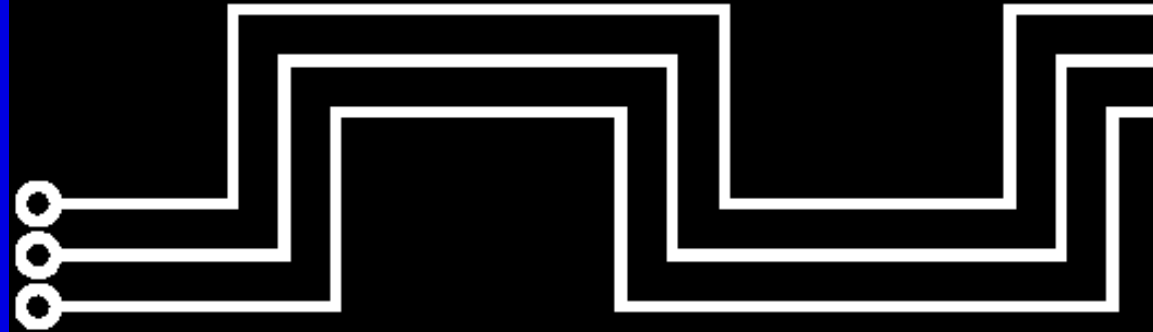




Understanding T-Shaped Skills

An Overview



Time

1960

1980

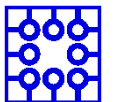
2000

2020

2040

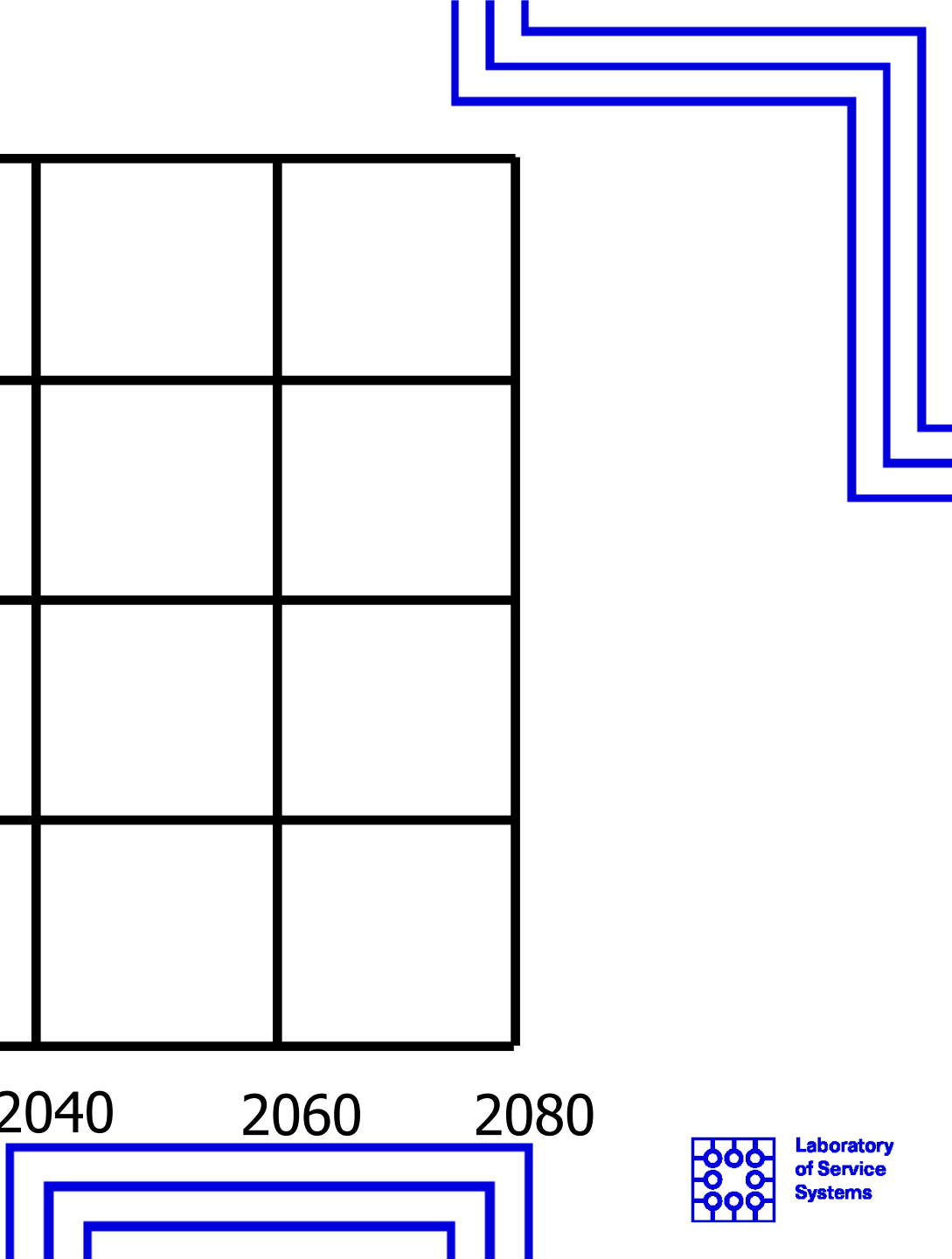
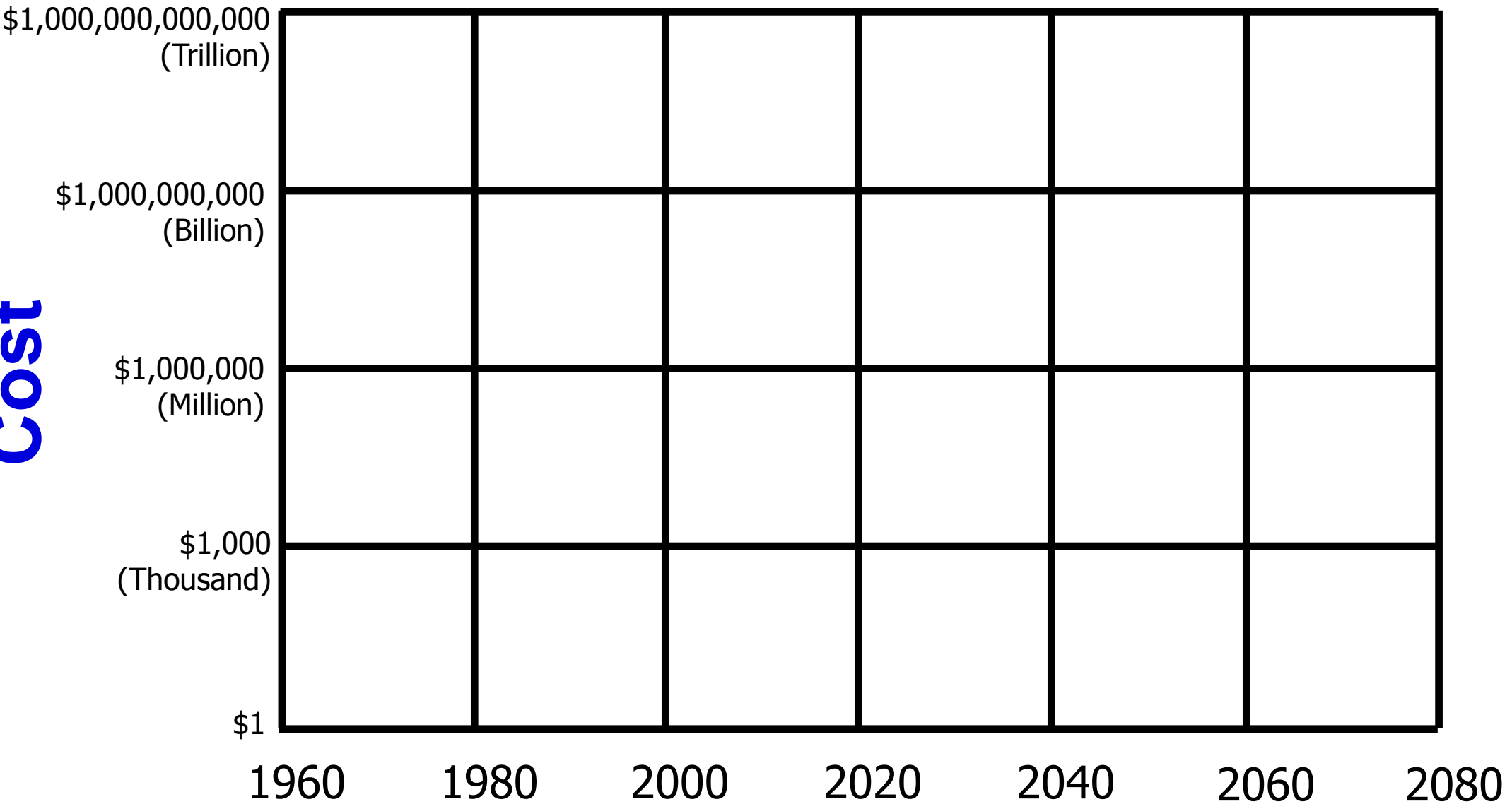
2060

