

KEYNOTE SPEECH
ADRIC WALTER
MASTERMIND TALK

FUTURE OF WORK

www.adricwalter.com

The Road to The GLOBAL ENTREPRENEURSHIP SUMMIT
Thursday 14th of March 2019

Curaçao, Dutch Caribbean

KEYNOTE SPEECH - ADRIC WALTER | MASTERMIND TALK FUTURE OF WORK

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The protocol has been served

Distinguished invitees,

Mr. Pete Hoekstra, (Ambassador to the Dutch Kingdom),

Welcome to our beautiful island of Curaçao.

It's a pleasure to have you here

Minister Koeiman - Minister of Social affairs and Welfare, great to have you here as well as you share a great responsibility to create and maintain a great well fare for our beloved country

Ladies and Gentlemen, damas i kaballeros. Bon dia.

I feel honored today to have this MasterMind Talk at this amazing event called The Road to the Global Entrepreneurship Summit. Where today, we will speak about the Future of Work.

To give you a little background about myself.

My name is Adric Walter. I was born in 1982 and by chance I am extra lucky to be born on the island of Curaçao.

Curaçao is an interesting place to live seen his history of work. From back in the days where the conquerors forced the native inhabitants and later the slaves to work - and to one where the industrialization of the oil refinery attracted much wealth and trades for the island. By now we are living in a digitalized world - and far - far in the horizon we are already seeing a trend coming where Robots might take over the world. At least, if we allow them.

I studied Computer Science - in The Netherlands, and currently I work as digital consultant at an international bank - where I help this bank to make the digital transition by helping them implement their IT platforms. I'm an expert in digital transformation. And my personal mission is to use these super powers - as well - to create and transform OUR OWN nation in one where our people can live happy in great well-being and in comfort of beneficial welfare.

We can do this by transferring knowledge in the field of technology, robotization, creative thinking and facilitating the open conversation about innovation and in the context of all technological developments, and we can consider the added value of people on the labour market by stimulating them to keep their skills relevant to the marketplace.

Imagine that you will soon be replaced at work by a robot?
How do we continue to add value, as human beings, to the labor market - where some preliminary studies are suggesting that robots will take over our world? How do we stay relevant? How do we avoid to become obsolete? What skills can you still use, how do we continue to reinvent ourselves to be able to participate in automation and robotization?
Specially if we Keep in mind that we may have to continue working until we are 71?

My intention, today, is to definitely inspire you beyond the borders of your imagination and take you on a journey to the future.

My personal motivation is in the fact of a great personal passion to create an outstanding future for our island and in particular our future generations so that we all can live, in a bright nation - as this vision holds a longer term on the horizon.

I've a small anecdote that I experienced when I was 6 years old. This is an anecdote that, most probably shaped my life. Forever! It was somewhere during 1988. When I made my first phone call. It was this old dial phone of my grandmother. I wanted to speak with my classmate - we just spoke only a few seconds. We exchanged the words: *"Hello. How are you? See you tomorrow? Good bye"*.

But these few seconds, are still remembered - vividly in my mind. Even after 30 years.

Back then? This made a tremendous impact on me. It sparked the magic. The magic to realize we can dream and imagine beyond the borders of our conscious mind. And. To activate the hidden parts of our subconscious mind

As a kid of 6 years old, and just like most 6 year old kids would do, my Imagination got immediately triggered and sparked. I thought by myself: WAW. since I called my friend at the other end of the line, we could invent a phone where we could call our friends in the future.

In 1994 I had my first experience using the internet - better known as the world wide web. I immediately saw the potential of the Internet. This laid the foundation for me to study computer science - because I already figured out that I could transform companies and my country using the power of technology.

Ladies and gentlemen. The digitalization of the world is nearly done We cannot deny the facts, even though they Affect our lives. We must be prepared for change. And as Mr. Charles Darwin said: *“It is not the strongest of the species that survive, neither the most intelligent, but the one most responsive to change”* Or in short: Adaptation is survival.

Today we are here to understand, strategize and think about a collective vision for the nation of Curaçao and how all the developments is going to impact the future of work. Ladies and gentlemen, YOU, YOU ALL in this room, are thought leaders of this beautiful Caribbean country of Curaçao. You, as leaders of our nation: I would like to invite you to participate and embark on a beautiful journey. One journey that has the main goal in creating a collective and sustainable mastermind plan.

