



## Teaching Conference for Management Educators

**OBTC 2017 at Providence College  
June 14<sup>th</sup> – 17<sup>th</sup>, 2017**

Submission Template

### SUBMISSION GUIDANCE

*\* Remove all identifying properties from this document \**

*\* All files must be saved in PDF format \**

*\*Please include ALL supplementary text at the end of this document\* \*Only one document should be submitted\**

### **Submission Template for the 2017 OBTC Teaching Conference for Management Educators**

1) Title, Abstract & Keywords

*In your abstract, please include a brief session description (not to exceed 100 words), and three to four keywords. If your proposal is accepted, this description will be printed in the conference program.*

**Title:**

Leadership & Management 2040: To Heck with the “Currents,” there is a Tidal Wave Coming

**Abstract:**

We are on the cusp of transformational change, and by some accounts 47% of today's jobs will be eliminated within the next 25 years<sup>1</sup>. Megatrends such as globalization, climate change, artificial intelligence, virtual/augmented reality, nano-technology, machine learning, and gene editing (CRISPR) will fundamentally transform the landscape of business. Are we preparing our students for this tidal wave of change? What meta-competencies will be needed for the workplace of the future? What can we do now, to remain relevant? Come and join the dialogue.

**Key Words:**

Technology, megatrends, leadership, management

## 2) Teaching Implications:

*What is the contribution of your session to management pedagogy/andragogy? Specifically, please include your learning objectives, and describe what management and/or teaching topics are relevant to your session, and why. Also, include theoretical, disciplinary, or theoretical foundations that will help reviewers understand how your ideas fit within the broader field of management.*

**Contribution:**

The primary contribution of this session is to challenge participants to think more critically about the *content* needed to ensure success of our students in the “permanent whitewater” of business over the coming quarter century.

**Learning Objectives:**

- Discuss emerging technologies and mega-trends
- Explore meta-competencies needed to navigate the emerging business environment
- Debate the need for new knowledge, skills, abilities vs. re-tooling what already exists

**Management and/or Teaching Topics:**

- Leadership Competencies – How will traditional leadership competencies (e.g., visioning, culture) align with the needs of the future?
- Management Competencies – How will traditional management competencies (e.g., plan, organize, control) align with the needs of the future?

**Theoretical Foundations**

- Many of the “foundations” are emerging technologies that have little presence in management/OB journals. See endnotes for sample sources.

- We will examine traditional leadership/management thinking and competencies highlighted in a number of texts and explore their relevance for the emerging business context.<sup>23</sup>
  - Visioning, goal-setting, building teams, decision-making, managing conflict, navigating change, systems thinking, thinking creatively, delegation, mentoring, process improvement, securing results.

3) Session Description and Plan:

*What will you actually do in this session? If appropriate, please include a timeline estimating the activities will you facilitate: how long will they take, and how will participants be involved? Please remember that reviewers will be evaluating how well the time request matches the activities you'd like to do, and the extent you can reasonably accomplish the session's goals. Reviewers will also be looking for how you are engaging the participants in the session.*

**What will you actually do in this session?**

1. 5 minutes – Introductions
2. 20 minutes – Share a list of emerging trends/technologies, a quick video, & some initial data on the changing workforce/workplace
3. 5 minutes – Share a list of well-defined management/leadership competencies as outlined by several scholars
4. 45 minutes – Engage the room in discussion around four core questions:
  - a. Are we preparing our students for the coming tidal wave of change?
  - b. What meta-competencies will be needed for the workplace of the future?
  - c. What can we do now (if anything), to remain relevant in the classroom?
  - d. How will all of this impact education in a more general sense?

**Time requested:** 75 or 90 minutes

4) Application to Conference theme:

How does your session fit with the overall OBTC theme of *Navigating the Changing Currents*?

