

Whitepaper

Implementation design –  
change together... but  
humanely.

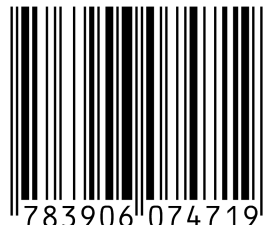
# The global transformation

**Engagement 1.0 -**  
The next generation of work,  
competence and resource  
management for the systemic  
implementation of new solutions



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Whitepaper

# The global transformation

## Engagement 1.0 - The next generation of work, competence and resource management for the systemic implementation of new solutions

*„The world is in the historically greatest development process since its creation. Never before has the responsibility of mankind been as great as it is today, and never before have so many opportunities for positive progress presented themselves at the same time. Let us use the experience and shape our new future together.“*

### Takeouts:

- *holistic, systemic and interdisciplinary view is necessary*
- *Nature, man and technology is one unit*
- *Starting point resource management with competence and pool of specialists is quickly effective*
- *state-of-the-art technology accelerates transformation (tool)*
- *The motto as success accelerator: Communication, coordination, cooperation*

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### SUMMARY

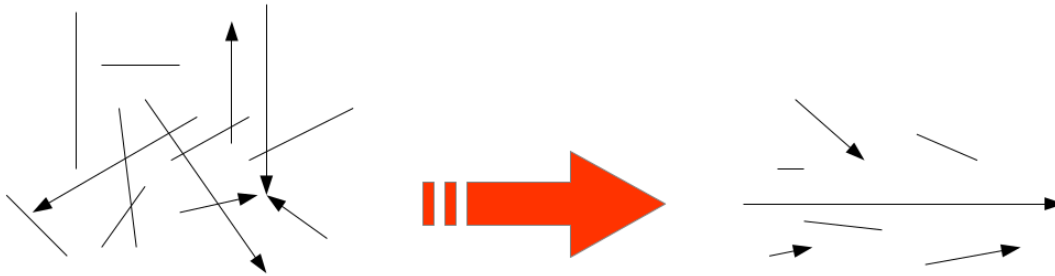
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If the Great Reset can be implemented in a coordinated manner at all global levels and in all areas using a single tool, this will save time, money and friction. The know-how exists and can be successfully supported by the new technology if everyone participates.

## ENVIRONMENT + TRENDS

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Over the past three generations, a chaotic impact has gradually been felt across industries and organizations worldwide. The effects have accumulated and are becoming increasingly severe. Countermeasures are becoming increasingly ineffective and compromised.



Graphic: Swinging from "clutter" to movement toward the common goal with the right measures.

What is needed is a way out of the current, demanding situation that enables orientation toward a new, common goal.

Insights from history must be incorporated comprehensively and across all interests in the development, planning and implementation of new approaches to solutions.

This requires the global, interdisciplinary, and systemic approach involving all stakeholders and participants.

The complex systems and problems require the highest level of coordination, cooperation and communication in order to avoid friction, distortions and collateral damage.

By analyzing the current worldwide situation with a view to the aspects of transfers, transition and implementation of the desired, necessary changes, the need for a tool / aid that can serve as a basis for all "change-makers", is useful and saves time becomes apparent.

The keyword is resource management with a tool that is completely and fully focused on the human being as a high performer with the most modern technology according to the future requirements of competencies and expertise. This serves as a building block for the future impact of the institutions and their functionality.

For the first time, mankind has the opportunity to make very effective changes together in a short time through the existing technology and the increasing awareness of the global situation. This is shown, for example, by the initiatives and plans to restart the economy and society of various interest groups on a small scale and "The Great Reset" of the WEF (World Economic Forum) and world associations on a large scale.

## GLOBAL SITUATION - SOLUTIONS

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### Nature

The state of nature is recognized as endangered in many reports. It requires a shift in thinking from a focus on growth to a sustainable, holistic view. Many "mechanisms" of the overall system of nature have been brought out of balance by short-sighted interventions.

The resulting effects are beginning to cause rapid and ever greater damage due to the momentum that is building up.

The strong increase in the world population is increasingly endangering the ecological balance.

If it is possible to perceive the world in a global context and to include global planning that takes into account the needs of all living beings and the economic and social influences, the quality of nature and of life will increase rapidly.

