

Monthly quote

“Reading article: «Our species can’t seem to escape big data»
Replace «big data» with «bananas». Makes much more sense”
@bodyspacesoc aka Antonio A. Casilli, associate professor Telecom ParisTech

Why this review ?

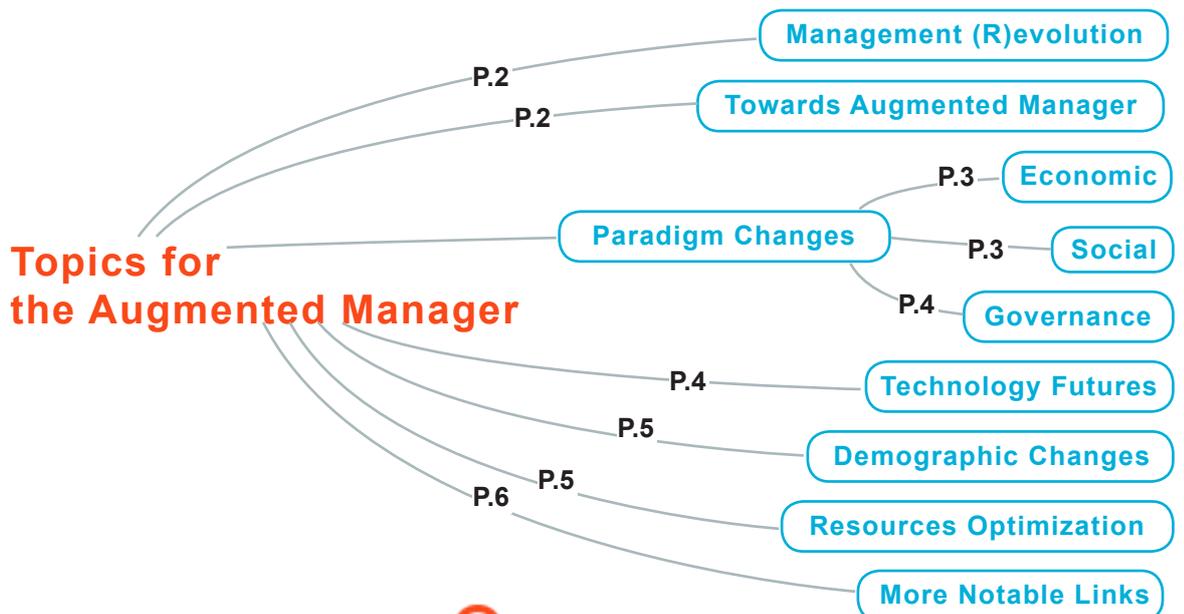
This is your monthly Must-Read on the future of management and the world of work.

The «perfect storm» which shaped evolution of the world of work - generated by sea changes in technologies, economy, society, governance in all its forms - is forcing Management to change.

In order not to be submerged, the manager has to be «augmented», he has to use and master new tools and new knowledge at his disposal. All executives face this challenge.

This review is our way to help you. It delivers to you the summary of the best articles we found during the last month on these changes. The Boostzone Institute aims to become your reference «curator», ie to select and enhance the information for you. Therefore any comment helping us to improve it is more than welcome.

Topics for the Augmented Manager



Article of the month about Women in Management

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Management (R)evolution

[Is it wrong to outsource your own job?](#)

Techonomy, Gabriel Mizrahi, January 28, 2013

"Bob could be anyone—realized that his job could effectively be outsourced to a developer overseas. So that's what he did. He contracted with a Chinese firm based in Shenyang (a hub that is known, among other things, for a rich talent pool in software) and paid it less than one-fifth of his six-figure salary to churn out his code, which he reviewed and handed off to management each day, on time and with high quality. With all of his new free time, Bob engaged in more fulfilling activities"

[The third wave of virtual work](#)

Harvard Business Review,

Tammy Johns & Lynda Gratton, January-February, 2013

"In this article we describe how each wave came about through a confluence of shifting employee priorities, evolving employer imperatives, and emerging communications and collaboration technologies. With experts projecting that within a few years, more than 1.3 billion people will work virtually—that is, through rich electronic connections from sites of their choosing—it is important to understand the transformation under way."

