

"Leaders of the Future"

Khaled Abd El-Ghaffar Minister of of Health and Population

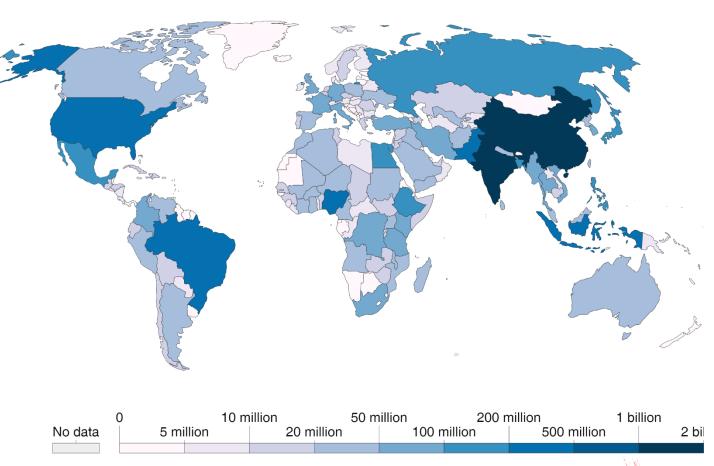


World Population 2022

# 1=	Country (or dependency)	Population (2023)	Yearly Change 🎵	Net Change 💵	Density (P/Km²) 💵	Land Area (Km²) 👫	Migrants (net)	Fert.	Med. Age ↓ĵ	Urban Pop % 💵	World Share 1
1	<u>India</u>	1,428,627,663	0.81 %	11,454,490	481	2,973,190	-486,136	2.0	28	36 %	17.76 %
2	<u>China</u>	1,425,671,352	-0.02 %	-215,985	152	9,388,211	-310,220	1.2	39	65 %	17.72 %
3	United States	339,996,563	0.50 %	1,706,706	37	9,147,420	999,700	1.7	38	83 %	4.23 %
4	<u>Indonesia</u>	277,534,122	0.74 %	2,032,783	153	1,811,570	-49,997	2.1	30	59 %	3.45 %
5	<u>Pakistan</u>	240,485,658	1.98 %	4,660,796	312	770,880	-165,988	3.3	21	35 %	2.99 %
6	<u>Nigeria</u>	223,804,632	2.41 %	5,263,420	246	910,770	-59,996	5.1	17	54 %	2.78 %
7	<u>Brazil</u>	216,422,446	0.52 %	1,108,948	26	8,358,140	6,000	1.6	34	88 %	2.69 %
8	<u>Bangladesh</u>	172,954,319	1.03 %	1,767,947	1,329	130,170	-309,977	1.9	27	41 %	2.15 %
9	Russia	144,444,359	-0.19 %	-268,955	9	16,376,870	-136,414	1.5	39	75 %	1.80 %
10	<u>Mexico</u>	128,455,567	0.75 %	951,442	66	1,943,950	-50,239	1.8	30	88 %	1.60 %
11	<u>Ethiopia</u>	126,527,060	2.55 %	3,147,136	127	1,000,000	-11,999	4.0	19	22 %	1.57 %
12	<u>Japan</u>	123,294,513	-0.53 %	-657,179	338	364,555	99,994	1.3	49	94 %	1.53 %
13	<u>Philippines</u>	117,337,368	1.54 %	1,778,359	394	298,170	-69,996	2.7	25	47 %	1.46 %
14	Egypt	112,716,598	1.56 %	1,726,495	113	995,450	-29,998	2.8	24	41 %	1.40 %
15	DR Congo	102,262,808	3.29 %	3,252,596	45	2,267,050	-14,999	6.1	16	44.%	1.27 %
16	<u>Vietnam</u>	98,858,950	0.68 %	672,094	319	310,070	-82,700	1.9	33	40 %	1.23 %
17	<u>Iran</u>	89,172,767	0.70 %	622,197	55	1,628,550	-39,998	1.7	33	74 %	
18	<u>Turkey</u>	85,816,199	0.56 %	474,958	112	769,630	-318,067	1.9	32	77 %	1.07 %
19	<u>Germany</u>	83,29	O D	illio		560	155,751	1.5	45	77 %	1.04 %



