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impossible



Is working abroad no longer a choice but a necessity?



How does working abroad change you?

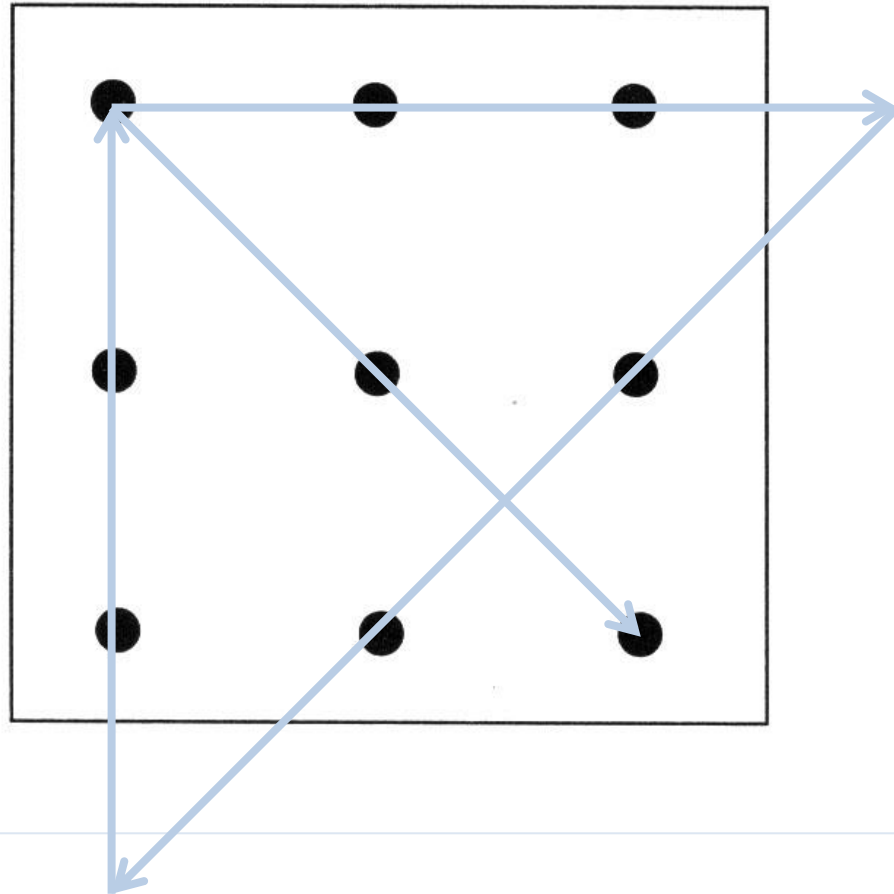


The relationship between living abroad and creativity

NINE-DOT PROBLEM

Use four straight lines to connect the nine dots without lifting your pen from the paper

Solving this requires escaping fixation by thinking outside the box. Literally.



FUTURE WORK SKILLS 2020



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= Operating in different cultural settings



= Coming up with creative solutions

The Forbes logo is displayed in white serif font on a blue rectangular background.

≡ **Forbes** / Leadership

🔗 The 10 Skills Employers Most Want In Graduates

Here are the 10 skills employers say they seek, in order of importance.

1. Ability to work in a team structure
2. Ability to make decisions and solve problems
3. Ability to communicate verbally with people inside and outside an organization



A global economy and fierce competition



A global economy and fierce competition



Inventing new business models



“ Business models are less durable than they used to be ”

The basic rules of the game for creating and capturing economic value were once fixed in place for years, even decades.

