

**“Passion Based Learning”**

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It's a story about  
Switch<sup>3D</sup>  
and Creative  
Destruction.

“The Destruction  
of 2D-Things  
and the Creation  
of 3D-Things”

Awakening

<b>Disclaimer</b>	Any resemblance with real persons is unintentionally	
	I'm not responsible for any mental discomfort during or after the session	
	Kempen, Belgium	
	Let's Start & Go Fast ... 80/40	





Why do we need much more power to learn & innovate?

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Why do we need much more passion for talents?

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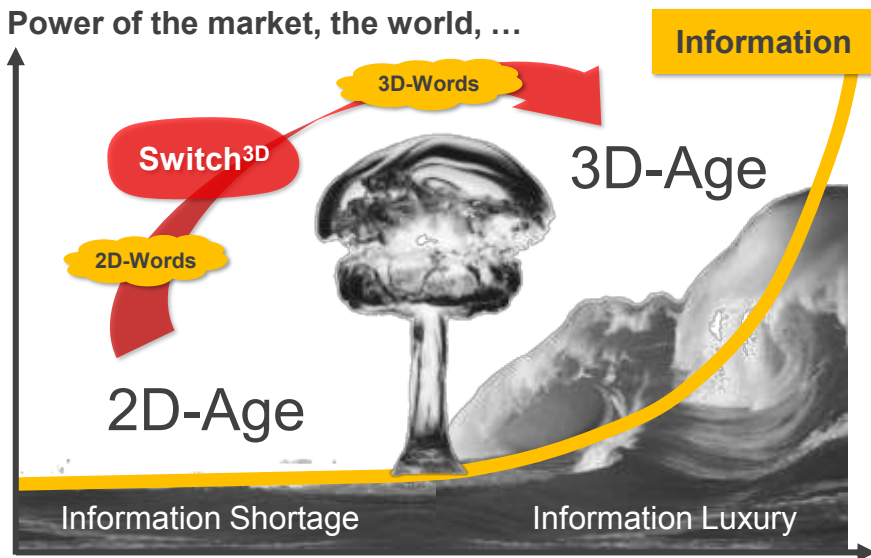
# Switch<sup>3D</sup>, 2D Becomes 3D