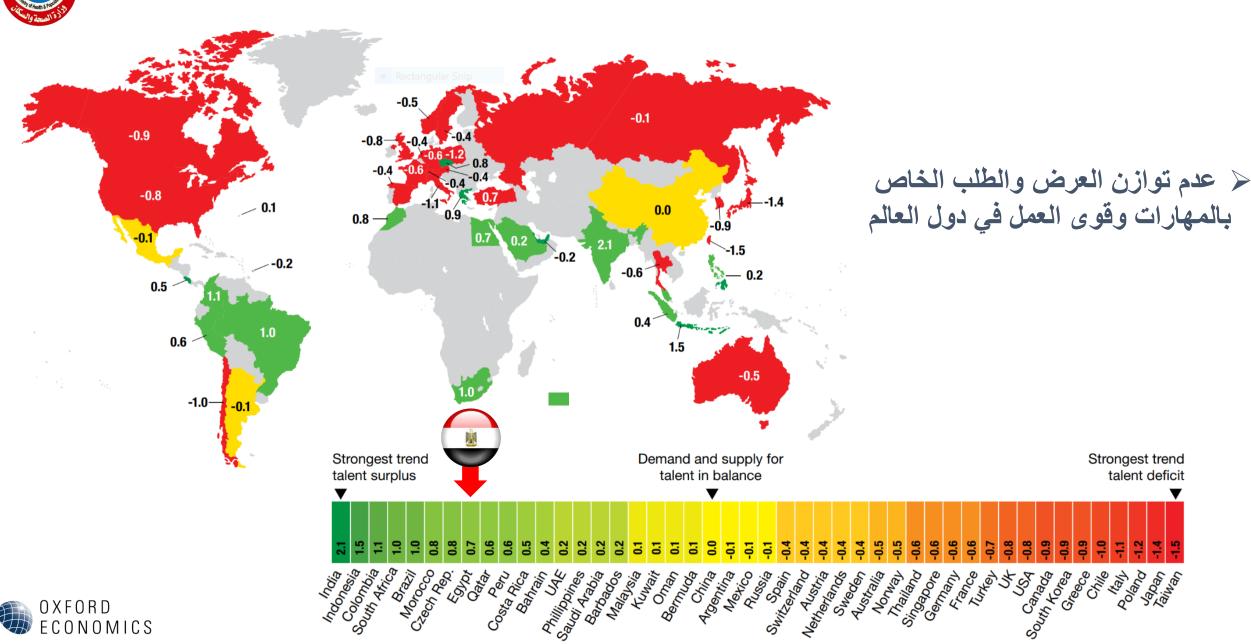
Leaders and Entrepreneurs in the world





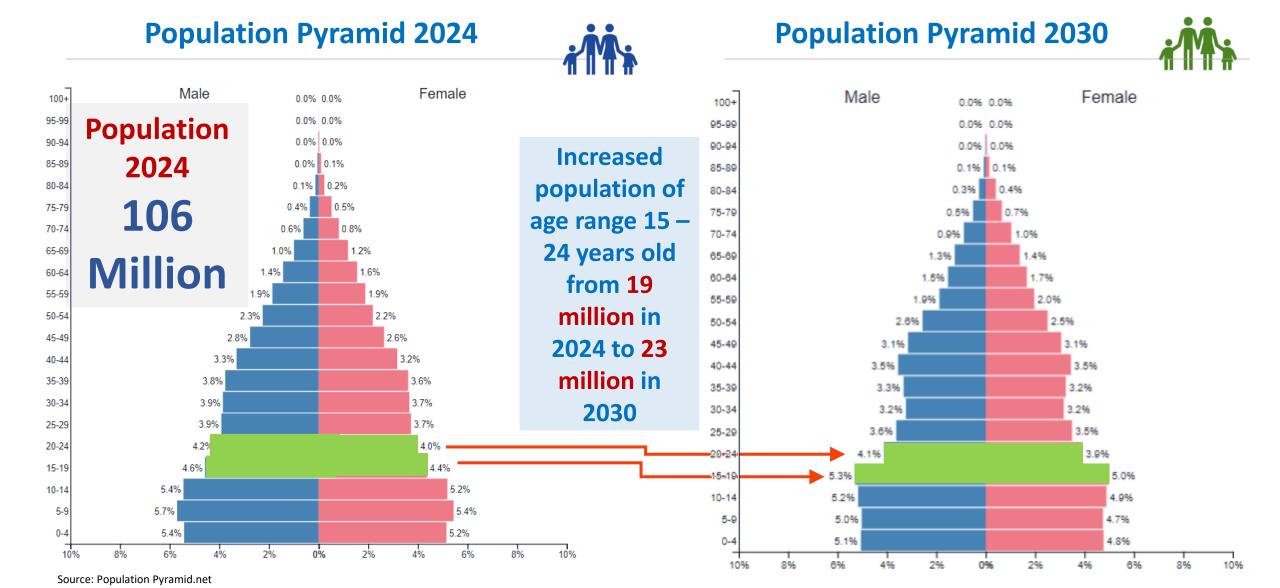
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التغيرات في أسواق العمل الحديثة: المهارات والوظائف



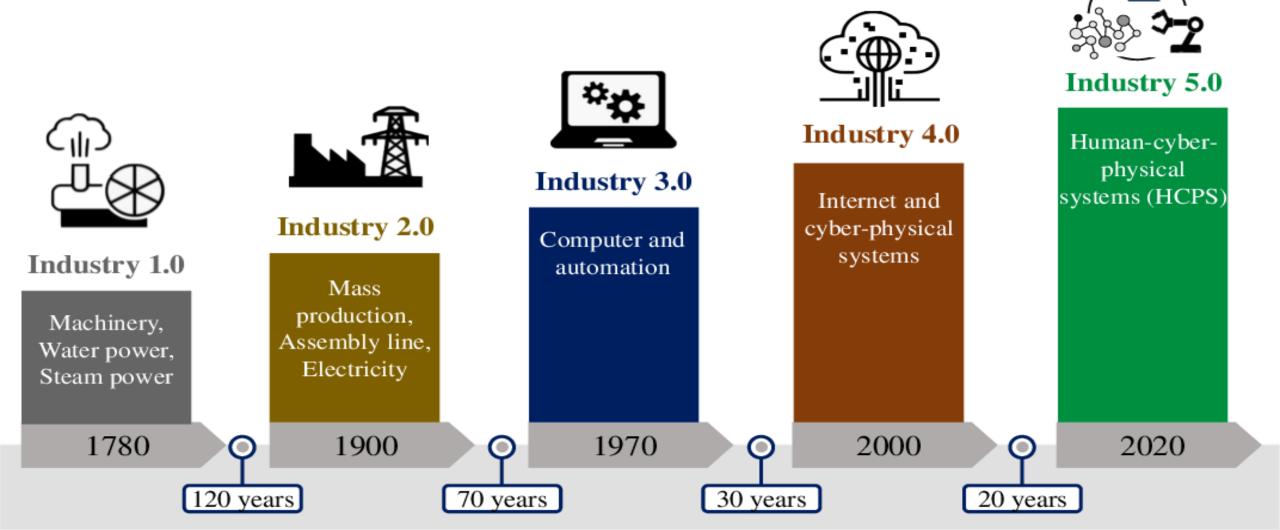


Demographic Changes





The 5 Industrial Revolutions





Evolution of Work Environment

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EVOLUTION OF ORGANISATION PAST **FUTURE** Globally distributed. small teams Central locations. large teams Connected workforce Siloed workforce Focuses on wants Focuses on needs Quick to adapt Slow to adapt Q Innovation anywhere Centralised and anytime innovation Runs in the cloud Runs on-premise Holacracy structure Traditional Hierarchy Democratised learning Corporate learning and education Shorter term loyalty Lifetime company loyalty