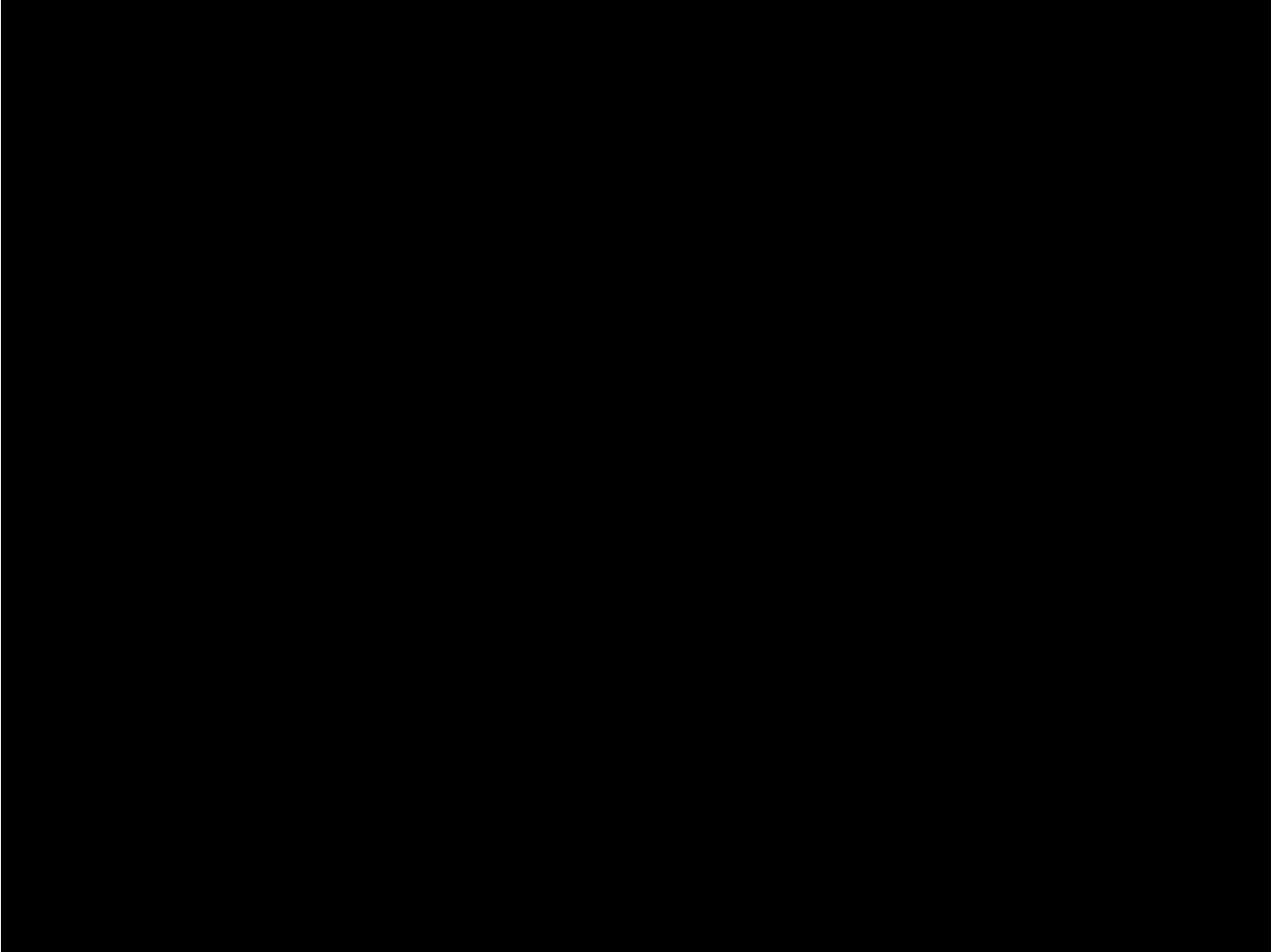
But now, in a disruptive age, established business models are under attack.

Disrupting beliefs: A New Approach to Business-Model Innovation – Harvard Business Review

“Established companies should innovate in their business models and overturn the conventions in their industries before others do”

Disrupting beliefs: A New Approach to Business-Model Innovation – Harvard Business Review







Solving the candle problem

THE CANDLE PROBLEM

Introduction

In this experiment, researchers measured the amount of time living and travelling abroad as an individual difference and then examined how these experiences were related to participants' creative abilities.

Cultural Borders and Mental Barriers: The Relationship Between Living Abroad and Creativity
– Journal of Personality and Social Psychology

THE CANDLE PROBLEM

Participants



Participants were 205 full-time MBA students at a large business school in the United States (127 men, 78 women).