[Key findings from our latest research on women executives](#)

McKinsey Report, May 2012



"Last year, McKinsey & Company served as research partner to The Wall Street Journal's Executive Task Force for Women in the Economy. Our message was straightforward: women have fueled the growth of the US economy and its largest corporations. Furthermore, much evidence supports the business case for gender diversity—in a nutshell, diverse leadership generates stronger business results. We argued that leaders should focus on their middle managers, creating opportunities that would encourage women to accelerate their professional growth on a course to the top, overcoming barriers that companies, and women themselves, put in the way.

This year, we undertook a more ambitious US-based research project with the help of 60 corporations, almost all in the Fortune 500 or of similar size."

Toward Augmented Manager

[Le Manager Augmenté veut sauver l'entreprise](#)

Info.Tek.Art, Luc Fayard, 17 janvier 2013

« On cherche depuis des années comment sortir l'entreprise de son marasme existentiel et lui redonner des couleurs attrayantes pour ses salariés. Ce n'est pas une mince affaire... Interview de Dominique Turcq, président du Boostzone Institute, qui publie *Le Management Augmenté*... [...]

Il répond ici à mes questions dans cette interview webtv vidéo. Il parle de son manager augmenté face à quelques grands enjeux: le collaboratif, l'autorité, le changement, la performance et, enfin, la culture française dont il pense qu'elle peut produire un nouveau type de manager: efficace et humaniste. »

[Avec Internet et les écrans, mon cerveau a-t-il muté ?](#)

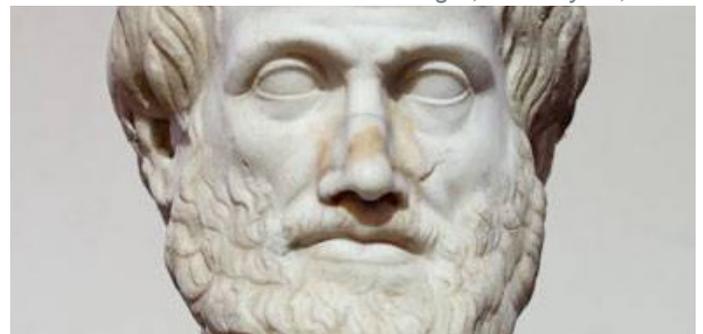
Telerama, Marc Belpoins, 9 février 2013

Selon le psychiatre Serge Tisserson : « Quand une technologie nouvelle se met en place, elle est toujours inhumaine. Et puis elle s'adapte peu à peu à notre esprit, en même temps que l'esprit s'adapte à elle. L'opposi-

tion entre la culture du livre et la culture des écrans est probablement destinée à s'effacer derrière une culture «par les écrans», qui intégrera le meilleur de l'une et de l'autre. »

[Three elements of great communication, according to Aristotle](#)

Harvard Business Review, Scott Edinger, January 17, 2013



"What makes someone a good communicator? There's no mystery here, not since Aristotle identified the three critical elements — ethos, pathos, and logos. — thousands of years ago."

Economic Paradigm Changes

[Derivatives: the unregulated global casino for banks](#)

Demonocracy

"Pick something of value, make bets on the future value of «something», add contract & you have a derivative. Banks make massive profits on derivatives, and when the bubble bursts chances are the tax payer will end up with the bill. This visualizes the total coverage for derivatives (notional). [...] catastrophic for the world financial system since the 9 largest banks shown below hold a total of \$228.72 trillion in Derivatives - Approximately 3 times the entire world economy. No government in world has money for this bailout. Lets take a look at what banks have the biggest Derivative Exposures and what scandals they've been lately involved in."

