

"Hay personas que provocan felicidad allá donde van.
Otros, siempre que se van."

Oscar Wilde



1. CONTEXTO

2. AUTOLIDERAZGO y EQUIPO

3. ACCIÓN





1. EL CONTEXTO



**IT'S A VUCA
WORLD**



VUCA

Volatilidad

Velocidad con que
cambia el entorno

Incertidumbre

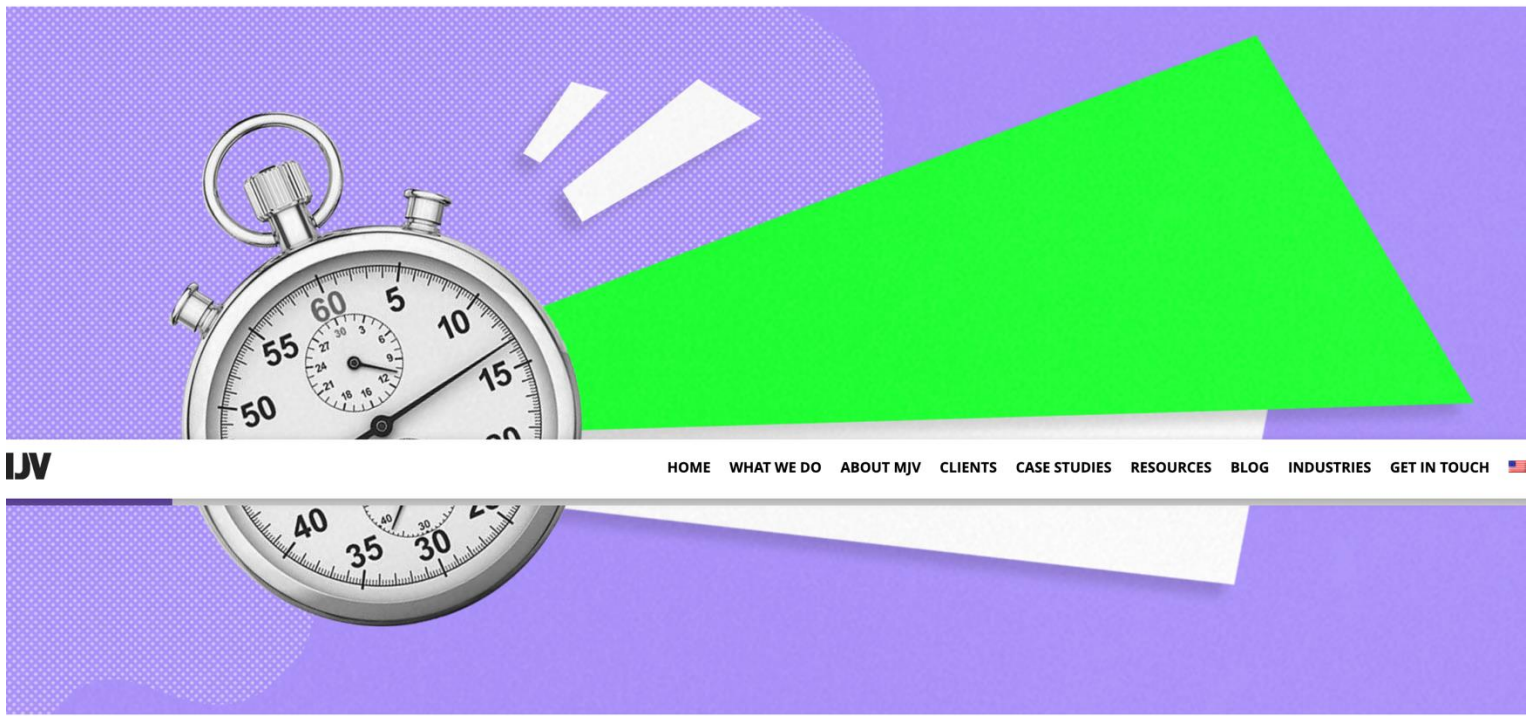
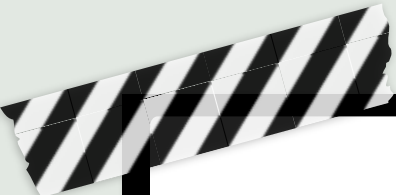
Dificultad para
anticiparse a los nuevos
acontecimientos

Complejidad

Proliferación de
factores críticos
que afectan a la
toma de decisiones

Ambigüedad

Dificultad para
interpretar los
acontecimientos y
su impacto sobre
nuestra actividad



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Categories:

Digital Transformation

Topics in this article:

What is a VUCA World?

