**Trends/Predictions involve what used to be lumped together as “technology disruptors”, are converging/interacting with astonishing impact far beyond “technology”. Initially I listed AI initially as #1…. importance and reach. Now integrated, it’s clearer that any “ranking” of these, still sometimes unassociated phenomena can be very misleading. So… the lettering below may make that point. Also, this document requires updating quite frequently. I’ve just included what I believe is most relevant from many articles/columns the last weeks of 2019 and then various writer’s view of 2020 or the next decade.**

 a.-Artificial Intelligence extending to Advanced AI, especially when integrated with others below…” deep learning” in all professions. Depth/use exploding. Also “dangerous”.

 b.-3 D printing – well beyond mechanical/mineral…living beings…art… in space??

 c.-Driverless cars …..Taxis gone…….Captain-less ships…etc.!!

 d.-implants and wearables-Simple. Unique. Still science fiction like

 e.-” Digital Wallets”- person to person?? Beyond ATM’s, branches??

 f.- Robotics -same as AI -include “advanced” and integrated…collaborative???

 g.-Virtual Reality -even in pieces is massive…transforms retail and real estate

 h.- Drones…. Disposable -use by/for individuals

 i.- Augmented Reality- e.g., Madden diagrams in NFL-supported by fast moving eye-ware

 j.- CRISPR plus derivatives/patented ones beyond research…commercial???

 k.-“Analytics” or “Big Data” [not a technology but a process of many names]

 l.- Machine learning, including deep learning & re-enforced learning…express check-outs??

 m.- Block chain + all the “cryptocurrencies” built on it, showing up in many professions.

 n.- Digitalization - a very non-standard process…for some, a “glittering Generality” still.

 0.- Biometrics in health care- Actually, multiple trends, way beyond one or two new practices.

 p.- The internet of things [IOT} – More than a “trend” …huge phenomena…

 q.- Cloud technology – SAME as last two

 r.- Mobile internet – More and more of the above is now available on your hand held… which

 cascades way beyond just the younger holders!!......everything’ s “Smart”, not just cell phones

 s.- Quantum computing – maybe still not for general use, @ least for most of us……… but soon???

 t.- DNA Data storage possibilities, sequencing

 u.- Pockets of ignorance or dis-belief. Also, perhaps not a “trend”, but a condition or situation. Perhaps in some governmental entities. Also, educational organizations surprisingly

 v.- 5G acceptance/use

 w.- the difficulty of cross functional collaboration, within organizations, and within professions.

 x.- Security. Beyond “guards” & locked cabinets. Security issues/possible future new threats are massive

 y.- Genomics – Faster processing speed impact on agriculture, fossil fuels, life expectancy

 z.- The basic work force for 2025 – new expectations and skills…real training/practice. Needed, bur most importantly, new management and new leadership required first.

 aa. Web 3.0…needs some more wondering/preparing.

 bb,- Global Abundance- Hard to believe or accept. Macroeconomic indictors are hard to deny

 cc.-Average Human health span increases 10 years! I’m already in it. So is my network

 dd.-On-Demand production/delivery, especially in cities, via integration of above

 ee.-“Jarvis” like devices improve some individuals’ lives

 ff.-Insurance moves from recovery to t prevention

 gg.- Cellular agriculture= cheaper/ faster/customized

 hh.-Sustainability & environment go way beyond a “cause”, to a way of life

 ii.-know anything/anywhere/ anytime. With 100 billion sensors already in. Extreme IOT

 **There are likely more than 35 or will be! AND it’s not the technologies themselves ……it’s the *implications of their very existence*, their multiplicity, their speed, that are causing change .An adequate grasp of these perspectives, with an emerging non-optional set of 6 leadership capacities, below, is essential today!!, We must Include with these, extensive comfort/skill with “Big Data”/ analytics, & ”Digitalization” above , making a total of 8 focus points for many emerging leaders. Well beyond many leaders’ capacity today, in my opinion.!! 1.- Critical Thinking, with……2.- The capacity of Internal consulting, with…..3..- A capacity for complex communication, to Executive Coaching and mentoring, with….. 4.- Innovation/creativity with…..5.- Personal productivity & accountability, with…..6 .- Personal understanding and engagement with actual “real” [ marketplace] customers!** **Who can do all this? Those who can or have that scope, are in high demand!! This document was done initially for inclusion in my Leadership Learning Forum Process [LLFP] several years ago. It’s grown in importance, changes by client, profession, & time. Much is common already. Their integration is crucial & can occur explosively unexpected!! The biggest issue of unintended consequences of those listed and those to come, reaching into other seemingly settled situations they impact a whole new concentric circle of areas, “jobs”, career planning etc., with the need for continual learning, for existing or new leaders. Especially of the emerging “ethical” issues embedded. Little of the above is a replacement. It must be an enhancement for your continued growth! Also the list doesn’t really produce progress. Only maintains. Humans improve. Finally, include this list in any discussions evolving the danger to “middle or lower skilled” careers.**

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