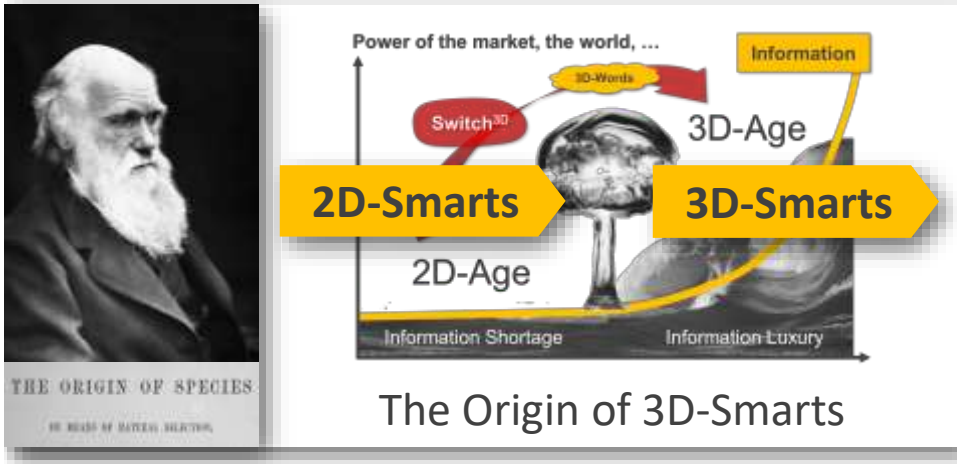
*Powered by Information*



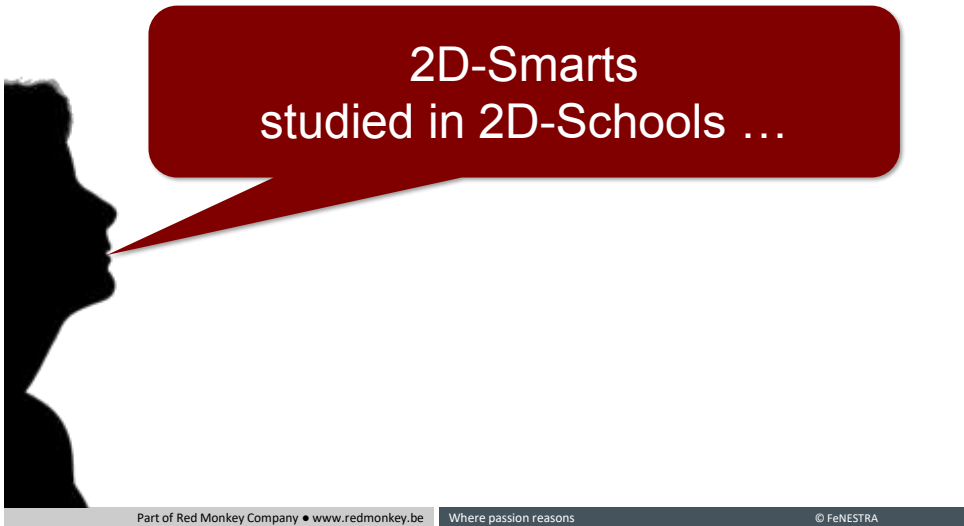
**1/5**

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**But first ... the world of 2D-Smarts**  
Unpowered by Information Shortage



2D-Smarts  
studied in 2D-Schools ...

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2D-Talent Limiter

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Agree?

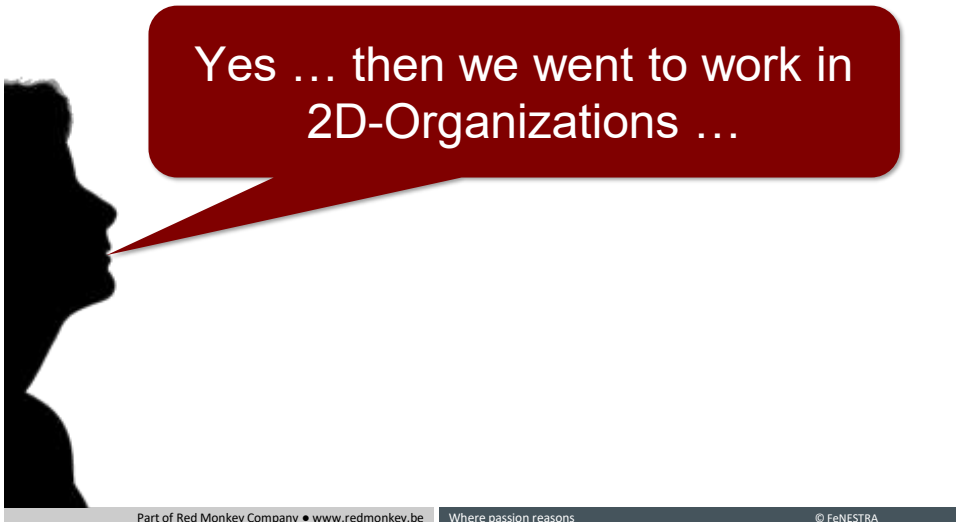
## "Tough Statement"

*In 2D-Schools you don't get a degree based on passion for your talents but on your discipline to study stuff without passion and talent.*



**A** = Affirmative    **B** = Negative

Can it get any worse?



Yes ... then we went to work in  
2D-Organizations ...

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**They demanded  
a Diploma ...**

**... gave us a  
Function Description**

**... and a yearly  
Performance Appraisal!**

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**“If you put fences around people,  
you get sheep ...**  
William McKnight (former CEO of 3M)

**... with a Diploma  
and a Function Description.”**  
Jef Staes (former sheep)

## 2D-Sheep Management





## 2D-Human Resources Management

Agree?

## "Tough Statement"

***In 2D-Organizations you don't get work based on your passion and talents but on your ability to work without passion and talent.***




A = Affirmative

B = Negative



Result?

