

# Comunidad F Coursera

Agosto 1, 2019

**inspyra**



# Agenda

- Futuro del Trabajo
- Coursera overview
- Cultura Coursera

2060



El futuro del **trabajo** y  
el futuro del **aprendizaje**  
están **convergiendo**



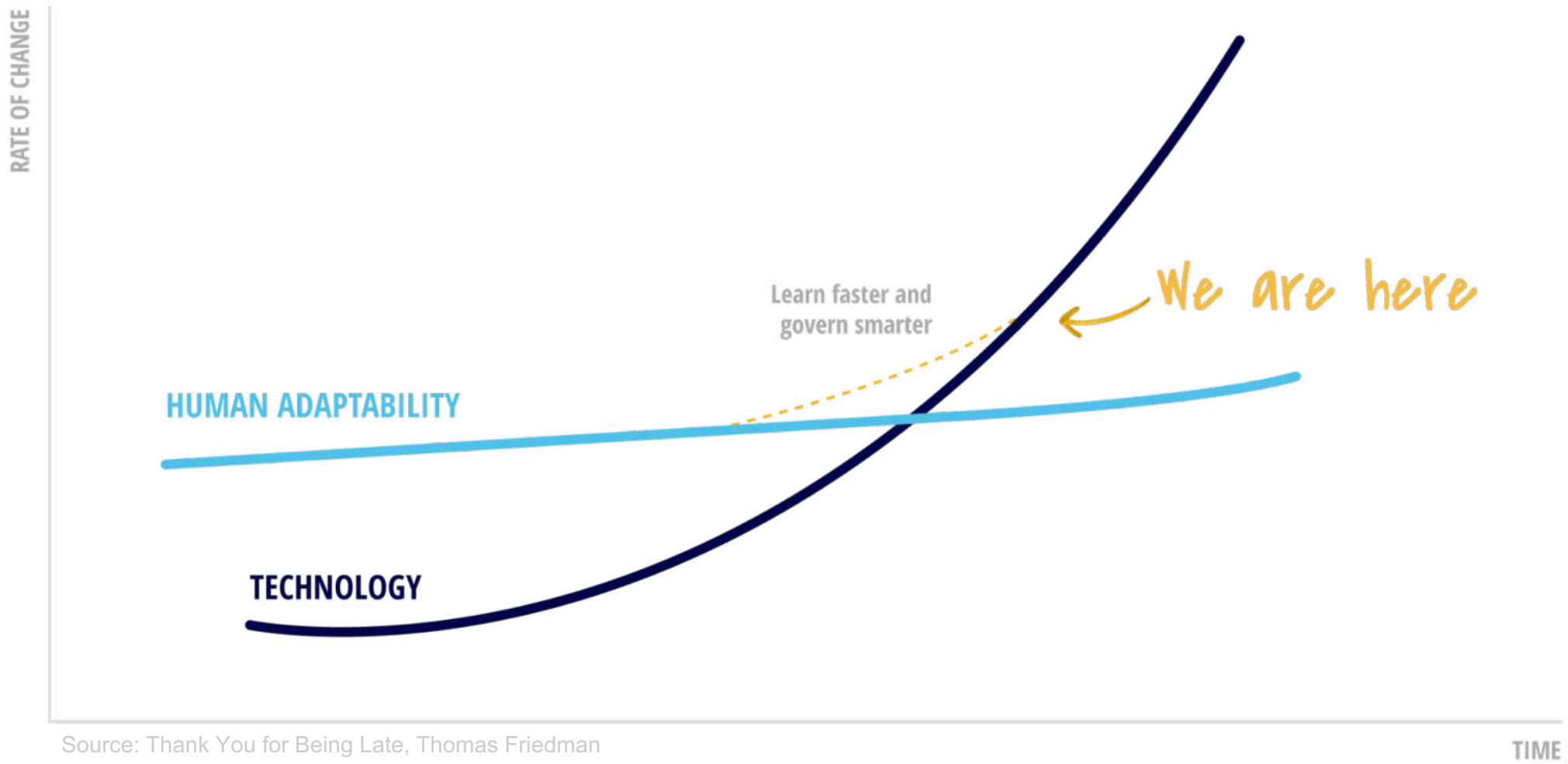
# The 21<sup>st</sup> Century

will be equivalent  
to the last

# 20,000

years of progress.