A "round table" of responsible persons and decision makers on a solution approach is still not enough. A planning and implementation tool with integrated functionality to all "users" of nature would create transparency, benefit and understanding.

*Global resource management needs a very high priority in the planning and action processes. To achieve this, a future institution called "Institute for Global Resource- and Competencemanagement (IGRC)" could be established. In this way, the connection to the aforementioned competence management of people and institutions would also be promoted, enabled and ensured at the same time.*

### Work

The previous world of work with the static occupational and training systems no longer meets today's requirements (long working distances, little flexibility for current needs and little opportunity for the "employee" to develop, lack of specialist skills, social impairments, unnecessary qualifications, unloved work just for survival).

A gap is formed between the existing professions, the specialists and today's current requirements. Example Switzerland: There are almost 800 professions and qualifications. A change needs a lead time of seven years. What would be needed now is a flexible skills system that constantly adapts to the needs.

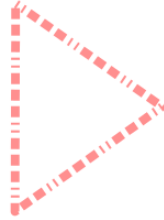
Similarly, dilettantism has spread, leading to developments that are out of touch with practice and reality. Important managerial and executive positions are occupied by unqualified people whose lack of expertise and education is to be compensated for by a growing group of experts.

Many of the working population does this with the motivation to simply survive. Thus, the motivation of the individual often falls by the wayside, and diseases are thus promoted.

A conceptual redesign is required:

From conventional WORK  
(100% job, commute,  
static + uniform qualification)

becomes...



- **ENGAGEMENT:**
- Individual contributions, value to the community
- Employment, meaningful activities
- Matching the individual, the community and form of settlement

... in transition ...

Graphic: The End of Work 4.0 within the Industrial Revolution 4.0. The Next Generation of "Work" is called ENGAGEMENT 1.0

*NEW: Instead of "work", ENGAGEMENT ("Engagement 1.0") emerges as an individual contribution and value to the community. The occupation with meaningful activities should correspond to the talent and the imprint of the individual as well as serve the community and the settlement form. Current knowledge and skills should be available everywhere and meet the needs. Every person and every institution will thus benefit from a new, contemporary and individual education and training system.*

## Health

In achieving the best possible level of health and promoting the health of all people, undesirable developments of recent generations are having an increasingly noticeable effect.

Old, proven forms of society and life are increasingly being negatively affected by trends such as moving to urban centers, reckless use of raw and artificial materials, and degradation of nutritional quality. As a result, new diseases are emerging with increasingly serious consequences.

It is estimated that over 50% of people live in non-natural, "inhumane" conditions. New technologies, the "compulsion to grow" and living conditions mostly affect public health in a negative way.

"Keeping people in accordance with their species" not only ensures fewer ailments and diseases, it also brings a better quality of life.

The person who is optimally integrated in society, who can contribute his part to the global community in a committed and competent way, will go through life more motivated and in better health.

*Health cannot be improved simply by more doctors, therapies and drugs. It depends and is the result of the current social and economic settlement of living conditions, and the different ways of life.*

## Financial- and value system

Especially in times of instability, the existing financial system brings to light or to awareness a wide variety of weak points: quantitative continuous growth, the exponential function of interest and compound interest, imaginary business and investment models, money creation without countervalue, shifts of money and value within small population groups and regions.

The impact of economic power is focused on fewer and fewer people and sectors. However, there is also a good side to the ever larger group of people that is being excluded in the process: since everyone is affected by the problems, distortions and crises, there is an increasing willingness to be open to new things, to accept them and even to commit oneself to them.

If it is possible to arrive at a globally uniform system of finance and values, a basis will emerge for the construction and further development of the human family. Because the "money", the unit of account, the means of value - or whatever you call it - affects every individual.

Do you know the feeling when, with an insecure job, you are engaged in an activity (with no personal reference to the nature of the activity) that so barely allows you to aliment your family? This constant struggle for survival generates stress, affects the environment and is not conducive to a good quality of life and health. Another system suggests itself.

In practice and in everyday life, you have the know-how of how it works: A decentralized and regional exchange ring, where everyone contributes and receives what they need in return.

First you create a value and therefore you don't need a credit. So there is always available what is needed. It is well known how such exchange circles with "tokens" must be managed, operated and developed to be successful.

The most important condition is that everyone and everything must be integrated. And that the units to be exchanged are up-to-date and can always be adapted to changing needs. Therefore, this requires a complex, "genetically" evolving management and operational concept.