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GALLUP CONSULTING

**80%**  
Not Engaged  
“Not Passionate about Evolution”

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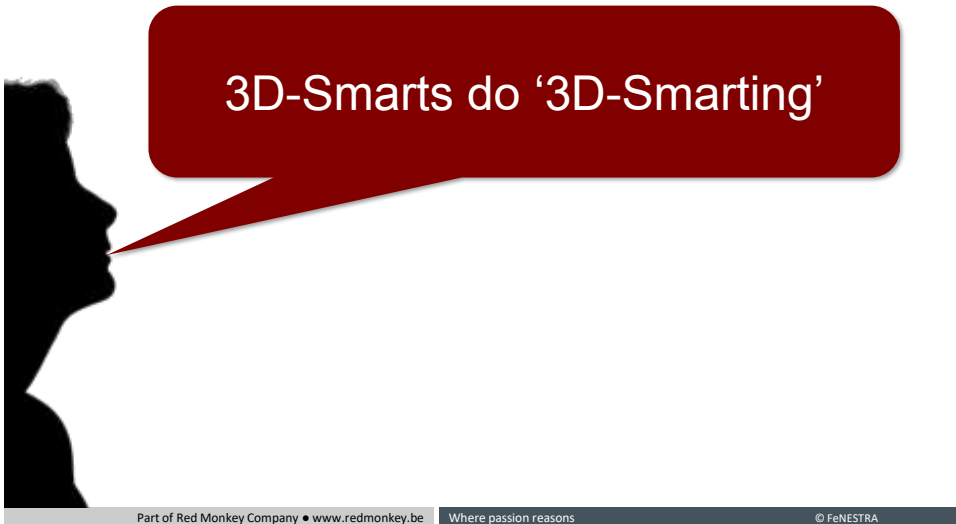
GALLUP CONSULTING

We need  
**3D-Passion!**

“Not Passionate  
about Evolution”

**Global 3D-Smart Wave**  
Powered by real Learning Power

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**3D-Smarts do '3D-Smartering'**

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**3D-Smartering**

**TALENTS** DIVERSITY-VALUE

**PASSION** EVOLUTION-SUFFERING

**INFORMATION** LEARNING

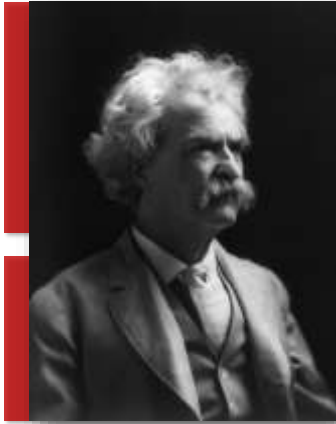
**ACTION** RESULT-DOPAMINE

**Real learning only happens when you are in the groove with your talents.**  
Jef Staes

**3D-Smarts**    **COMPETENCE PLAYLIST**

Gamification • Social Validation • 3D-Guilds

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The two most important days in your life are the day you are born and the day you find out why ...

Mark Twain

... because you became addicted to your talents.

Jef Staes

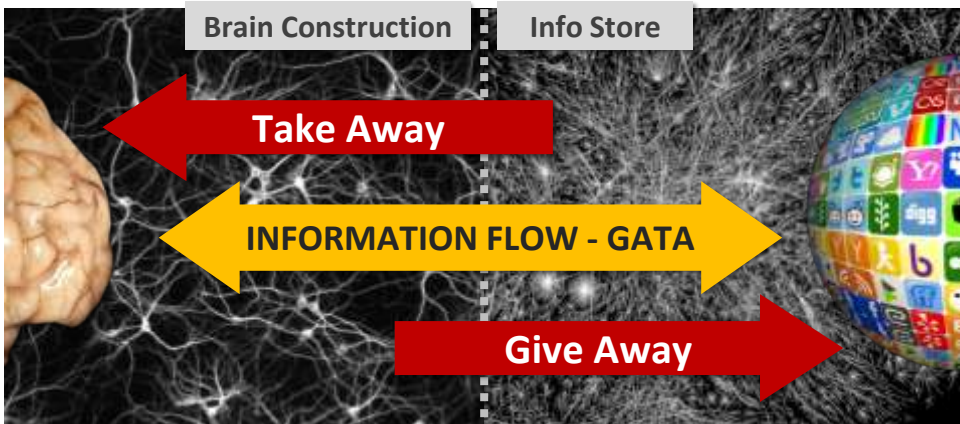


3D-Smarts do "Real Learning"

 **Learning is a physical process**



 **Learning is a physical process**





**Learning is a physical process**



**You can't  
fake real learning!  
You need  
Passion to Suffer!**

What's the biggest impact of  
the global 3D-Smart wave?





