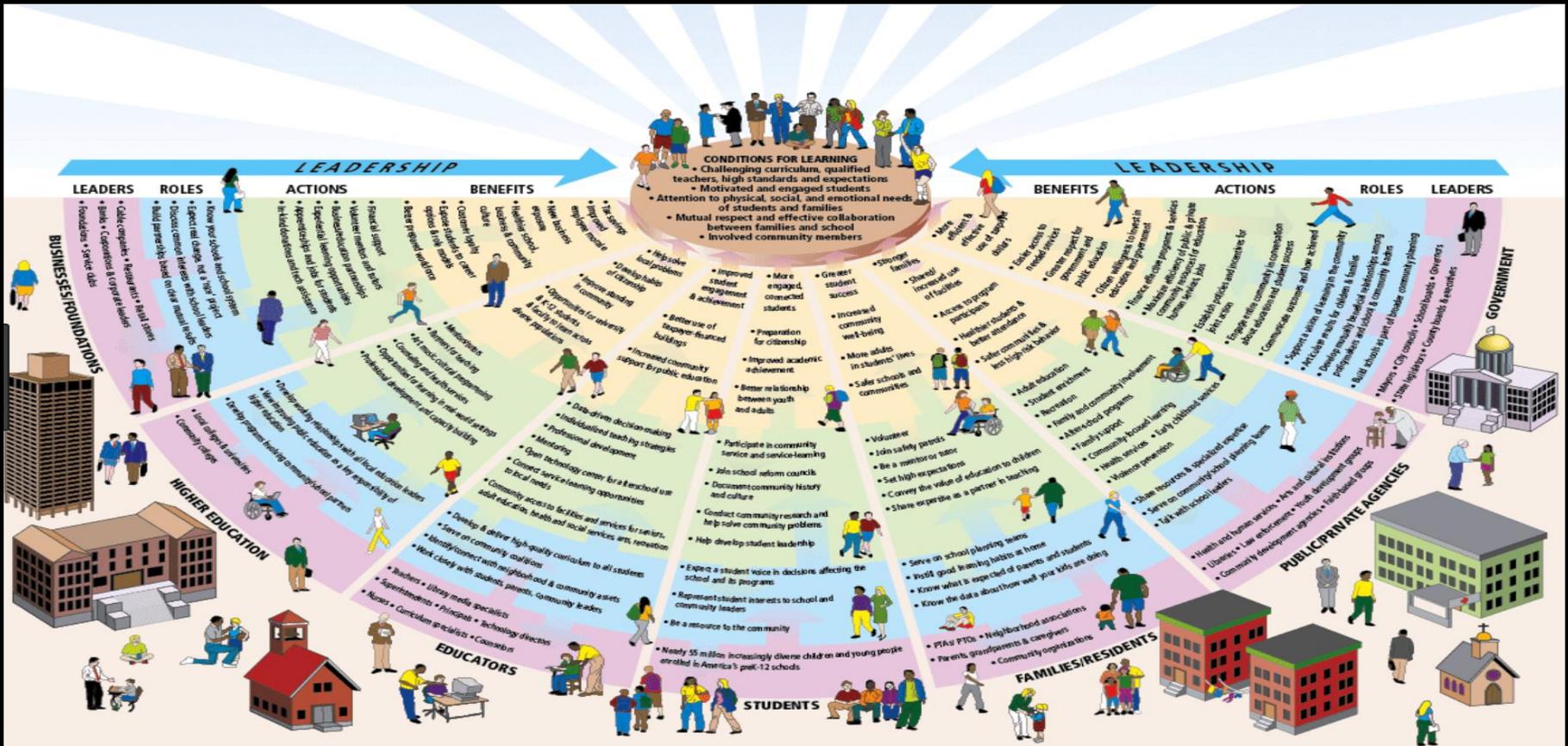


Strategy is not a starting point. It's a process and a collaborative one at that. It's not written in stone, nor is it ever truly complete. It evolves over time, becomes stronger as it adapts to new challenges even as it remains true to its core principles. Good strategy is never being, it is always becoming.