2080

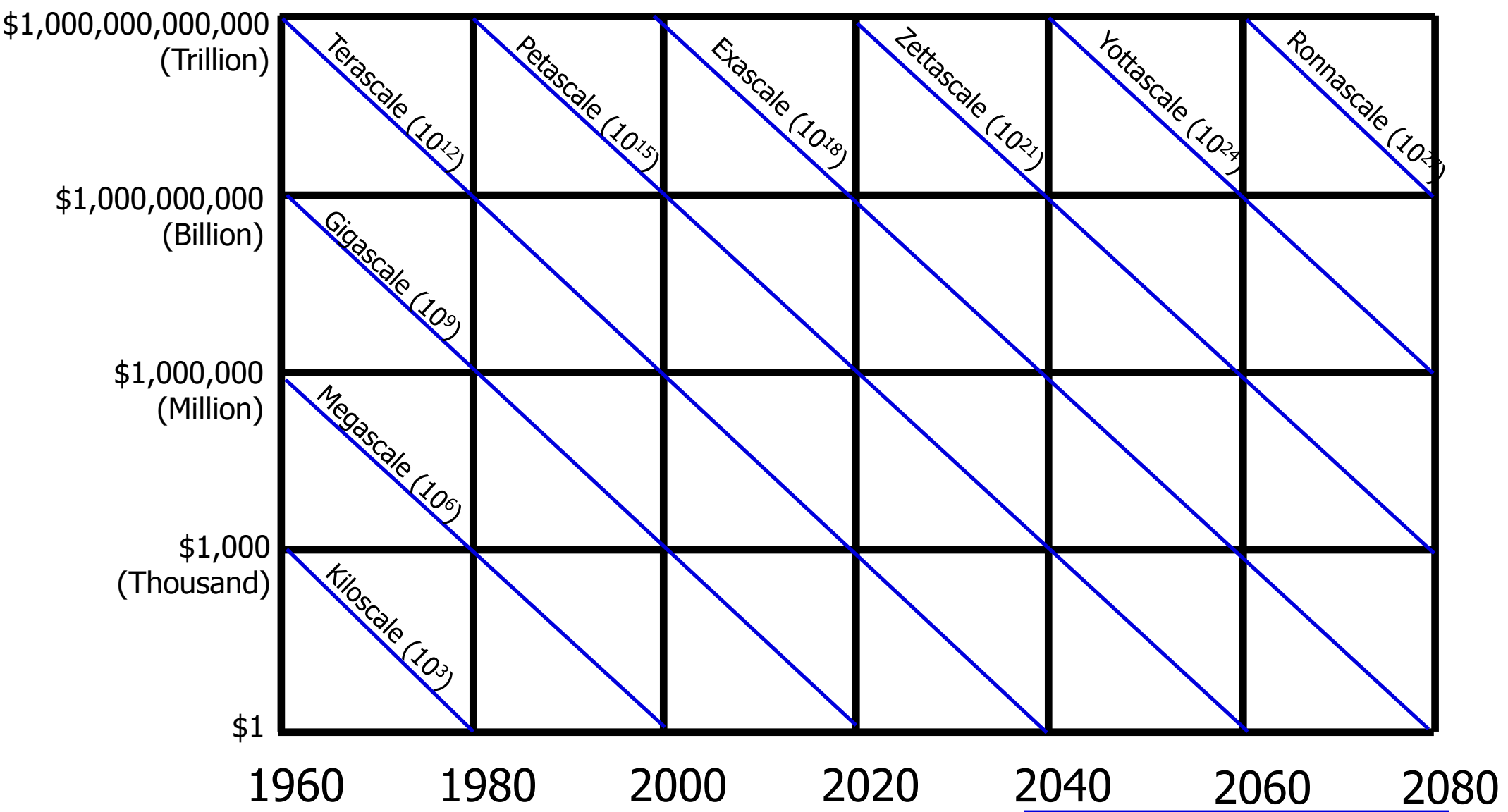
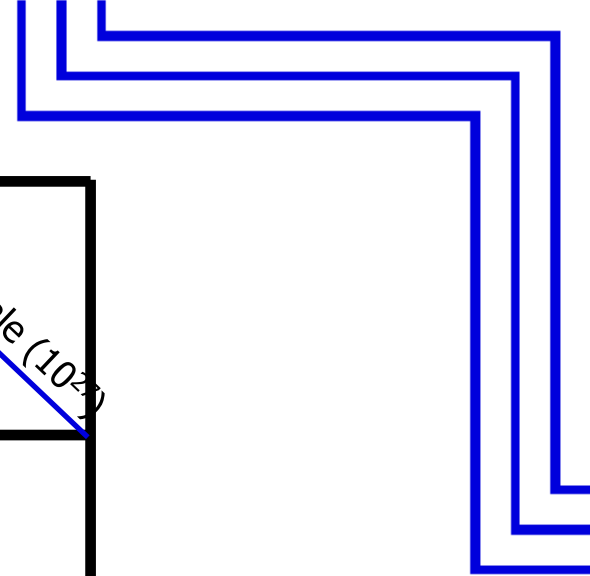


