

Establishing the Value of Learning in the Workplace

GPP02

Jay Cross, Internet Time Group

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Tony O'Driscoll, IBM



Putting a Value on Learning



Investment

$$\text{Value} = \int \text{Return}$$

Time



1970



500

FEDERAL RESERVE NOTE
THE UNITED STATES OF AMERICA

500

THIS NOTE IS LEGAL TENDER FOR ALL DEBTS,
PUBLIC AND PRIVATE, AND IS RECEIVABLE IN
LAWFUL MONEY AT THE UNITED STATES TREASURY
OR AT ANY FEDERAL RESERVE BANK.

★00000000★



500

2 ★00000000★

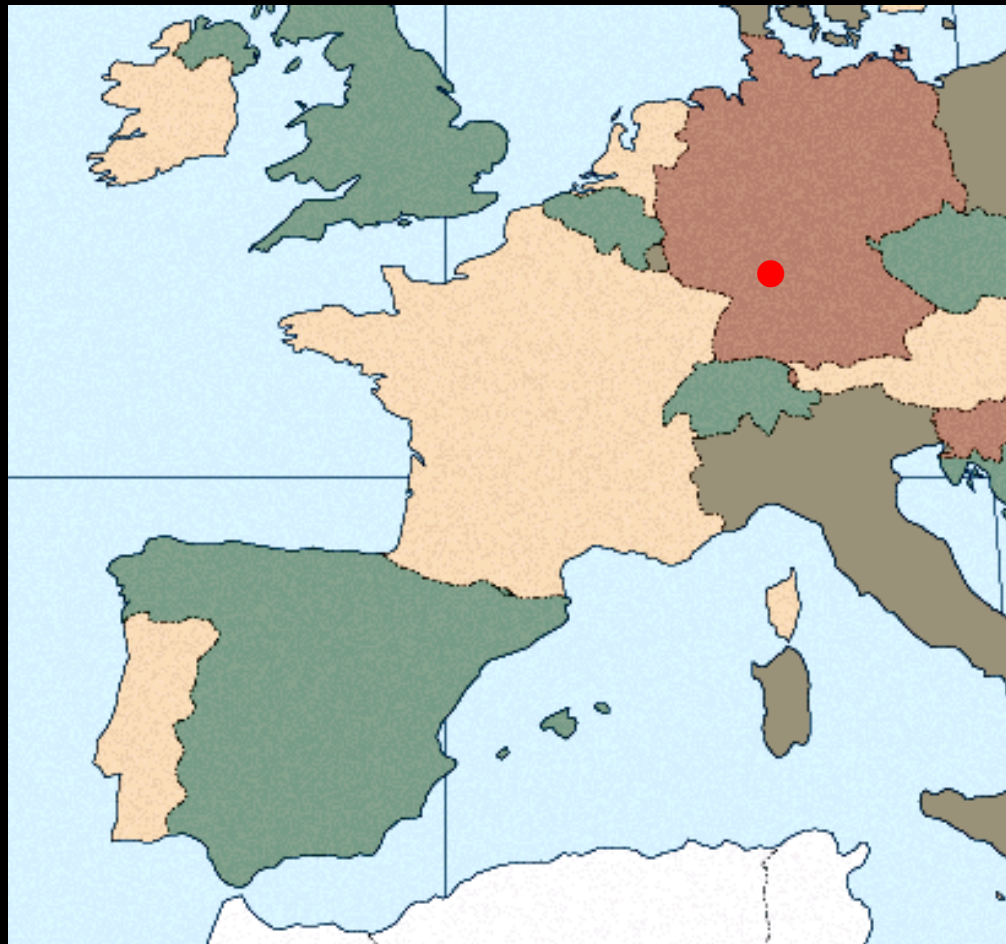
WASHINGTON, D.C.
SERIES OF 1934 G

500

WILL PAY TO THE BEARER ON DEMAND
FIVE HUNDRED DOLLARS

500



















50

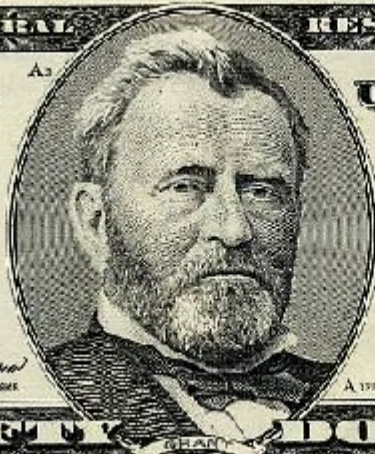
FEDERAL

RESERVE NOTE

50

AG 08080808 C

G7



UNITED STATES OF AMERICA