[Today's young adults will never pay off their credit card debts](#)

Time, Martha C. White, January 17, 2013

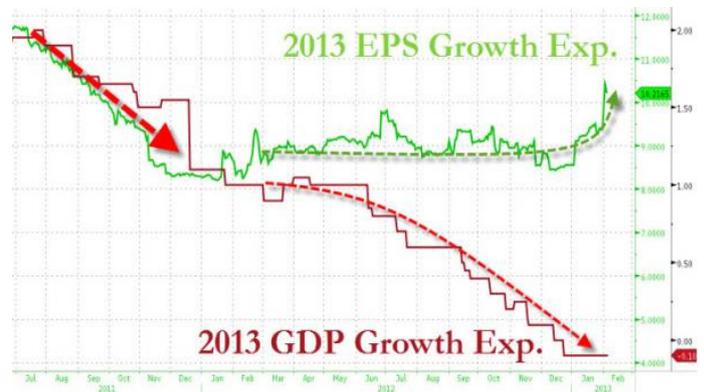
"When we talk about Americans barely into adulthood who are saddled with debilitating levels of debt, the conversation is almost always about student loan debt. But there's a growing body of evidence suggesting that

today's young adults are also drowning in credit-card debt — and that many of them will take this debt to their graves."

[Europe's WTF chart](#)

Zero Hedge, Tyler Durden, February 5, 2013

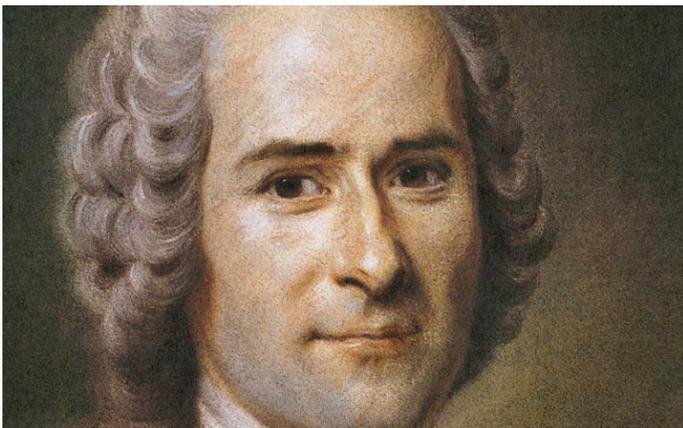
"It is perhaps notable that the outlook for 2013's GDP growth continues to sink. However, as the chart below so obviously highlights, expectations for earnings growth in Europe have massively disconnected from macro fundamentals (just as in the US) as nominal stock indices is all that matters anymore."



Social Paradigm Changes

[Le développement des réseaux sociaux vu par Jean-Jacques Rousseau \(1712 - 1778\)](#)

Christophe Ginisty, Manuel Castells, 23 janvier 2013



« Les engagements qui nous lient au corps social ne sont obligatoires que parce qu'ils sont mutuels ; et leur nature est telle qu'en les remplissant on ne peut travailler pour autrui sans travailler aussi pour soi (...) l'égalité de droit et la notion de justice qu'elle produit dérivent de la préférence que chacun se donne, et par conséquent de la nature de l'homme » (in Chapitre 2.4 : Des bornes du pouvoir souverain).

[Half of recent college grads work jobs that don't require a degree: report](#)

*The Huffington Post, William McGuinness
January 29 2013*

"Maybe we should incentivize colleges to more accurately counsel students," Vedder told the Chronicle of Higher Education. «If you get a degree in business administration, you may not necessarily walk into a middle-class life. There's a good chance you may end up being a bartender."

[World's 100 richest earned enough in 2012 to end global poverty 4 times over](#)

Russian Today, January 20, 2013

"Oxfam is a leading international philanthropy organization. Its new report, 'The Cost of Inequality: How Wealth and Income Extremes Hurt us All,' argues that the extreme concentration of wealth actually hinders the world's ability to reduce poverty.

The report was published before the World Economic Forum in Davos, and calls on world leaders to "end extreme wealth by 2025, and reverse the rapid increase in inequality seen in the majority of countries in the last 20 years."

