



***LEADERSHIP!***

***GREAT PEOPLE NOW***

*...*

***FANTASTIC PEOPLE TOMORROW***

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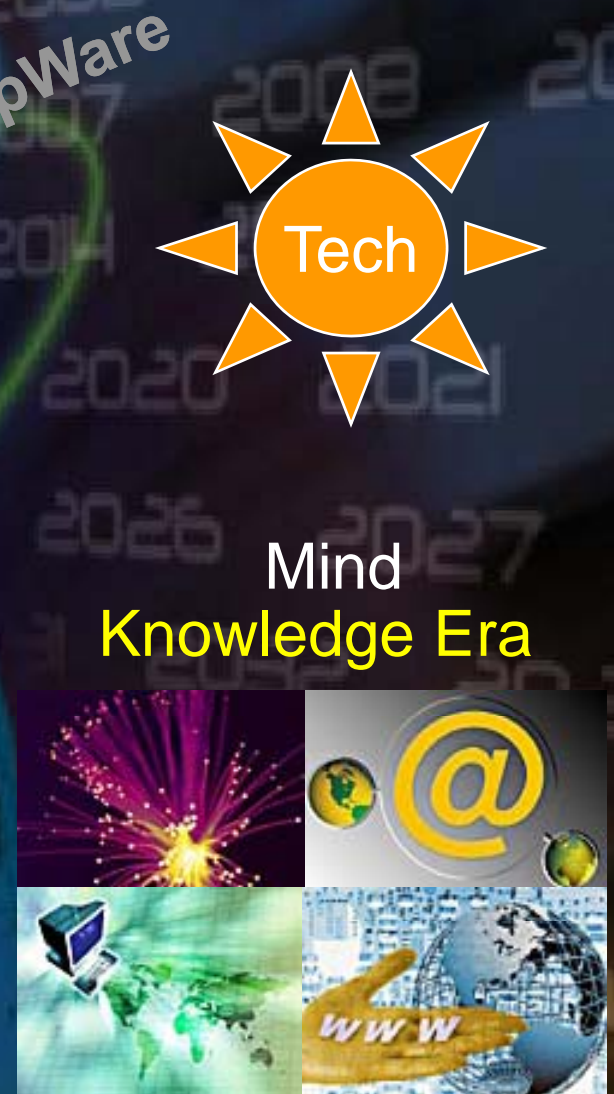
# ENTERING A NEW ERA?



Agriculture Era  
Land



Machine  
Industrial Era



Mind  
Knowledge Era

Accounting  
Metrics

GroupWare

Tobin's q

Internet

Transparency

GLOBAL



### Internet Usage

1995 4%, 1998 25%, 2008 70%  
Nielsen

In 1997 home PCs  
passed TVs in units sold  
Retail Week

### Internet users:

30 million - 1999  
1.2 billion - 2008  
WTO



### IP Addresses

$2^{128} = ?$   
ICANN





# VOLUNTEER FOR A READING TEST

According to research at Cambridge University, it doesn't matter in what order the letters in a word are, the only important thing is that the first and last letter be at the right place. The rest can be a total mess and you can still read it without a problem. This is because the human mind does not read every letter by itself, but the word as a whole.

# TRAINING TO READ FASTER

**YELLOW BLUE ORANGE**

**BLACK RED GREEN**

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**PURPLE YELLOW RED**

**ORANGE GREEN BLUE**

**BLUE RED PURPLE**

**YELLOW RED GREEN**



# GEN Y ENGLISH LANGUAGE - TEST

1. TTYL  
✓ **Talk to you later**
2. MYOB  
✓ **Mind your own business**
3. IMHO  
✓ **In my humble opinion**
4. FOMCL  
✓ **Falling off my chair laughing**
5. MOS  
✓ **Mother over shoulder**

# MULTI – PERSPECTIVES OF MANAGEMENT

Human  
Resources

Marketing

Technological  
Systems

Economics

Accounting

Finance

Organizational  
Behaviour

Training &  
Development

Sales

Strategy





# 5 TO DO'S FOR TOMORROW

1. Raise awareness about knowledge era challenges  
**Action:** Behaviours are emulated – receiver analysis
2. Treat training as an investment not a cost  
**Action:** \$T&D / FTE – embrace the power of “RE”
3. Socialization and talent management  
**Action:** Implement universal exit (entry) interviews
4. Accelerate your knowledge absorption rate ( $\mu = 200$ )  
**Action:** speed reading [www.NickBontis.com](http://www.NickBontis.com) PW:123
5. Be mindful of technology investments  
**Action:** Reduce search costs – [www.google.com/alerts](http://www.google.com/alerts)  
Outlook – Tools – Rules, alerts and wizards



# THANK YOU!

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“Fun Stuff” “123” for test