The evolution of the employee **Past Future** Work anytime Work 9-5 Work in a Work anywhere corporate office Use company Use any device equipment Focused on Focused outputs on inputs Create your own Climb the ladder corporate ladder **Customised work** Pre-defined work Shares Hoards information information Can become a leader No voice \square Relies on collaboration technologies Relies on email Focused on adaptive Focused on learning knowledge Democratised Corporate learning learning and teaching and teaching JACOB MORGAN

FUTURE PAST Commands Earns leadership leadership Supported by Support employees each other Relies on IT Understands for technology technology Directs and Leads by example delegates Embraces Unemotional 00 (ဗ) vulnerability Controls Reaps collective A Î 222 information intelligence Conforms to Challenges convention convention Real-time Annual feedback reviews 0 and recognition Implicit Dynamic boundaries boundaries \leftrightarrow



Are Leaders Born or Made? Or Both?

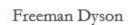






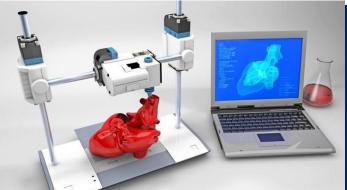


Technology is a gift of God. After the gift of life it is perhaps the greatest of God's gifts. It is the mother of civilizations, of arts and of sciences.







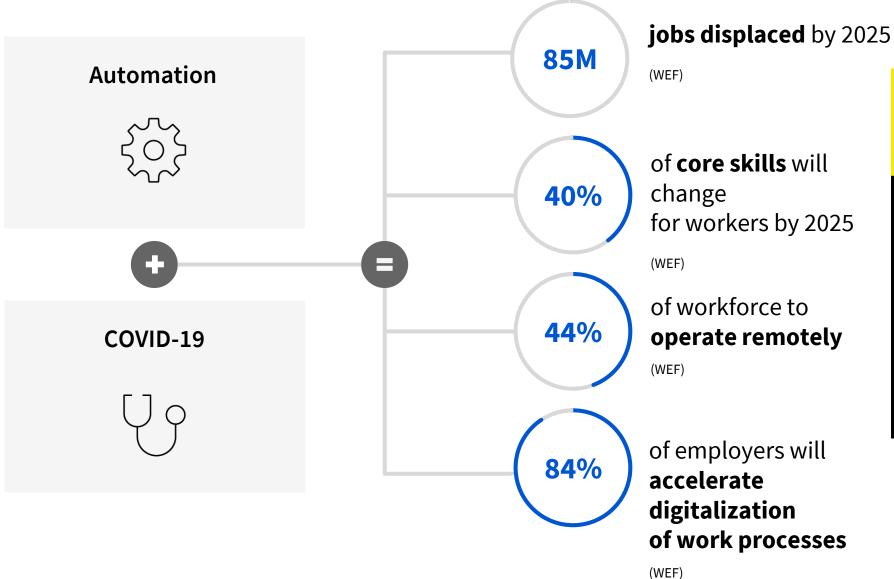








The workforce faces unprecedented "double disruption"



FUTURE OF WORK 2020-2030

3 factors will shape future jobs:

- **> Covid-19**
- > Automation
- > Environmental crisis



Emerging job opportunities require digital skills

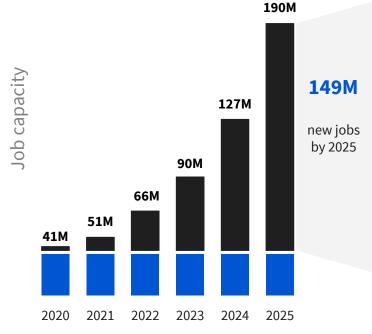


Top 5 jobs with increasing demand

- **1** Data Analyst and Scientists
- 2 AI / ML Learning Specialists
- **3** Big Data Specialists
- **4** Digital Marketing and Strategy Specialists
- 5 Process Automation Specialists



Digital job capacity from 2020-2025

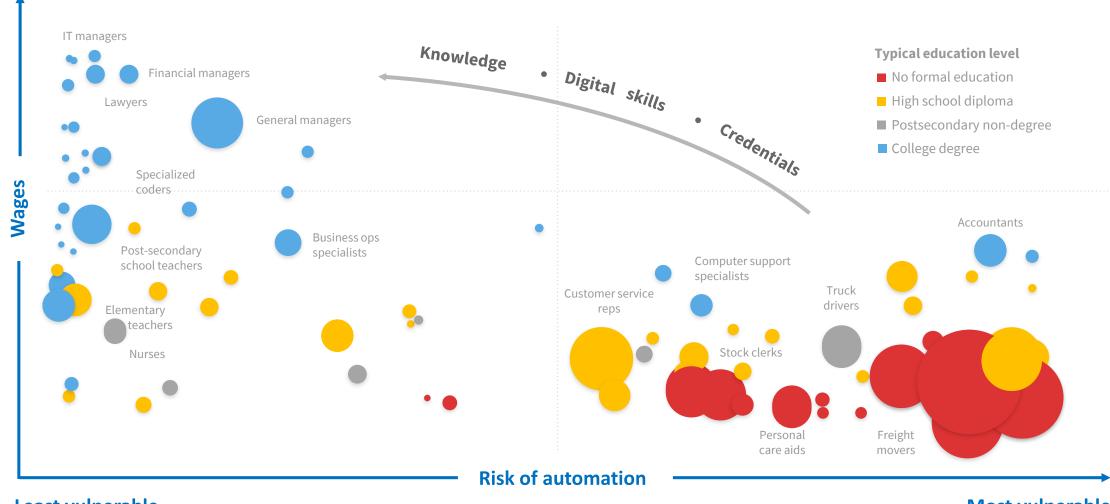


- 1M Privacy and trust
- **6M** Cybersecurity
- **20M** Data analysis, ML and Al
- 23M Cloud and data roles
- **98M** Software development