THE CANDLE PROBLEM

Participants

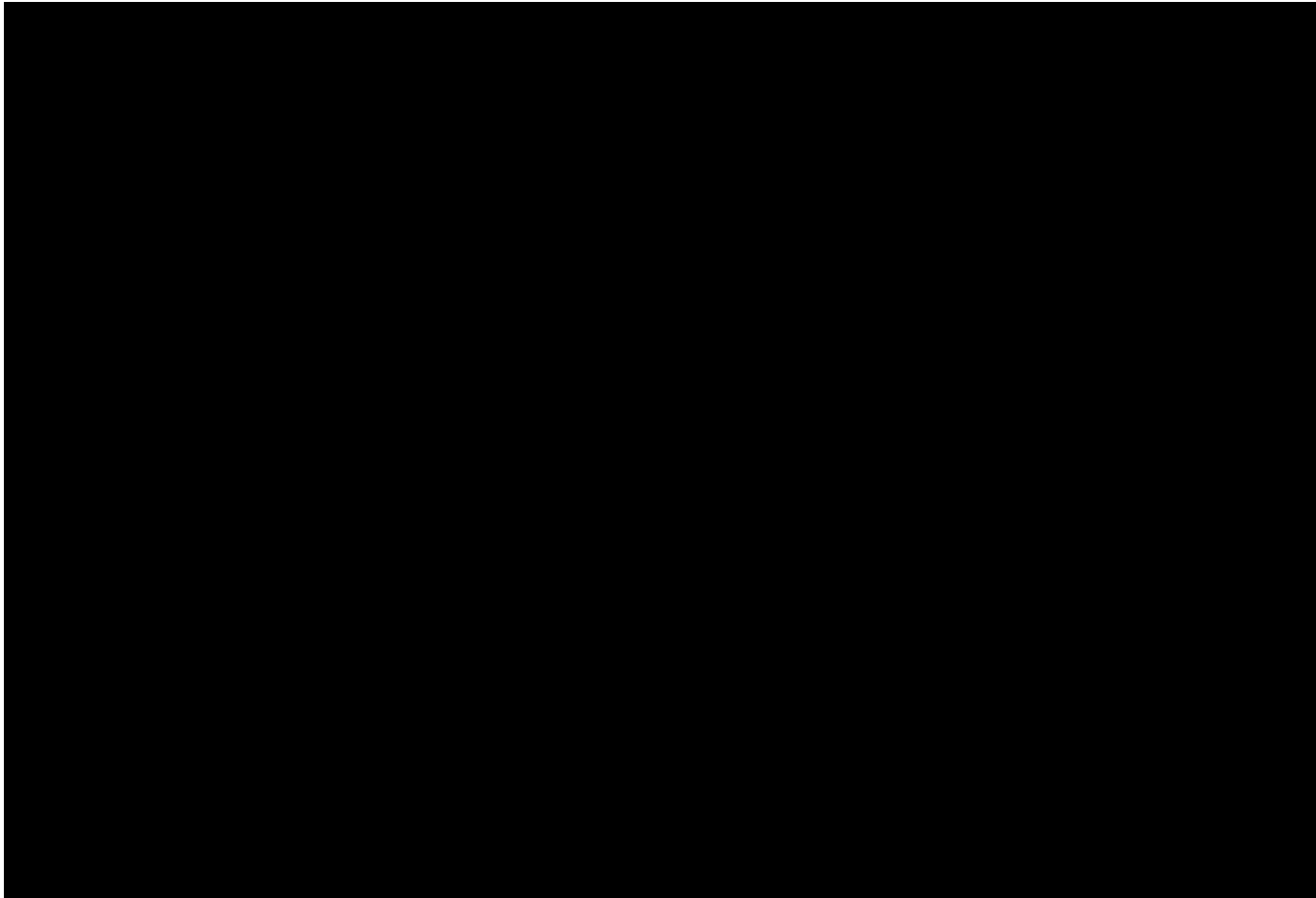


150 participants were American citizens, and 55 were citizens of foreign countries, including :

Bangladesh (1), Brazil (4), Canada (7), China (1), Ecuador (1), the Philippines (1), France (1), Germany (1), Hong Kong (1), Italy (1), Ireland (1), India (12), Japan (5), Korea (1), Mexico (1), Morocco (1), Pakistan (1), Peru (2), Puerto Rico (1), Russia (1), Singapore (1), Switzerland (1), Thailand (1), Taiwan (1), and the United Kingdom (5).