Greg Satell



There are many stakeholders in education, students of course, but also administrators, teachers, and parents. These three groups have been to school and most of them have some preconceived notions as to what school should be about.



Whose responsibility it is to innovate in the public realm?



Skolverket...

The meaning of digital competence changes over time due to changes in society, technology and available services digital competence includes four aspects:

- 1) Understanding how the digitalization affects individuals and society
- 2) Understanding and knowing how to use digital tools and media,
- 3) Critical and responsible usage of digital tools and resources
- 4) Being able to solve problems and implement ideas in practice.

Revising the curriculum is only the first step...

- 80% of teachers called for more training -The need for in-service professional development is huge
- 60% of teachers felt they did not know enough to teach the new subject
- 50% of students felt teachers needed more training
- 40% of the students said that they had helped their teachers

The challenges...

- Own subject or integrated approach?
- Bootstrapping/backfilling problems?
- Too much or too little?
- Equal opportunities and broadened participation?
- The role of Computer Science?
- The role of arts and creativity?

Fish go bad from the head down...



Only five in one hundred Swedish teachers considered teaching a valued profession





South China Morning Post: China wants to bring artificial intelligence to its classrooms to boost its education system



Georgia Tech: Meet Jill Watson: Georgia Tech's first AI teaching assistant

*International teacher of the year:
Andria Zafirakou*





Accomplished teacher's CV

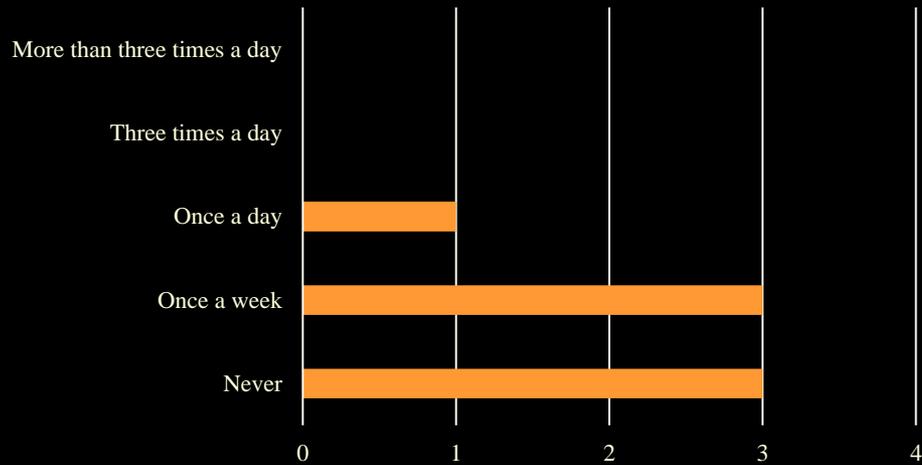
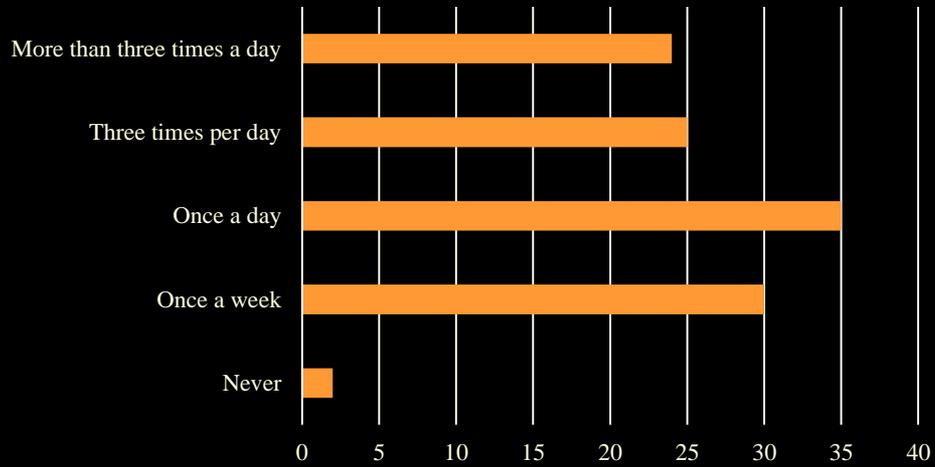
- 1) “What do you do on the weekend?” - as accomplished teachers do active things on the weekend (visit places, do sport, sing in choirs or any of several activities); and
- 2) “What do you collect?” - as accomplished teachers are avid collectors and are always seeing things that they could use in their teaching.