Low-skilled jobs are at risk of automation



Least vulnerable Most vulnerable

67% of employers have accelerated automation and AI deployment since COVID

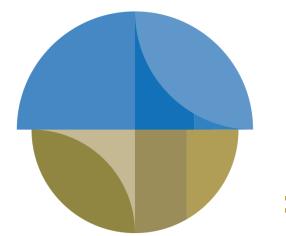


مهارات ووظائف المستقبل

مستقبل الوظائف في ٢٠٢٥

ستظهر وظائف جديدة وسيتم استبدال بعض الوظائف الحالية لإعادة تقسيم العمل بين البشر والآلة

۹۷ ملیون



٥٨ مليون

أهم ۱۰ مهارات فی ۲۰۲۰

WØRLD ECONOMIC FORUM

- تصنيف المهارات

- إستخدام وتطوير

- التفكير التحليلي والابتكار
- التعلم النشط الفعال واستراتيجيات التعلم
- حل المشكلات المعقدة
- التفكير النقدي والتحليل
- الإبداع والأصالة والمبادرة
- القيادة والتأثير الإجتماعي
- إستخدام ومراقبة والتحكم في التكنولوجيا
- التصميم والبرمجة التكنولوجية
- المرونة وتحمل الضغوط
 - المنطقية ومهارات حل المشكلات وإنتاج الأفكار

زيادة الطلب على وظائف:

- محلل وعالم بيانات
- أخصائى ذكاء إصطناعي
- أخصائي بيانات الضخمة
- أخصائى تسويق رقمى
 - محلل امن البيانات
- أخصائي إنترنت الأشياء
- أخصائي ومطور برمجيات

إنخفاض الطلب على وظائف:

- مدخل بیانات
- المحاسبين والمراجعين
- موظف مخازن وتسجيل أرصدة
 - موظف خدمة العملاء
 - عمال التجميع بالمصانع
 - مديرين العمليات
- السكرتارية الادارية والتنفيذية



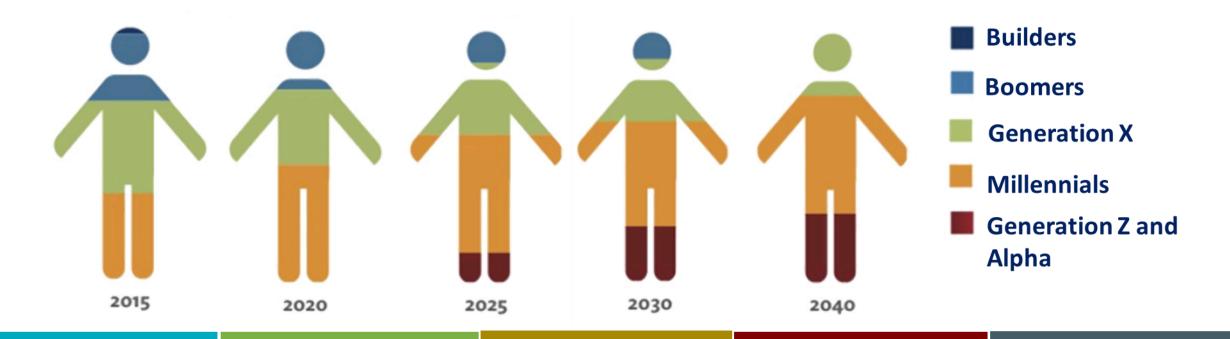
إدارة الذات

العمل مع الأخرين 🌑

التكنولوجيات



Generations and the future of work



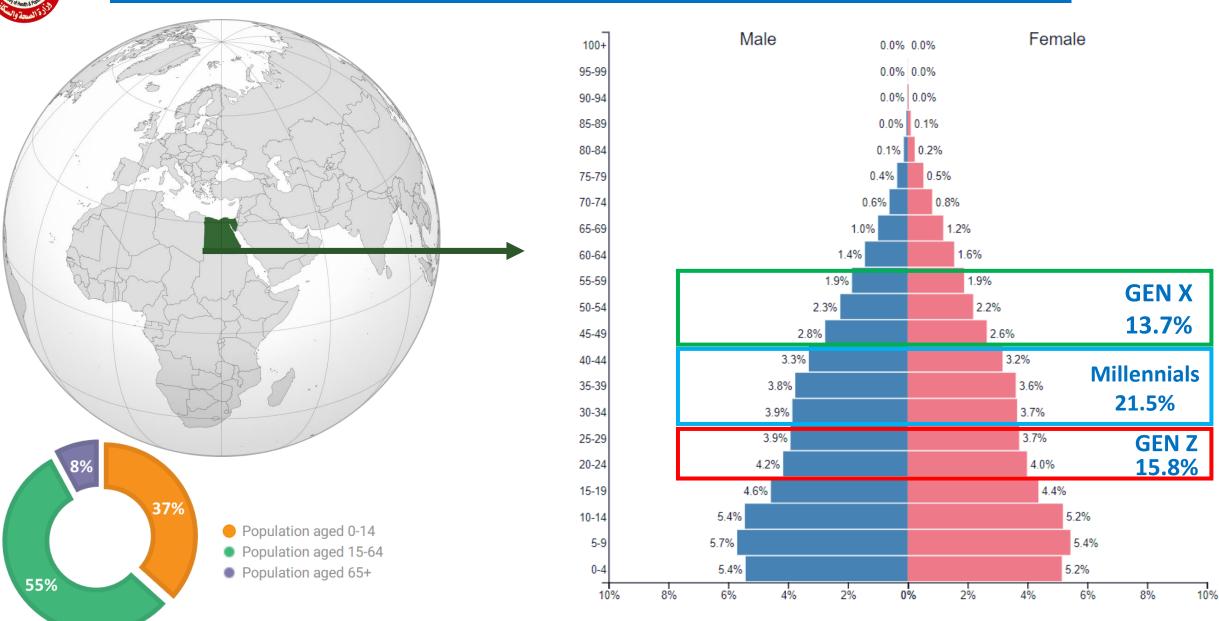
Generation
Baby Boomers
(1940-1960)