Governance Paradigm Changes

[Who owns the World?](#)

In This Times, Noam Chomsky, February 5, 2013

Noam Chomsky: "If you study international relations theory, there's what's called the "realist" school, which says there is an anarchic world of states, and those states pursue their "national interest." It's in large part mythology. There are a few common interests, like survival. But, for the most part, people within a nation have very different interests. The interests of the CEO of General Electric and the janitor who cleans his floor are not the same."

[James M. Buchanan, economic scholar and Nobel laureate, dies at 93](#)

*The New York Times, Robert D. McFadden
January 9 2013*

"Dr. Buchanan, a professor emeritus at George Mason, in Fairfax, Va., was a leading proponent of public choice theory, which assumes that politicians and government officials, like everyone else, are motivated by self-interest — getting re-elected or gaining more power — and do not necessarily act in the public interest."

[Ten Trends Transforming Government Today](#)

Jump the curve, Jack Uldrich, January 14, 2013



Given all the talk about "fiscal cliffs," budget ceilings, deficits, crumbling bridges, struggling schools and gridlock—both traffic and political, the list of issues confronting government leaders can appear daunting and the future bleak. It isn't. Here are ten trends transforming government that promise a brighter tomorrow.

Technology Futures

[Is it true that no technology ever dies?](#)

First Things, Joe Carter, February 3, 2013

"Kevin Kelly, an editor for Wired, recently made a bold claim on NPR: "I say there is no species of technology that have ever gone globally extinct on this planet. . . I can't find any [invention, tool, technology] that has disappeared completely from Earth."

Robert Krulwich, the NPR correspondent who interviewed Kelly, asked readers for suggestions on dead technologies and included a few in a follow-up article. No one seems to have found an example yet. Can you think of one?»

[An open-source kit of parts, for making any gadget from scratch](#)

Fast Co.Design, Cliff Kuang, October 24, 2012

"The move towards DIY digital fabrication--from Maker-Bot to Fab@Home--is an undoubtedly great development for consumers. But one thing it's missing is a standard system for modeling and exchanging components. If 10 people upload a design for a replacement bolt for a chair, odds are you'll get 10 slightly different designs."

[Origins of the augmented subject](#)

*The Society Pages,
Whitney Erin Boesel & PJ Rey, January 15, 2013*



"For Foucault, the mirror is interesting because what it displays is both connected to (and determined by) the world, yet also set apart from the world. This simultaneous connection/disconnection allows the person who stands in front of the mirror to relate to the world in new ways. The mirror provides a new way of relating to things in the world, but it does not create a new space or a new reality."

Demographic Changes

[Is it a skills gap or a bias against the long-term unemployed?](#)

We Know Next, Steve Boese, January 15, 2013

"It is possible that the long-term unemployed are increasingly made up of workers whose skills are not suited to available jobs. However, if this were the case why wouldn't we see some outward shift in the short-term relationship as well? [...] Another possibility is that the long-term unemployed in this recession may be searching less intensively, either because jobs are much harder to find or because of the availability of unprecedented amounts and durations of unemployment benefits."

[World unemployment figures set to rise in 2013, claims UN labour agency](#)

The Guardian, Dominic Rushe, January 22 2013

"According to United Nation's agency's latest report, Global Employment Trends 2013, 6% of the world's workforce were without a job in 2012. The number of jobless people around the world rose by 4m in 2012 to 197m. Young people were the worst affected: nearly 13% of those under 24 were unemployed. Some 35% of

all young unemployed people have been out of work for six months or longer in advanced economies, up from 28.5% in 2007."

[Taro Aso, Japanese finance minister, says country should let old people 'hurry up and die'](#)

The Huffington Post, Meredith Bennett-Smith

January 23, 2013



"Minister of Finance Taro Aso said Monday that Japanese elderly were creating a financial problem due to the amount of government funding needed for their medical care, reports Time. «Heaven forbid if you are forced to live on when you want to die. I would wake up feeling increasingly bad knowing that [treatment] was all being paid for by the government,» Aso, himself 72, said. «The problem won't be solved unless you let them hurry up and die.»