THE CANDLE PROBLEM

Creative task



THE CANDLE PROBLEM

Creative task

Individuals are presented with three objects on a table placed next to a plaster wall: a box of drawing pins, a candle and some matches.



The task is to attach the candle to a cardboard wall so that the candle burns properly and does not drip wax on the table or the floor.

THE CANDLE PROBLEM

Creative task

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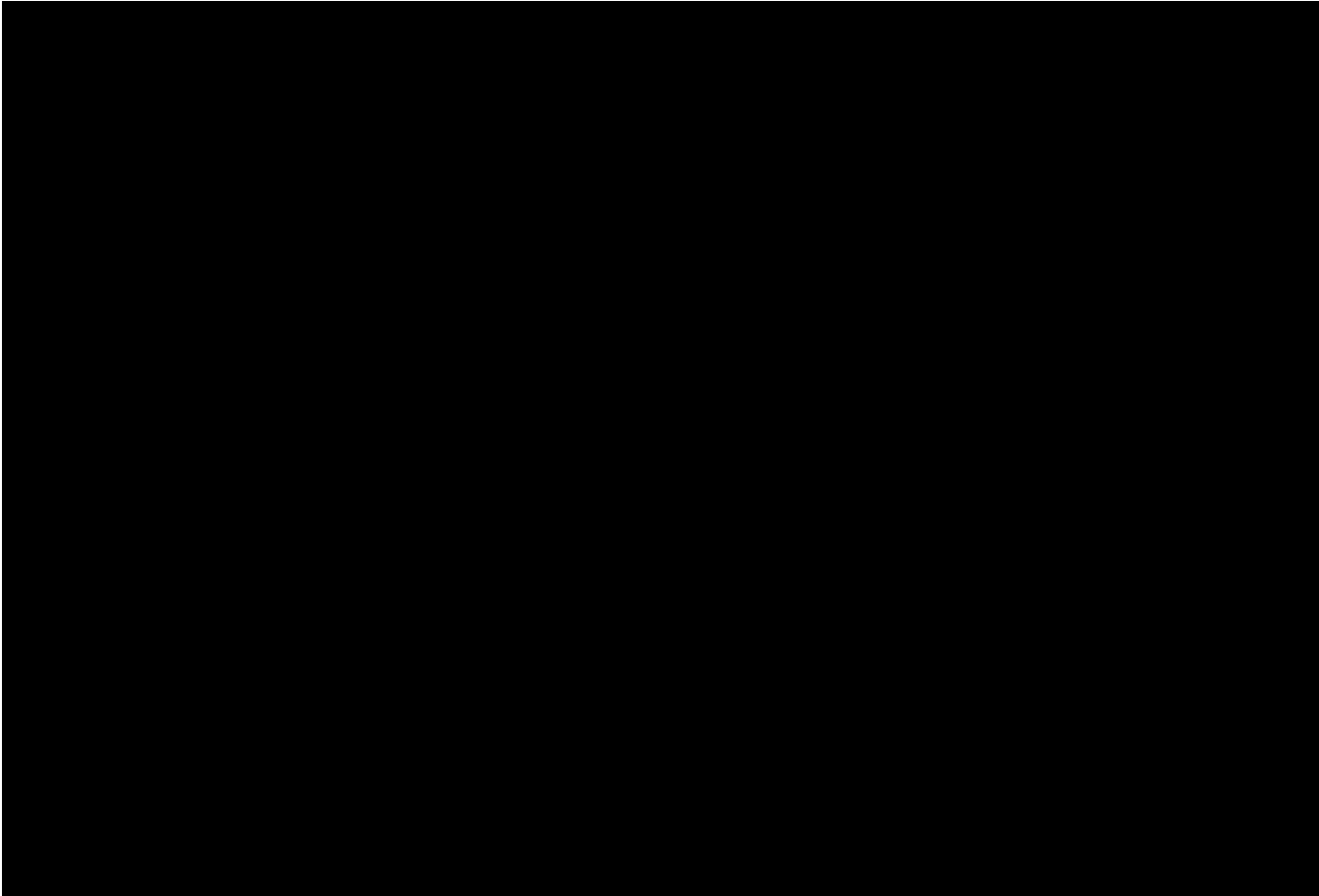


