

The Pace of Change Has Changed

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Video: <http://danielchristian.com/presentations/PaceOfChangeHasChanged-DanielChristianDec2017.mp4>

Transcript: See below

Hello all! This is Daniel Christian, founder and author of the [Learning Ecosystems](#) blog and Chief Learning Architect for a vision of a next generation learning platform that I've entitled "[Learning from the Living \[Class\] Room.](#)"

For many years now, I've been pulse-checking a variety of landscapes – scanning for emerging technologies, trends, and tools that are impacting institutions of higher education, K12, and the corporate world as well. I then put those items on my radar in order to keep track of them over time.

From those efforts, I wanted to relay to you some of the most important trends and events that are now on our doorsteps. These items urge us to forecast potential scenarios and then to develop our *responses* to those possible scenarios.

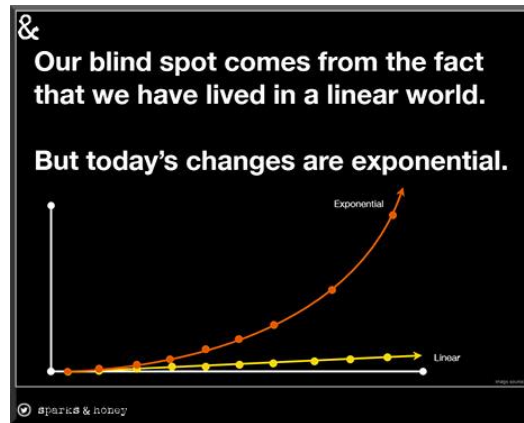
I'll be breaking these presentations up into parts. In this first part, I want to relay a **critically important point!** And that is...**the pace of change has changed!**

No longer are we on a slow, linear path of change that edges up ever so slightly over time.

No. We are now on an exponential curve and trajectory of change!

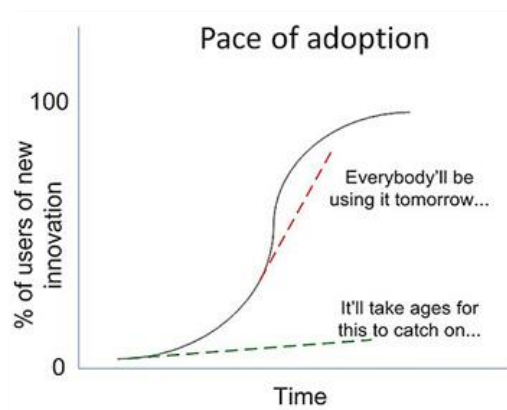
Readers of my *Learning Ecosystems* blog will have heard me say this for some time now. **So why am I bringing it up again? Because I'm not seeing nearly enough evidence that this phenomenon is being taken seriously. We aren't giving these trends the attention that they deserve.** There are major ramifications to these trends! *Each of us* will be impacted by these trends in the future – count on it. Perhaps it's a blind spot for us.

In fact, as a presentation from Sparks & Honey said a while back, our blind spot comes from the fact that we have lived in a linear world. But today's changes are exponential.

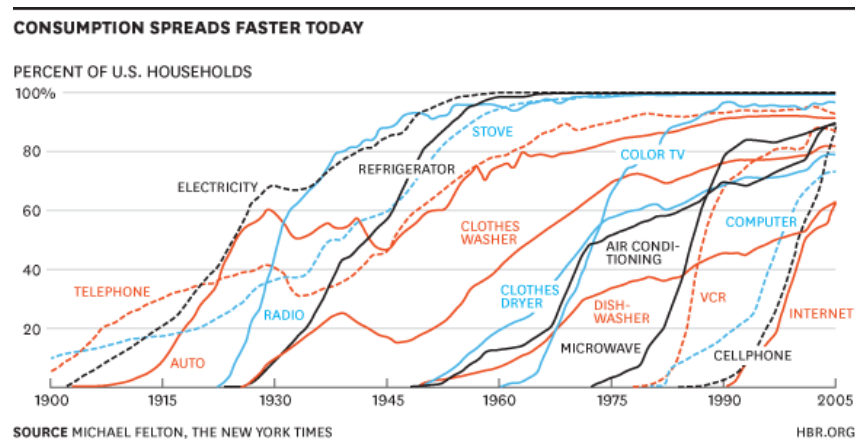


What are some things that back up this assertion that we're now on an exponential pace of change?

Well first of all, let's consider a couple of graphs.



The first one is about the pace of adoption and shows a couple of different trajectories – the slow, linear trajectory shows what it looks like for something that will take ages to catch on...while the exponential curve above it shows that everybody will be using it tomorrow.



This second graph relays how – more and more – this has been the case as a variety of technologies have been adopted over the decades...with an ever-quicken pace of adoption going on. For example, back in the earlier portions of the 20th century, it took a long while for the telephone, the auto, electricity, and the radio to catch on. But as time went by, things like the refrigerators, color TVs, computers, cellphones, and the Internet were adopted faster and faster.

Besides these graphs, let's consider how fast disruption can occur in the business world these days.

I'll start with a story.

I was recently at a weekend in Evanston, IL visiting with some of my friends from our college days at Northwestern. When it was time for all of us to head back home, two of my friends got out their smartphones, launched the Uber app, and proceeded to request a ride. **Within 3 minutes**, the Uber drivers were there – and you could see their progress on the app, BTW. I could go on about the power of the smartphones that enable this business to even exist, but that's not my point here.

Having just started in 2012, Uber is already in 633 cities. And Uber's competitor, Lyft, is now in approximately 300 cities and is moving into Canada to compete with Uber there.

Uber booked **\$20 billion in rides** in 2016, although it's still losing billions as well. Now Uber is said to have their eyes on the trucking industry – so we'll have to keep any eye on what happens there. But I'm not here to talk about Uber as a company nor am I trying to sell Uber or Lyft to anyone. **My focus is on pointing out how quickly they changed the transportation industry.**

In the hotel and lodging industry, **AirBnB** is having the same level of disruptive impact. AirBnB was founded in August of 2008 and has already served over 200 million guests, has over 3 million lodging listings in 65,000 cities and 191 countries! Incredible!

So change is happening very rapidly these days.

And it isn't just the *pace of change* that's significant here. It's the *LEVEL of change* that's relevant as well.

For example, **robotics, artificial intelligence, and automation continue to advance, impacting the workplace of today and tomorrow.** The predictions regarding the percentages of jobs to be eliminated vary, but a recent report from Forrester predicts that AI-enabled automation will eliminate 9% of US jobs in **2018** – while adding 2% of jobs for an overall loss of 7% of jobs – again a prediction aimed at 2018!

Also, McKinsey came out with a recent report that stated that automation may wipe out 1/3 of America's workforce by 2030.

Regardless what the exact percentages turn out to be, we can be assured of at least a few things:

- **MASSIVE change** is headed our way
- **Many people** will lose their jobs and will be forced to reinvent themselves – and to do so in a hurry
- For those who do keep their jobs, there'll be massive needs for reskilling and training

- If you want to stay in the workforce, lifelong learning is now a requirement

So the questions now become:

- How will this exponential pace of change impact higher education? K-12? The corporate world?
- What are the ramifications of this new pace of change for our students and for *their* futures? How can we best prepare them for this level of change?
- What are the ramifications of this new pace for us as faculty members and staff members and members of administrations?
- What curricula should we be offering?
- How can we become far more responsive to these changes and to this new pace of change?

The status quo won't begin to cut it. Massive change is heading our way. And very soon.

What are we doing to get ready for this?

