The rise of the “gig”, “portfolio” or “sharing” economy

Independent workers generally fit into four segments.

<table>
<thead>
<tr>
<th>Primary income</th>
<th>Supplemental income</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preferred choice</td>
<td></td>
</tr>
<tr>
<td>Free agents</td>
<td>Casual earners</td>
</tr>
<tr>
<td>30% / 49 million</td>
<td>41% / 64 million</td>
</tr>
<tr>
<td>Out of necessity</td>
<td></td>
</tr>
<tr>
<td>Reluctants</td>
<td>Financially strapped</td>
</tr>
<tr>
<td>14% / 23 million</td>
<td>16% / 26 million</td>
</tr>
</tbody>
</table>

Source: McKinsey Global Institute survey of ~4,000 US and European respondents
McKinsey&Company

What does this mean for the education system?

Aristotle’s Three Types of Knowledge

384-322BC

- Episteme (Scientific Knowledge)
  - Universal, context-free and objective knowledge (explicit knowledge)

- Teche (Skills and Crafts Knowledge)
  - Practical and context-specific technical know-how
  - (tacit knowledge)

- Phronesis (Practical Wisdom)
  - Experiential knowledge to make context-specific decisions based on one’s own value/ethics (high quality tacit knowledge)
Neuroplasticity
The Cogitaire 5 Model

What is it?
Five “thinking” capabilities that could prepare people for the varied types of work and personal decisions which they need to make in the modern, chaotic world of the “Gig Economy”.

What does it involve?
The tools and techniques which relate to each capability as well as the personal attributes which people can develop by learning these methods.
The Cogitaire 5 Model

FUTURES Thinking

Tools & Techniques
- Futures eye
- Futures triangle
- Casual layered analysis
- Scenario planning
- Six pillars

Personal Capabilities
- Vision
- Imagination
- Courage
- Curiosity
- Reflexive practice
- Values
- Creative & critical thinking
SYSTEMS Thinking

- Tools & Techniques
  - Purpose
  - Mental models
  - Open/closed systems
  - Collaboration/competition
  - Immunity to change

- Personal Capabilities
  - Vision
  - Teams
  - Communication
  - Leadership/followership
  - Logical/structured/conceptual thinking
  - Visual mapping
  - Critical thinking

COMPLEXITY Thinking

- Tools & Techniques
  - Ambiguity
  - Change
  - Chaos
  - Viable systems models
  - Spiral dynamics
  - Integral Theory
  - Memes

- Personal Capabilities
  - Change tolerance
  - Problem solving
  - Decision making
  - Critical thinking
ENTREPRENEURIAL Thinking

The Cogitaire 5 Model

Tools & Techniques
- Opportunities & niches
- Creative/innovation
- Scenario planning
- Dakor’s archetypes
- Porter’s 5 forces
- PEST/SWOT/STEEPLE
- Futures’ wheel/Harmon’s Fan

Personal Capabilities
- Lateral thinking
- Risk tolerance
- Imagination
- Curiosity
- Novel & adaptive thinking
- Creative thinking

DESIGN Thinking

The Cogitaire 5 Model

Tools & Techniques
- Data analysis, Patterns, Defining scope
- Experimenting/prototyping
- Co-creation, Making ideas visible
- Evaluation and prioritising ideas
- Understanding constraints
- Empathy and Persona mapping

Personal Capabilities
- Vision/discovery
- Working with diverse stimuli
- Teams
- Leadership
- Learning from failure, learning to learn
- Action Learning
- Creative/critical thinking
Questions/comments?

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