13/07/2021 - By MJV Team

 3 min read

From a VUCA world to a BANI one: how uncertainty has changed and how your company can prepare

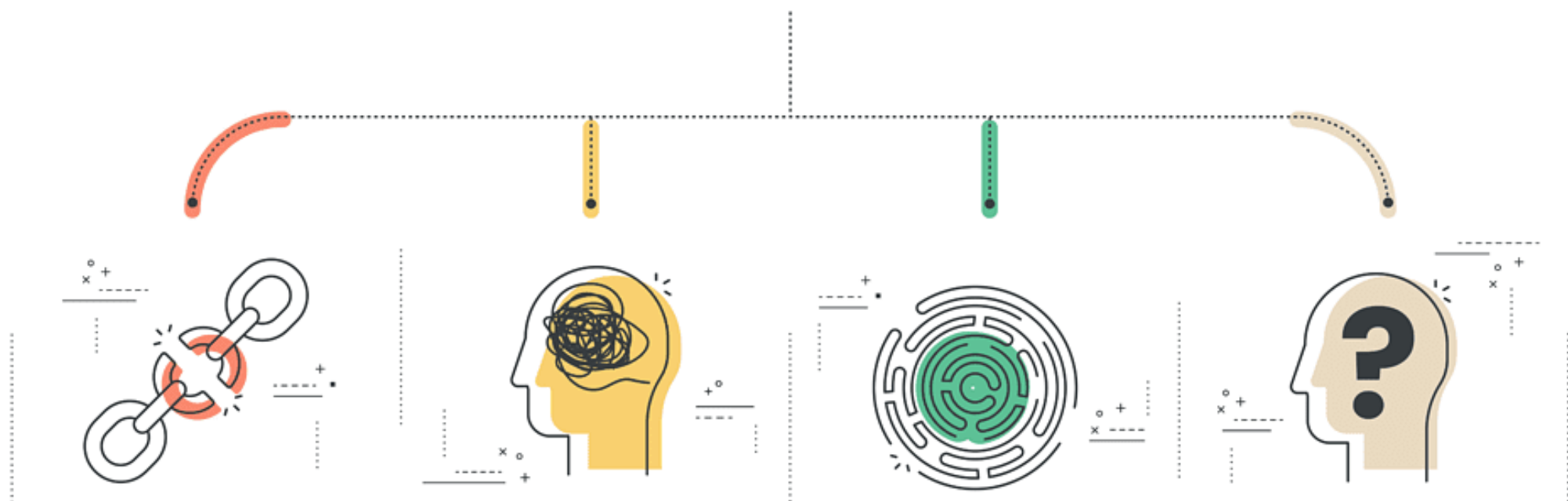
From uncertainty to chaos, the pandemic accelerated our transition from VUCA and BANI.

De VUCA a BANI



BANI

BRITTLE, ANXIOUS, NON-LINEAR, INCOMPREHENSIBLE



**Brittleness
requires**



**capacity &
resilience**

**Anxiety
asks for**



**empathy &
mindfulness**

**Nonlinearity
calls for**



**context &
adaptivity**

**Incomprehensi-
bility demands**



**transparency
& intuition**



UNIVERSO RUPT



⌚ Navigating RUPT



Rápido, U-predecible, Paradójico y enTrelazado.





EL CISNE NEGRO



EL IMPACTO DE LO
ALTAMENTE IMPROBABLE

Nassim Nicholas Taleb

Paidós

La teoría del cisne negro

- La **teoría del cisne negro** es una metáfora que describe un suceso inesperado y de gran impacto.
- Desarrollada por el filósofo e investigador libanés **Nassim Nicholas Taleb** en 2008, aunque su origen se remonta al siglo XVII.
- En aquella época, los primeros exploradores europeos que llegaron a Australia **se encontraron una especie de cisnes negros en el país oceánico**. Hasta ese momento, se creía que todos estos animales eran de color blanco, y este descubrimiento inesperado cambió por completo la percepción que existía por aquel entonces.