Laboratory
of Service
Systems

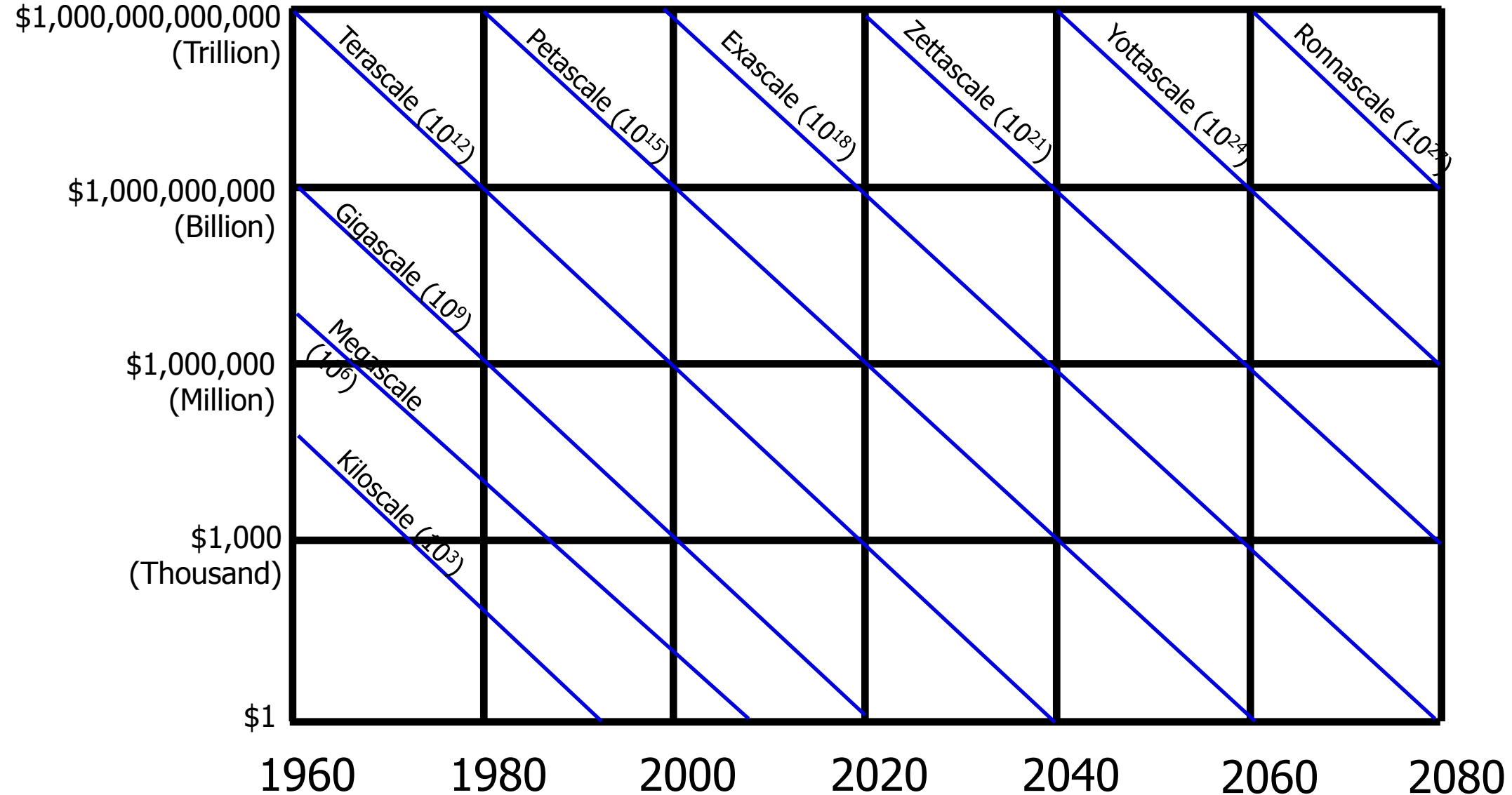
Cost



Cost of Computation (Diagonals)

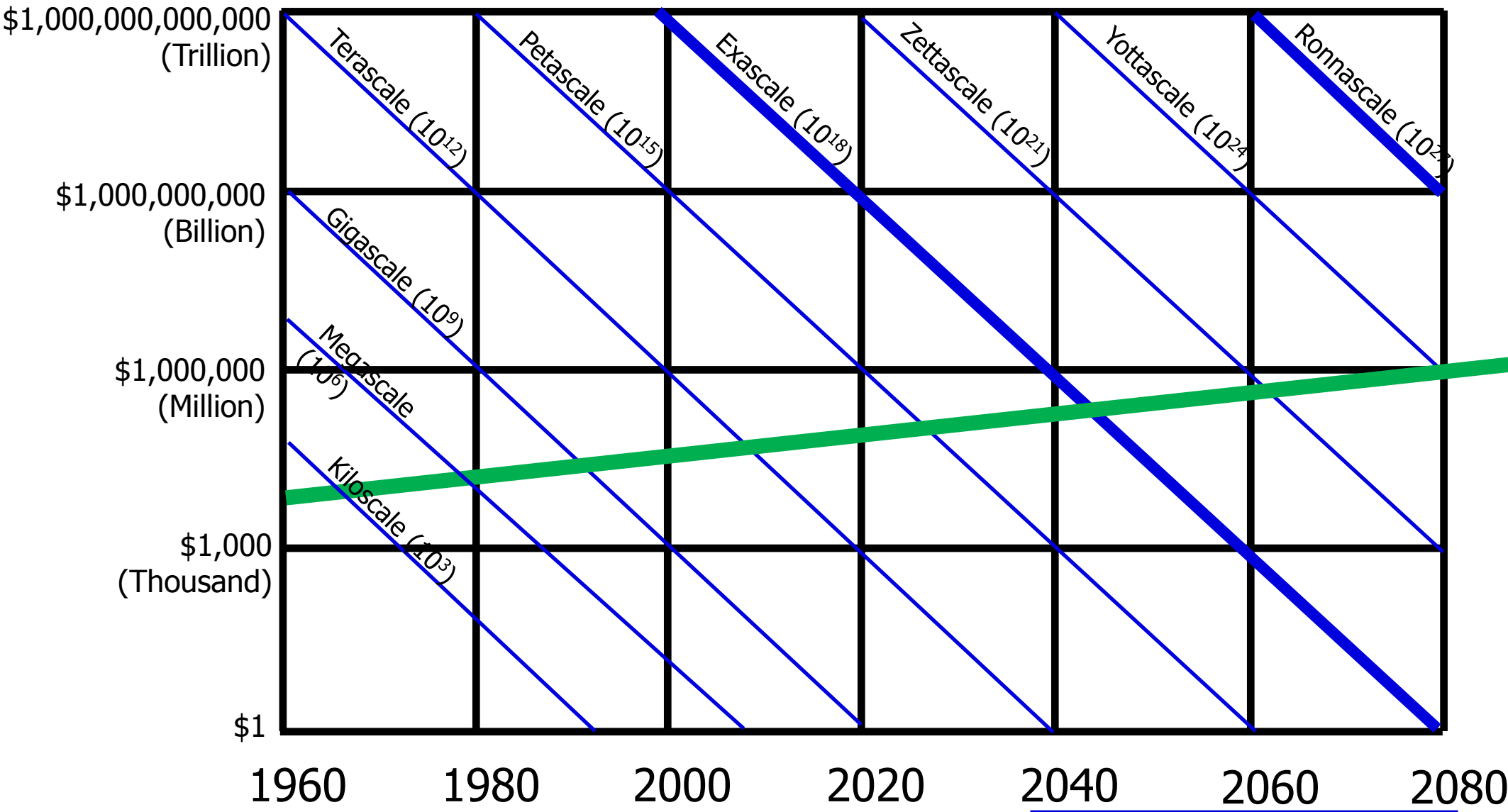


Cost of Computation (Diagonals)



Note: Adjust Kilo and Mega scales slightly to fit data better (early days – more cost – learning curve)

Estimating Knowledge Worker Productivity



GDP/Employee Trend

Based on USA Historical Data

Year	Value
1960	\$100,000
1980	\$330,000
2000	\$780,000
2020.	\$151,000,000
2023	\$169,000,000,000

Cost of computation goes down by 1000x every 20 years (left to right diagonals), driving knowledge worker productivity up.



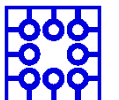
We get the future we invest in: AI tools to experiment with today

“Service providers
will not be replaced by AI,
but trusted service providers
who use AI (well and responsibly)
will replace those who don’t.”

Every person in a role in an organization is a service provider.