*What does that look like in concrete terms? Quite simply, there is no need for a centralized administration that generates credit and debt for itself out of nothing.*

## Education

People should be able to develop individually according to their imprints, inclinations, interests and talents. A lively, adaptive education system ensures that knowledge and skills are always up to date. The required competencies and experience are available for all tasks and duty bearers and can be communicated in planning and applied in implementation.

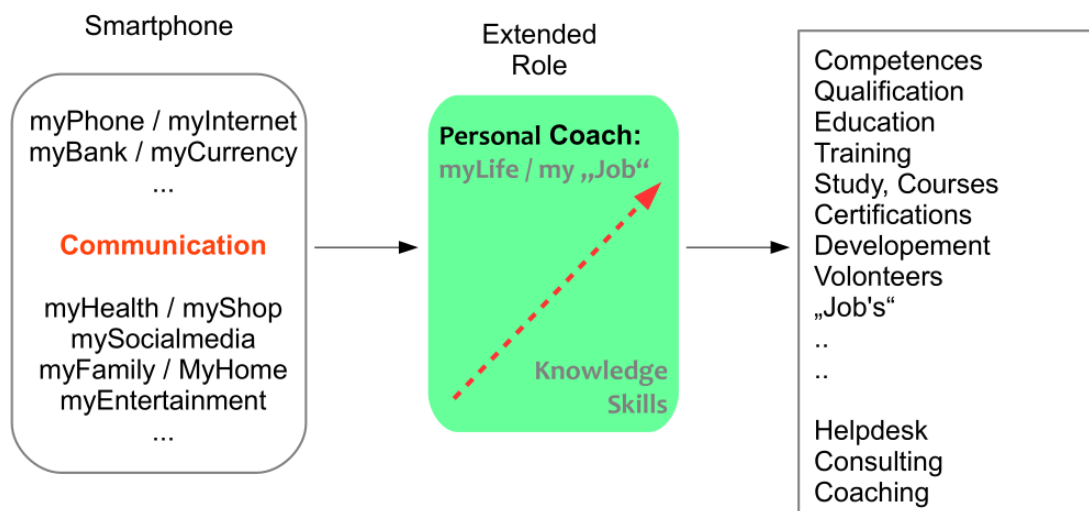
*In this way, each person has support from his or her personal mentor and coach and can successfully integrate even in the changing environment.*

*The technical assistance increases the transparency through the information updating and networking and provides everything needed for a high self-realization. This includes all the motivation as well as everyday needs and assistance.*

## Technology and humans

The field of tension between man - technology - organization - nature began with the use of the first tool invented and used by man. A biologically determined, never-ending development process began. Increasing benefit was always accompanied by failure. With today's knowledge, we can positively influence the volatility of these processes - if we succeed in bringing everyone to the same table. The goal: more benefits for everyone with less damage.

Taking the smartphone as an example, we can see today what a handset can already do and what will be added:



Graphic: The ongoing evolution of technology and new content on the smartphone.

The trend is recognizable: More and more individual functions and tasks are merging. The smartphone is becoming the individual's interface to the entire human, living and natural community. It increases self-esteem, security and quality of life. The importance of one's own competencies, talents and possibilities for shaping one's own life is increasing.

On the other hand, the possibilities for the development and management of civilization and the global environment increase accordingly.

A tool for global resource management with inclusion of competencies and qualifications would be desirable and is certainly feasible.

### **Consequences of the solutions**

Complex conditions also require complex measures of influence: simultaneous and highly coordinated measures instead of costly interventions in a few places.

There must be no "black holes" with a life of their own, but a uniform and clear landscape of activities.

The human being is clearly the most important influencing factor and needs the highest attention and consideration.

It is a (not true) prejudice that big and strong changes are not possible because of the immense effort and the slow reaction of the "system". The broader, more targeted and more appropriate the dosage of change impulses is, the easier it becomes.

Holistic, systemic thinking with a view on the total system "earth" under restriction of the "island view" suddenly shows benefits for all. Actually, everyone knows what has worked so far and where the problems are now. Let's fade out fears and focus on a common goal.

## **OPPORTUNITIES + RISIKS**

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### **Opportunities**

The more chaos there is and the more affected agencies and individuals there are, the easier and more effective the results can be. However, it is never too early or too late to start with measures.

