



Agenda

Strategic Innovation Early Childhood, Kindergarten and K-12



1
Education: the
current
context



Strategic Innovation Early Childhood, Kindergarten and K-12

**The shift from "studying
only" to "learning by
thinking before doing"**



3
University Shift
Perspective: Why a PhD
matters?



5
Strategic
Challenges
for Latin
America, Asia
and Africa



We are here!



6
Road-map
ahead for
Integral
Education





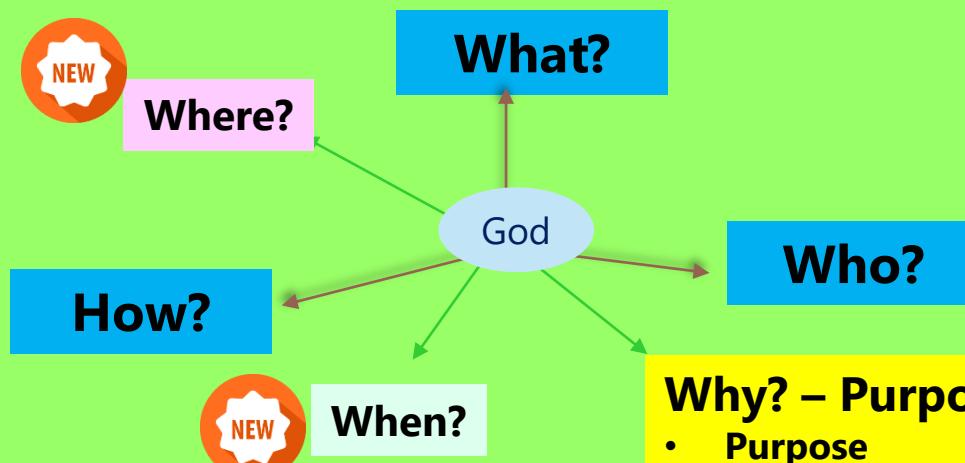
"Integral Education: Strategic challenges and a Road-map ahead".

A shift in our Strategic Innovation Education Paradigm

The strategic innovation framework for Universities:
Professors and Students learning to be strategic innovators.

**PROFESSORS
OR EDUCATORS
ARE THE KEY IN
EDUCATION
FOR THE NEW
GENERATIONS**

Love the planet earth



Why? – Purpose

- Purpose
- Ethical Awe-Reverence for God's creation
- Talent Development for life
- Generational Impact - Legacy

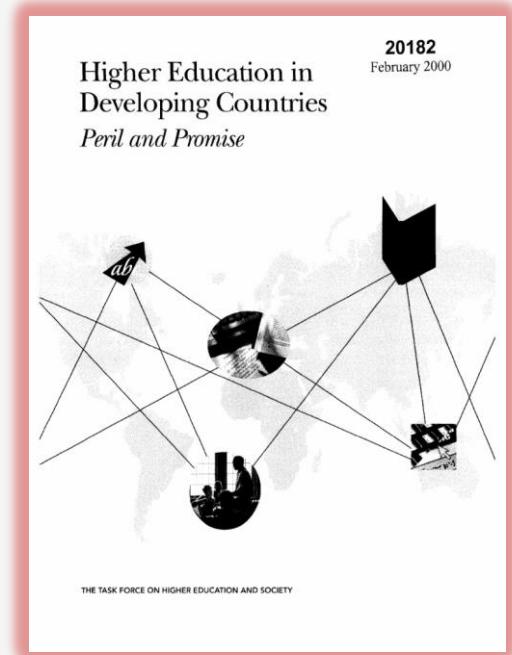
*A shift in our Strategic Innovation Education Paradigm.
Evolution of Markides (1998) original model
By Eleonora Escalante*



"Integral Education: Strategic challenges and a Road-map ahead".

Key Strategic Challenges for Asia, Latin America and Africa.

- Regardless of what country do we belong, each country in development process must do and evolve with an educational reform to satisfy the needs and wants of the next century human capital formation.
- **This is not about technology only.** Technology are mechanisms used as a channel for education. But the format is not the problem. What needs to be reformed is the content to create educated people.
- Many leaders believe that the educational reform is simply to connect schools to Wi-Fi, to bring computers or tablets to students, to hang out a smartboard, and to create cloud systems which will connect students with professors in a global education community.
- *Rosovsky report has been in place for almost 20 years. He as member of the Task Force on Higher Education in Developing Countries* wrote "Peril and Promise", and this is a must read for anyone who works in education in poor nations.*
- Peril and Promise report indicated that higher education systems in poor countries are in crisis and made a case for renewed investment, curricular reform and improved standards of governance.
- *18 years have passed: How much has the reality changed since the publishing of this report?*



The Task Force on Higher Education in Developing Countries was convened by the World Bank and The United Nations Educational, Scientific and Cultural Organization (UNESCO).