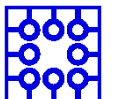
Service Science

- *Service Science means curricula, training, and research programs that are designed to teach individuals to apply scientific, engineering, and management disciplines that integrate elements of computer science, operation research, industrial engineering, business strategy, management sciences, and social and legal sciences, in order to encourage innovation in how organizations create value for customers and shareholders that could not be achieved through such disciplines working in isolation*



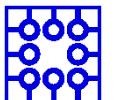
Multidisciplinarity

- Any combination of curricula, training and research programs that are designed to teach individuals to apply their *learned* knowledge in order to encourage innovation in how organizations create value for their customers and shareholders that could not be achieved through such a disciplines working in isolation.



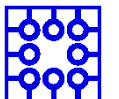
Interdisciplinarity

- *The term interdisciplinary is applied within education and training pedagogies to describe studies that use methods and insights of several established disciplines or traditional fields of study. Interdisciplinarity involves researchers, students, and teachers in the goals of connecting and integrating several academic schools of thought, professions, or technologies—along with their specific perspectives—in the pursuit of a common task*



Transdisciplinarity

- *the intellectual framework where the nature of the manifold links among isolated issues can be explored and unveiled, the space where issues are rethought, alternatives reconsidered, and interrelations revealed.*
- *disciplines offer a parallel analysis of problems; in the latter, disciplines offer their specific approaches and even basic assumptions, to a dialogue, in order to address complex issues together. In the case of transdisciplinarity, approaches and even methods are developed in a joint effort, something which is indeed difficult in complex societies, but very necessary*



Understanding

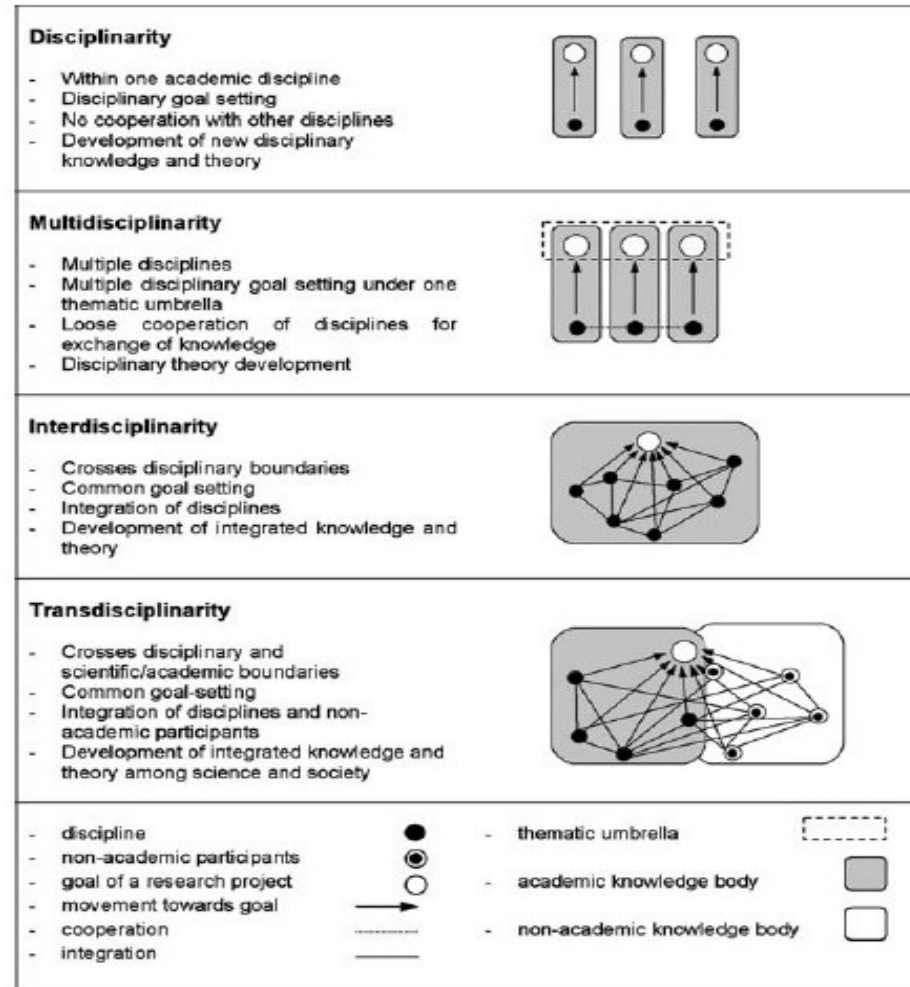
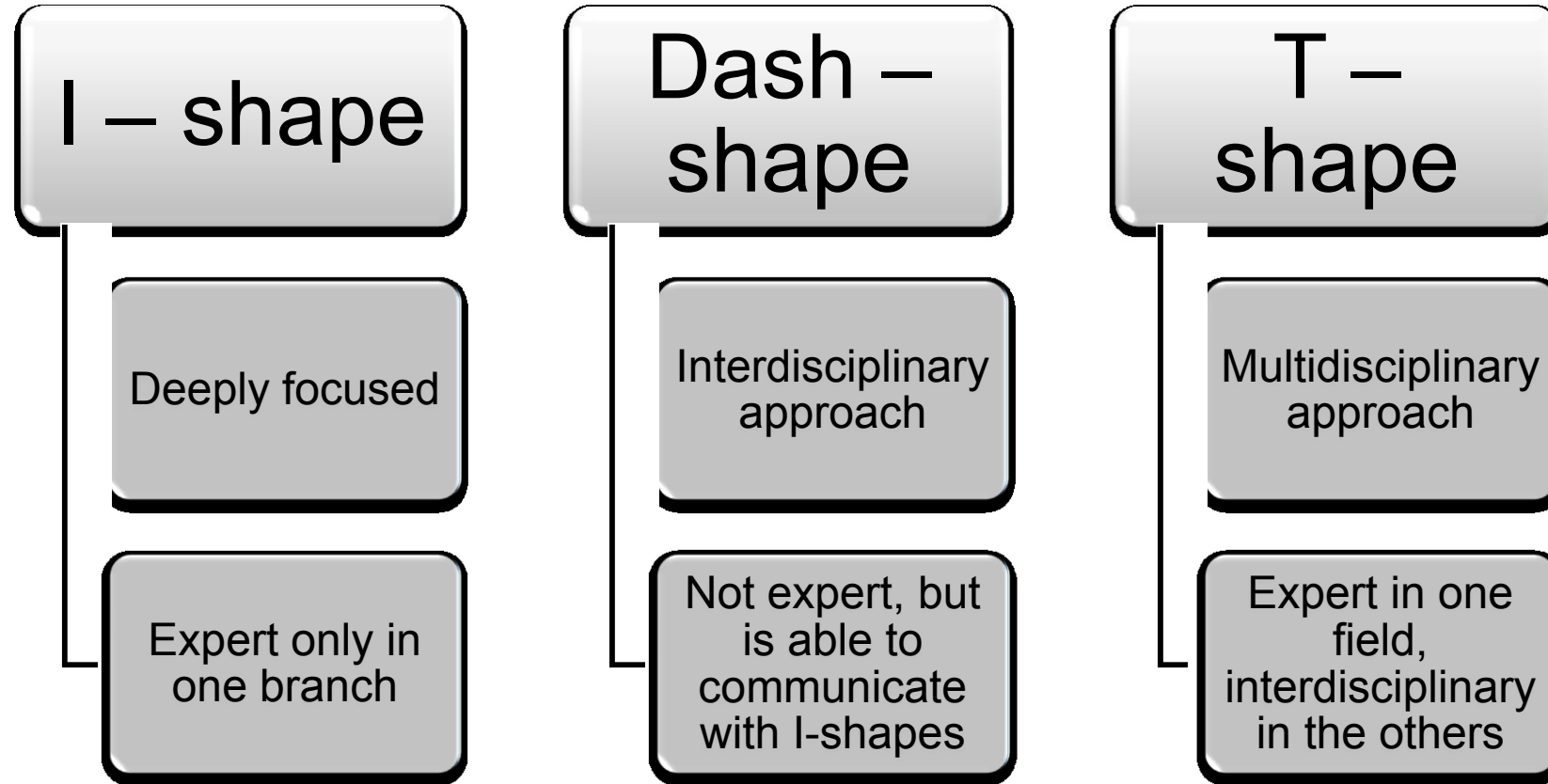
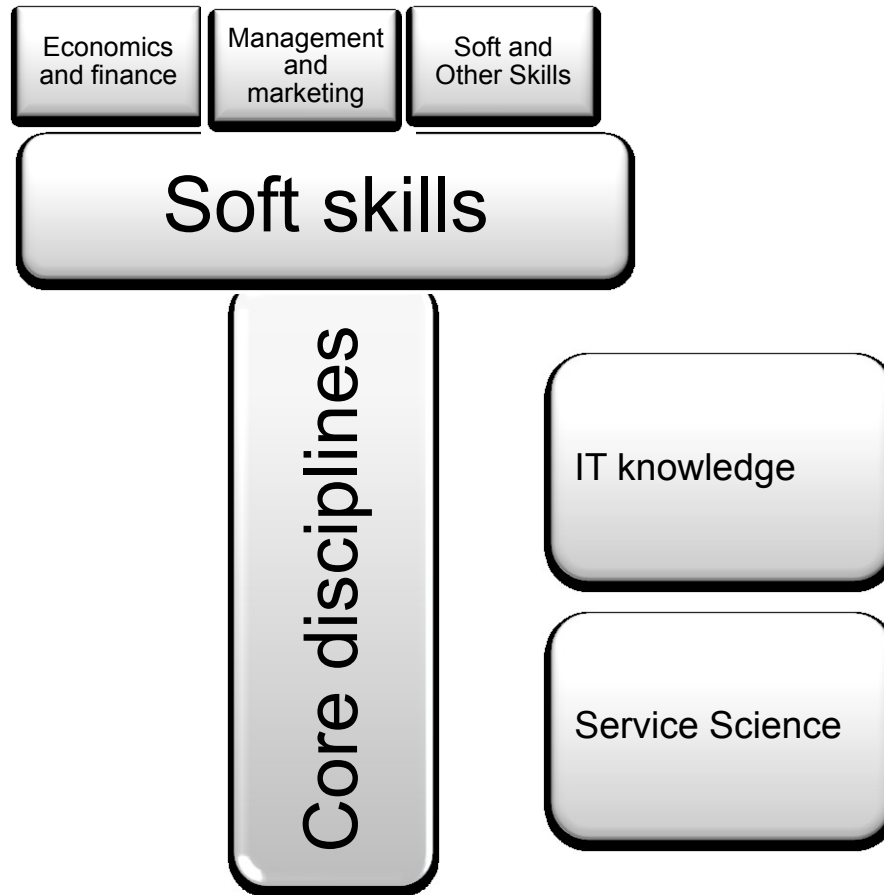