The more affected people can be involved and motivated to participate, the more efficient the change process will be.

Everyone can get involved and benefit directly from the success: Individuals, universities, industry, research + development, investors, corporations, associations, networks, families, business, population groups, companies, NGOs, traditional as well as informal structures and others .

All current and future substantive issues are included: Nature, landscape, nutrition, health, climate, security, forms of settlement, CO<sub>2</sub>, energy, raw materials, resources, respect, culture, peacebuilding, integration, security, disaster and development aid, ecology, education, migration and much more.

*In a nutshell, it benefits our planet and influences its development.*



## Risiks

Additional difficulties could arise from emotional overreactions of individual groups of people and institutions.

Uncoordinated actions or measures can significantly disrupt the transformation and even bring about the opposite of the intention.

If the continuous flow of information between practice and reality in everyday life with the highest management and design bodies is impermeable due to a "layer of paralysis", the entire development would be significantly disrupted.

If the affected user, the human being, cannot see and understand what his direct, personal advantages are when participating in the system, this will generate defensiveness. This, in turn, causes insecurity and unacceptance of the environment.

*The communication with the affected, the people, is of utmost importance, so that no fears and misinterpretations of the goals and the solution approaches can arise.*

## Technology

If technology and research and development are not included from the beginning, the whole planning and implementation of massnahmen would be greatly reduced. Technology includes not only already advanced types such as Blockchain (BC), Crypto, Artificial Intelligence (AI), Virtual Reality (VR), Robotic, Internet of Things (IoT), but also DeFi, Quantum Computing and other concepts such as NEOM Linienstadt, Metaverse and others.

Those who are early adopters will get high market shares and benefit from the initial build-up phase.

*The speed of technical development of our time also requires strong adjustments of non-technical topics.*

## Experiences

Many "exchange ring communities" have failed within a short time, because one simply put a technical platform, made advertising with show effects and waited for the participation of the "users". No activities were created, and the participants became or remained inactive.

In contrast, supervised "users" with the appropriate support, information and supervision services were built up into active, creative participants.

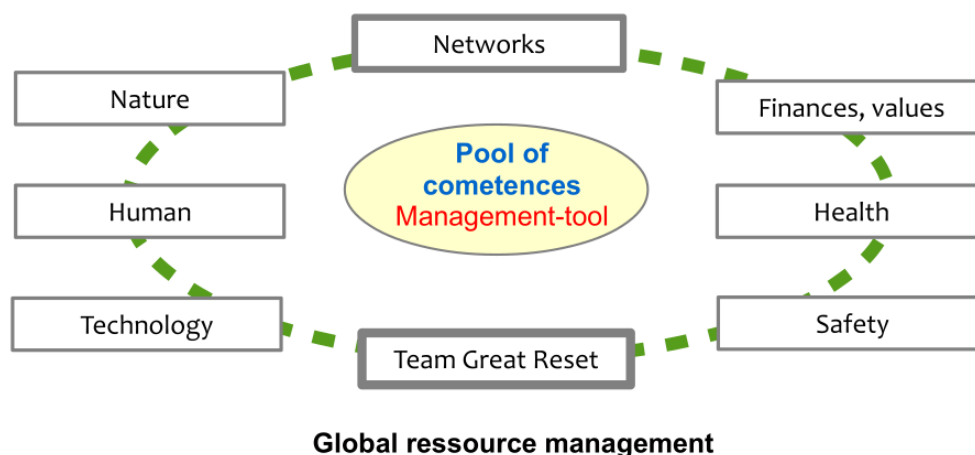
Due to its complexity, resource management takes place only rarely and usually only in small circles.

One's own personal development is shaped by continuously occurring activities such as feedback, qualification discussions, training and further education, career and life planning, personal interests, individual talent, coaching and mentoring. The all is to be maintained with the tool.

## CHANGE + RESET

To successfully implement a global reset with the associated transformation, new approaches, as mentioned in this white paper, are very promising. Working together for a common goal on a global level is a real challenge. We can learn a lot from experience there.

Institutions such as the United Nations (UN) and the World Economic Forum (WEF) initiative group play a key role here, as do many committed foundations and NGOs, companies and leaders. Business and networks are also part of this.



Graphic: Promote integration of all and everything (bring together).