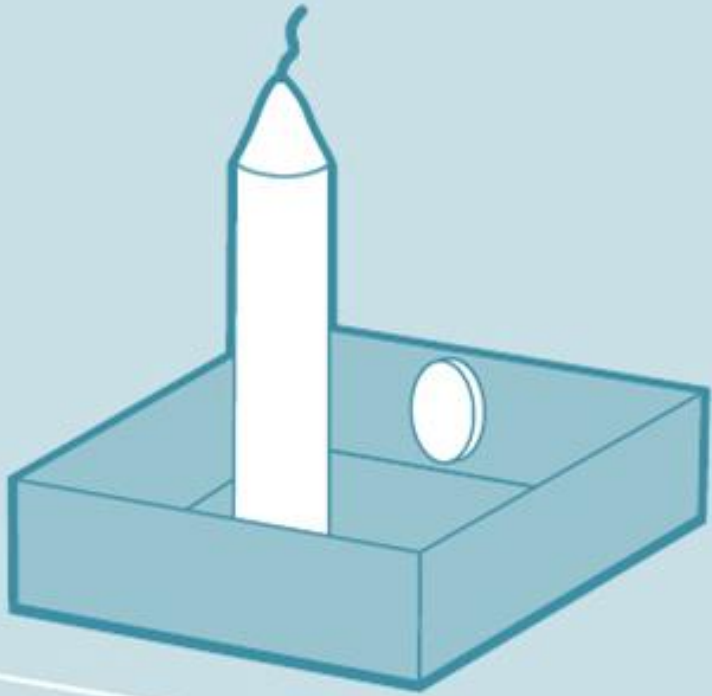
Creative solutions to solve the candle problem