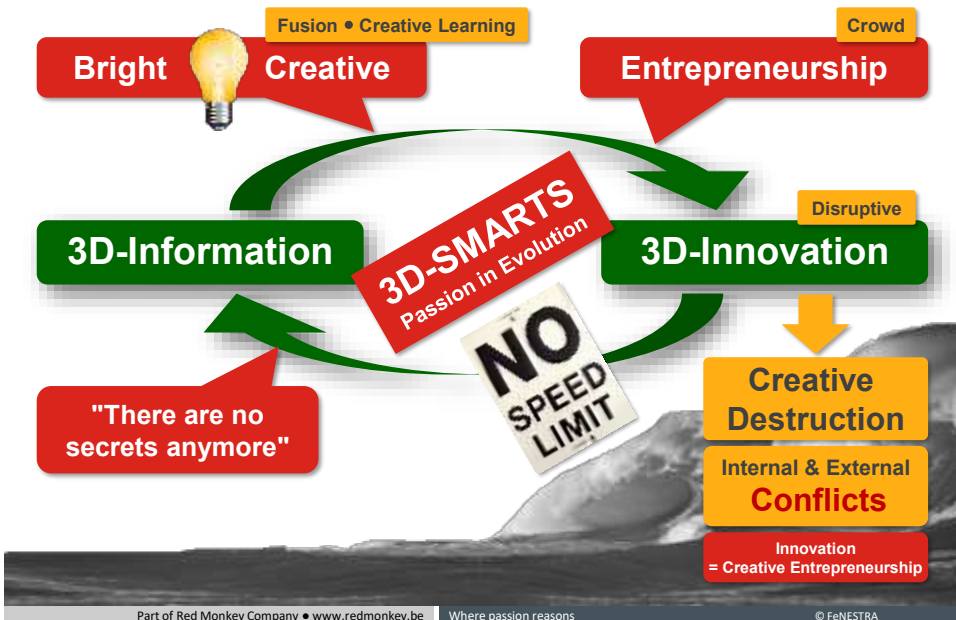
# Global 3D-Innovation Wave

Powered by 3D-Smarts



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Examples?





## 2D-Organizations in Trouble



## 2D-Smarts in Trouble





No Guts • No Glory

So? What are you waiting for?



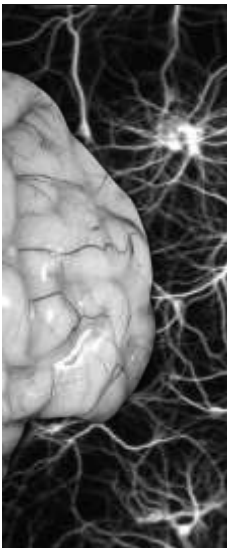
A Proposal ...

We have to  
reinvent Education



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My conclusion ...

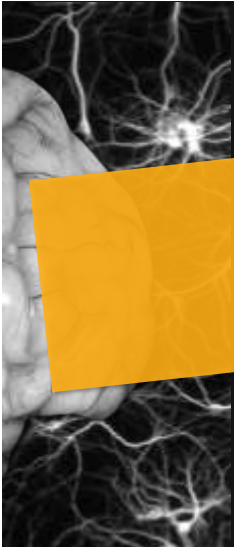


Students with passion and talents in a course should have the freedom to accelerate their learning dramatically.

Students without passion or talents in a course should have the freedom to slow down or choose other courses.

Education without this freedom builds prisons instead of schools.