Generation (X) (1960-1980) Millennials (Gen Y) (1980-2000)

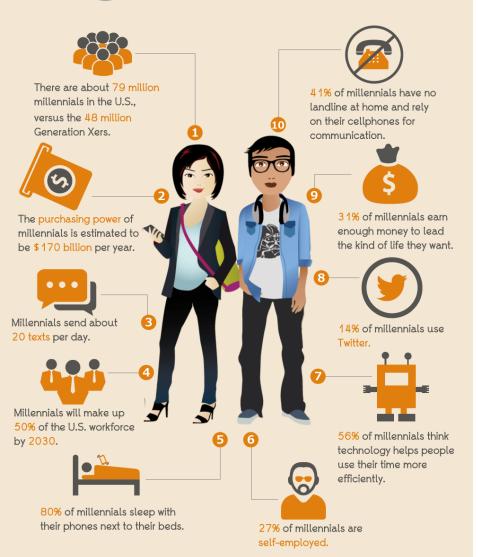
Generation (Z) (2000-2010) Generation (Alpha) (2010-2025)

Winds A Tourist

Egypt's Demography 2024



Must Know Facts About MILLENNIALS





GENERATION Z

The Next Generation

SOCIAL

Gen Z is naturally social and spend 7.6 hours per day socializing with friends and family.

MULTI-TASKERS

Gen Z prefers to work on multiple tasks at the same time. On average, Gen Z will work off of 5 screens at once.

ENTREPRENEURS

Gen Z desires independent work environments. 72% of teens want to start their own business someday.

EDUCATED

Gen Z is constantly learning.
1 in 2 will have a college education.

PHILANTHROPISTS

Gen Z wants to do good in the world. 93% say that an organization's impact on society affects their decision to work there.

DIGITAL NATIVES

Gen Z are the first true natives to the digital era. This generation spends 15.4 hours per week on their smartphones.

INTERACTIVE

Gen Z likes to interact with people. 34% are most concerned with boosting their people management skills.

TECH-SAVVY

Have a question? Google it. 66% say that technology makes them feel that anything is possible.

LESS FOCUSED

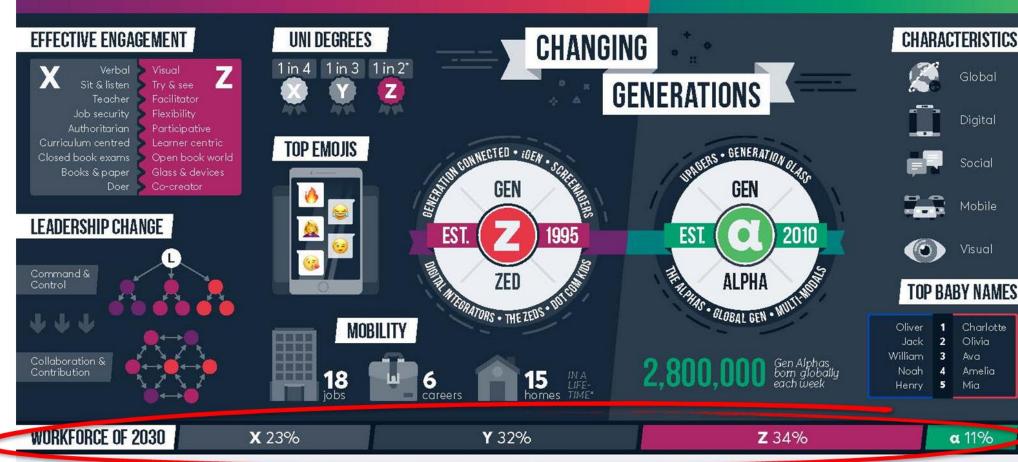
Gen Z needs continuous updates and stimulation. It's no surprise that this generation has an attention span of 8 seconds.

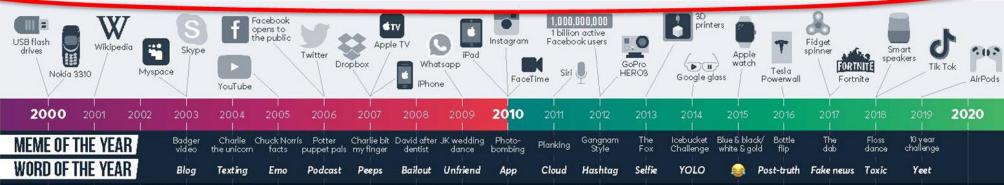
CAUTIOUS

As a result of growing up during the Great Recession, Gen Z tends to be more careful with their expenses. 57% would rather save their money than spend.









mccrindle

NEW JOBS

Source: ABS, McCrindle | @ McCrindle 2019

Global

Digital

Social

Visual

Charlotte

Olivia

Amelia

a 11%

Ava

Mia

TOP BABY NAMES

3

5

Jack

Sustainability officers Data visualisation designer App developer Autonomous vehicle technician UX manager Blockchain developer UAV operator Workplace concierge Wellbeing manager

Digital records manager Blogger Big data analyst Social media marketer Medical nanotechnologist Cyber security professional Robotics technician Virtual reality engineer Professional organiser,



WHAT SHAPED THEM

Millennial parents (Generation Y)