Future teachers need to be good at:

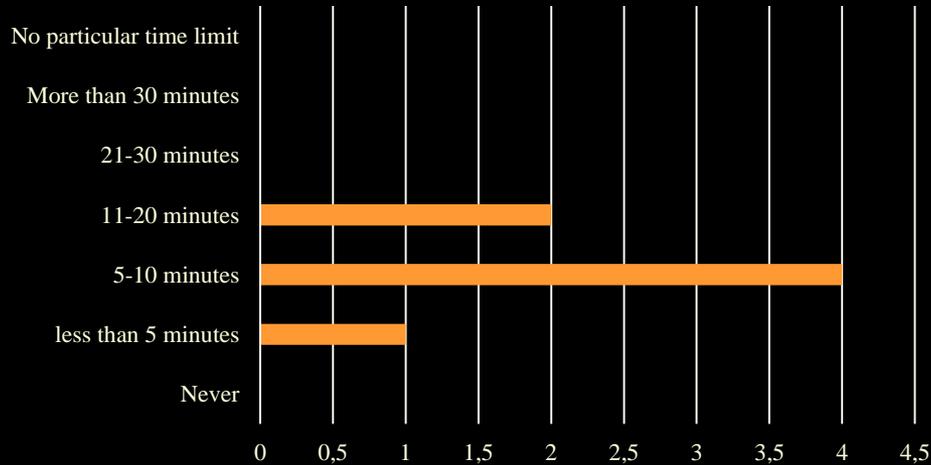
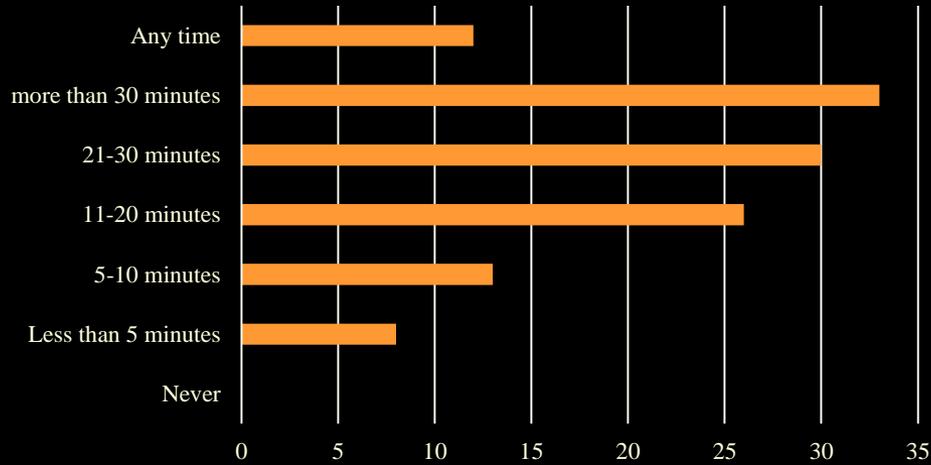
- Collaboration and teamwork
- Creativity and imagination
- Critical thinking and problem solving
- Flexibility and adaptability
- Global and cultural awareness
- Information and technology literacy
- Leadership
- Civic literacy and citizenship
- Oral and written communication skills
- Social responsibility and ethics
- Showing initiative and reasoning



Frequency



Duration



Creating change ...