Basically, everyone has largely the same goals and needs. However, our biological operating system predominantly releases the fighting and defensive behavior, which prevents cooperation and mutual advancement. Lack of empathy further supports this.

This is the global situation today: Actually, almost everything needed is available, only poorly distributed and organized in an ecologically and economically inefficient way. Wrong competences at the wrong place, unsuitable production processes, settlement and social forms as well as missing, uniform leadership structures and value systems.

Excessive competition blocks resources, and people lack positive forms of settlement. If all people could qualify themselves by having access to an up-to-date and also flexible education system, there would be no shortage of skilled workers. The tool would propose coordinated measures to reach the desired goal.

Aspects of acceptance: Since humans perceive everything negative four to five times more strongly than the positive, they fall into a defensive attitude. This largely prevents acceptance or motivation to participate and help in the situation of the new start that is now necessary. What is needed now is persuasion and support.

*A real "leap in development" is imminent. Now or never - the time is ripe.*

Finding quality of life with personal talent and joy.

## SUCCESS FACTORS

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### **Time factor**

The earlier, the better. Clear milestones in the project schedule.

### **Round table**

Interdisciplinary collaboration, 360° view, all stakeholders and interested parties are involved.

### **Technology AND content**

Equal and simultaneous involvement. Involve users as well as stakeholders.

### **KnowHow**

Contribute and use existing know-how.

### **Using the motto "KoKoKo"**

Together instead of alone: communicate - coordinate - cooperate. Bundling of forces.

### **Global institutions**

Involved from the beginning: all organizations such as UN, foundations, WEF, NGOs, formal and informal networks.

### **Lighthouse projects**

Strong, target group oriented, public education, PR

### **Benefit argumentation**

Everyone should clearly see their benefits.

### **Organization and leadership**

Impact-oriented processes and structures.

### **Scalability**

Flexible service delivery.

### **Focus on core function**

Integrate people with all their needs and potential into change processes and resource management. Generating a pool of competencies and expertise.

### **Influences in change processes**

Only rapid and coordinated, transparent changes are supported by those affected.

A strong weighting of the implementation design, the content and the applications is necessary. This should be at least as high as that of the technical challenges. This creates high synergies and efficiency.

## TRANSFORMATION + IMPLEMENTATION

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The approach of using resource management and the pool of competencies and specialists to create a tool (tool) with the latest technology that is useful for everyone is creative and innovative. Moreover, it has already proven itself in everyday practice and on a small scale.

The "engine" for skills offered and needed is the database. Above this are the intelligent planning and process units.

Strong interfaces ensure the exchange with applications.

Functions such as quality management, decentralized storage and a separate token for billing result in a changeable tool.

Adaptations, extensions and updates can be supported by artificial intelligence.

To implement the solution approaches, an organization formed specifically for this purpose could take the lead.

There is most likely a willingness among all users of the tool to participate in some appropriate way.

*Assuming that the upcoming worldwide changes with the Great Reset that has been started could be implemented faster and better (i.e. with less distortions and frictional losses), savings in the amount of billions of monetary units could be made.*

Formal and informal networks, multipliers, influencers and interest groups will have a match-deciding influence. They must be informed and involved right from the start of implementation.

## OUTLOOK

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If everyone can be convinced of this approach, a lot of effort and many undesirable effects are avoided.

The reduction of friction and distortions strengthens the basis and promotes the development of common goals.

Never before has it been possible for mankind to commit itself so strongly and effectively to shaping the future.

Everyone will be able to share in the success.

These solutions give hope and a motivating outlook. They reduce fear of uncertainty and offer the opportunity to get involved and take action.

Who participates?

The tool competence, specialists and experts - pool with the global resource management helps the world and all living beings to quickly become proactive and succeed.

## ANHANG

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### Further information

[https://de.wikipedia.org/wiki/The\\_Great\\_Reset](https://de.wikipedia.org/wiki/The_Great_Reset)

<https://www.un.org/en/>

<https://www.google.com/search?client=firefox-b-d&q=zukunftsforschung>

<https://de.wikipedia.org/wiki/Weltgeschichte>

<https://de.wikipedia.org/wiki/Urknall>

<https://de.wikipedia.org/wiki/Evolution>

<https://www.bimos.com/B/ch-de/news/2953/arbeit-40--der-mensch-in-der-industrie-40>

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### My notes: