



Shaping Human Capital

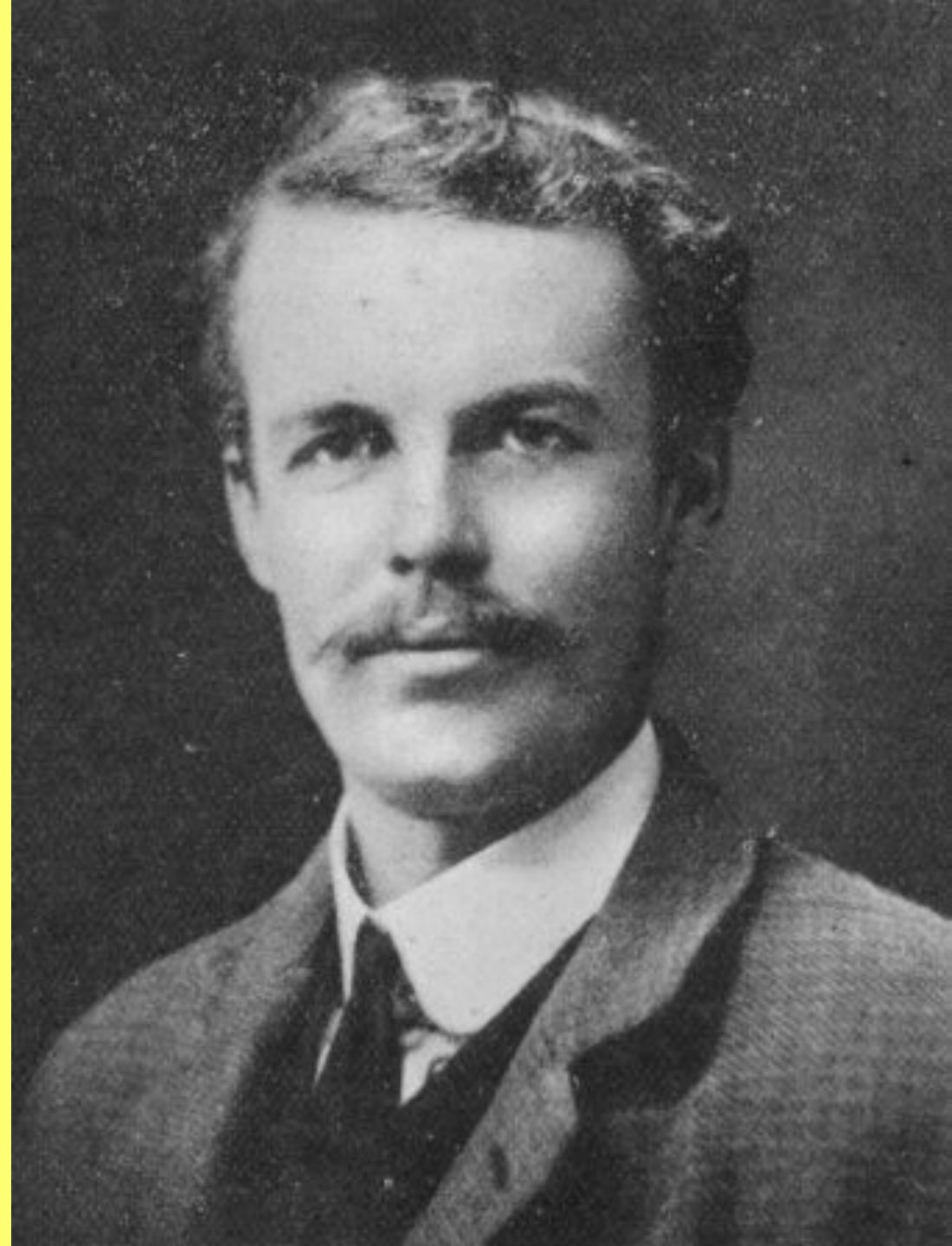


Structure

- The Importance of Human Capital
- Ways we can shape it
- What can it be done



**Arthur Pigou, the
British Economist
coined the
expression ‘Human
capital’**



‘It talks about abilities and qualities of people that makes them productive’