*Jef Staes*



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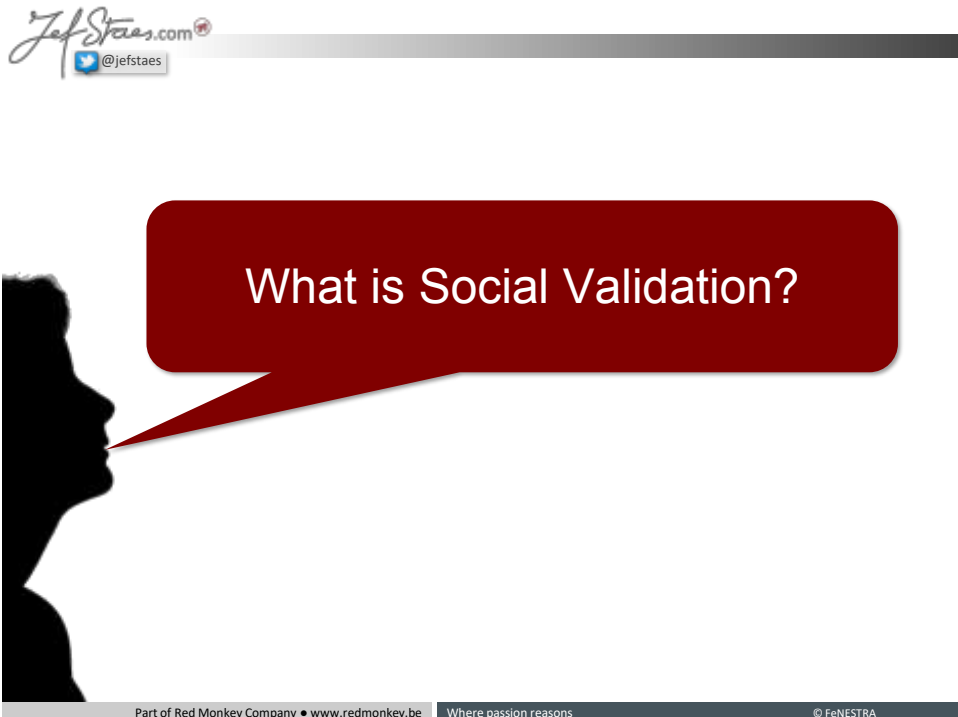
# How?

Education without this freedom builds prisons instead of schools.

*Jef Staes*



The Competence Playlist ... 8-)







Talents • 3D-Smarting • (Re)Try

Fast • 'Difficult' • (Re)Choice

Organic • Value • (Re)Start



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Talents • 3D-Smarting • (Re)Try

Fast • 'Difficult' • (Re)Choice

Organic • Value • (Re)Start



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# We have to reinvent Innovation



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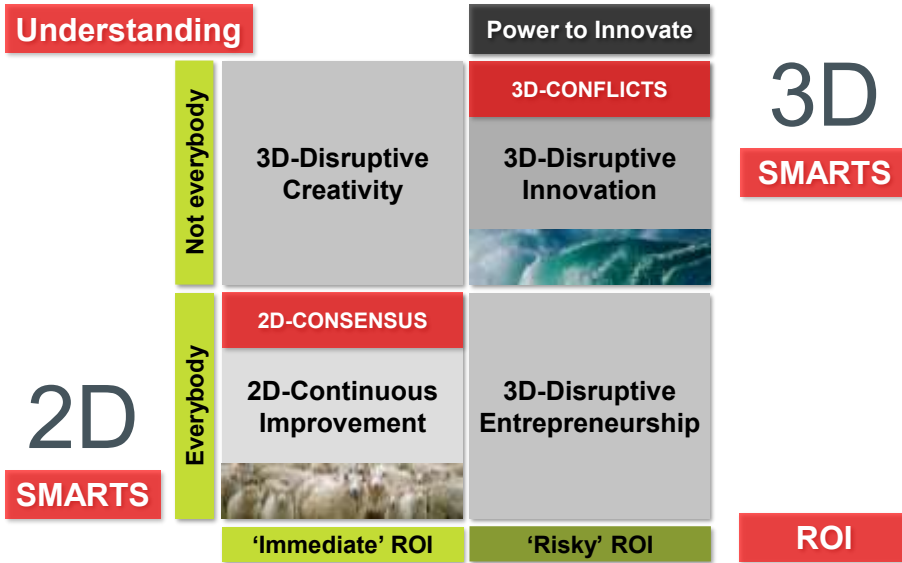


## From Continuous Improvement to Disruptive Innovation

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*Where is the source of the bio-diversity in a jungle?*



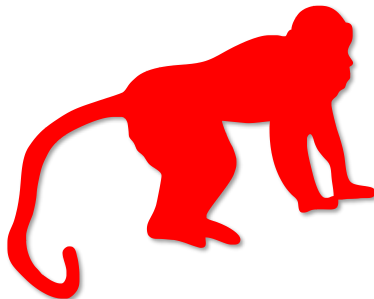
*... at the edge (verge)!*



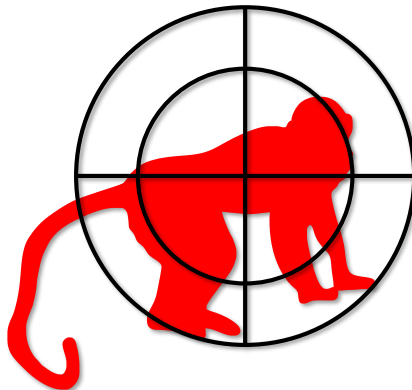
*Open Innovation starts at the edge ...*