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Key Strategic Challenges for Asia, Latin America and Africa.

- Each country needs to advocate economic capital to focus attentively in their education structures, people and systems.
- **The challenge is to perform a good analysis of resources and capabilities.** This means to more than to gather data, or perform an exhaustive due diligence of the education industry in each country.
- It means to know and understand this education structure in order to find out the country's resources and build the correct strategy for the needs and wants of that specific country in particular.
- **We can't continue doing corporate strategy for education,** trying to replicate other successful educational systems without considering our own human, cultural, social and infrastructure resources (which are different). For example: El Salvador education system can't be designed as a replica of the Singaporean Education system, simply because both countries are completely different.



Both are birds, but an eagle is different than a cardinal

- Or in other words: you can't force an elephant to be an eagle. And even if we consider the same specie, i.e. birds, we can't force a cardinal to become an eagle either. Both are birds, but both have different sizes, routines, flight styles, nests, food diet, span life, etc.
- The Cardinal is better for certain things, and the eagle is better for other.



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Key Strategic Challenges for Asia, Latin America and Africa.

- For each country, the first thing to do is an analysis of resources and capabilities. The Education country Strategy must convene as a result of it.
- Remember this is a dynamic loop. It can evolve over time. But the efficacy of it is based in the truth (real knowledge, not based on internet fake news)

Identify the educational system resources (people skills, infrastructure, content, technology, etc.) and locate the areas of strength and those who need improvement or who need to be set up.

Analysis of Resources
1

Identify the educational system capabilities (what can professors do?, what they need to do for the future?)

Analysis of Capabilities
2

Appraise the impact generating potential of resources – capabilities in terms of their potential for creating sustaining and exploiting competitive advantage in wisdom human capital

Appraisal Potential for Sustainable Competitive Advantage
3

Select the education strategy that best exploits the country's capabilities relative to other external educational systems

Education Strategy (short, medium and long term)
4

Identify resource gaps that need to be filled (people, infrastructure, content, etc.)
Invest in replenish and augmenting the education's resource base



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- The strategic innovation paradigm must start with professors or educators.
- **Infrastructure, beautiful classrooms, libraries and wonderful facilities are important, but the priority are the professors or educators.**
- The degree of investment in educators knowledge and formation are the priority, not the smartboards or the prettiness of cutting-edge technology devices.
- **Each country has to believe in the education, re-inventing and transformation of professors or educators.**
- By investing in the old human capital of educators with largest trajectories and experiences, the country is investing in key pivots of role models and the teachers of the teachers. The old teaches the new generation of educators.
- **By investing in the new human capital of recently graduated educators, the country is investing in the potential of the newest flow of techniques and content.**



Excellent Professors are wise. They know how to teach to keep the balance between technology and traditional tools



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Resources	Sub-type	Description
Tangible	Physical	<p>Basic Infrastructure (classrooms, professor bureaus, administrative staff facilities)</p> <p>Complementary Infrastructure:</p> <ul style="list-style-type: none">• Library (books)• Sport Facilities (Sport courts-football, basketball, squash, aerobic-gym, pool 25 meters)• Technology and labs, media rooms• Meeting rooms for students and professors• Auditorium• Arts facilities (music, sculpture, painting, etc.)• Labs (Chemistry, biology, robotics, physics, etc.)
	Financial	<ul style="list-style-type: none">• Wages professors and staff• Maintenance and Cleaning• Books, Labs, Technology equipment
Intangible	Technology	<ul style="list-style-type: none">• Proprietary technology• All critical technological resources: Educational patents, trademarks, innovation copyrights, etc.
	Reputation	<ul style="list-style-type: none">• Goodwill attached to quality• Brand recognition, Loyalty
	Culture	<ul style="list-style-type: none">• Core values, Ethics, Conduct• Identity of the organization
Human Capital (Talent or organizational competences and capabilities)	Specialized skills (expertise, knowledge, understanding, and wisdom)	<ul style="list-style-type: none">• Specialized Content for Educators: knowledge on continuum at educators level• Functional Capabilities• Cross functional Capabilities• Research and Development in several levels
	Communication and Interactive abilities (teaching skills and orchestration of capabilities)	<ul style="list-style-type: none">• Communication skills• Teamwork (building consensus, coaching, focusing on development)• Relationships between educators and staff Capabilities can only be integrated by integrating capabilities of individual professors and staff.
	Subjective Qualities: Motivation, Positive spirit, Leadership	<ul style="list-style-type: none">• One of the most important features in education is to train educators to develop their qualities.