Figure 1. Overview of research concepts: disciplinary, multidisciplinary, interdisciplinary and transdisciplinarity.

Multidisciplinarity



T – shape professionals



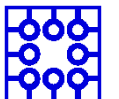
T-shape and university curricula

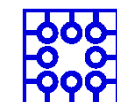
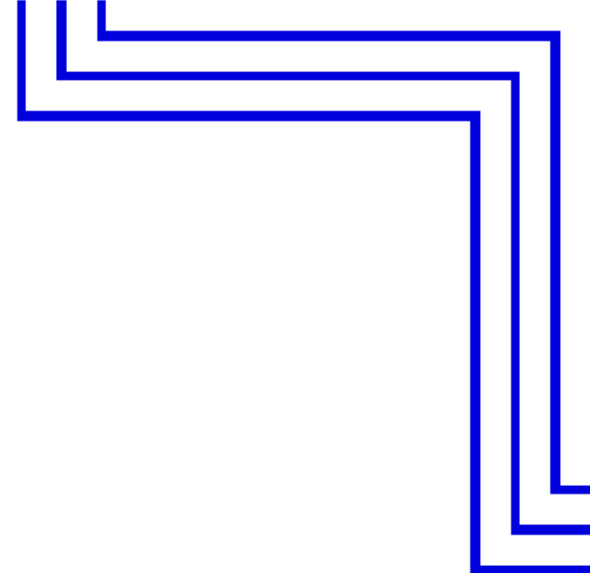
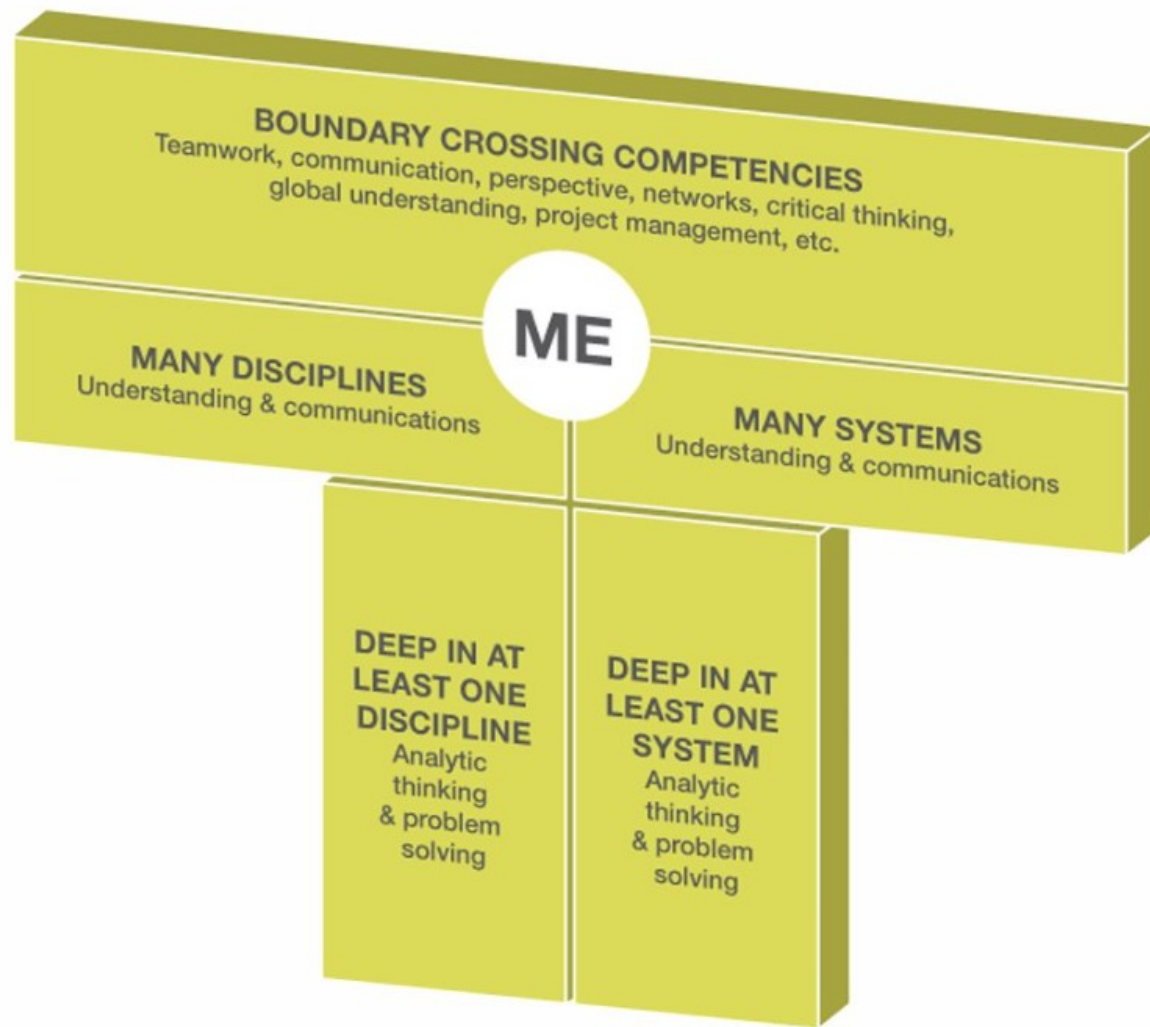
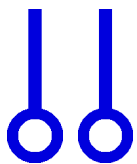
As universities transform curriculum in the AI era, the importance of preparing T-shaped professionals for career success is an important topic to explore

