



## Switching Education; The 2D-Sheep Drama

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### Abstract

History repeats itself time again. Organizations don't go under because of dangers that were not seen 'in time' but because of threats that were not acknowledged in time. A lack of innovative capacity of organizations is the blame of managers and HRM because they did not see the pernicious effect of job descriptions and competency management on creative entrepreneurship.

And in the same fashion, I blame education for not adapting to the changed reality of today. Schools are simply too slow to adapt to the massive wave of information and, more importantly, the availability of this information to everyone everywhere. Without realizing it our 20th century achievements are turning a whole generation of young talented students and employees into sheep.

#### *Switch3D*

The enormous increase in speed, the opening up of information sources worldwide and now the large-scale introduction of video and social networks make it possible for driven people to learn rapidly and informally. And this is the cause of what I call the information crisis. We are facing a crisis in which two groups are standing diametrically opposed to each other. Passionate people who are learning extra fast and life-long versus those who have lost their passion for the new, and unconsciously rely on formal credentials.

I remember history lessons in which I was fascinated by the timeline hanging above the blackboard. Each period typified by its name: The Stone Age, the Bronze Age, the Iron Age... Time and again an older generation has had to give way to the next generation. Time and again people have approached the new as either a threat or an opportunity. What is happening today is no different, instead of processing iron or bronze, we are processing an over-abundance of information. Our current education system was born in the industrial age and has quite simply become obsolete. The idea that schools and universities, teachers and professors are the sole source of information is no longer valid. Education must realign its mission so it makes sense again in today's information world.

The chaotic period in which we now live and work, is the fascinating but dramatic transformation zone in which we are switching from the 2D- to the 3D-age. The flat two-dimensional (2D) age, characterized by classroom learning, predictability and continuous improvement, is making way for the three-dimensional (3D) age. The latter is an age of more and more passionate talents and rapid and sustainable innovation. The greatest barrier to entering the new 3D age, however, is the invisible walls we have unconsciously erected around our passions and talents.

#### *A ban on diplomas*

An important step to creating an education system that helps students and people in general discover and develop their true passions and talents, is a complete ban on diplomas and degrees. The diploma as an arbitrary combination of skills is simply outdated and does not allow for enough flexibility needed in today's society. Furthermore it does not reflect the diversity of people.