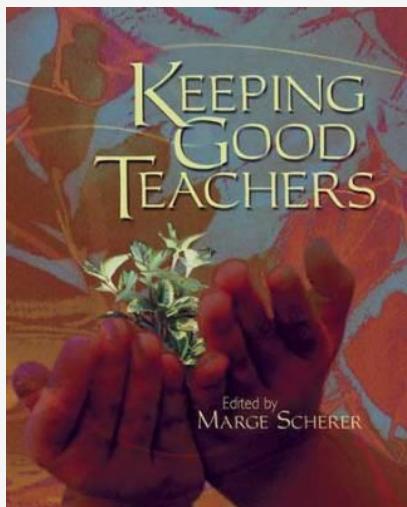


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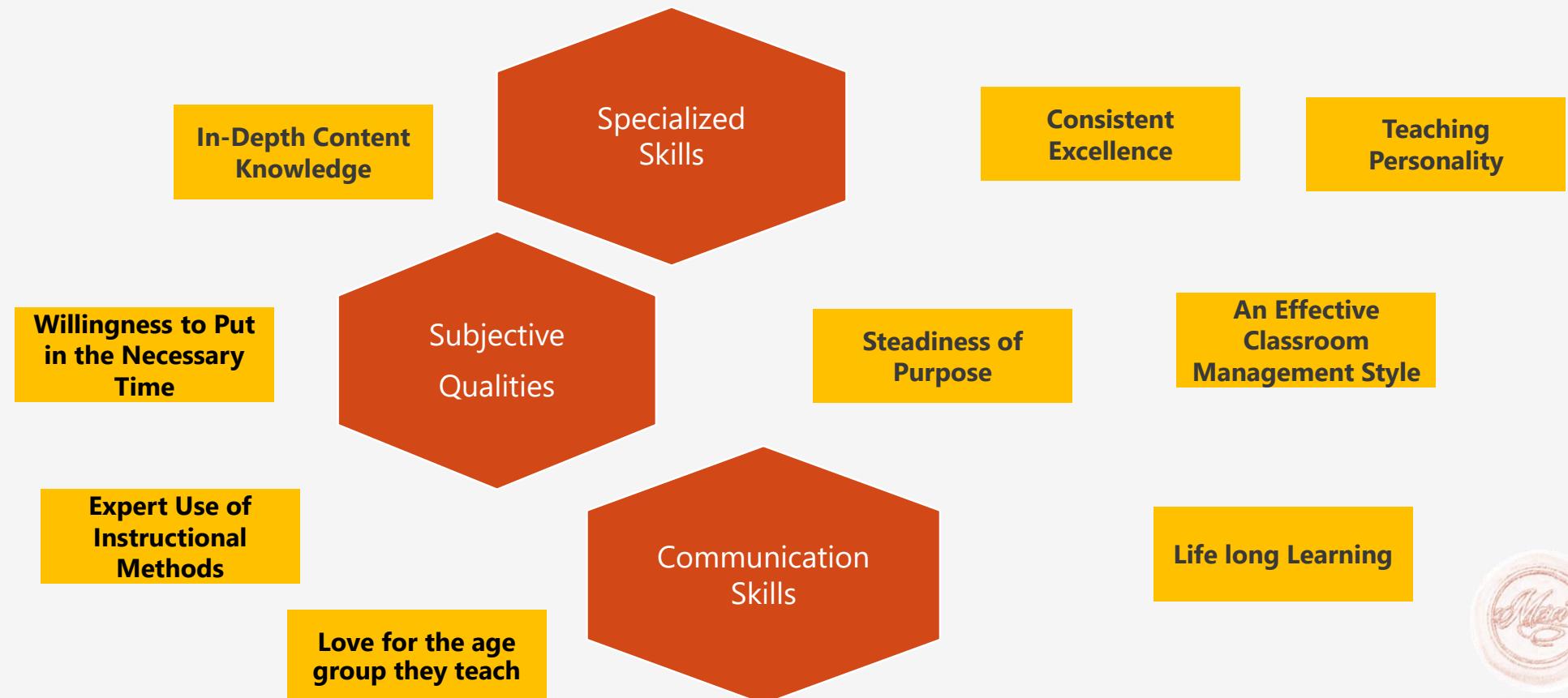
Key Strategic Challenges for Asia, Latin America and Africa.

