

# Unlocking Human Creativity: People and Technology

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## ABSTRACT

“Human creativity moves hand in hand with technology...Whether they are mechanical or digital, simple or complex, tools facilitate our creativity in two ways. Initially, they extend our bodies and enable us to do things that are otherwise difficult or impossible....But tools do more than extend our bodies: they expand our minds. Technology facilitates ideas that might otherwise be inconceivable.”

*Ken Robinson, Educator*

Automation presents mining with the opportunity to re-think the way we mine and generate novel solutions that address the emerging complexity of the world today. It's recognised that this evolution won't be delivered by technology alone, it also requires the continual development of our people.

In order to shift the behaviours in mining to the desired state of developing deep shared knowledge, and an experimental mind-set, there are three levers that are required to be mobilised simultaneously; technology adoption, individual mastery and collective capability.

These three levers, operating together, drive continual development, consisting of both learning and change. Learning is the transformation of data to information, to knowledge. Knowledge may either be knowledge that already exists in the world but is new to the individual or organisation or, it may be new knowledge that emerges out of changing conditions. Change is the tipping point where learning informs a decision and is converted into action or know-how.

The paper will draw on concepts from systems thinking, group dynamics and adult development theory to explore the skills organisations should cultivate to support individual development, team development and transdisciplinary development.

The opportunity that is presented by continual development is that an organisation moves from the more familiar and tangible focus on data, compliance and improvement within existing assumptions, to the more complex skills required to generate insight and wisdom that challenges underlying assumptions and changes the way the system operates.