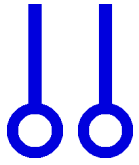
T-shaped professionals have deep disciplinary problem-solving skills and broad communications skills for improved teamwork and rapid learning of new areas

A T-shaped professional has deep expertise in one area (vertical stem of the “T”) and broad skills across multiple areas (horizontal top of the “T”) □ □

T-shaped professionals have depth and breadth across six areas: Emerging technologies, work practices, developmental mindsets, academic disciplines, societal systems, regional cultures

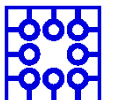






WHAT IS THE T-SHAPED ADVANTAGE?

T-SHAPED PROFESSIONALS HAVE THE ABILITY TO COMMUNICATE ACROSS BOUNDARIES, ADAPT TO MULTIDISCIPLINARY TEAMS, AND LEARN NEW AREAS OF EXPERTISE AS NEEDED TO TACKLE MULTICONTEXTUAL PROBLEMS.



Top 10 skills

in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

in 2015

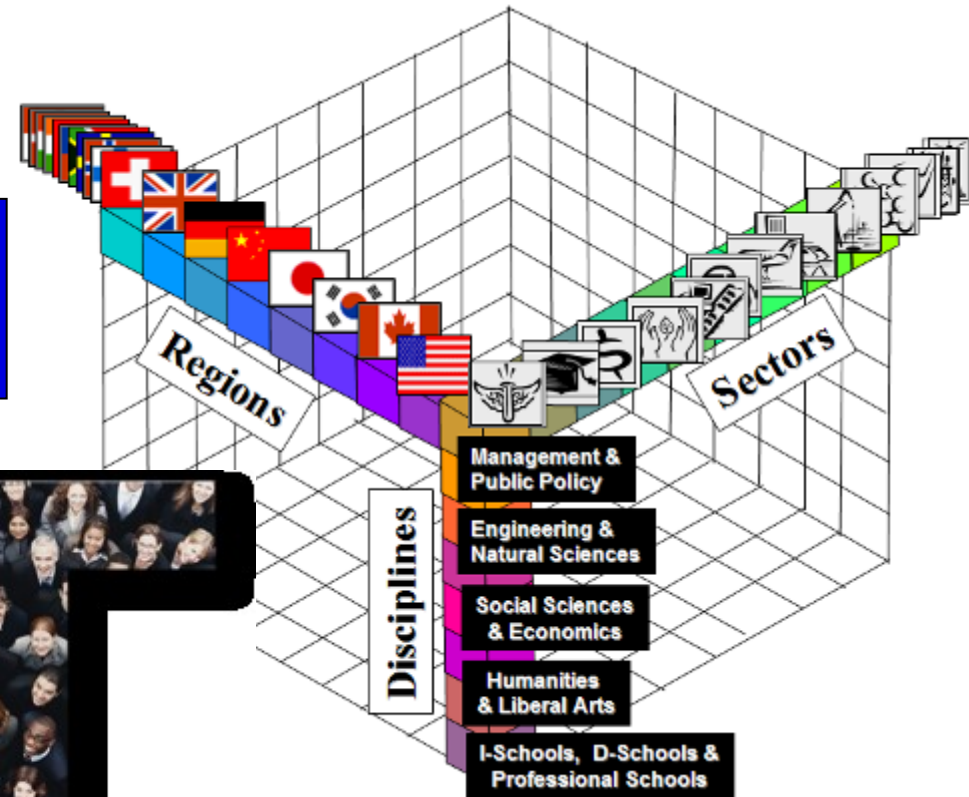
1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity

Next Generation: Future-Ready T-Shaped Adaptive Innovators



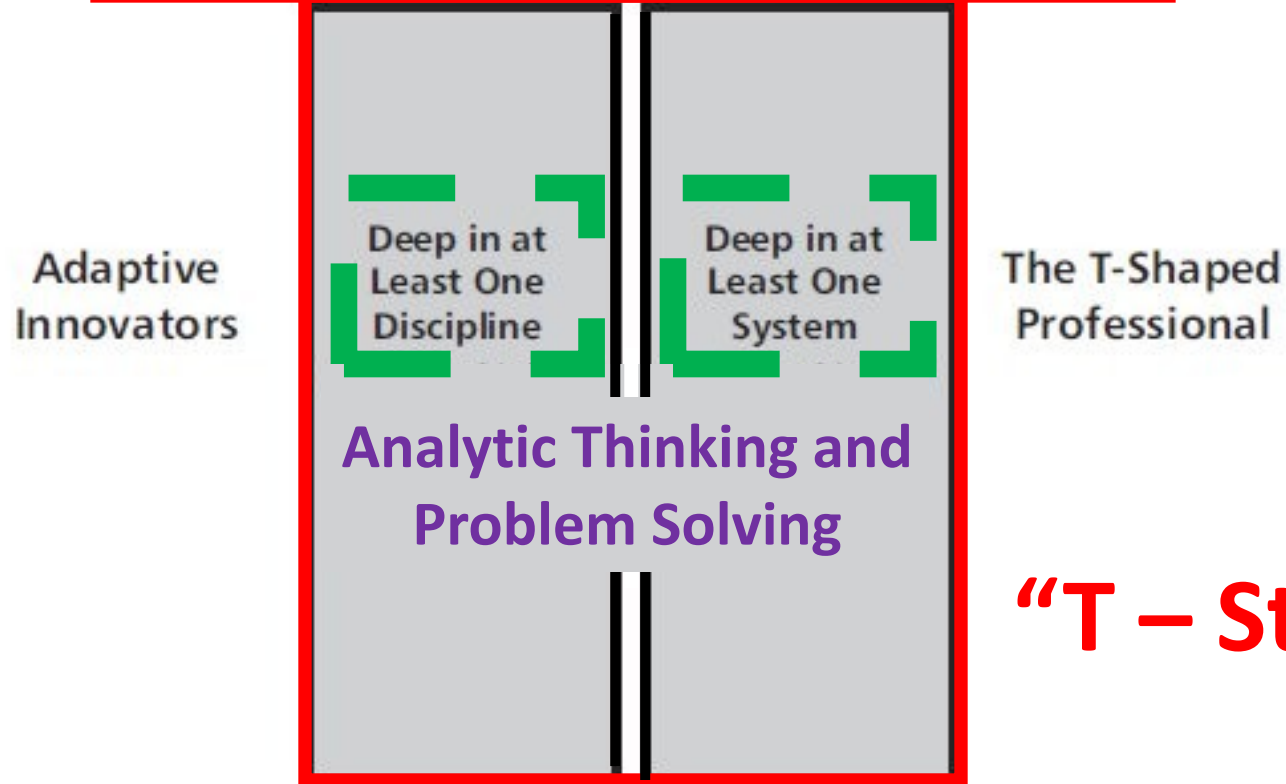
Many disciplines
Many sectors
Many regions/cultures
(understanding & communications)

