



SUMMARY SKILLS SUMMIT 6 MARCH 2018 - Leoni Mackenzie

YOU BETTER BE PREPARED FOR THE FUTURE, BECAUSE THAT'S WHERE YOU ARE GOING TO SPEND THE REST OF YOUR LIFE!



Education...the ability to influence what you are called for to influence

1st speaker "Beatrice" - Written the book "SHIT HAPPENS". Has her own training academy, HAPPY MINDS. She is a true leader. Her philosophy: "BE HAPPY FOR NOTHING".

Beatrice briefly said to the audience that the two (2) days information will be around Leadership, Good Governance and Personal Growth 7. She challenged the audience to answer the following questions for themselves:

- ☛ **WHO AM I?** (REALLY: Beyond my name, beyond my gender, beyond my education? On who's shoulders do I stand?). Remember that: THE FEAR OF DISAPPOINTMENT, DAMPER SUCCESS...
- ☛ **WHO DO I WANT TO BE?** Where does your information come from? On who's shoulders do you want to stand, in Africa? Do you ask questions and find your own answers, or are we just followers? If you want to be successful, KNOW WHO YOU ARE...
- ☛ **DO YOU FEAR DIVERSITY?** Step into your next masterpiece un-apologetically
- ☛ **"LAW OF ATTRACTION"** - What you focus your mind on, you attract...**WHAT DO YOU FOCUS ON?**

UBUNTU: I AM BECAUSE YOU ARE...

- ☛ **WHO DO YOU GROOM?**
- ☛ **WHO ARE YOU CURRENTLY DEVELOPING?**
- ☛ **WHO ARE YOU MAKING A SUCCESS OF?**
- ☛ **WHO ARE YOU ASSISTING TO LEAP FURTHER THAN YOU?**

ARE YOU LIVING THE UBUNTU PHILOSOPHY IN AFRICA TODAY?

As developers of people, we have to remember that we have the highest calling in leadership! The “growth graph” must go UP, irrespective of the pace!

How do you take your current skills set (yourself and those you are responsible for) and convert it into a viable business?

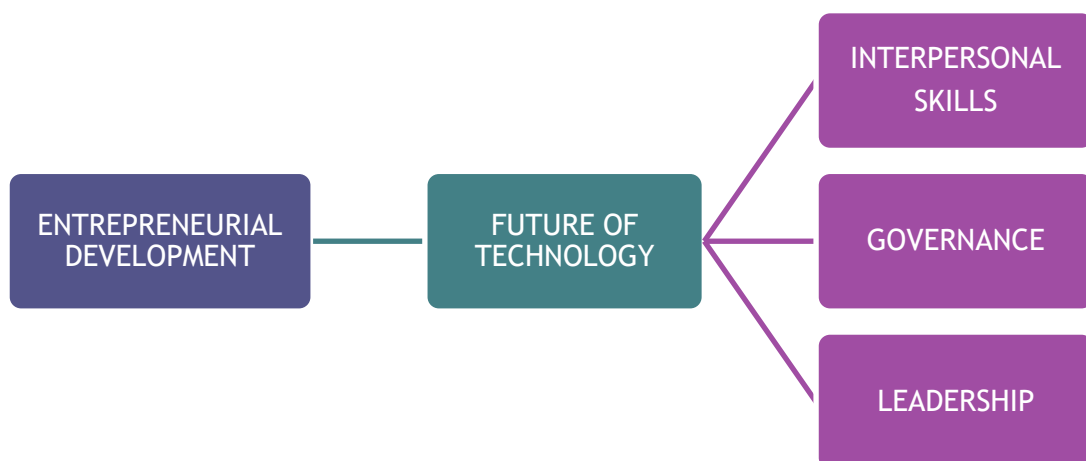
*“It is better to die for an idea that will live,
than to live for an idea that will die”
Steve Biko*

SALLY (REPRESENTATIVE FOR DEPUTY MINISTER, HIGHER EDUCATION AND TRAINING)

She referred to the National Development Plan that has been extended and that public comments have been considered. Everyone representing the skills development landscape / environment must review the system and support the implementation.

The following points were raised:

- What are you doing to prepare for the 4th Industrial skills revolution?
- Are you preparing for evolution?
- 11million jobs have to be created among all industries
- Labour intensive jobs have to be created
- Do you know what artificial intelligence is?
- We have to drive technology to support skills development.
- To create jobs and to employ people, are two opposites.
- What type of landscape or plan are you developing to develop skills?
- We need to set up community colleges in rural areas -IMPORTANT



- ☛ How are you going to make data available? *UBUNTU: I AM BECAUSE YOU ARE... Do you share your WI-FI facilities or keep it to yourself?*
- ☛ Don't ask: What is government or Dept of Education and Training doing: Ask the question the other way around: *WHAT AM I DOING??*

The future solutions are WITHIN EACH OF US!!