- **Manage the perception**
- **Make change a part of the culture**
- **Appreciate the sceptics**
- **Know the history of change within the place**

and its people

be the

CHANGE

you want to see

3 keys to a successful change

1. Get everyone on the same page
2. Engage early and engage often
3. Be a collaborative leader

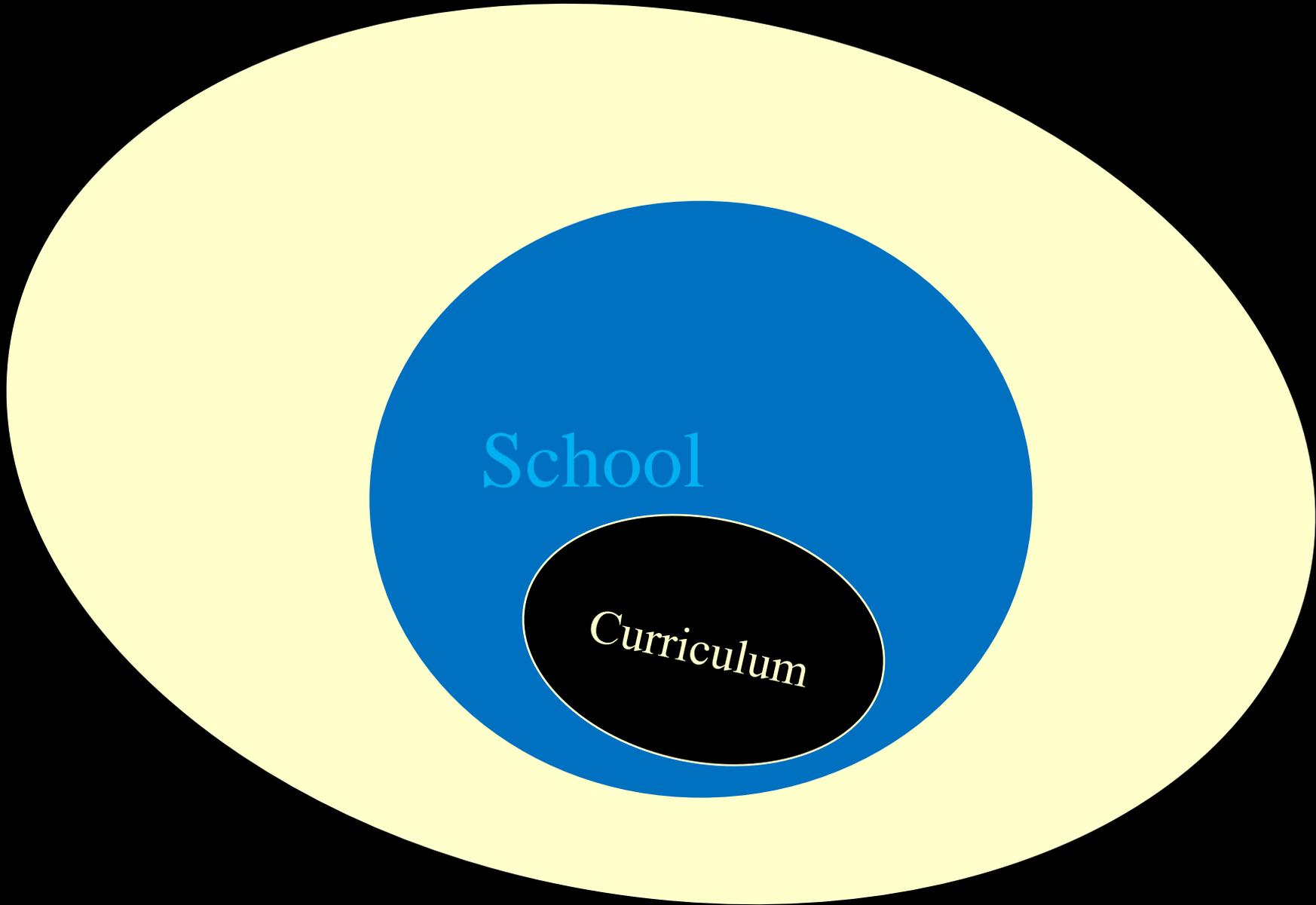


How do you plan?

- Quick fire planning
- Backcasting
- Collage the theme/curriculum in images
- Think of your planning as a game
- Digital photography planning
- Thinking boxes (chosen subject to individuals to school to society)

Practical ideas...

- Spend a day in other people's spaces
- Seize the agenda
- Do the worst thing first
- Pilot test!
- Celebrate it



School

Curriculum