Born 1980-1994 — aged 27-41

BORN 2010 - 2024

THEIR FUTURE

Older siblings to Generation Beta

TOP BABY NAMES

ABOUT GENERATION ALPHA

LABELS

Generation glass

Multi-modals

The Alphas

Global Gen

Generation Alphas born globally each week

WEEKLY BIRTHS

TOP COUNTRIES OF BIRTH







Oliver Noah 2 William 3

Charlotte Amelia Olivia

CHARACTERISTICS



Global



Digital



Social



Visual

WORKFORCE OF 2030



X 23%



Y 32%





INCOMING **TECHNOLOGY**





Instagram



Siri















2017













2023



2010

2011

GoPro HERO3 2012

3D printers 2013

Google glass 2014

watch 2015

Tesla Powerwall

2016

Fortnite

Smart speakers

2018

AirPods

2019

5G

Biometrics

2021

Autonomous vehicles computing

Aerial ridesharing

TIMELINE

TECHNOLOGY

OUTGOING

Myspace

9

Street directory

Pager

MP3 player

Blackberry

Fax machine Landline phone

CD/DVD

Car key - ignition

Textbooks

2020

Desktop

2022

Analogue watch Wallet

2.2 billion

2024

MILESTONES

🔆 First Alphas born

Drone Blockchain

Data

500 million

Sleep

1 billion

Sustainability officer

Driverless train operator manager

Wellbeing

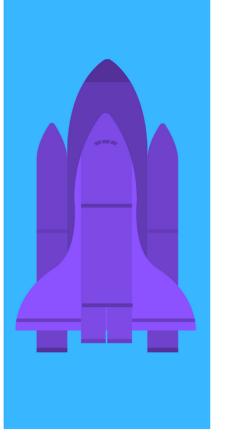
1.6 billion

Life

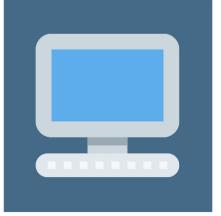
Space tourism







READY WORK?









FUTURE OF WORK
2020-2030

success
school seps

In 2030, 3 skillsets will dominate:

- > Technology skills
- > Social & emotional skills
- > Cognitive skills



Leaders' mindset and skills



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The 5 primary skills for the future of work

Creativity

Coming up with ideas that are new and useful

05

04

01

03

Attention Management

Seeing opportunities instead of tasks, Projects instead of problems and Opportunities instead of risks

Social Intelligence

Communicating and collaborating with others by listening, motivating, giving feedback, convincing others and creating positive group dynamics

Critical Thinking

Invoking curiosity, challenging preconceptions and beliefs, providing a resilient foundation in a world of complexity

Self-Management

Being confident, goal-oriented and, as a result, relaxed and stress-resistant



THE FUNCTION OF LEADERSHIP IS TO PRODUCE MORE LEADERS. NOT MORE FOLLOWERS.



THE FUNDAMENTAL 4

CORE LEADERSHIP SKILLS

FOR EVERY CAREER



SELF AWARENESS

Understand your behavior's impact on organizational outcomes.



COMMUNICATION

Effectively communicate goals and inspire trust.



INFLUENCE

Be comfortable persuading, promoting, and delegating.

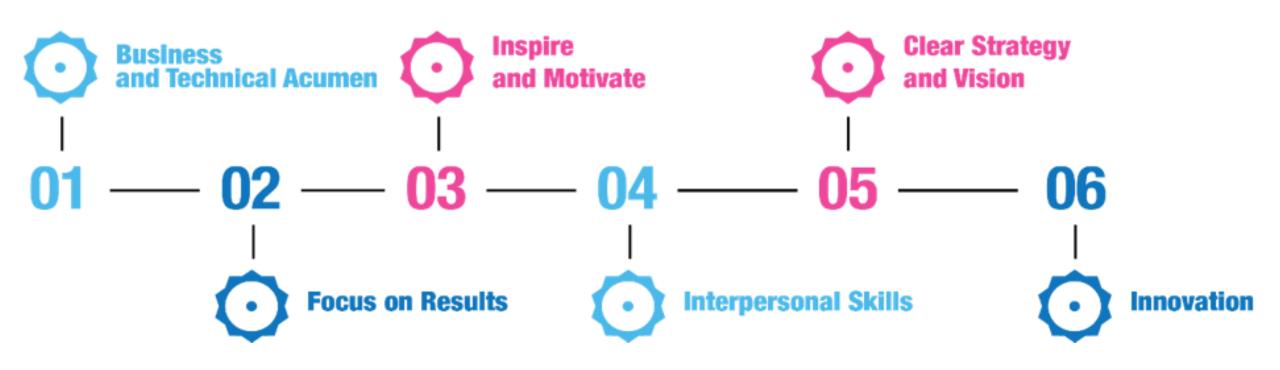


LEARNING AGILITY

Know when to change course, and help others to do so.



THE 6 LEADERSHIP LEVERS



If leaders were highly skilled at just three of them, their overall leadership effectiveness would be in the 90th percentile







LEADERS WHO DELIVER



LEADERS WHO DESTROY

They share the maximum information they can



They share the minimum information they can get away with

They use their power mindfully and vigilantly





They use their power thoughtlessly

They create conditions for motivation to flourish





They use pressure, fear and hierarchy to motivate

They are obsessed with performance and results





They are myopically focused on results

They stamp on poor behaviour whatever the result





They tolerate poor behaviour if the result is OK

They review wins and losses with equal passion and discipline





They move on from wins and interrogate failures

They adjust goals in any direction to ensure they are motivating





Once set, they'll only move goals to make them harder

They talk endlessly about responsibility





They talk endlessly about accountability

They are mindful when using their power





They are frightened of losing their power

They understand the politics





They are political



Hard Skills

- Bilingual or multilingual
- Database management
- Adobe software suite
- Network security
- SEO/SEM marketing
- Statistical analysis
- Data mining
- Mobile development
- User interface design
- Marketing campaign management
- Storage systems and management
- Programming languages
 (such as Perl, Python, Java, and Ruby)

Hard skills are technical knowledge or training that you have gained through any life experience, including in your career or education.

vs.