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THIS NOTE IS LEGAL TENDER FOR ALL DEBTS, PUBLIC AND PRIVATE

Mary Gorman
Secretary of the Treasury

A 1975

Robert E. Rubin
Secretary of the Treasury

50

50

FIFTY DOLLARS

50



Time Deflation

One 2005 minute = five 1999 minutes

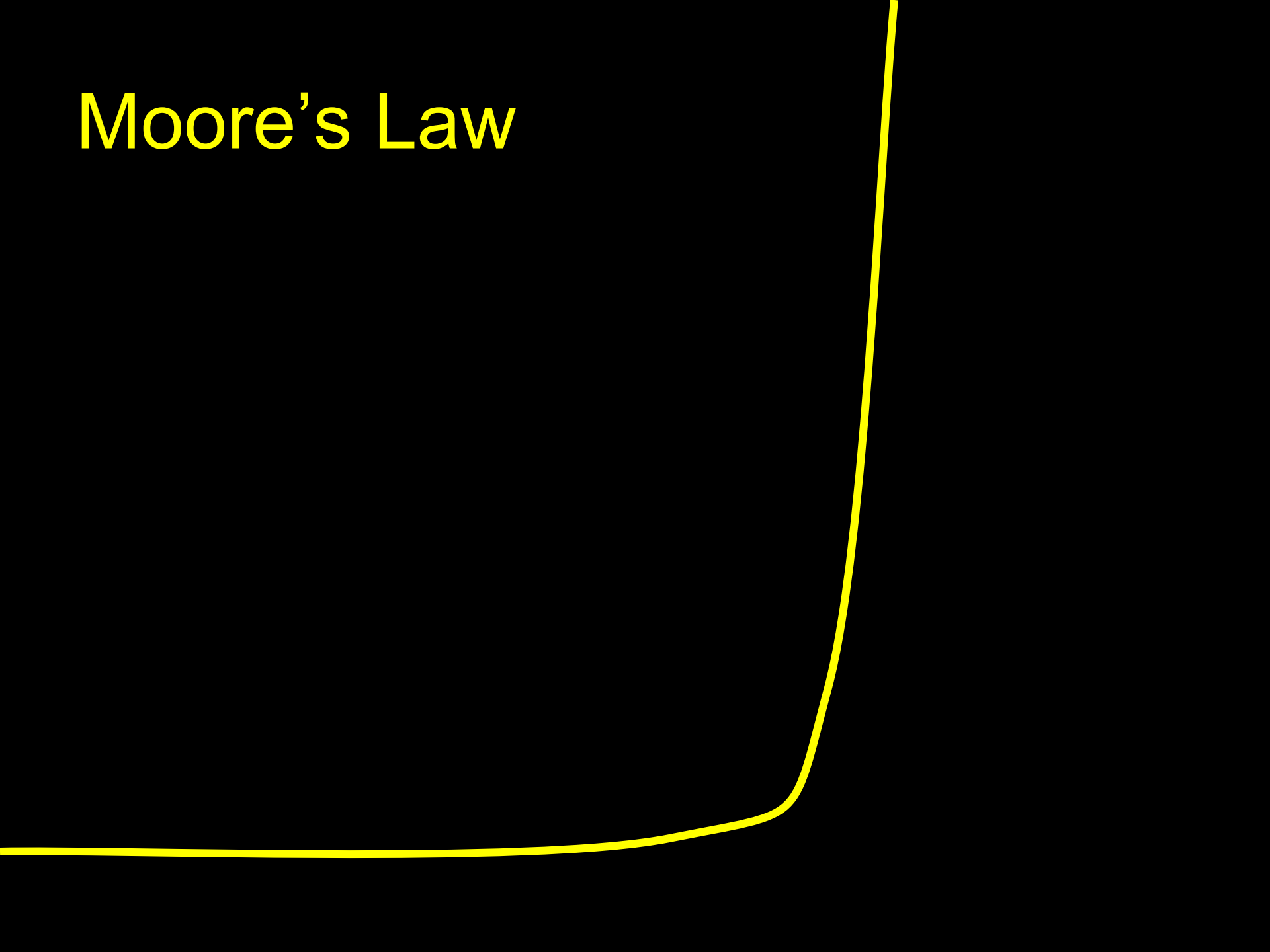
IBM 7094



ThinkPad X40

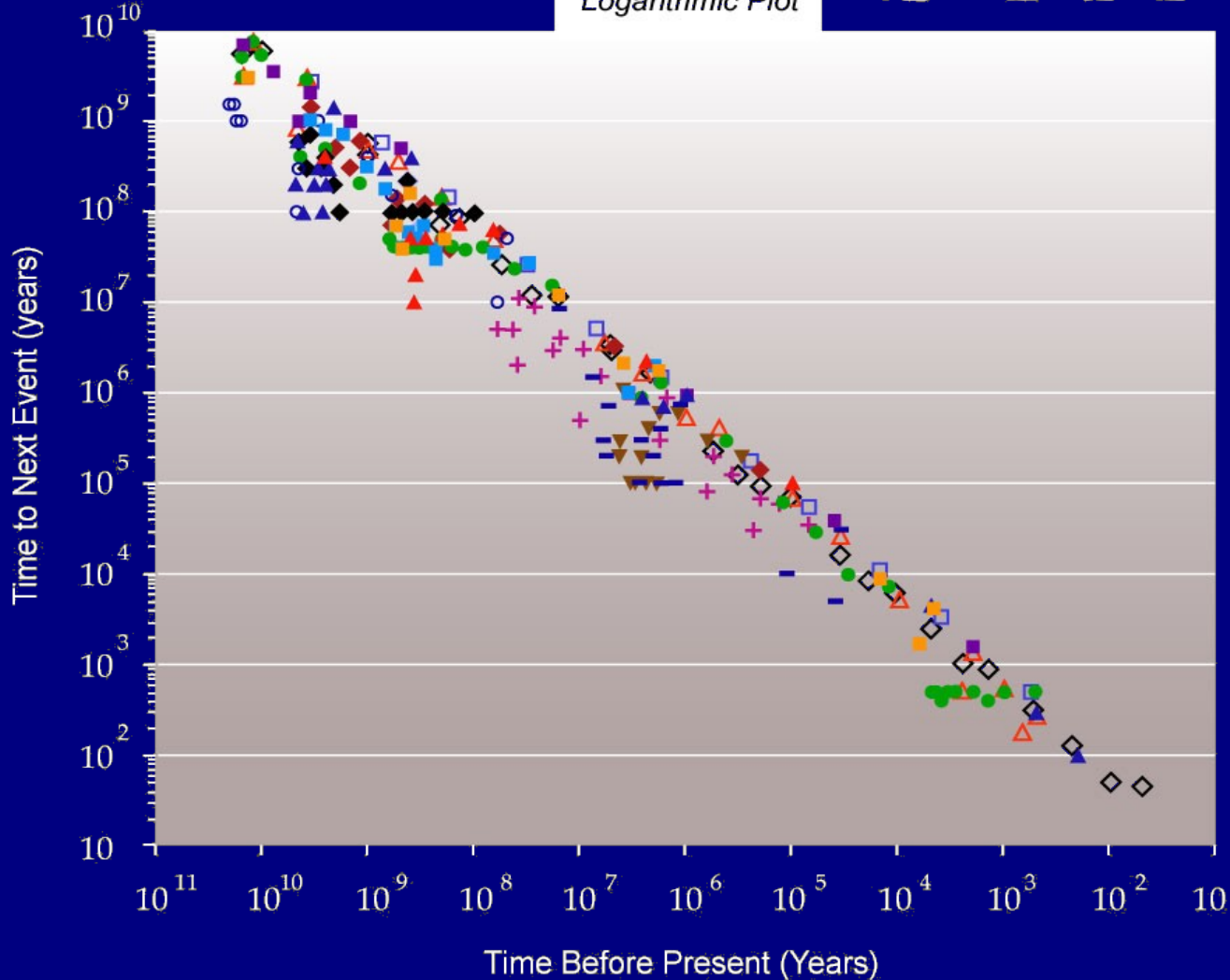
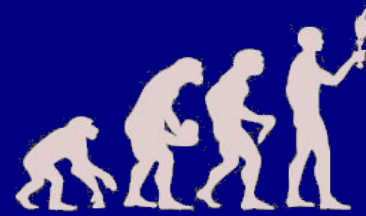