By now it's not a secret that technology is dominating our lives. How many times have you gone to a restaurant and seen, for example people of all ages, sitting in a restaurant and being more engaged with and on their phones, than being engaged in the conversations on the dinner table??

Or. How many times have you seen parents play constantly on their phones, while their kids play in dangerous zones and get engaged in risky situations.

What about people in traffic replying messages while driving? Does this all relate to you? Do you sometimes do it yourself?

My intention is not to play on your guilt feelings today, but - rather - and preferably - to make you realize and be mostly aware that we should use technology in a responsible way.

If technology is not used correctly it can damage us. It can harm us and it might be used to destroy human beings. Imagine if we continue in drawing this line of technology on robots, where robots will take over our work, our lives, and where you need to compete for your current partner because you might be replaced by your husband or wife - by a robot, because this person will cheat on you, with a robot, Have you ever thought about your partner not falling in love with a human being but rather with a robot? Do you think it is impossible? Have you ever watched an exciting movie and felt different kind of emotions? What if robots are able to trigger such strong emotions and feelings? What if these robots are so intelligent that they can simulate perfectly a situation that might let your partner fall in love with this robot? Can you imagine?

Ladies and Gentlemen, it is very important for us to realize the fact that we must take ownership of this current transformational process. Because this transformation doesn't only create implications for the technology, but also for other aspects that can and will impact our lives. To enumerate just a few: our jurisdiction, the geo-politics but also welfare. Specially if technology is not an inclusive fact as such!

This is why I want to promote - for a holistic and integrated approach where human beings still play a central and the most important role. Where human beings has still the ownership over their societies, their minds, their schools and their relationships in relation to other human beings.

It's solely important where the technology is in favour of humans. Therefore it is necessary to create and change, adapt our national laws and jurisdictions to be capable in changing the future.

To give you an example: In terms of our national laws, who is responsible when a robot creates a damage to another human being at the workplace? Or if your partner wants to divorce you because the robot made him or her fall in love?

Technology gave us more freedom, of course under the true premise, if used correctly of course. Technology is like a hammer. One can use this hammer to destroy what has been built or create outstanding things, like skyscrapers, that surpasses clouds in the sky. Or construct rockets that could fly beyond the moon.

As Curaçao we can serve as an example for the Caribbean region by taking the leading role to inspire and influence The Caribbean region and the rest of The World. It's important to create systems where citizens are being empowered by technology to help their governments. Instead of being only dependant on their governments to have access to technology.

The time is now. The time is now to start with a paradigm shift, both in our, conscious, subconscious and collective minds. Both as human beings and as a nation. Have a paradigm shift to impact. Decentralise our thinking to sort more effects.

All to create sustainability in our economies, a healthy nation in spirit, mind and body. We are already seeing great examples of companies implementing great places to work based on the just mentioned principles. Places like Starbucks and Google.

Yet. How do we start? How can we be sure that what we are doing is the right thing to do? Morally and ethically correct?

How do we navigate the deep waters of uncertainty regarding participation in labour. How do we create the optimal conditions for the Future of work? How do we create a sustainable environment for the Future of Work? And how do we create an inclusive system of labour? Do we still need to work if robots, as said, is going to take over?

Can't we just let the robots earn money for us during the week, while we enjoy our time at the beach?

How do we create a system of which, no one is excluded because of lack of technological skills? And how do we fight the scary idea that a robot can conquer the body and mind of your partner and boss and go against you? Or take over your work or our freedom?

We should as employers help our employees to adjust, to stimulate entrepreneurship, to dare to be open about discussion about changes. We must stimulate early adoption of innovation in the workplace. Employees should get help to anticipate the future. To be able to adapt in time to stay relevant as much as possible - to the marketplace.

Ladies and Gentlemen it's important that we organize ourselves. That we start to use and tap into powerful mental faculties, as only us human beings are able to have. Mental faculties and super powers that robots and technology can never possess, at least not in the near distant future.

To be able to organize ourselves against robots - we should take care of the things that cannot be easily automated.

Things like:

- Emotional intelligence and education
- Complexity management
- Creativity
- Leadership skills.
- But also traits like to manage risks and to listen deeply to human emotions and to show empathy

Ladies and Gentlemen, my dear nation and thought leaders sitting here.