*Result... a red monkey*



*Drop the red monkey in the middle ... what happens?*





Red Monkey Hunters



Red Monkey Politics



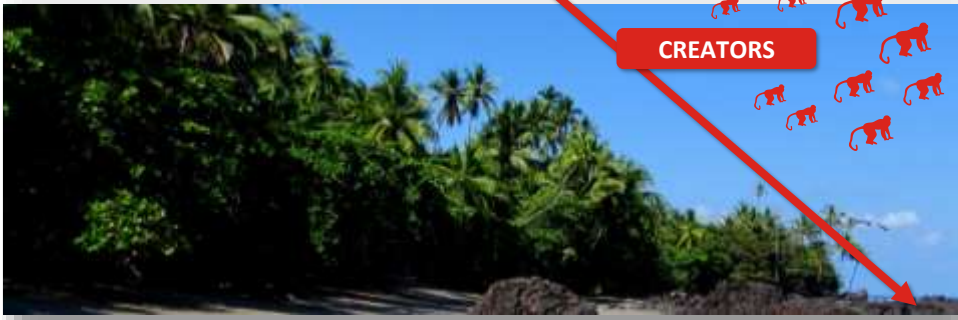
Organic Evolution

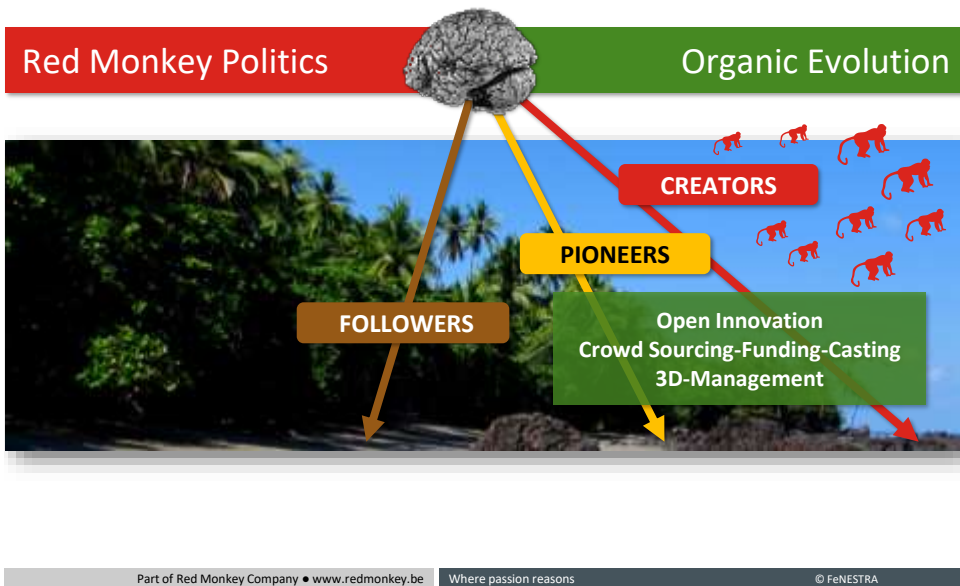
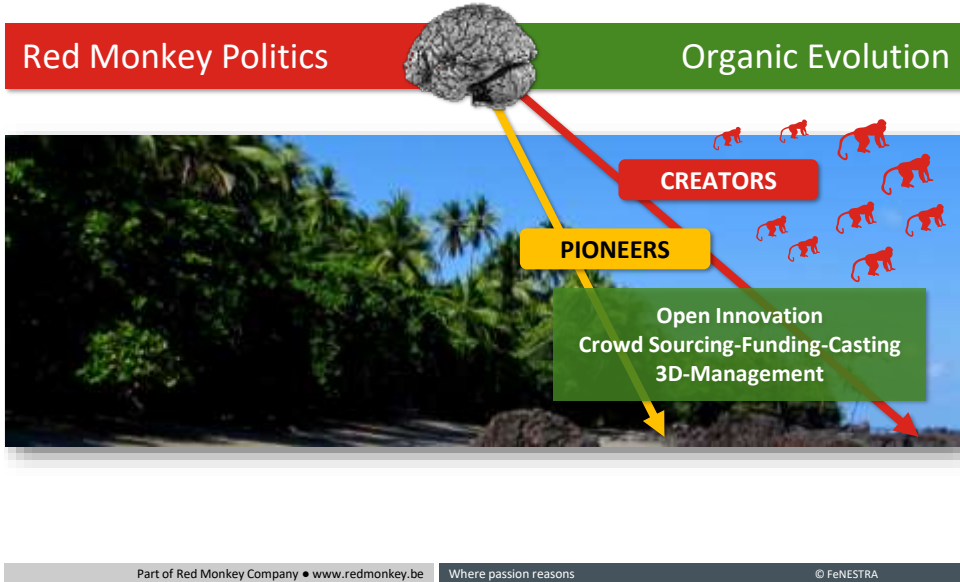