The priority is to invest in educators or professors. Educators are the human capital of one country.

Great teachers remain intellectually alive and open to responsible change grounded in theory, research, and practice.



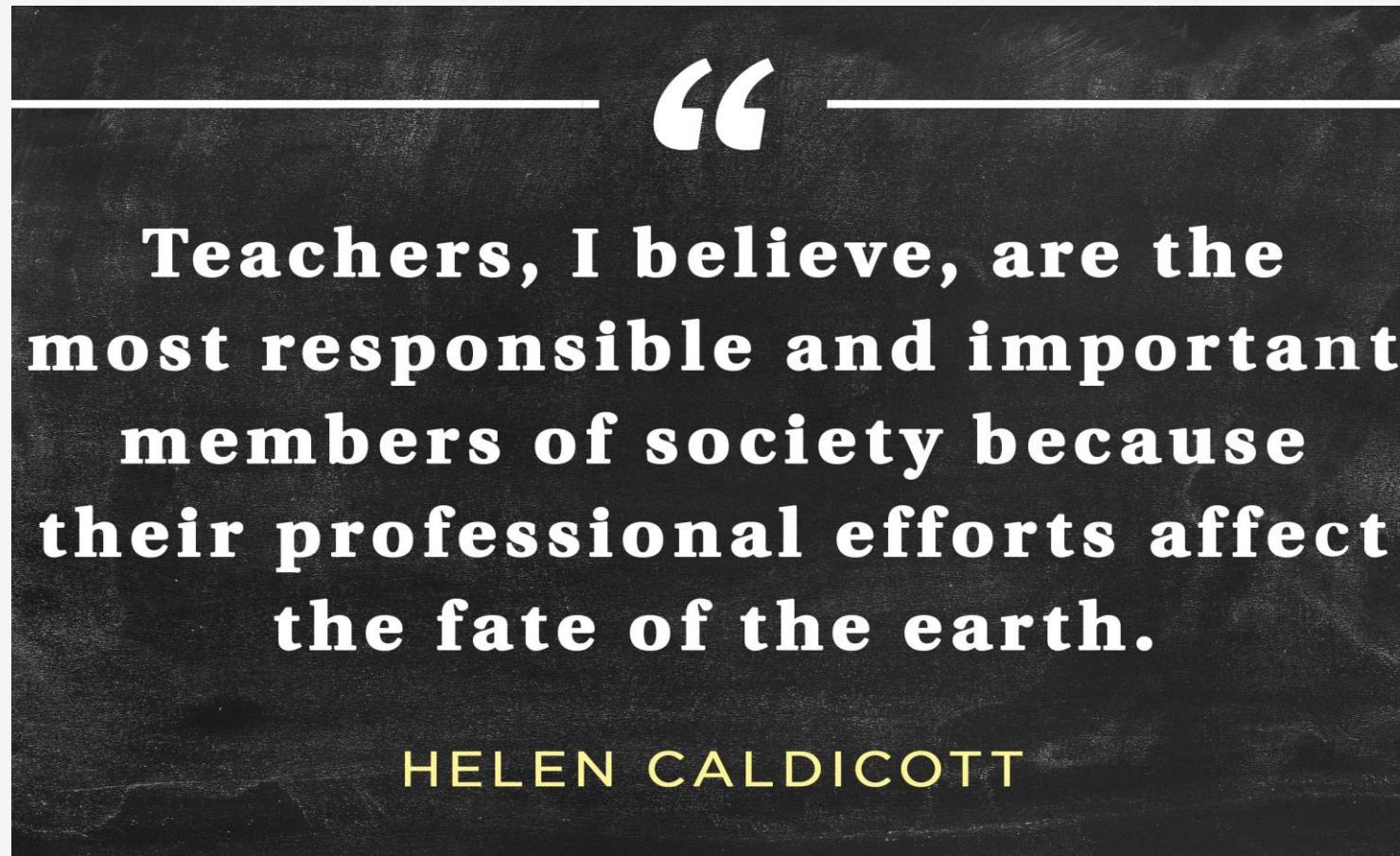
Source: "Keeping Good Teachers". Chapter 26. *The Qualities of Great Teachers* by Mark F. Goldberg





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Key Strategic Challenges for Asia, Latin America and Africa.



Thank you!