Resources Optimizaton

[Vers un internet de l'énergie](#)

Triple C, Joël De Rosnay, 11 janvier 2013

« Le mariage de l'énergie et de l'internet, l'énernet ! C'est la révolution de plusieurs combinaisons (12 énergies renouvelables entre elles) pour que les énergies intermittentes (vent et soleil) soient compensées par les énergies permanentes (géothermie, hydro-électricité, biomasse). Le plus important étant la distribution de cette énergie dans une grille intelligente capable de s'adapter en permanence à la demande. C'est cela qui est fondamental. Le secret c'est l'addition de l'économie d'énergie + l'efficacité énergétique + la combinaison des énergies renouvelables + la smart grid. Cela provoque une nouvelle approche, une nouvelle matrice multi-modale dont il faut prendre la mesure. »

[When trees die, people die](#)

The Atlantic, Lindsay Abrams, January 22, 2013

The «relationship between trees and human health,» as they put it, is convincingly strong. They controlled for as many other demographic factors as possible. And yet, they are unable to satisfactorily explain why this might be so."

[This smoke cloud is the ultimate symbol of Greece's depression](#)

Quartz, Derek Thompson, January 31, 2013



"A specter is haunting Greece. It leers over rooftops, invades lungs, and nearly glows in the night. It's smoke. Smoke from fire used to warm the homes of Greek families too poor to afford heat any other way. [...] It is the smog of austerity. Greece is literally breathing in the fumes of its recession."

More Notable Links

- The future of work: quantified employees, pop-up workplaces, and more telepresence
<http://ow.ly/hE8fT>
- Les télétravailleurs font plus d'heures que ceux qui travaillent au bureau
<http://ow.ly/hEb2i>
- Stop knocking curation
http://www.cjr.org/the_kicker/leave_curation_alone.php
- Communication: harder than you might think
<http://julianstodd.wordpress.com/2013/01/23/communication-harder-than-you-might-think/>
- Who is the most forward looking country?
<http://www.adigaskell.org/blog/2013/02/02/who-is-the-most-forward-looking-country/>
- Inequality for all - another Inconvenient truth?
<http://www.guardian.co.uk/film/2013/feb/02/inequality-for-all-us-economy-robert-reich>
- Get ready for the new era of global manufacturing
http://blogs.hbr.org/cs/2013/01/get_ready_for_the_new_era_of_g.html
- China imports record amount of gold in december on price drop
<http://www.zerohedge.com/news/2013-02-05/china-imports-record-amount-gold-december-price-drop>
- Ces produits qui bouleversent le commerce mondial
<http://ow.ly/hEbU7>
- "One girl with courage is a revolution:" video makes waves
<http://ow.ly/hEc4b>
- Since 1979, firearms have killed 120,000 US children, many more than troops in Vietnam or Iraq & Afghanistan wars (Graph)
<http://www.juancole.com/2013/01/firearms-children-afghanistan.html>
- La retraite sent le roussi (Des propositions du COR et de la communication gouvernementale)
<http://ow.ly/hEckx>
- IBM predicts computers will touch, taste, smell, hear and see in 5 years
<http://singularityhub.com/2013/01/10/ibm-predicts-computers-will-touch-taste-smell-hear-and-see-in-5-years/>
- The world at 7 Billion: a PRB interactive map
<http://www.prb.org/Publications/Datasheets/2011/world-population-data-sheet.aspx>
- Smart grids : la grande inconnue du comportement des utilisateurs
<http://ow.ly/hEcOU>
- How air pollution in China has hit previously unimaginable levels
<http://qz.com/43284/china-smog-air-pollution-hit-previously-unimaginable-levels/>
- Cloud content extends device life
<http://www.ericsson.com/thinkingahead/the-networked-society-blog/2013/01/25/cloud-content-extend-device-life/>