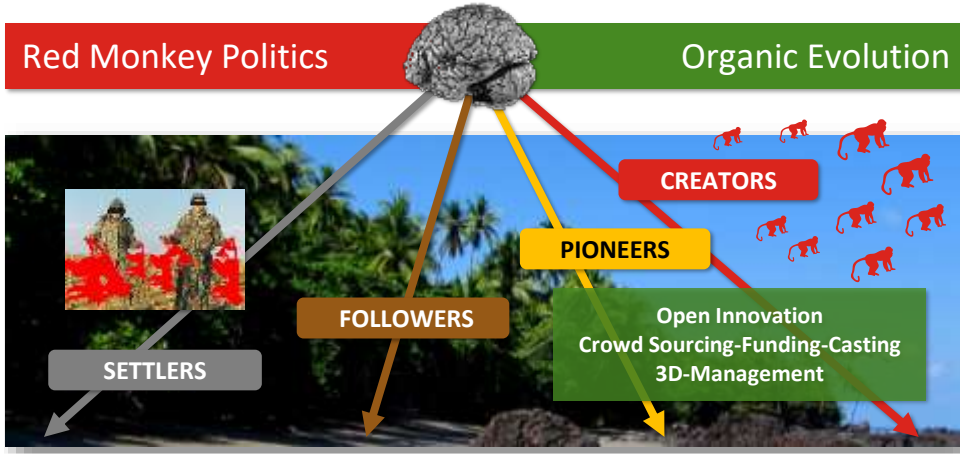
Red Monkey Politics

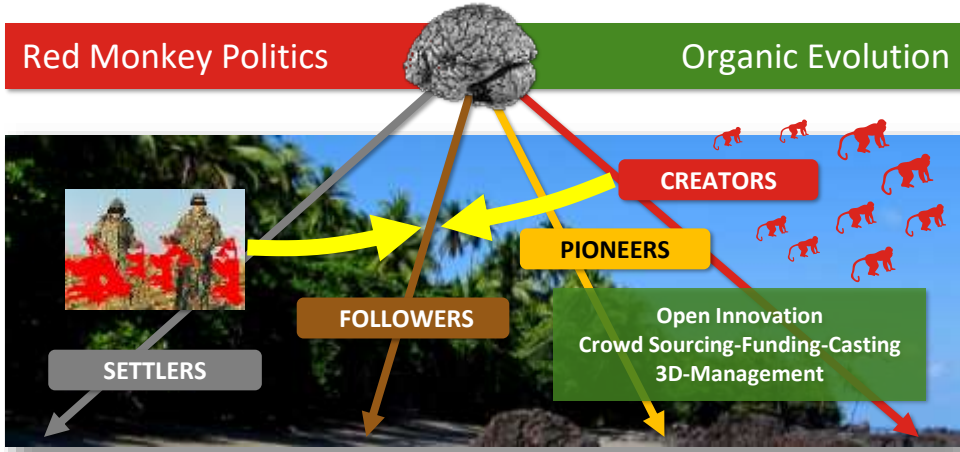


Organic Evolution

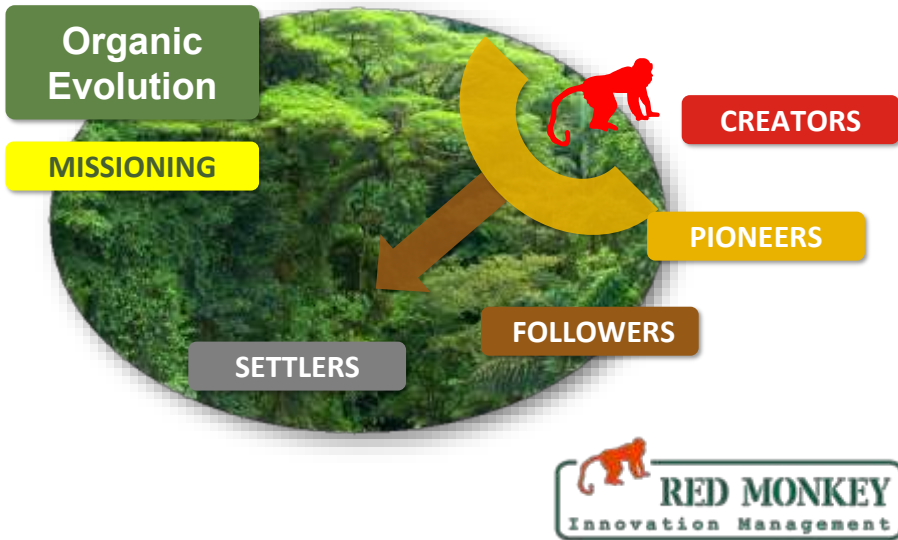


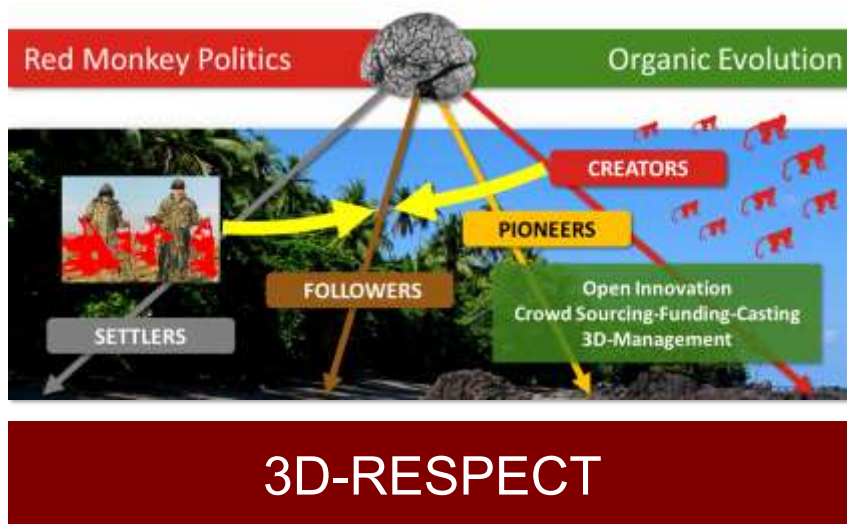




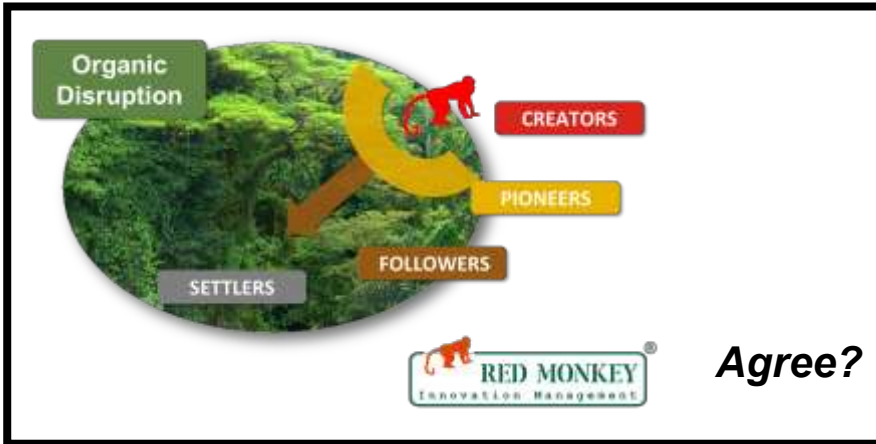








Our Consensus Model  
has to change into a  
“Respectful” Conflict Model



A = Affirmative    B = Negative







# We need 3D-Heroes

## The Day **After**

[www.jefstaes.com/after](http://www.jefstaes.com/after)

Handouts • Info • Contact

