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FUTURE BUSINESS SKILLS

LET'S TALK ABOUT METASKILLS





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Back in the days, the mindset for learning was to have one special skill learned which defined your entire career. Today, it is about constant learning. Robots are coming and it will be a radical change. Marty Neumeier's ideology of the future modern society is published in the book *Metaskills: Five Talents for the Robotic Age*. What does it take for a human being to still maintain its role in the business world in the future? Our vision on how you can learn metaskills in Proakatemia aligns with Neumeier's ideology.

The most important metaskill is **feeling**. Intuition, the ability to arrive at conclusions without a use of logic, is sometimes difficult to define even though we use it constantly. Empathy is also a skill you have, but it can also be trained. In business, where you work with others, empathy is crucial.

We need knowledge about intuition and empathy before we know how well we deal with them. In Proakatemia, entrepreneurial students gain empathy in teamwork whether knowing about it or not. The diversity of each team is wide and full of potential to understand the differences in people. We cannot

go forward if we cannot cooperate with the others in the team without a hierarchy. We have to learn to experience the thoughts, emotions and feelings of others, too.

Seeing is the ability to see the whole picture, not just the parts. Sometimes it is hard because for people it is easier to do either-or-choices. We often think that we have only two choices when there are more alternatives. Giving feedback and getting some feedback helps a lot when doing those decisions.

The most important thing here in Proakatemia is that you can get a lot of feedback from your teammates. It helps you to become a better team member and it also helps you to develop projects further. You learn to see things in a bigger perspective and you challenge your ability to see things in a different way.

If you are creative with unique innovations and do not have any previous knowledge, you might create things people have not seen before; however, you don't know if they already exist somewhere else. If you have the knowledge with a little imagination, you might bring innovations from different industries. It's kind of original but in order to reach the full potential of originality, you must have both: imagination and knowledge. Neumeier says:

*"Knowledge multiplied by
imagination equals originality."*

In Proakatemia, **trust** is the first value in our value path, for a reason. Only in a safe atmosphere people say aloud their actual dreams. We share our dreams, we learn innovation

techniques, how to become innovative, and how to bring innovations to practical use.

Reasons why people cannot always fulfill their dreams, for example, are a fear of failure and rigid mental models. Since elementary school, failing was not acceptable and kids were set to feel disgraced. In Proakatemia, we also face the fact that we are afraid to fail, but our mental model is different. We accept the possible failures but despite the fact of it, with the courage and the ability to push the boundaries from the comfort zone, as a team, we lead the projects through the processes until the end. If we fail, we always try to find something we can learn from it. Learning to stand the feeling of a shame comes only after several failures, which you have put into a consideration, why did it happen and what can you learn from it.

Making is creating answers, not finding them. When you start, you may not know anything about what you are going to do. This is nothing like traditional business thinking, where you know something and then you do something. If it doesn't work, then you have to try another way.

“You have to create and test if it works.”

In Proakatemia we do lots of projects, and when we start doing these projects we may not know anything about the subject. When we have to do something that we have never done before, we create our own path. It is finding answers and testing what works and what doesn't. We can find very powerful ways to work as and we have change to make big failures and realize this isn't work that way.

FIND YOUR WAY TO LEARN

Learning is self-teaching; learning how to learn. Everybody learns in a different way, so finding your way to learn is very powerful. Find a balance between working too hard or too easy. When your work is too hard, you become anxious and you don't learn. If it's too easy, you get bored and don't learn. You need to find work that is just a little bit challenging and you feel completely engaged – then you are in the joyzone and you are learning about ten times faster than you would otherwise.

When you have done a couple of projects here in Proakatemia, you start to realize what is the best way for you to learn. You can find information from books, internet and by asking your teammates and coaches. You learn all the time and you can find new ways to learn every day. Maybe the best “teachers” are your own teammates. Every week we have training sessions where we all can learn something from each other. If someone, for example, knows lots about marketing, then he can tell others and, just the same way, he can learn more about it.

The ability and willingness to learn prepares us for the future. Let the future change – we will be ready.