Moore's Law



Paradigm Shifts for 15 Lists of Key Events

Logarithmic Plot



- Carl Sagan
- American Museum of Natural History
- ▲ Encyclopedia Britannica
- ERAPS at University of Arizona
- ▲ Paul Boyer
- Barrow and Silk
- Jean Heidmann
- ◆ IGPP Symposium
- Phillip Tobias
- ◆ Davis Nelson
- +
- ▲ Goran Burenhult (ed.)
- ▲ Johanson and Edgar
- ▲ Modis 2002
- Richard Coren



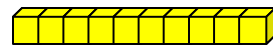
Everything



Now


21st Century

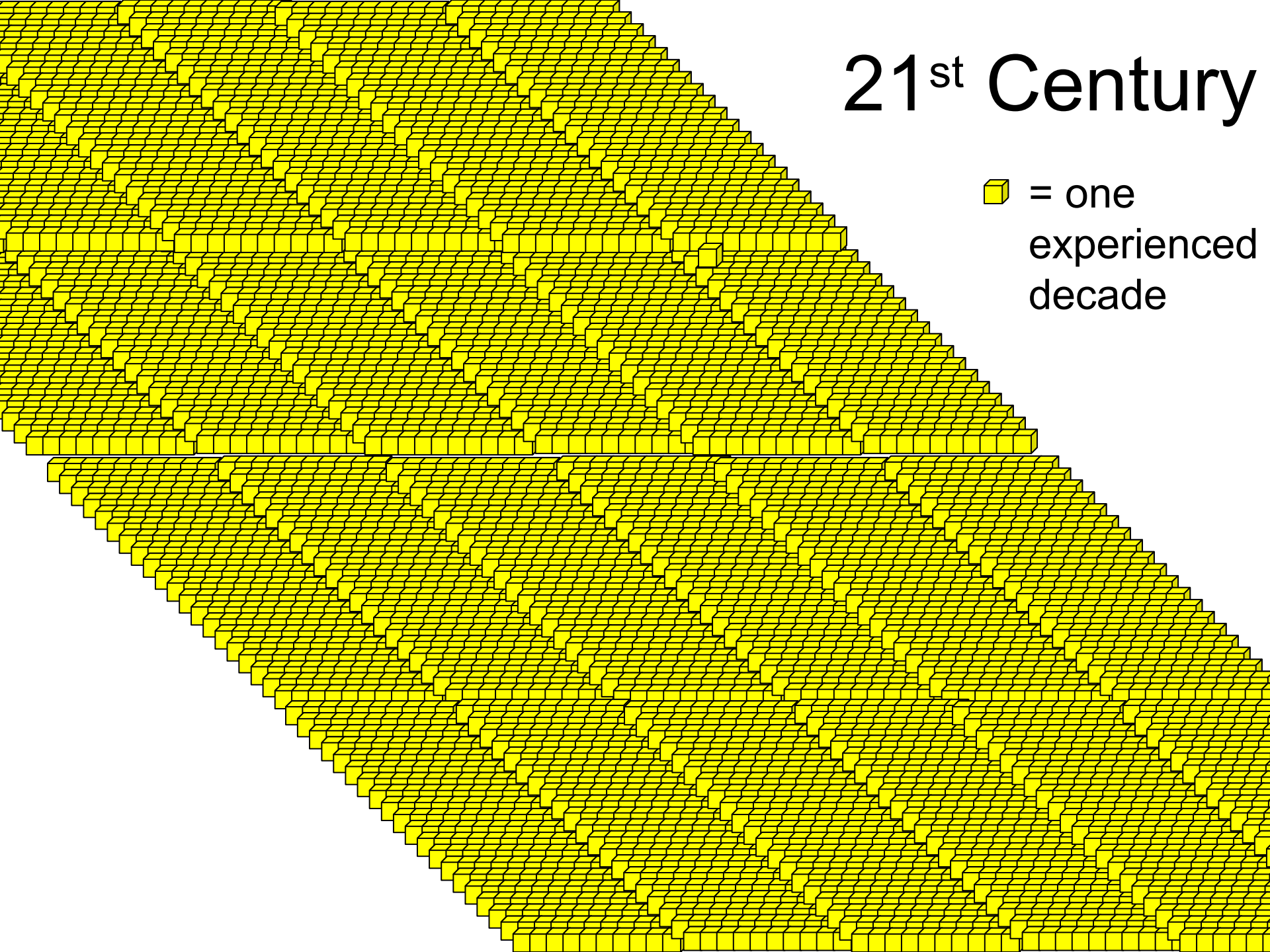
 = one calendar decade



= 21st Century

21st Century

 = one
experienced
decade

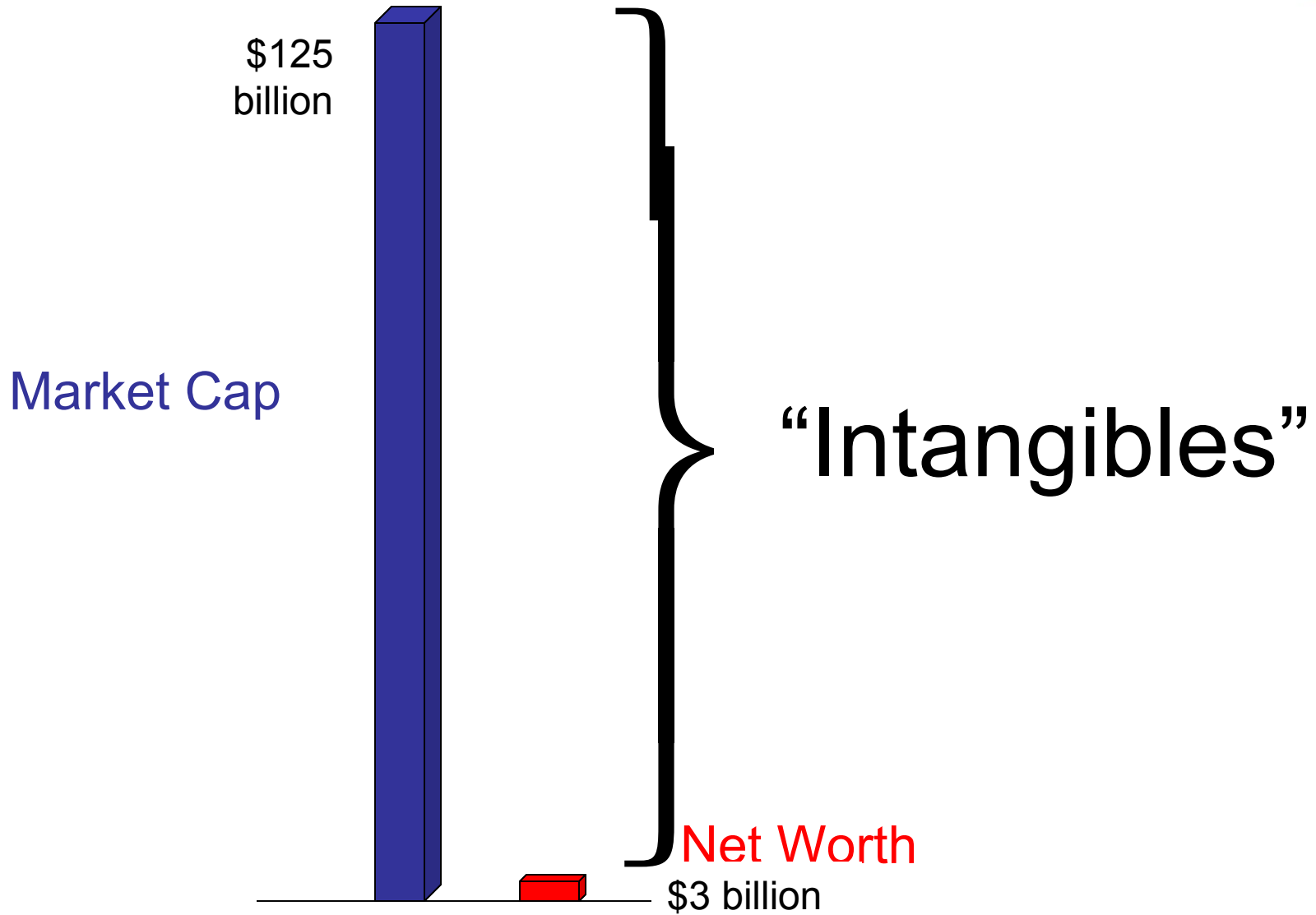


Return



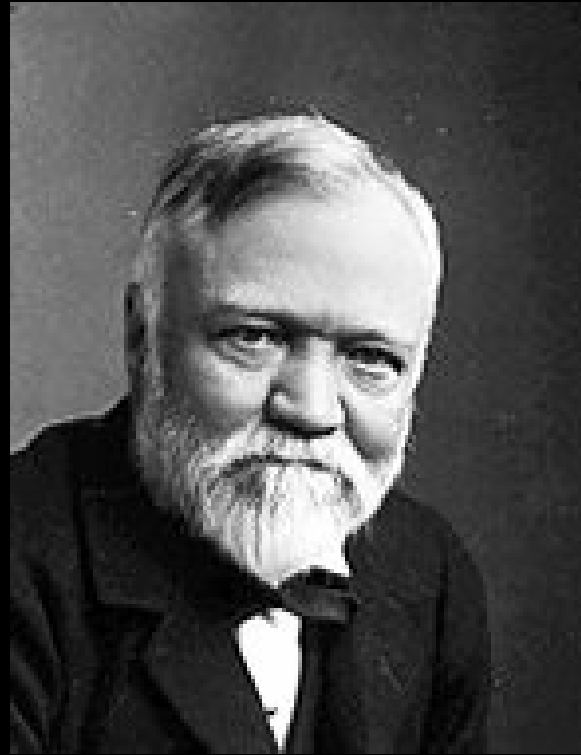
Investment





Return

Investment





Internet Time Group

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Informal Learning



Most of what we learn in life, we learn from other people.



Formal
Training

Formal
education

Certificate
programs



Informal

Day-to-day,
on-job

Co-workers

Mentors &
coaches