La teoría del cisne negro

Por tanto, para que un evento pueda considerarse como un cisne negro se tienen que reunir tres requisitos:

- Que sea **altamente improbable**, es decir, que no exista evidencia de que vaya a suceder.
- Que tenga **un elevado impacto**, ya que afectan de manera importante a la sociedad en general.
- Una vez que sucede, **tiende a explicarse mediante razonamientos lógicos**, de forma que pudiera parecer que el acontecimiento iba a suceder irremediablemente.



Con

perspectiva...



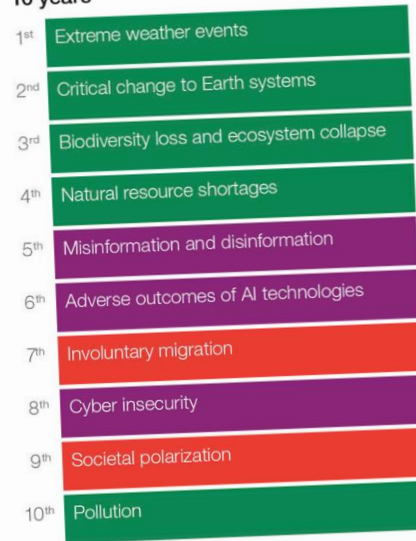
Top 10 risks

"Please estimate the likely impact (severity) of the following risks over a 2-year and 10-year period."

2 years



10 years



Risk categories | Economic | Environmental | Geopolitical | Societal | Technological

Source: World Economic Forum Global Risks Perception Survey 2023-2024.

https://www3.weforum.org/docs/WEF_The_Global_Risks_Report_2024.pdf

PASAR DE...





JOMO

(noun)

Joy Of Missing Out. Feeling content with staying in and disconnecting as a form of self-care.

Antonym: FOMO



la forma de trabajar...

The Great Attrition or the Great Attraction?

A record number of employees are quitting or thinking about doing so. Organizations that take the time to learn why—and act—will have an edge in attracting and retaining talent

McKinsey
& Company



The Great Attrition:

The power of adaptability

Adaptability operates and drives results at 4 distinct levels:

1. Individual

The top 2 factors that became more important in the past 6 months to employees planning to leave their job were a need to **restore work-life balance** (65%) and being able to **prioritize physical and emotional well-being again** (63%). Adaptability can improve well-being and reduce burnout

2. Interpersonal

Not feeling valued by one's manager (52%) and **not feeling a sense of belonging** (51%) were 2 frequently cited reasons employees left a job in the past 6 months. Adaptability helps people connect with others with greater authenticity, normalizing the importance of and strengthening quality relationships at work

3. Team

One of the top 5 reasons that changed in importance over the past 6 months for individuals who chose to stay at a job was **working with people who trust and care for one another** (48%). Level of trust in and care for teammates contributes to the perception of psychological safety—reinforcing or weakening adaptability

4. Organizational

54% of employees said that **not feeling valued by their organization** was the top reason for leaving their previous job. Organizational adaptability serves as the ultimate reinforcer for all levels because it provides an overarching sense of identity and a distinctive culture for employees



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McKinsey
& Company

Algunas conclusiones "simples"

E

T P

T O H

L P S S

S S S S S

S S S S S

En detalle....

S S S S S

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La «great attrition» o «great resignation» puede ser también una «great opportunity» para repensar la empresa desde sus cimientos



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La «great attrition» o «great resignation» puede ser también una «great opportunity» para repensar la empresa desde sus cimientos

The background is a vibrant blue digital landscape. On the left, a portion of a globe is visible, showing cloud patterns. The right side is dominated by a bright, glowing light source that creates a series of radiating lines and a lens flare effect. Overlaid on this scene are layers of binary code (0s and 1s) in various shades of blue and white, some appearing to flow or scroll. The overall aesthetic is high-tech and futuristic.

tecnología



ARTIFICIAL
INTELLIGENCE



ChatGPT



Las mejores Apps de Inteligencia Artificial de 2023

nuclio^o
digital school



01

Genius

Genius.design

Esta herramienta asiste al diseñador dentro de Figma. Mientras va diseñando, la IA va aprendiendo y se dedica a autocompletar los diseños. Apúntate a su waitlist para ser el primero.