MENTAL FACULTIES

- If you realize: We are already in the future, if you realize we already hold the creativity in our hands
- If we can invent robots, we are as well able to invent environments where the robots will not be against us
- Imagination
Imagination helps us push the borders of our reality, to create and invent impressive things, like phones, planes, but also rockets, that flies all the way to mars.

CONCLUSION

- The best way to create our future, is by simply inventing it by ourselves. One where robots cannot interfere with our life partners or take over our work.
- We have the power of imagination at our access
- Let's have a clear and correct perception
- Let's envision a bright future to create an even more outstanding nation, of great well being, with sustainable human relations, with robots working on our behalf - not against us,
- Last but not least. I've an important announcement to make
- Curaçao Tech Meetups 2019 will be done with a Female only Core Team
BECAUSE:
 - If we teach future generation of girls programming, they are the future mothers, they can assist our kids with tech related homework
 - Empowering our ladies using Tech so they can empower society back and other ladies

 - Empowering women in tech, so they can empower us back
 - Act local, think global. Inspire other nations with this outstanding approach
 - The one who ships first has the right of existence and **will become authority**
- The Road to GES is organized by a lady, look how great it is all organized. Her name is: Valerie Vallenduuk
- Ladies and gentlemen, you were an amazing crowd, Enjoy the Global Entrepreneurship Summit and have a Wonderful, wonderful day full of opportunities. Thank you very much!

Ladies and Gentlemen.

It was my true pleasure and honour to inspire you.

Adric Walter

Tech Entrepreneur

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Introductory remarks by the Secretary General / Director of the Social Economic Council of Curaçao

His Excellency, Mr. Hensley Koeiman,

Mr. Ambassador, Pete Hoekstra,

Distinguished guests,

On behalf of the Social Economic Council of Curaçao, the SER, I am pleased to welcome you all to the Future of Work session of the ROAD to GES Caribbean 2019. For the SER, as the tripartite advisory body of the executive and legislative branches of government concerning matters of general socioeconomic interest, we've facilitated various debates and plenary sessions on this topic in 2018 together with the Directorate of Labor of the Ministry of Social Development, Labor and Welfare.

The findings and conclusions of those sessions on the Future of Work, which were attended by representatives of labor unions, the private sector, government, ngo's and the media, were compiled in a comprehensive paper that was approved by the Council of Ministers of Curaçao in September, 2018, as a roadmap for future actions, in accordance with the guidelines set by the International Labor Organization, the ILO.

As many of you may know, the ILO is celebrating this year its 100th anniversary. The Centenary is an opportunity to celebrate the ILO's achievements and reaffirm its position as the authoritative global organization for the world of work. As Member of the ILO, Curaçao, to some degree, has done his homework in preparation of the Centenary celebrations, whereby the SER had a facilitating role.

Therefore, when we were approached by the organizers of this event, we expressed, without hesitation, our willingness to host this part of the GES 2019 Caribbean program.

Ladies and gentlemen,

'The future of work' is one of the hottest topics nowadays. It comes up in every conversation; with scientists, students, workers, CEOs and policy makers. And typically, when this topic comes up, there are at least four issues embedded in it.

First, there's the question and discussion around the impact of artificial intelligence, robots and automation of work processes and jobs, and whether we'll have enough work and jobs left after that.

A second part of the conversation is around the changing models for work and employer-worker relationship. This involves questions around independent work, the gig economy, and what people sometimes refer to as the fissured workplace –whether people's work is subcontracted or not. And whether any of these kinds of evolved work models are going to become dominant in the future,

and what this means for people's working conditions and standards of living—

This brings me to the third topic which is the income question. We know that most advanced economies, over the last decade, have seen a stagnation of incomes, at least labour-driven incomes, while at the same time the share of capital-driven income is increasing.

And so, that ties into the inequality debate and whether people work and earn enough to be able to make a decent living or not. And the question then is, will technology make that even worse as we look forward? And then, finally, people are often asking the question, what policies and actions need to be taken to ensure decent work for all.

These are questions about how work will be organized and how it will impact on people working in the fourth industrial revolution. All of these questions are embedded in this big topic called 'The Future of Work', with conflicting information from experts, leaving plenty of room for debate around what the actual impacts will be.

So far, we can only guess. As the saying goes: 'the future is unpredictable'. Here at the SER we have another, rather unconventional perspective regarding the specific topic we will be handling today. We are of the opinion, to quote Marshall McLuhan, that "the future of work consists of learning a living and not only earning one".

I wish you all fruitful discussions.

Thank you!