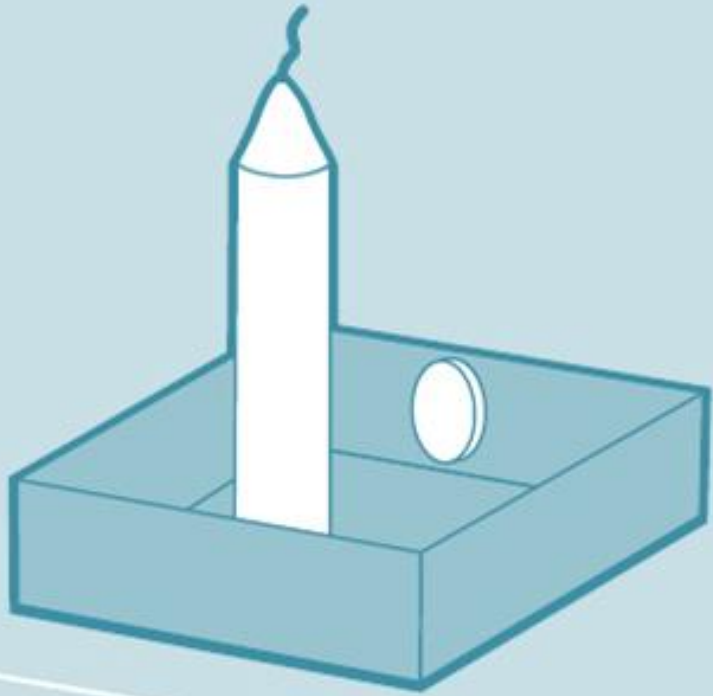
THE CANDLE PROBLEM

Solution

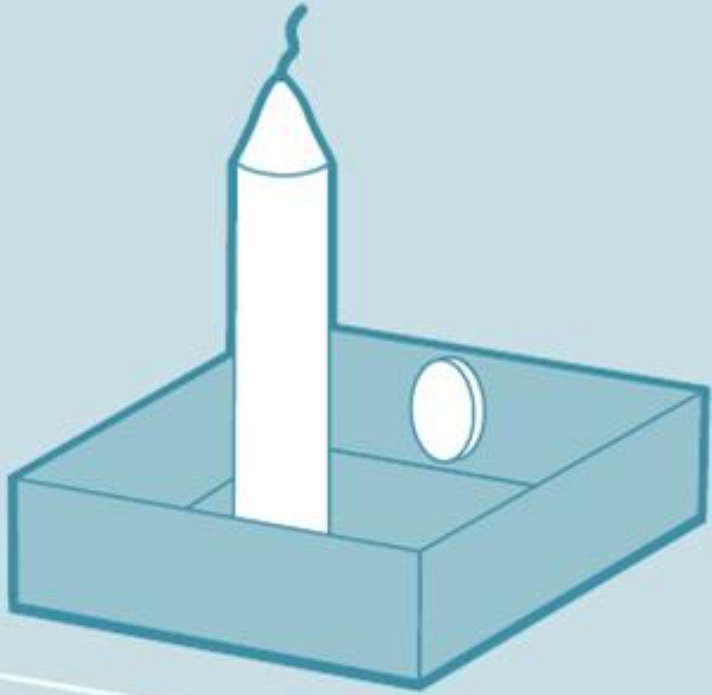




The correct solution involves using the box of drawing pins as a candleholder — one should empty the box of drawing pins and then tack it to the wall placing the candle inside.



Studies found that the more individuals had **integrated** themselves into the foreign cultures when they lived abroad, the more likely they were to solve the candle problem.



It involves the ability to see objects as performing different functions from what is typical, to make unexpected links among concepts.

What do wood and alcohol have in common?

Both materials are flammable.



The benefits of active multicultural engagement





Studies suggest that the psychological approach individuals take when immersed in a general multicultural environment may provide a boost in integrative complexity.

Expanding Opportunities by Opening Your Mind:
Multicultural Engagement Predicts Job Market Success Through Longitudinal Increases in Integrative Complexity
– Social Psychological and Personality Science



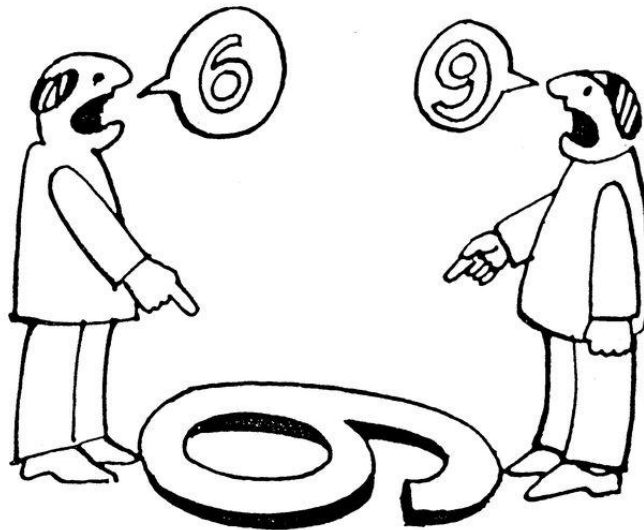
Integrative complexity deals with how people process information.

Some people may view things in simple terms and some may view them in more complex ways.

The level of complexity depends on two underlying variables:

Integrative Complexity
– Online Research Network psychology.iresearchnet.com

– The capacity and willingness of an individual to accept that there is more than one way to look at an issue and to acknowledge that these differing perspectives are all legitimate.



- The ability to form conceptual links among these perspectives and to integrate them into a coherent overall judgment





Living abroad can lead to more career opportunities



Studies predict that active multicultural engagement will increase integrative complexity and that this increased complexity will produce more job offers.