Deep in one discipline
Deep in one sector
Deep in one region/culture





“T – Top”



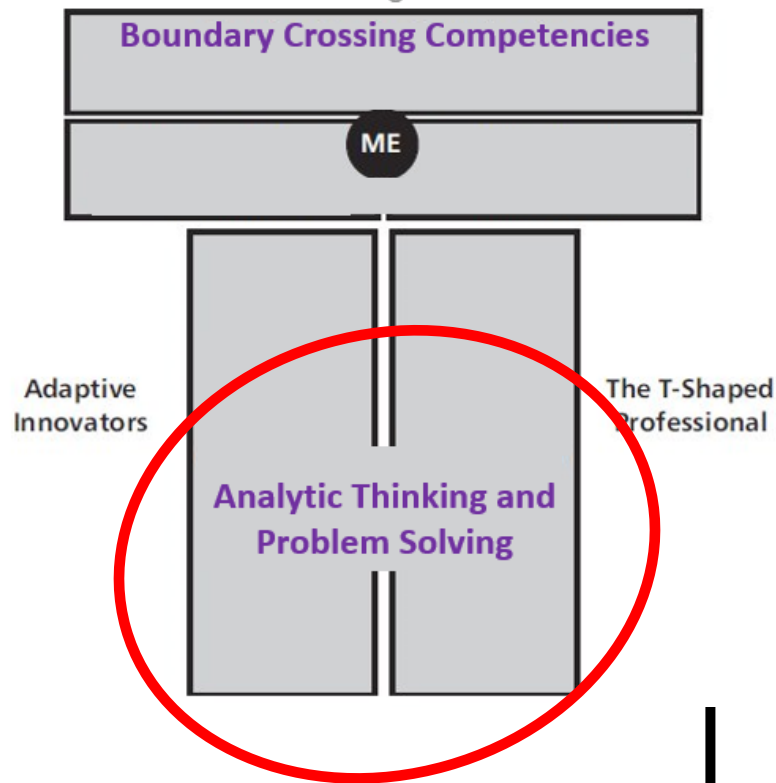
“T – Stem”

How to Thrive as IT Professionals in a Converging ICT World

Y. Moghaddam, C. Bess, H. Demirkan, and J. Spohrer

The Journal of Information Technology Management, Vol 27, 3, March, 2014.

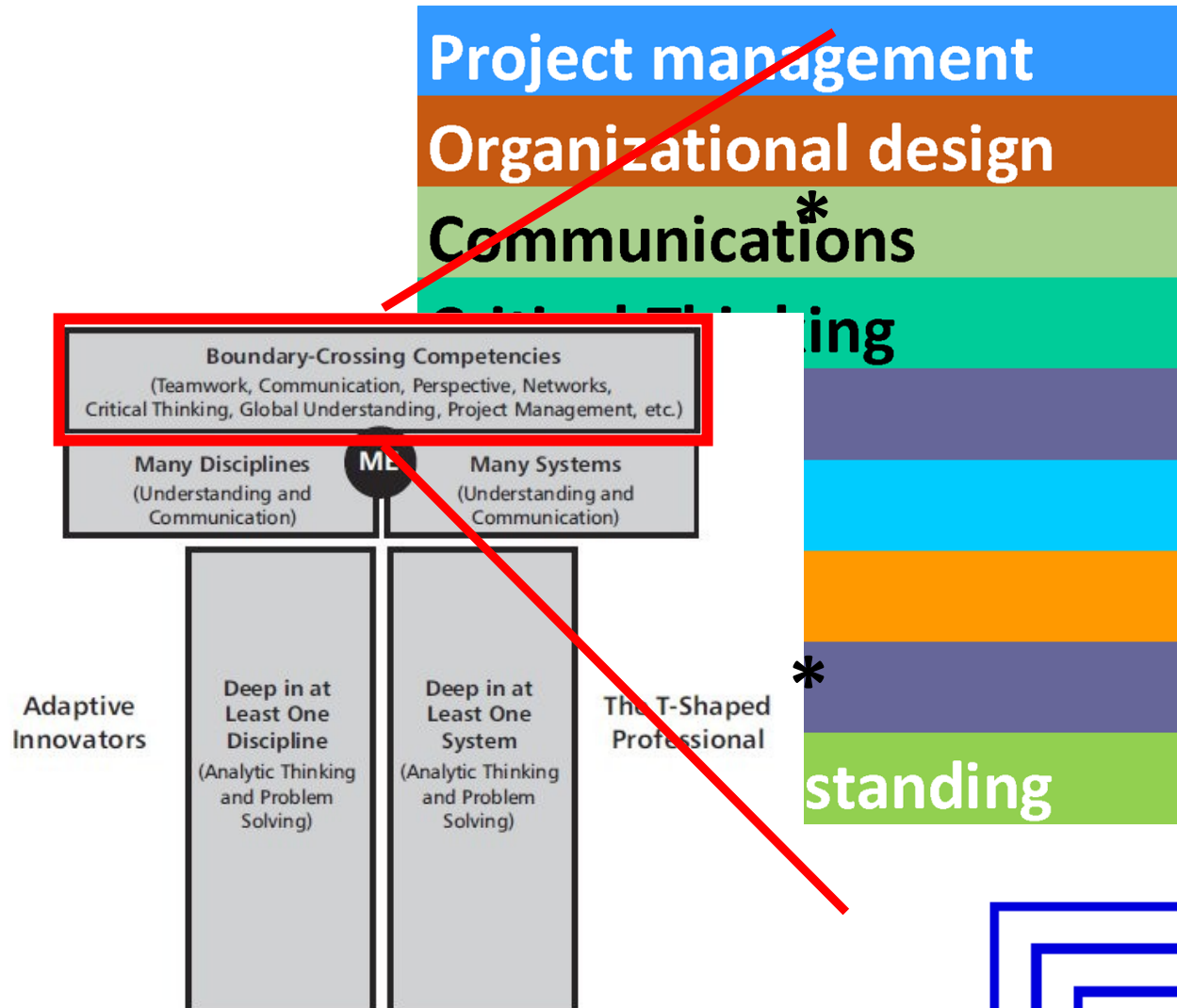
MyT-Me T-STEM Categories



Analytic Thinking and Problem Solving

1. Memberships, authorships, and recognitions
2. Education and degrees and certifications
3. Operations responsibilities and expertise
4. Software/Device Proficiency
5. Methods/Skills Proficiency

MyT-Me T-Top Categories



So... MyT-Me scores your T-shape by..

using AI tools to transfer your LinkedIn® profile or resumé



Into this MyT-Me Framework

My T Me application

How does it work?

- Simply provide the system with information about your activities and achievements:
 - **Positions** and responsibilities (voluntary and paid)
 - **Education** and training
 - “**Deeds**” (awards, publications, etc.)
 - **Skills** (things you **can do**)
 - **Tools** (things you **can use**)
- The information can be downloaded from
 - your **LinkedIn profile**,
 - your professional **resumé** as a PDF file to the systemOr, by direct entry using easy forms to create individual records.
- the MyT-Me system assigns weights to each entry based on an internal weighting algorithm.
- The sums of the assigned weights become the T-Stem and T-Top metrics.

MyT-Me Getting Started

MYTME

Sign in

Get started

Unlock your professional potential and optimize team performance

MyTMe is a comprehensive web-based platform that helps individuals and organizations evaluate and track professional skills, experience, and T-shape for career growth and team effectiveness.