Soft Skills

- Integrity
- Dependability
- Effective communication
- Open-mindedness
- Teamwork
- Creativity
- Problem-solving
- Critical thinking
- Adaptability
- Organization
- Willingness to learn
- Empathy

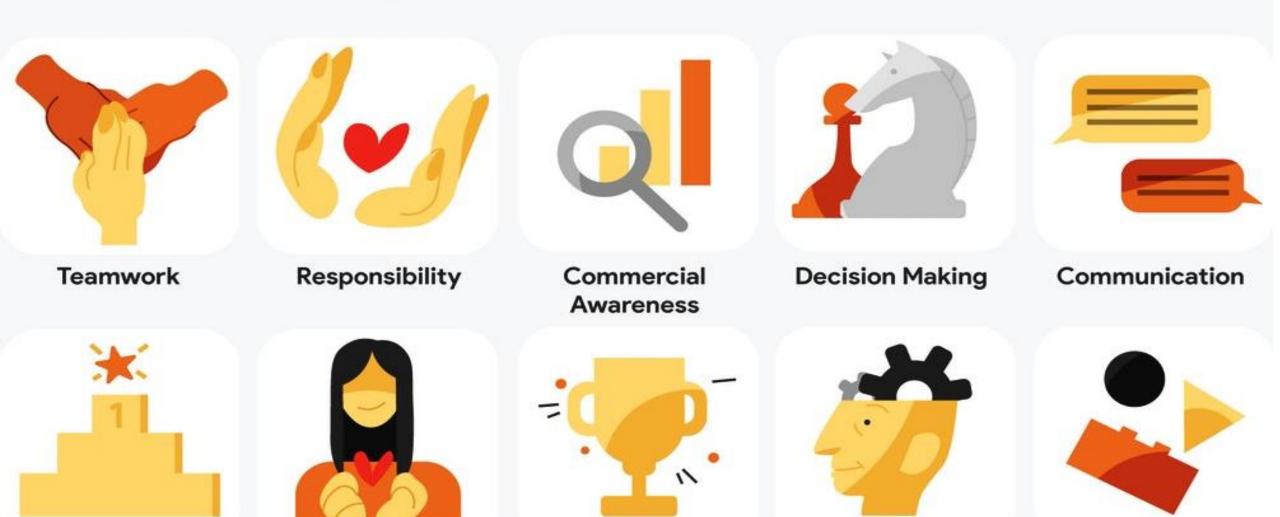
Soft skills are personal habits and traits that shape how you work, on your own and with others.





HARD SKILLS SOFT SKILLS PROBLEM SOLVING SUBJECT MATTER EXPERTISE STORY TELLING COLLABORATION MATH & STATISTICS KNOWLEDGE CURIOSITY DATA & TECHNICAL SKILL *** COMMUNICATION CREATIVITY

The Top 10 Key Competencies



Organisational skills

Leadership Trustworthiness Results Orientation Problem Solving & Ethics





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الذكاء الاصطناعي











Space Skilling (S-Skilling)? مهارات و جدارات الفضاء



Electronic Skilling (E-Skilling) مهارات و جدارات الكترونية



Cognitive Skilling (C-Skilling) مهارات و جدارات ادراکیة



Vocational Skilling (V-Skilling) مهارات و جدارات مهنیة

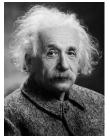
وظائف المستقبل

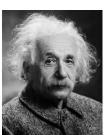


Intelligence

Human Intelligence

- **⇒** Mental quality that consists of:
- The abilities to learn from experience
- Adapt to new situations
- Understand and handle abstract concepts
- Use knowledge to manipulate one's environment





Artificial Intelligence

⇒ The ability of a digital computer or computercontrolled robot to perform tasks commonly associated with intelligent beings.



Present

Augmented Intelligence

A design pattern for a humancentered partnership model of people and artificial intelligence (AI) working together to enhance cognitive performance, including learning, decision making and new experiences





Future



مهارات وجدارات المستقبل

مهارات و جدارات المستقبل تعتمد على طبيعة الذكاء الغالبة في المستقبل

الذكاء البشري



هيمنة

مهارات

و جدارات

التعلم

الذكاء المعزز هو الذكاء الغالب في المستقبل (مزيج من الذكاء البشري و الذكاء الاصطناعي)



ستظل مهارات و جدارات التعلم العميق و السريع تعتمد في تطبيقها على مهارات و جدارات التفكير المنطقي و النقدي .

اهم ۱۰ مهارات و جدارات الذكاء المعزز

۱. التفكير التحليلي و الابتكار

ه. الابداع و الاصالة و المبادرة ٦. الانتباه للتفاصيل ٧. الذكاء العاطفي

۷. الذكاء العاطفي ۸. المنطق

۹. حل المشاكل و الافكار ۱۰. القيادة

هیمنة مهارات و جدارات التفکیر

WØRLD ECONOMIC FORUM

الذكاء الاصطناعي

ستظل مهارات و جدارات التفكير العميق و السريع تعتمد في تطبيقها على مهارات و جدارات التفكير المنطقي و النقدي .



التفكير المنطقى والنقدي

نجد اكبر كم من البحوث على التفكير المنطقي و النقدي في ٣ علوم و رغم اختلاف تعريف التفكير المنطقي و النقدي في كل علم الا ان جميعهم متفقون على انه حذمة من المهارات و الجدارات .

> علم التعليم ممارات استيعاب المعلومات



علم النفس افعال و سلوكيات المفكر النقدس



علم الفلسفة مثالية التفكير



ينظر علم الفلسفة للتفكير المنطقي و النقدي نظرة مثالية تركز على ما يمكن عمله في احسن الظروف و من هذا المنطلق يصبح التفكير المنطقي و النقدي مرآة لمثالية التفكير

ينظر علم النفس للتفكير المنطقي و النقدي نظرة عملية تركز على ما يتم عمله بالفعل في الظروف العادية و من هذا المنطلق يصبح التفكير المنطقي و النقدي مرتبط بافعال و سلوكيات المفكر

ينظر علم التعليم للتفكير المنطقي و النقدي نظرة تعتمد على التسلسل الهرمي على رأسها استيعاب و تحليل و معالجة المعلومات و ادنى مستوى فيها هو حفظ المعلومات دون فهم