03

Looka

Looka

Se encarga de diseñar primero un logotipo y luego con él toda la imagen de la compañía, desde tarjetas de visita hasta merchandising.

05

[RIFFUSION]

Riffusion

Se encarga de crear música desde cero para ti, con tan solo insertar una frase que defina lo que buscas.

07

Midjourney

Midjourney

No solo es una herramienta de IA para ilustradores, sino que cuenta con toda una comunidad de artistas digitales que buscan seguir aprendiendo.

02

namelix

Namelix

Al insertar algunas palabras clave sobre tu negocio en esta herramienta, la Inteligencia Artificial se encargará de idear por ti el nombre que le podrías poner.

04

copy.ai

Copy.ai

Se inspirará en los contenidos existentes que el des para ofrecer nuevos contenidos con el mismo estilo y tono.

06

DeepL

DeepL

Esta herramienta es uno de los mejores servicios de traducción automática del mercado. Permite traducir documentos completos (formatos .ppt, .doc o .txt).

08

runway

Runway

Generación de vídeos a partir de imágenes o prompts de texto, la composición o la restauración y digitalización de fotos antiguas.

LAS MEJORES HERRAMIENTAS DE INTELIGENCIA ARTIFICIAL



Imágenes desde texto



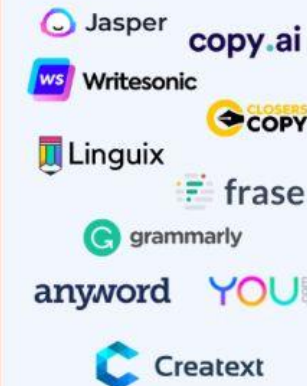
Creación de vídeos



Productividad/ Traqueo tiempo



Copywriting



Generador de voz



Simulación de conversaciones



Redes Sociales



Contenido



Codificación



@ana.ivars



En estos tiempos de cambio....

A hand-drawn ECG (heart rate) on a piece of graph paper with a grid of orange dots. The drawing shows a series of three heartbeats. Each heartbeat consists of a small P wave, a sharp, narrow QRS complex, and a T wave. The QRS complex is drawn with a vertical line for the R wave and a small downward tick for the S wave. The text "Y, sin embargo..." is written in a black, cursive font across the middle of the ECG, overlapping the second and third heartbeats.

Y, sin embargo...

**MÁS DIGITALES
MÁS HUMANOS**



2. De

Autoliderazgo,

liderazgo y

ENTENDER NOS



¿ CÓMO
LIDERAR?