Welcome to MyTMe 🙌

 Continue with LinkedIn

or

 Enter your email

 Enter your password

Continue

Don't have an account? [Sign Up with Email >](#)

Your T-Top Components

The following chart shows how much different categories contribute to your T-Top score.



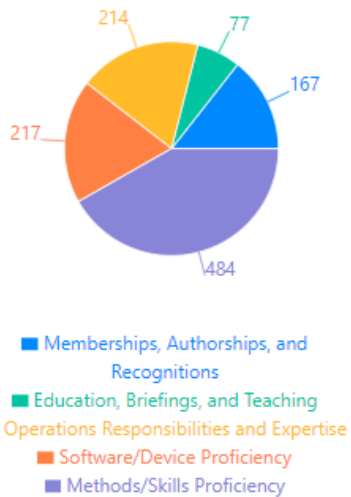
Your T-Top Scores

The following chart shows your T-Top scores for each T-Top category.



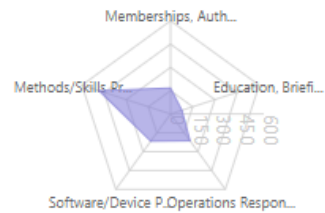
Your T-STEM Components

The following chart shows how much different categories contribute to your T-STEM score.



Your T-STEM Scores

The following chart shows your T-STEM scores for each T-STEM category.



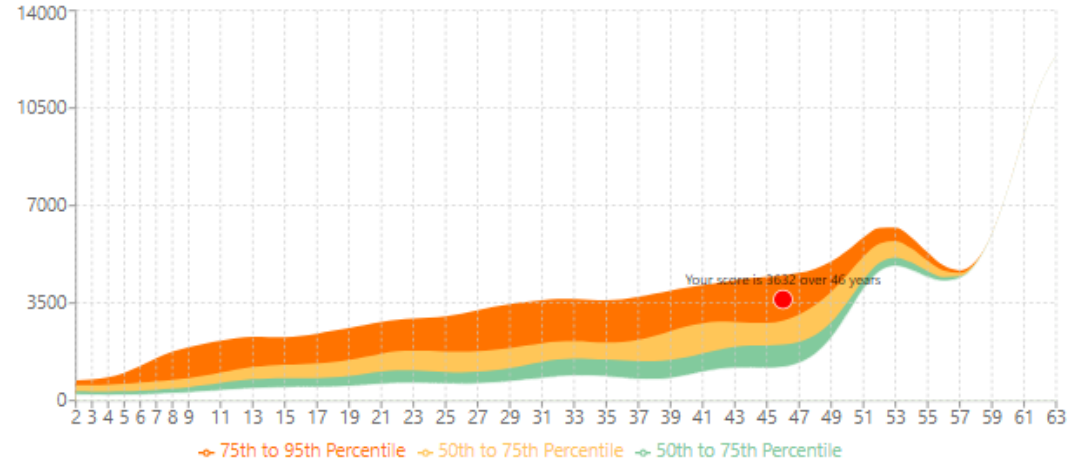
Jim Spohrer

T-SCORE 3632 T-TOP 2751 T-STEM 881

My Dashboard Positions Education Deeds Skills Tools

How does your profile compare to others?

The following chart shows your percentile ranking in different categories.



Plot your Total T-Score

against years since first employment

- Total T-Score
- Total T-STEM Score
- Total T-Top Score
- T-STEM Components
 - Memberships, Authorships, and Recognitions
 - Education, Briefings, and Teaching
 - Operations Responsibilities and Expertise
 - Software/Device Proficiency
 - Methods/Skills Proficiency
- T-Top Components
 - Project Management
 - Organizational Design
 - Communications
 - Critical Thinking
 - Teamwork
 - Networking
 - Empathy
 - Perspective
 - Global Understanding

Years since...
 First employment
 Last education
 First education

Based on over 800
 ISSIP LinkedIn Profiles





Leonard Wallezky

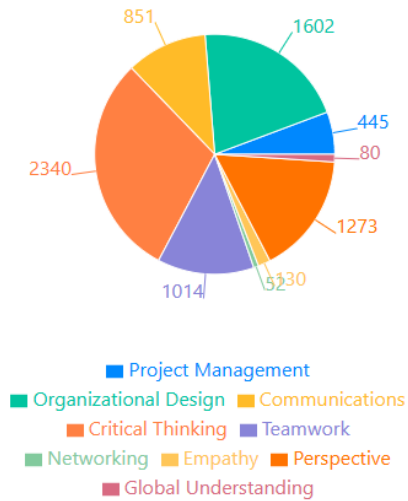
T-SCORE 10391

T-TOP 7787

T-STEM 2604

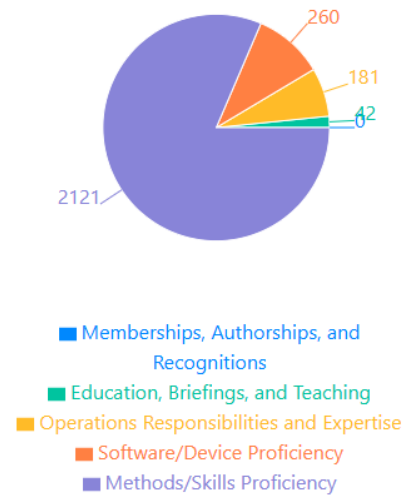
Your T-Top Components

The following chart shows how much different categories contribute to your T-Top score.



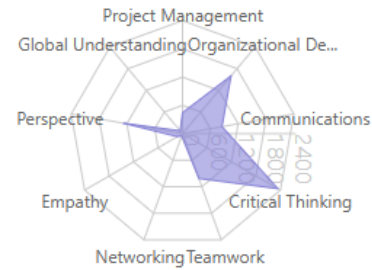
Your T-Stem Components

The following chart shows how much different categories contribute to your T-Stem score.



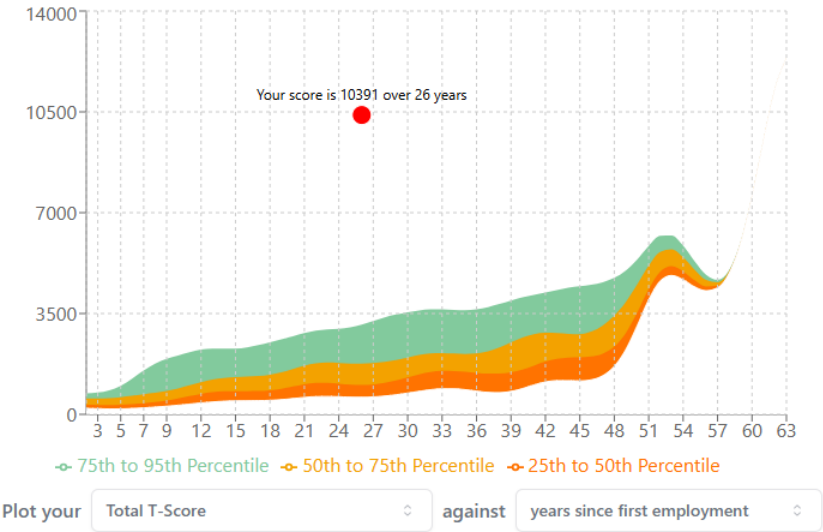
Your T-Top Scores

The following chart shows your T-Top scores for each T-Top category.



How does your profile compare to others?

The following chart shows your percentile ranking in different categories.



Conclusion

- Multidisciplinary education opens new horizons for the cooperation between faculties, universities and partners
- AI requires a new approach in education
- T-shape is not „nice to have“ but a need for future jobs