- ☛ There is a dichotomy (contrast) between education and skills... Do you know this? Let me explain: Educators are not tasked to SKILL and skills developers are not tasked to EDUCATE... Think about this..
- ☛ We all need to be at the Geneva E-Commerce convention 16-18 April 2018... SA has the lowest representation at these conferences
- ☛ We all are aware that 60% of the skills that currently exist will disappear
- ☛ Do you KNOW your way around the internet?
- ☛ How much do you know about DRONES?
- ☛ Schools have to teach new subjects: programming and coding, E-commerce
- ☛ Africa is falling behind - we only have 10% of the internet trade in the world
- ☛ Do you have new STAFF RETENTION PLANS?

LEBO GUNGULUZA - ENTREPRENEUR, TURNAROUND STRATEGIST, INSPIRATIONAL BUSINESS SPEAKERS AND DRAGON INVESTOR

He gave a captivating introduction by saying the following:

- ☛ I listen,
 - ☛ I see,
 - ☛ I hear,
- very carefully, because I understand...

Lebo briefly pointed out the following very briefly:

- ☛ Language of the future is CODING and PROGRAMMING!
- ☛ He presented the first digital, black owned bank in SA to the audience.
- ☛ We are exposed to opportunities - are you taking advantage of opportunities??
- ☛ Do not forget ARTIFICIAL INTELLIGENCE
- ☛ Schools and universities must teach coding, scripting and programming
- ☛ The future that everyone is talking about is already here...do you know that? The future workforce is not going to look for a job, there will be no CV's...
- ☛ The future CREATES a future that CREATES jobs. Example:
 - A DJ, gets paid to play music at a wedding or a function
 - He can also play music and invite people to go and listen to him play
- ☛ All previous revolutions were responsible for job losses: stem power, electricity, computers ... now we are entering a more dangerous revolution; humans are being replaced by robots / drones. **HOW AND WHERE ARE YOU GOING TO PLAY IN THIS SPACE??**

- ✚ Ensure that you understand your market, own the market, i.e. UBER, no assets, they OWN the database (they have access to BIG DATA)
- ✚ Go to your communities and enquire data to work for you. It is not about working, but being able to have access to BIG DATA, a digital community. Example:
 - Someone in Japan will access YOUR market, by knowing your market in Africa.
 - Goods and services all over the world are being delivered at your doorstep **WITHOUT YOU LEAVING YOUR HOME**
- ✚ Tap into the **YOUTH MARKET OF AFRICA!** You do not have to own a product to own a market, make use of technology!
- ✚ Do you know that there are no psychology stores online?? Soft skills cannot be replaced by a drone...
- ✚ Create work for yourself...- Transform Africa
- ✚ What are YOU going to do about this?
- ✚ Do “not complain later and say: I did not know about this
- ✚ Stop a typical mentality
- ✚ Stop a typical economy
- ✚ Chance to digital economy
- ✚ Chance to digital currency

Your mindset must move away from doing physical work

- ✚ Mind-mental ideas - Huge focus: humans are being replaced, there will be no more artisans, robots are working faster and more efficient
- ✚ **CHANGE YOUR MINDSET. MOVE TO: MENTAL: UNDERSTAND MENTAL CAPACITY AND EMOTIONAL CAPACITY**
- ✚ **CREATE INTELLIGENCE**
- ✚ **CREATE ARTIFICIAL INTELLIGENCE** (remember: robots receive a script to read)
- ✚ You have to move to the mental space: thinking differently about a particular situation: **CREATE THINKING APPS, CREATIVE SOLUTIONS.** Example:
 - Create a app to rate local hair salons in your area / community. This will positively contribute to a new visitor to your community in search of a hair salon
 - Create technical skills: banks will be run by developers and programmers, not bankers
- ✚ Learn how to develop applications, to enable yourself to create work
- ✚ Are you ready to tap into such a market?
- ✚ Control the supply for money
- ✚ Dictate how you will supply money
- ✚ Create your own money
- ✚ Supply your own money

Lebo introduced the first African currency namely “AFRI” and the Bank: “AZAR” Bank which will be fully launched by June 2018.

You will have access to this bank, by registering with “AFRI-WALLET”.

