

Can you innovate yourself out?

The power within and the energy out there

The effect of innovation on jobs

You are working for an organization that calls itself innovative and the organization's leaders expect you to contribute creative ideas and to their implementation. Would you work on something that threatened the jobs of your fellow workers? Would you work on something that threatened your own job?

A lot of innovation is labor saving because much work can be mechanised, made virtual or rendered obsolete by technology, reorganization and new ways of doing business. Some of this is simply a market imperative, technological change coming from outside the organization which improves efficiency and is necessary to keep the company in business. It is likely that the number of jobs created by the new technology will be significantly fewer than those lost from the old technology and that they will require significantly different skills and perhaps be located elsewhere. The accompanying hardship and adjustments, even if temporary are often not distributed equally.

How should society deal with this? Hindering innovation is surely not the answer. Indeed fostering innovation directly and indirectly, by investing in innovation that generates jobs and fostering a regulatory and cultural eco-system for innovation is important. Ensuring an efficient job market is also important. And it is also important to help in reskilling people and in keeping them alive and well when they are out of work. Those who benefit from innovation should pay the bill.

How should organizations deal with this? Navigating through changes in the market or business context, increasing productivity and actively implementing change are permanent expectations of people in organizations. Offering people permanent guaranteed employment is simply not possible these days. Organizations need to be live organisms that change and evolve all the time. They should however



Performa News

WORLD HAPPINESS REPORT 2015

The UN's WORLD HAPPINESS REPORT 2015 has been published. Some highlights:

1. **The happiest countries are Switzerland, Iceland, Denmark, Norway** - and the differences between them are not statistically significant. The rest of the top 10 (in order) are Canada, Finland, Netherlands, Sweden, New Zealand and Australia. So much for the illusion of warm climate!

2. **High income plays only a minor part.** In fact "three-quarters of the differences among countries, and also among regions, is accounted for by differences in six key variables: GDP per capita, healthy years of life expectancy, social support, trust, perceived freedom to make life decisions, and generosity. Differences in social support, incomes, and healthy life expectancy are the three most important factors."

3. **There are some changes in the rankings compared to the 2013 report.** Greece and Egypt experienced the largest drops. "Countries with sufficiently high quality social capital appear to be able to sustain or even improve subjective well-being in the face of natural disasters or economic shocks, as the shocks provide them an opportunity to discover, use and build upon their communal links. In other cases, the economic crisis triggered drops in happiness greater than could be explained by falling incomes and higher unemployment."

4. **Most EU countries are in the top third.** Cyprus is in the middle third (and ranked 67, just below "Northern Cyprus"), as is Greece which ranked 102 is significantly lower. The only EU country in the bottom third is Bulgaria.

For summary and download of full report see [here](#)

"Leading Innovation: Enhancing creativity!" ...Dimis, live in China

Watch [here](#) on video the Keynote speech given by Dimis Michaelides in Chengdu, China, with simultaneous translation in Chinese.

[Leading Innovation! Watch our new video-clip here](#)

seriously help their people grow through on the job training, support for their personal development and very generous programs for the redeployment of people who have been innovated out of a job.

How should individuals deal with this? Cultivating one's own creative skills, enlarging one's comfort zone, enhancing one's ability to embrace change, a thirst for seeking and assimilating new learning are good friends in such difficult times. Financial reserves and a supportive family/social environment help too. To revert to the initial question then would you innovate yourself out of a job? I would argue that in a reasonably safe organizational and social environment you probably would.

More important how about setting up a pact between private companies, the state and individuals to minimize human hardship as the benefits of labor saving innovation unfold? The antidote to the excesses of innovation can only come from more innovation.

Art of Innovation School - the new initiative in Ljubljana, January - May 2015

The AOI School initiated by the Slovenian group of licensed AOI trainers is reaching its concluding month and we are all looking forward to see the result and the evaluations of the participants!

Dimis' interview in Slovenian Newspaper and Radio

See [here](#) for another interview on Dimis' work and beliefs on Happiness at Work, in Slovenian magazine Issuu.com

See [here](#) for the article in newspaper Sobotno Delo
See [here](#) for the radio interview in Radio Slovenia

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