المهارات الرئيسية والجدارات الفرعية للتفكير المنطقي والنقدي





مثال تطبيقي لمهارات التفكير المنطقي والنقدي في التفكير السريع والتفكير البطيء

معجزة نهر هدسون : استيعاب المعلومات و ترتيب الوقائع و الادراك و القرار





التفكير البطيء

- يستهلك جهد

- غير متكرر

- منطقی

- حسابي

- واعي

التفكير السريع

- قليل الجهد
 - متكرر
 - -تلقائي
- نمطی
- اقل وعيا



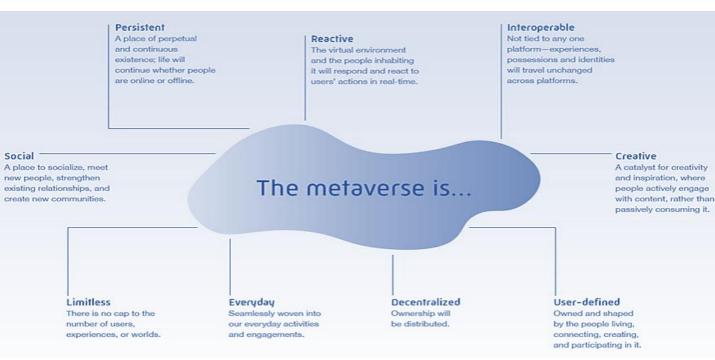
قرار القاضي

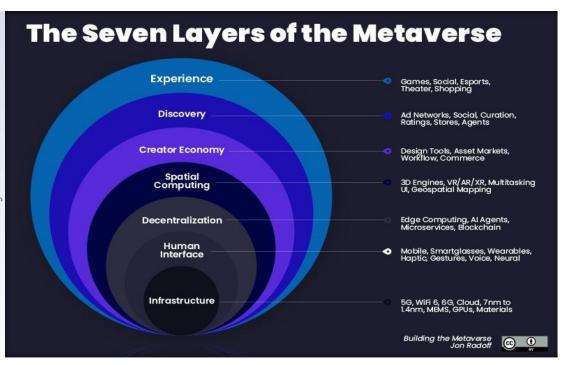


قرار السائق



الميتافرس The METAVERSE













الميتافرس The METAVERSE

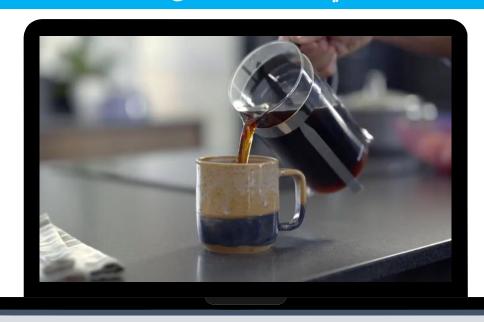
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التسوق الافتراضي في عصر الميتافيرس



⇒ وول مارت تطلق عملتها المشفرة الخاصة ومجموعة من رموز NFTs في ۱-۱-۱۲

التصور المستقبلي لبيئة العمل في عصر الميتافيرس



⇒ يقوم الواقع المعزز بتراكب العناصر المرئية والصوت والمدخلات الحسية الأخرى على إعدادات العالم الحقيقي لتحسين تجربة المستخدم. في المقابل، الواقع الافتراضي هو افتراضي تمامًا ويعزز الحقائق الخيالية



الحوسية الكمومية Quantum Computing

Classical computer

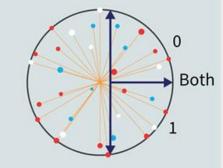


Classical bit

Classical bits can only be 0 or 1

Quantum computer





Qubit

Qubits follow the superposition principle and can exist as 0 and 1 at the same time

Hardware



- · Physical qubit
- Processor
- Control circuits
- Interface
- Detectors, chips for trapping ions, vacuum, laser, microwave or optical system (ion-trapped)
- Wirings
- Refrigeration
- Housing (package)
- Signal shielding

Software



- Error correction
- Control processing languages
- Specification
- Simulation
- Debugging
- Programming languages
- Compilers
- Schedulers
- Optimisation (eg, resource estimators)
- Verification or validation
- Function libraries

على قوانين ميكانيكا الكم، وهو سلوك الجسيمات على قوانين ميكانيكا الكم، وهو سلوك الجسيمات على Quantum Computer



تطبيقات الحوسبة الكمومية Quantum Computing's Applications

تنظيم الحركة المرورية



خلق بدائل مقاومة للقرصنة السيبرانية



محاكاة عمل بطاريات السيارات لإختبار الكفاءة



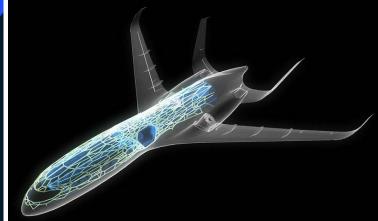
في مجال المال والبنوك



الصناعات الدوائية (محاكاة المركبات)



حساب مسارات الصعود والهبوط الأكثر كفاءة في استهلاك الوقود للطائرات





Secrets to Success

- 1 Always Have Goals in Life
 Goals are the first and maybe the
 only key to success in any life
 calling!
- You have to be persistent
 Persistence is just another word for faith. People who have faith will persist and succeed.
- **3** Gratitude attunes you with success

To have more in life. You MUST first appreciate what you have right now.

Focus on important

If you cannot keep your focus sharp

on things that will lead you further.

Be sure you to say where you are

Create a "WINNERS ATTITUDE"

The one who thinks he can, and the one who says he can't are both usually right. Budha

Keep your imagination alive!

Whatever the mind can conceive and believe, the mind can achieve.

–N Hill

Always keep knowledge

The knowledge is useful. However, it becomes the power only if used and applied.

Become fast at decision making

The success is a decision. Don't overthink the decision. Just go for it and see what's going to happen.

Work on success from the morning

Those who love to sleep will forever live in poverty – religion verse.

Form a mastermind group

Every path is more straightforward when two or more brains come together



Socrates once said:

Smart people

learn from everything and everyone.

Average people

learn from their experience.

Stupid people

already have all the answers.

1 The Minds Journal

MINDJOURNAL



Thank You