dis·rup·tion·eers

disˈrəpSH(ə)neers/

The branch of change management concerned with meeting the expectations of the supply chain in an increasingly digital economy.

1958

2018

The Shark Fin of Adoption

In the past, technology adoption generally happened in predictable stages. Innovators and early adopters were in the vanguard, followed by a much larger group of mainstream customers and then by a smaller group of laggards. Recently this pattern has been compressed into two short stages.

Trial users   **Everybody else**

Innovators   **Early adopters**   **Early majority**   **Late majority**   **Laggards**
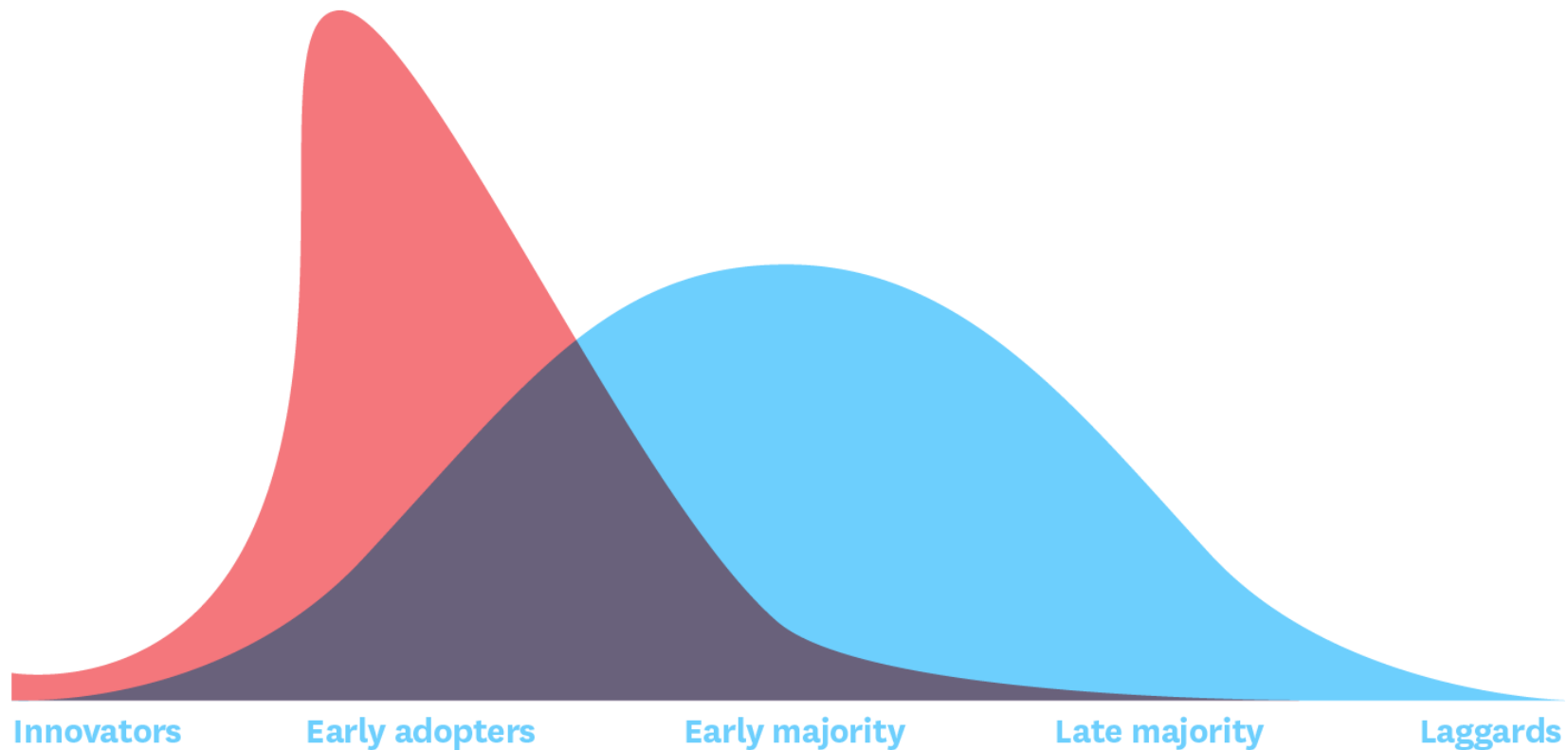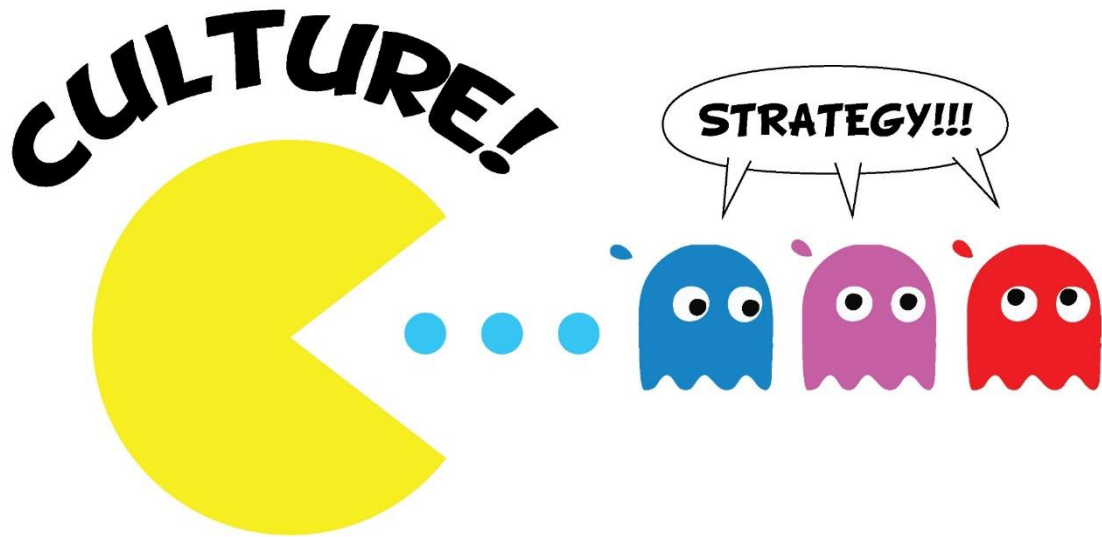
SOURCE EVERETT ROGERS (BELL CURVE)
FROM "FINDING YOUR COMPANY'S SECOND ACT," BY LARRY DOWNES AND PAUL NUNES, JANUARY–FEBRUARY 2018   © HBR.ORG
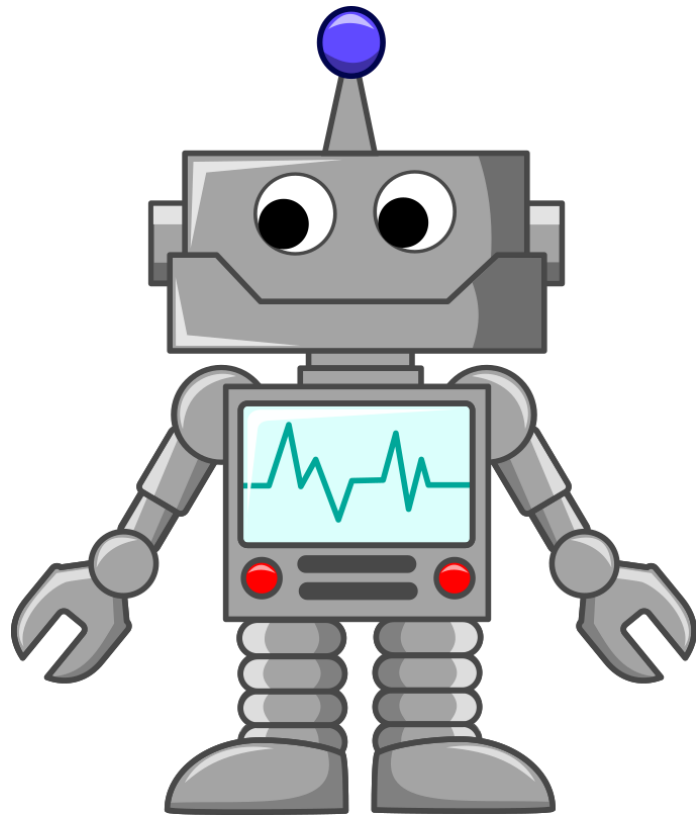
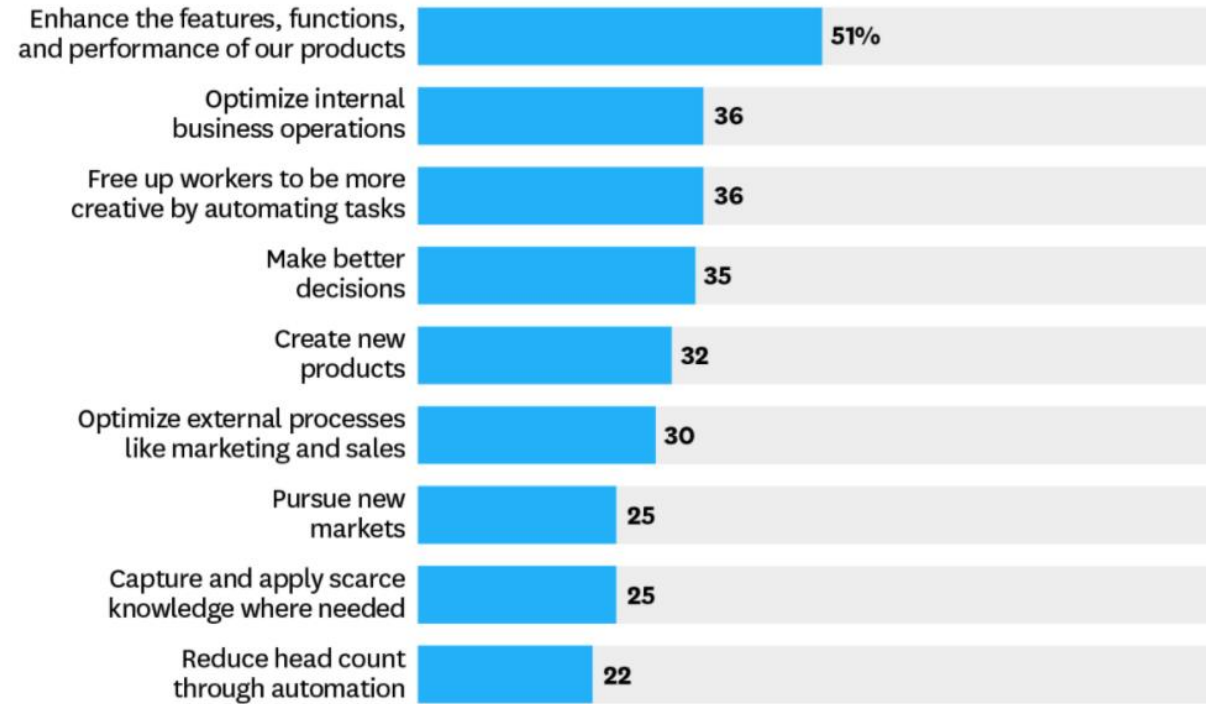# The Agile Workforce

CULTURE!

STRATEGY!!!

1. Analyze your current culture
2. Cultivate leaders who align with the target culture
3. Engage in constant conversations about culture to cement the change vision
4. Design the structure, systems and processes to support the culture

The Future Cognitive Company

PERCENTAGE OF EXECUTIVES WHO CITE THE FOLLOWING AS BENEFITS OF AI

Benefit	Percentage
Enhance the features, functions, and performance of our products	51%
Optimize internal business operations	36
Free up workers to be more creative by automating tasks	36
Make better decisions	35
Create new products	32
Optimize external processes like marketing and sales	30
Pursue new markets	25
Capture and apply scarce knowledge where needed	25
Reduce head count through automation	22

SOURCE DELOITTE 2017
FROM "ARTIFICIAL INTELLIGENCE FOR THE REAL WORLD,"
BY THOMAS H. DAVENPORT AND RAJEEV RONANKI, JANUARY–FEBRUARY 2018

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Digital Darwinism

Old School

- Strategic Laggard (safe)

- Train and Equip (job skills)

- Top Down Culture (authority)

Too Cool for School

- Surf the Fin

- Build Competency-based Learning organizations

- Co-creation and collaboration

THANK YOU