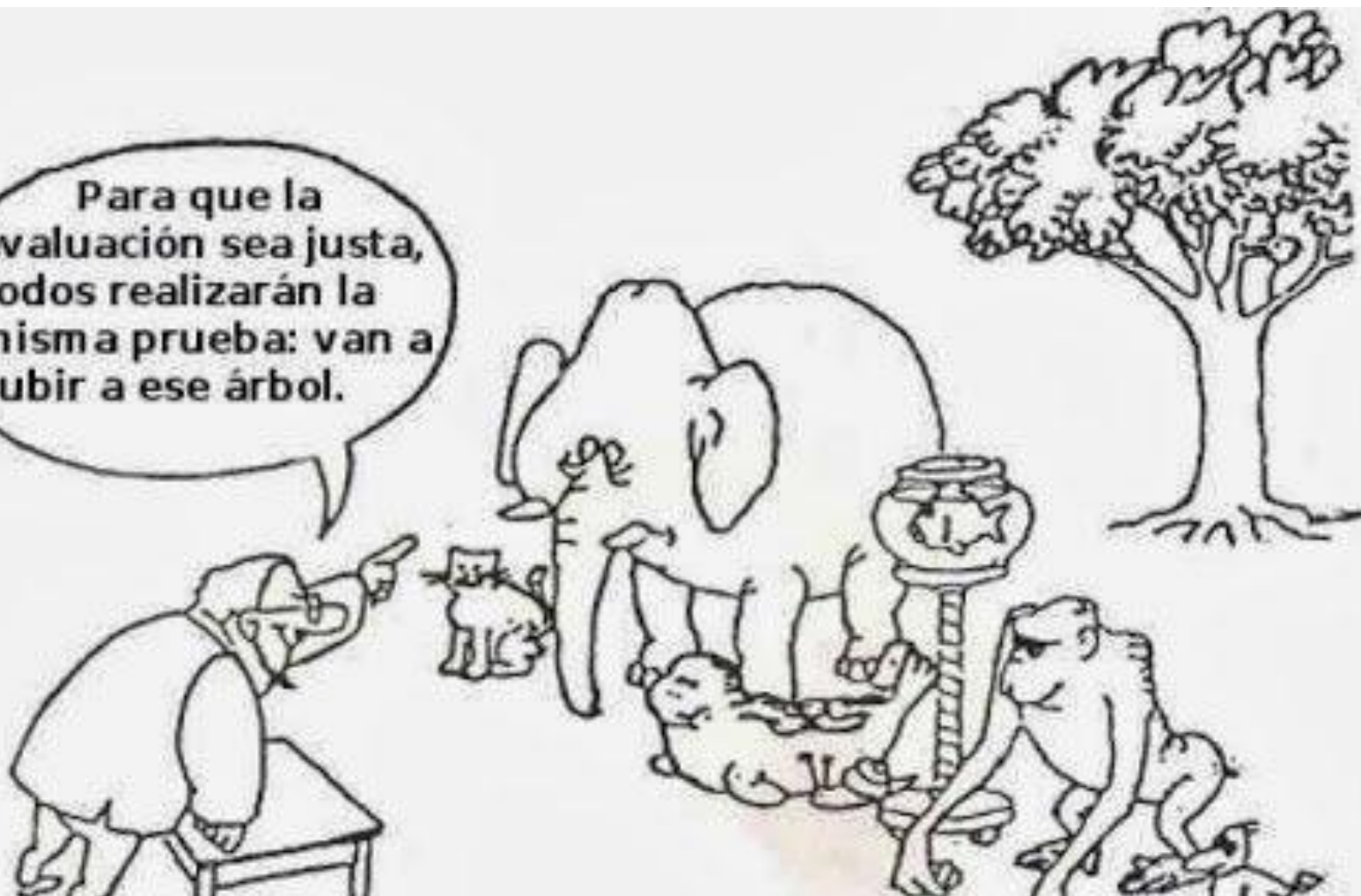


***“EL CAMINO MÁS NOBLE NO ES SOMETER A LOS
DEMÁS, SINO PERFECCIONARSE A UNO MISMO”***

SÓCRATES



Para que la
evaluación sea justa,
todos realizarán la
misma prueba: van a
subir a ese árbol.





Tiempo de cuidar y cuidarse.



[All Articles](#) > [What We Get When We Give](#)

📅 October 2023

What We Get When We Give

In addition to helping others, kindness can benefit one's health

Nos sentimos más felices cuando ayudamos a los demás

Un estudio reciente informaba sobre cómo se sentían las personas **después de realizar u observar actos amables cada día durante siete días.**

Los participantes fueron asignados aleatoriamente a realizar al menos un acto amable más de lo habitual para alguien cercano a ellos, o a intentar observar activamente actos amables. Se midió la felicidad antes y después de los siete días de amabilidad.

Los investigadores descubrieron que ser amable con otra persona -sí, incluso con un desconocido- u observar activamente la amabilidad a nuestro alrededor aumentaba la felicidad.



SKILLS HOY?

Hard skills



Capacidades **específicas para un puesto de trabajo** que son cuantificables y medibles

Soft skills



Capacidades y **habilidades sociales** que muestran cómo nos relacionamos con los demás



Businesses' top 10 skill priorities for 2027

- | | |
|--|--|
| 1.  Analytical thinking | 6.  Curiosity and lifelong learning |
| 2.  Creative thinking | 7.  Technological literacy |
| 3.  AI and big data | 8.  Design and user experience |
| 4.  Leadership and social influence | 9.  Motivation and self-awareness |
| 5.  Resilience, flexibility and agility | 10.  Empathy and active listening |

Type of skill

 Cognitive skills  Self-efficacy  Technology skills  Working with others

Source

World Economic Forum, Future of Jobs Report 2023.