Expanding Opportunities by Opening Your Mind:
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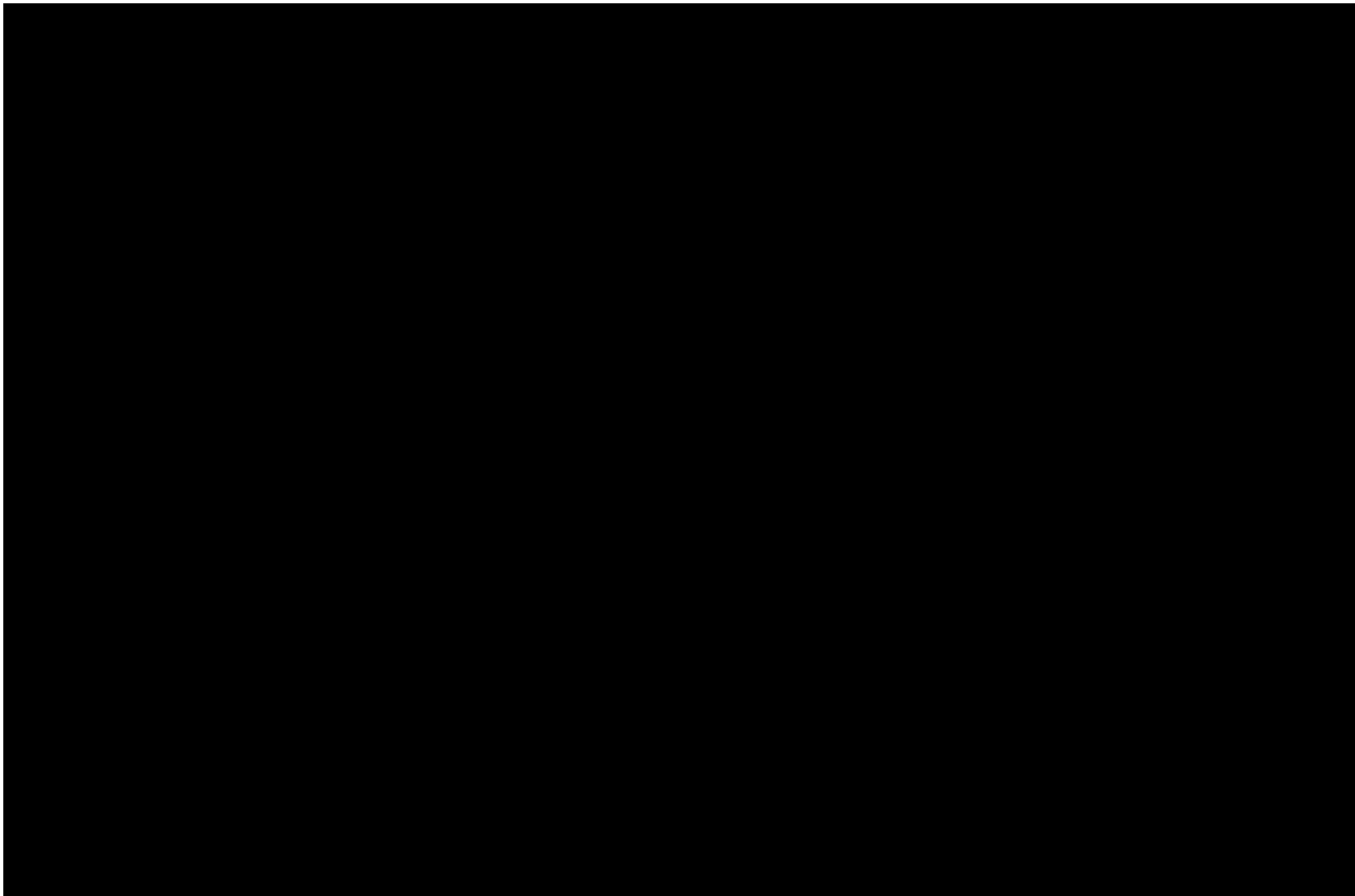
The relationship between living abroad and creativity



Integratively complex individuals are seen as creative, open to new experiences and able to bring seemingly unrelated ideas together into meaningful wholes.

This may appear as more attractive to recruiters.