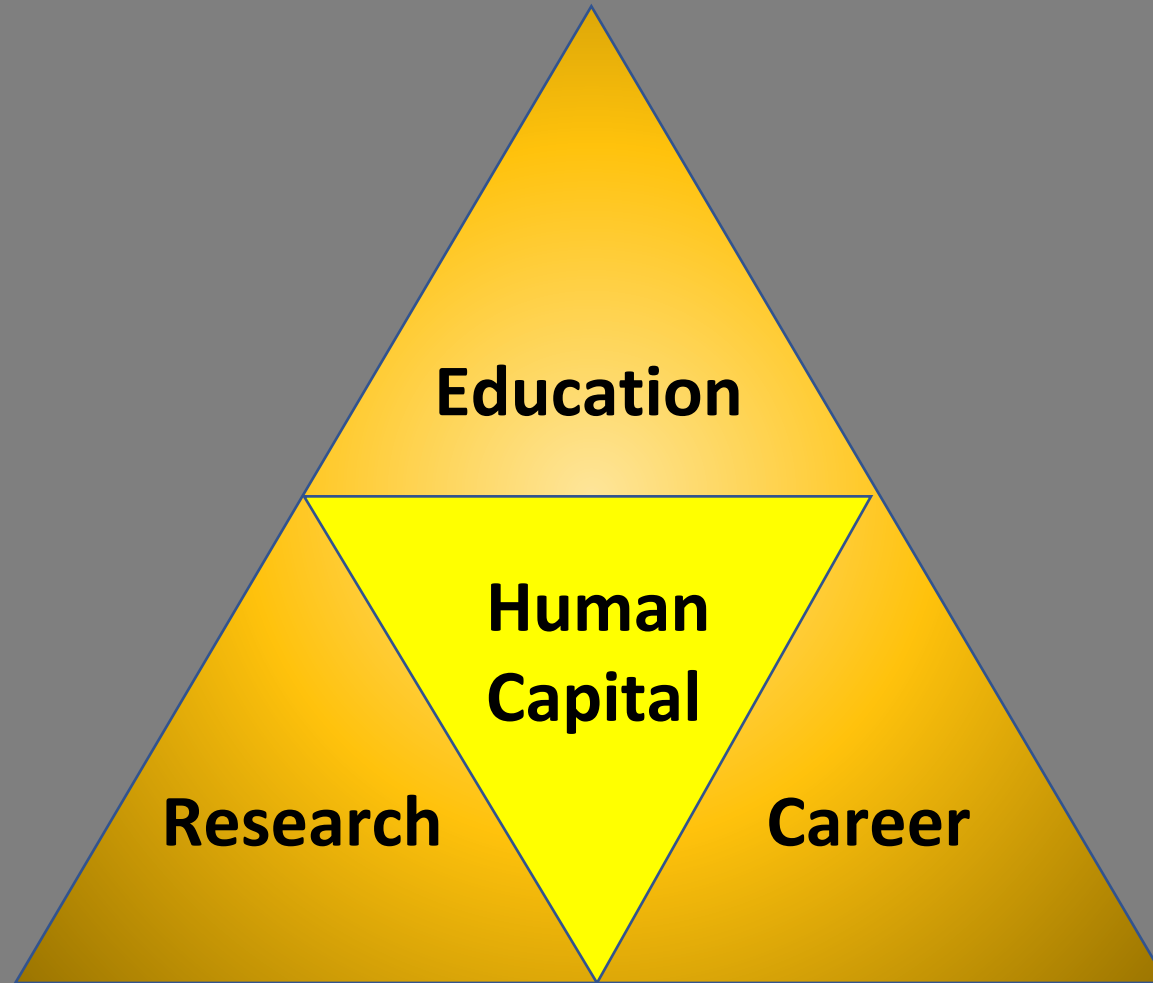


Factors for the Future

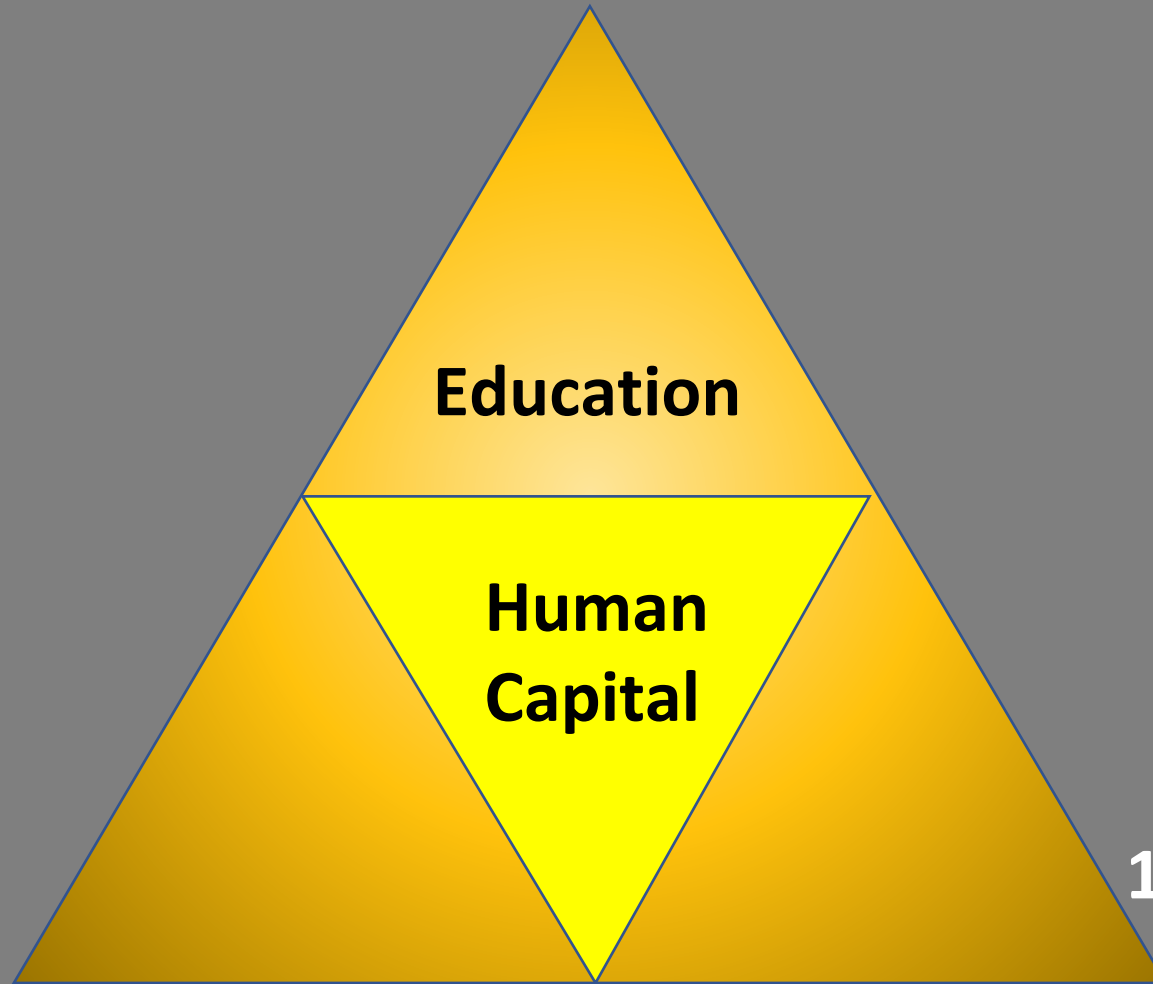
- Higher life expectancy, longer employability
- Automation and Digitization
- More self employed

- Multi Generational workforces
- New concepts
- Informal society, formal workplace
- Purpose, Trust