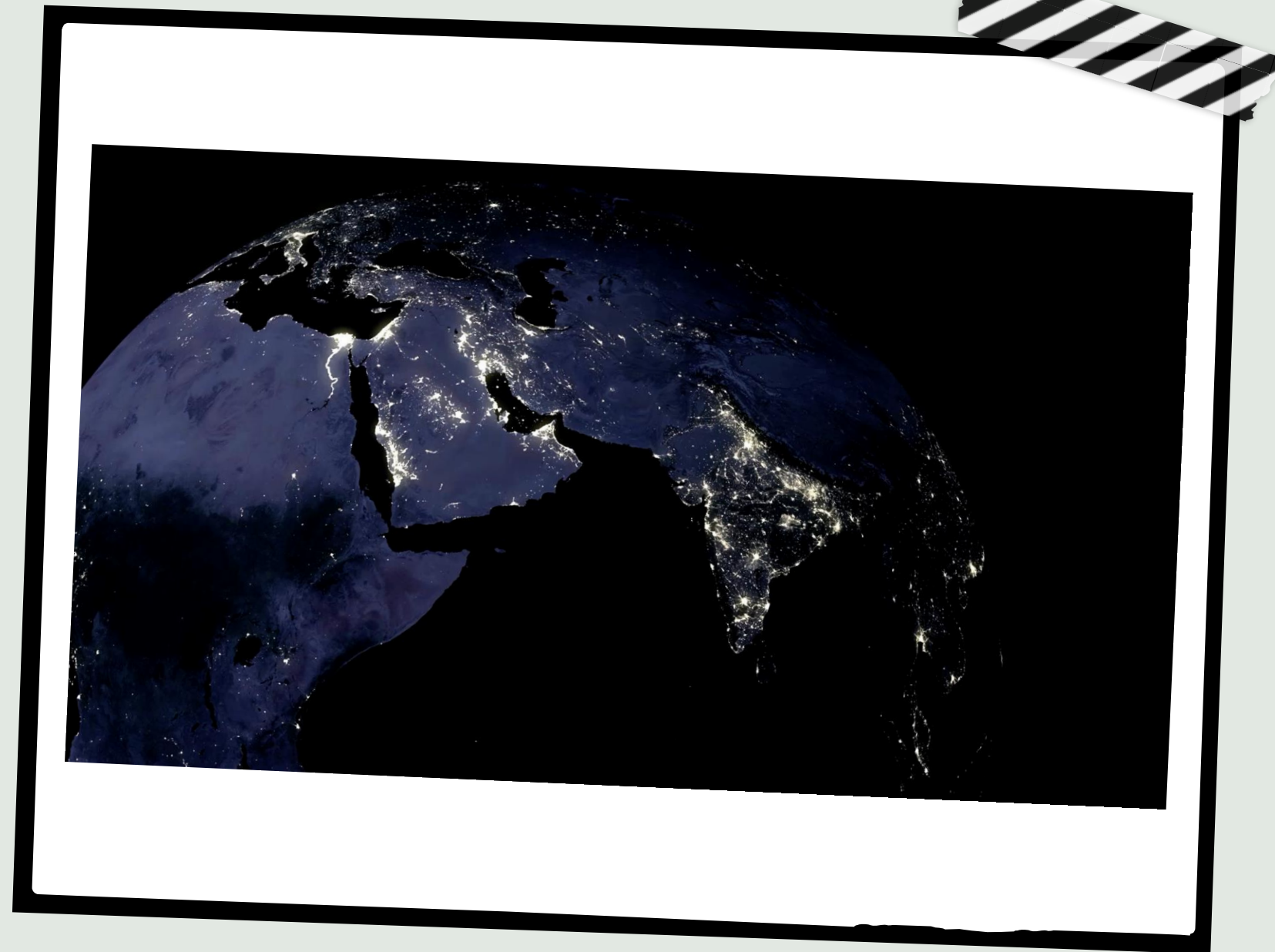
Note

The skills which organizations will prioritize in workforce development initiatives from 2023 to 2027

A black and white photograph showing two hands cupped together, holding a small, rectangular piece of white paper with a torn, deckled edge. The word "CHANGE" is printed in a bold, black, sans-serif font on the paper. The hands are positioned with fingers pointing downwards, creating a bowl-like shape to hold the paper. The background is dark and out of focus.

CHANGE

3. Acción





EN 12 CLAVES





@adelabalderas



¡Muchas gracias!