MOSEABO MOSIA, HR MANAGER, AGRICOLLEGES INTERNATIONAL

Moseabo asked the following important questions:

- ☛ Why do we evaluate training?
- ☛ How do we evaluate training?
- ☛ What do we do with the feedback?
- ☛ What new human interventions are you planning, what do you have in the pipeline?
- ☛ Are you developing online colleges and training? (more accessible, cheaper, coaching and mentoring facilities made available)
- ☛ How do you enhance the readiness of people for new jobs?
- ☛ Are you thinking ahead?

LEON TALJAARD - EXECUTIVE DIRECTOR TALMAR SUSTAINABLE DEVELOPMENTS

Everything we do is about people.

Yes, technology is here, but do we really understand what people are going through while trying to be an entrepreneur, to be sustainable, to be successful?

How can you ignite an environment where people can be creative?

Mental barriers do not allow us to think, to be creative

Think about the following:

- ☛ Do you have a support structure?
- ☛ Do we set people up for failure? Do we give people false hope?
- ☛ Can we honestly say we are teaching and coaching people to be entrepreneurs?
- ☛ How do we SHARE INSPIRATION?
- ☛ We have to allow people to grow in their own space and ensure success
- ☛ We have to serve people at the heart level, connect and understand them
- ☛ We have to ignite passion
- ☛ We have to teach and encourage people to dream
- ☛ We have to inspire people to learn...learning is about exposure, to participate and ask questions in any conversation
- ☛ Expand the data base in your mind...
- ☛ Share privileges...UBUNTU

Only YOU can walk out of YOUR CIRCUMSTANCES

ROTI BALOGUN, EXECUTIVE ORGANISATION, TALENT & SKILLS DEVELOPMENT LEADER, GENERAL ELECTRIC (GE), AFRICA

He gave a quick overview of their company's online programmes as well as entrepreneurial development

His message briefly covered the following: We have to focus on:

- ☛ Data skills
- ☛ Digital skills
- ☛ Big data skills
- ☛ Innovation and entrepreneurship
- ☛ Message from the University of Fort Hare = SA have to focus on ENTREPRENEURSHIP, develop online programs
- ☛ Use your imagination: encourage innovation, invention and entrepreneurial skills
- ☛ Research and development projects / initiatives

PATSON MALISA, DEPUTY PRESIDING OFFICER, ECONOMIC, SOCIAL AND CULTURAL COUNCIL (ECOSOCC), African Union

SA have to seriously focus on:

- ☛ People centred development programmes:
 - Science
 - Woman
 - Youth
 - Social
 - Culture
 - Economic
 - Commerce
 - Technology
 - Environmentally friendly programmes
- ☛ How are we going to create opportunities for new entrepreneurs?
- ☛ Needs to be a collective effort in SA
- ☛ What are the fundamentals you need to ask yourself first? What do YOU mean by skills development?
- ☛ We need to strengthen the production section in rural areas
- ☛ Develop national value chains
- ☛ How are you contributing to transform SA?
- ☛ Do you develop people to be able to DISASSEMBLE information and knowledge?

Yes, robots are replacing humans, but think about the following: to develop policy, one need to think...robots cannot think and develop. Therefore, take advantage of this opportunity.

DR. REBECCA MASERUMULE, CHIEF DIRECTOR: HYDROGEN AND ENERGY DIRECTORATE, DEPARTMENT OF SCIENCE AND TECHNOLOGY

Main points briefly addressed:

- ✦ We have to focus on green economy
- ✦ Enabling environments
- ✦ Build a resource-based economy
- ✦ How do we currently test theories and best practices?
- ✦ Do we make provision for waste management?
- ✦ Are we building a knowledgeable economy?

What are the change drivers that we need to plan for?

NICO LANDMAN, HEAD OF DIDACTIC

- ✦ Capacitation of people are crucial
- ✦ Capacitation of your stakeholders
- ✦ The most in demand occupations, never heard off
- ✦ Do you plan for work readiness of people?
- ✦ Are you making provision for the human factor?
- ✦ How are you including or making provision for entry, basic, core and advanced skills? Do not assume everyone understand this terminology in the same way
- ✦ How are you preparing yourself and people to:
 - WORK IN THE CLOUD? Do you know what it means?
 - Think systematically
 - Have problem solving abilities
 - Mechatronics (multidisciplinary field of science that includes a combination of mechanical engineering, electronics, computer engineering, telecommunications engineering, systems engineering and control engineering)
- ✦ Do you have research and development initiatives in place?