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Extreme longevity

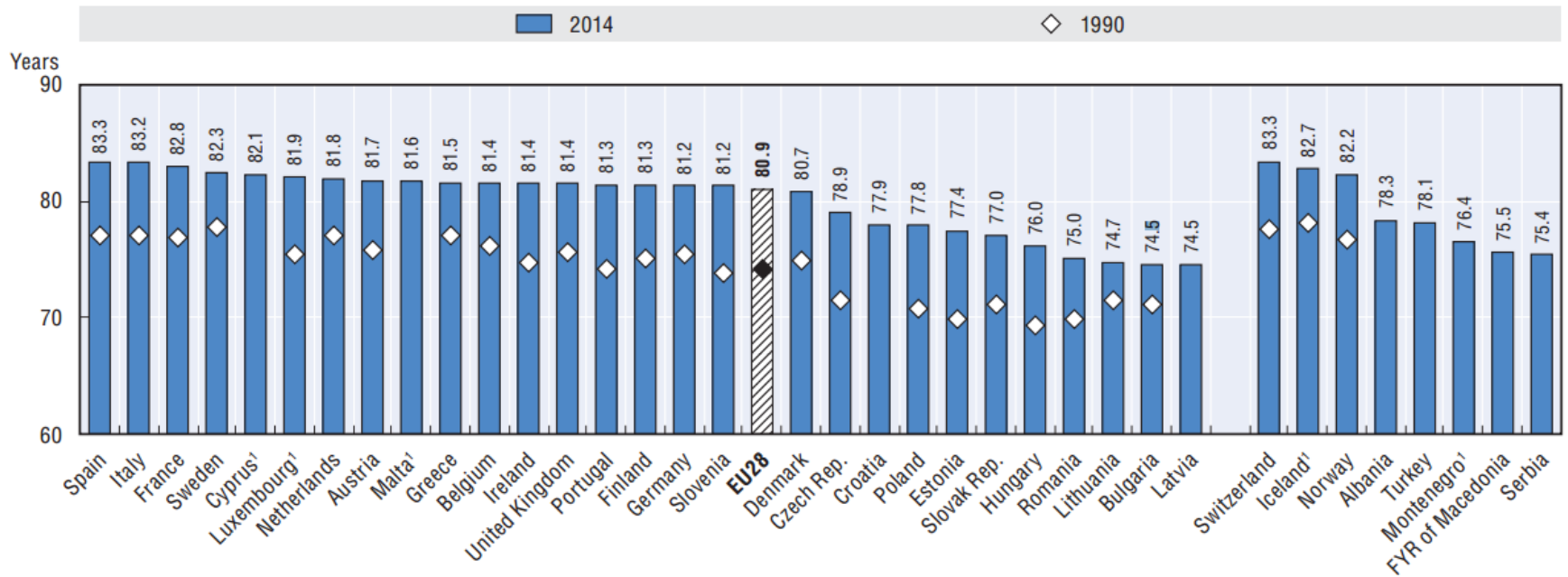




Life expectancy at birth continues to increase in EU countries, rising on average by 3 months each year.

Health at a Glance: Europe 2016 – State of Health in the EU Cycle
OECD/EUROPEAN COMMISSION

Life expectancy at birth, 1990 and 2014



Life expectancy at birth across the 28 EU member states reached 80.9 years on average in 2014, an increase of around seven years since 1990.

Dear Sirs,

I QUIT!!

Job hopping is the new normal

Sincerely,

“The days of lifetime employment at a single company are long gone”

The idea of graduating from school, immediately entering the working world and sticking with one position until retirement with a pension is long gone.

Millennials keep one eye on the job market



I am always actively on the lookout for other opportunities and keep an eye on the job market



I am not actively looking for another job, but would be open to offers



I plan to stay in my current job long-term

Talent Mobility: 2020 and Beyond – PricewaterhouseCoopers PwC

**How many employers do you expect to have
in your career?**





Global talent mobility





Global mobility becomes part of the new normal.

For example, a Chinese company may engage a European team to manage an investment in Africa.



Analysts predict the global mobility will continue to grow in volume in the coming years.

1970-1990



International assignments are mostly driven by large multinationals based in the US and Europe.

1990-2010



Demand for global mobility of talent increases as new markets emerge for companies to sell their products and services to, and also manufacture their goods at lower cost.

2020



Global mobility continues to grow in volume.



Is working abroad no longer a choice but a necessity?



How does working abroad change you?



Thank
You