As the title suggests, “to heck with currents there is a tidal wave coming.” Just a few interesting tidbits:

- Artificial intelligence has composed a pop song<sup>4</sup>
- Artificial intelligence has created its own movie trailer<sup>5</sup>
- Artificial intelligence has solved a 100-year old biology problem<sup>6</sup>
- A law firm in Ohio has hired a digital attorney and it “It took about ten months for ROSS to learn bankruptcy law before it commercially rolled out.”<sup>7</sup>

- At Hitachi, artificial intelligence has been placed in charge of the warehouse management system to assign tasks to employees<sup>8</sup>
- Robots are performing surgery on animals with a high level of success<sup>9</sup>
- Harvard is working to develop an AI that is as fast as the human brain<sup>10</sup>
- According to a study out of Oxford University, up to 47% of jobs will disappear in the next 25 years<sup>11</sup>

To my knowledge, this is not a topic that has been explored in recent years (or at all) at OBTC. I think it will be fun to explore the perceptions and experiences of other attendees and challenge them to think in new and different ways about their courses and course content.

5) Unique Contribution to OBTC:

*Have you presented the work in this proposal before? If so, how will it be different? Is this proposal under current review somewhere else? If so, please explain. How will your proposal be different for the OBTC conference?*

I have not presented this session before and it is not under review somewhere else.

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<sup>1</sup> Perry, P. (2016). 47% of Jobs Will Disappear in the next 25 Years, According to Oxford University. Retrieved from <http://bigthink.com/philip-perry/47-of-jobs-in-the-next-25-years-will-disappear-according-to-oxford-university>

<sup>2</sup> Quinn, R. E., Faerman, S. R., Thompson, M. P., & McGrath, M. R. 5<sup>th</sup> ed. (2003). *Becoming a Master Manager: A Competing Values Framework*. New York: Wiley.

<sup>3</sup> Whetten, D., & Cameron, K. S. (2011). *Developing management skills*. Upper Saddle River, New Jersey. Prentice Hall/Pearson

<sup>4</sup> Lobenfeld, C. (2016). Hear the first ever pop song composed by artificial intelligence. Retrieved from <http://www.factmag.com/2016/09/22/hear-first-complete-pop-song-composed-artificial-intelligence/>

<sup>5</sup> Morgan | IBM Creates First Movie Trailer by AI [HD] | 20th Century FOX (2016). Retrieved for <https://www.youtube.com/watch?v=gJEzuYynaiw>

<sup>6</sup> Herkewitz, W. (2015). A computer just solved this 100-year-old biology problem. Retrieved from <http://www.popularmechanics.com/science/a15886/computer-scientific-theory>

<sup>7</sup> Chowdhry, A. (2016). Law firm BakerHostetler Hires a ‘digital attorney’ named ROSS. Forbes. Retrieved from <http://www.forbes.com/sites/amitchowdhry/2016/05/17/law-firm-bakerhostetler-hires-a-digital-attorney-named-ross/#456945b91caa>

<sup>8</sup> Yahoo Tech (2015). Meet the new boss: The world’s first artificial-intelligence manager? Retrieved from <https://www.yahoo.com/tech/meet-the-new-boss-the-worlds-first-128660465704.html>

<sup>9</sup> Strickland, E. (2016). Autonomous robot surgeon bests humans in world first. Retrieved from <http://spectrum.ieee.org/the-human-os/robotics/medical-robots/autonomous-robot-surgeon-bests-human-surgeons-in-world-first>

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<sup>10</sup> Pascual, K. (2016). Harvard to develop AI that works as fast as human brain. Retrieved from <http://www.techtimes.com/articles/127773/20160127/harvard-to-develop-ai-that-works-as-fast-as-human-brain.htm>

<sup>11</sup> Perry, P. (2016). 47% of Jobs Will Disappear in the next 25 Years, According to Oxford University. Retrieved from <http://bigthink.com/philip-perry/47-of-jobs-in-the-next-25-years-will-disappear-according-to-oxford-university>