The Human Capital Triangle



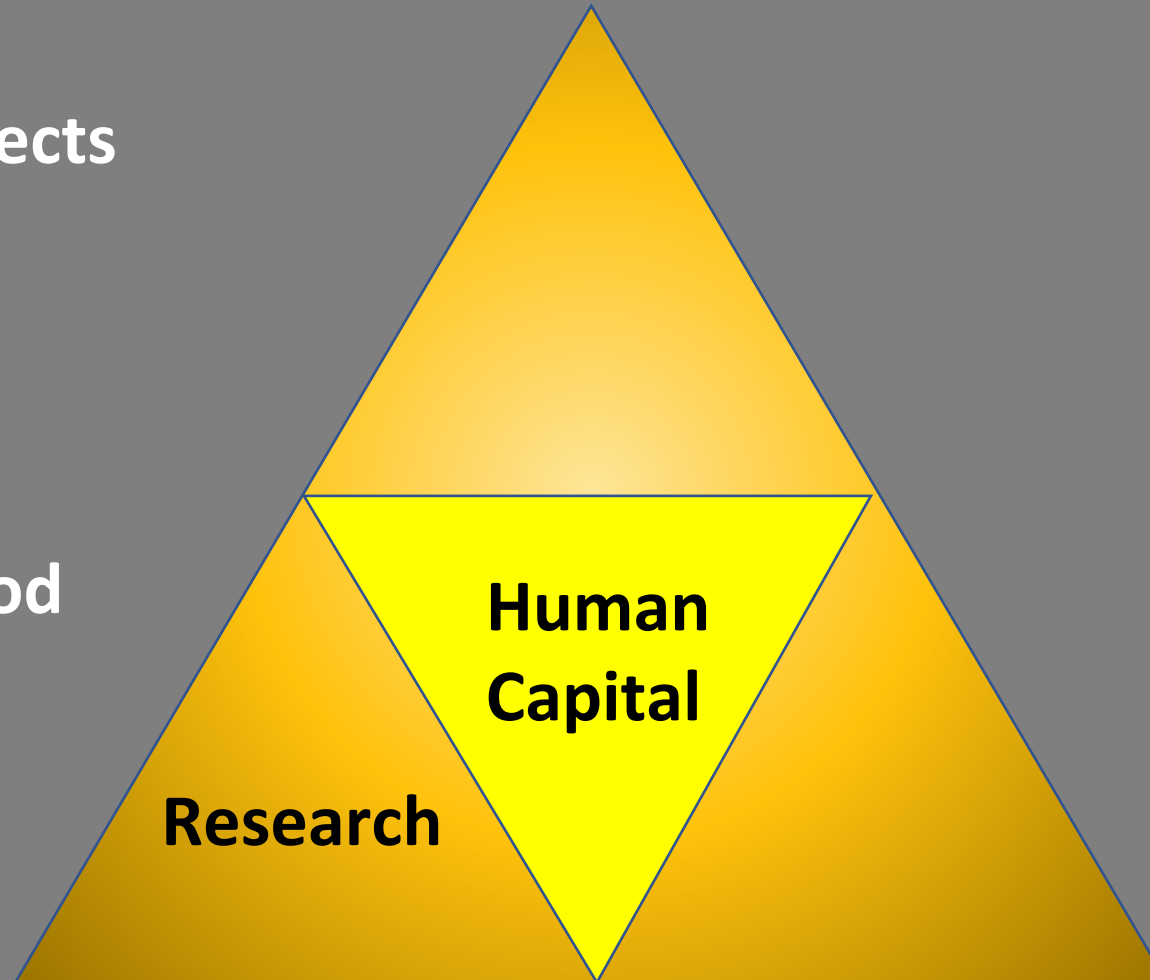
The Triangle - Education



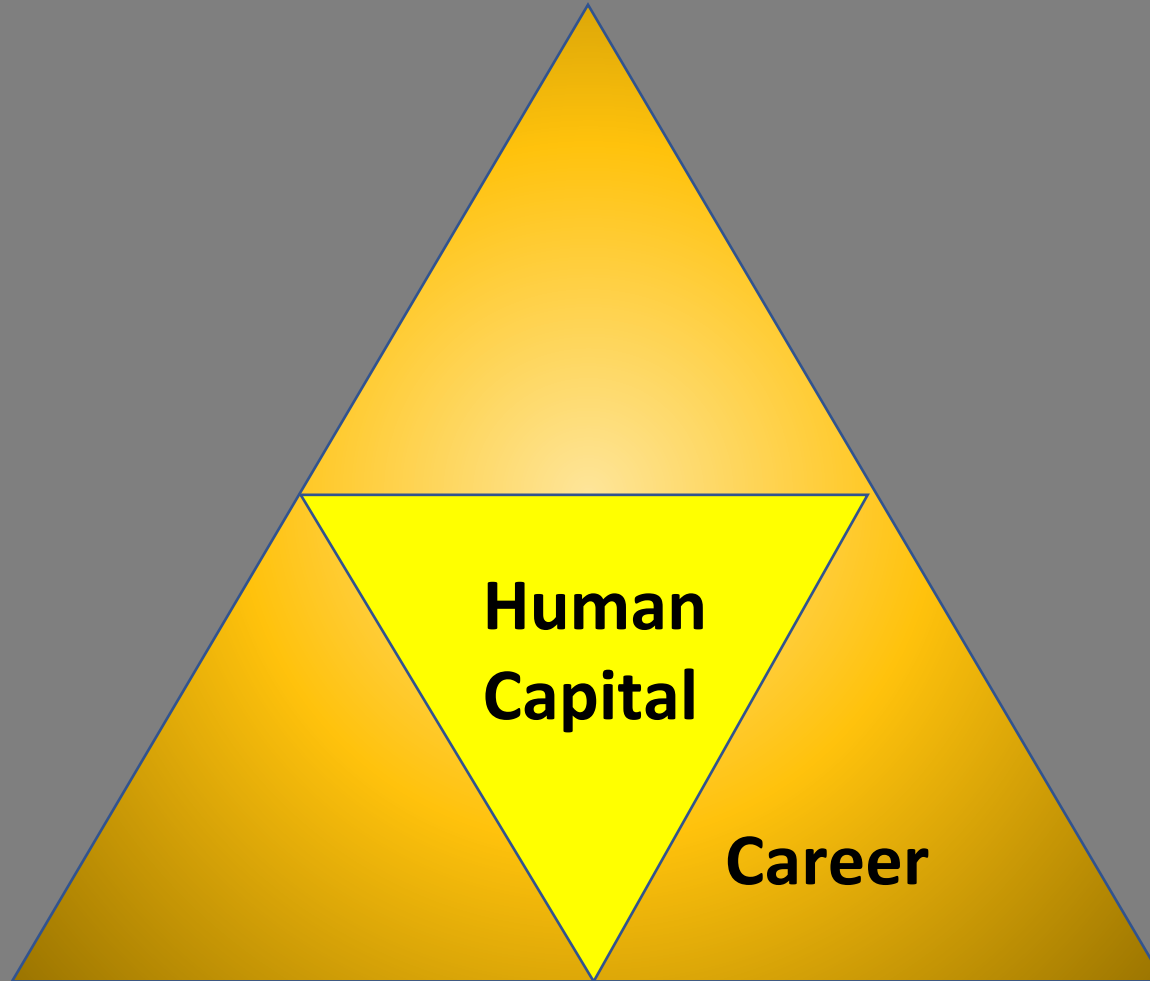
1. 3634/12,000 B schools
2. 7 % Employable
3. 25 % have <60 students
4. 2 per day
5. How to learn
6. Where to look for K
7. Purpose, future
8. Softer skills
9. Finance- Fintech
10. Diversity

The Triangle - Research

1. Address Real problems
2. Case to consulting projects
3. MBA + Public Policy
4. Industry Projects
5. Industry secondment
-Professors
6. Lifelong learning method
7. Digital research
8. Work with MOOCs
9. The Accordion orgn



The Triangle - Career



1. Lifelong learning
2. Acquire new skills
3. Shelf life of concepts
4. Multi disciplinary
5. Multi cultural
6. Contribution to society
7. Sabbaticals for energy
8. Digital Quotient of Job
9. Creative, Unpredictable

Summary

- A Human Capital Index of companies?