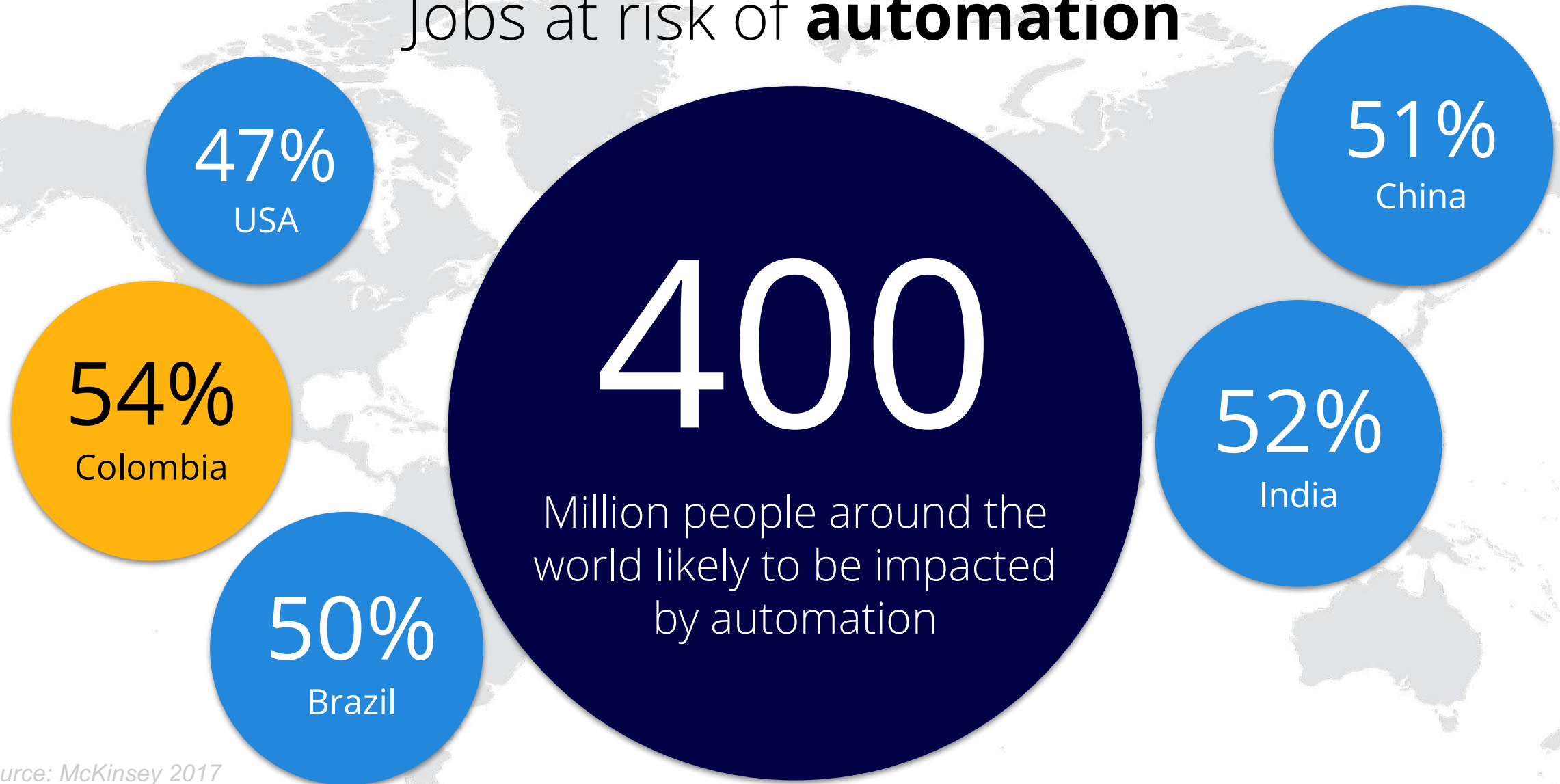




Source: Thank You for Being Late, Thomas Friedman

TIME

# Jobs at risk of **automation**



Source: McKinsey 2017





Entre el **2013** al **2015**, **3.2M de personas** en USA fueron desplazados de sus trabajos

# Number of people **entering the workforce**

**300**

Million people will be entering the workforce in the next 10 years

**100**  
Million in  
India

**60**  
Million in  
China

**40**  
Million in  
Brazil


**39**  
Million in  
U.S.

**7 Million**  
In Colombia



Solo el **27% de recién graduados** de universidades tienen trabajos referentes a lo que estudiaron

*Source: (2012) Agglomeration and Job Matching among College Grads, the Federal Reserve Bank*



El **88% de empresas** del Reino Unido, dicen que los recién graduados no están preparados para trabajar

# Colombia to **gain more from career-relevant education**

**40%**

Of people entering the workforce globally will have access to higher education

**86%**  
U.S.

**46%**  
Brazil

**43%**  
China

**25%**  
India

**33%**

Gross Enrollment Ratio in Colombia

Sources: Unesco

# Resolver Problemas

**That's awesome**



## Tareas

**Hacer Tareas**



## Habilidades

**Aprender**

X  
AI  
+  
DATA

Karlo  
Rodríguez

CoFounder  
& CTO

+

klustera

MEXICO CITY, MX  
2017.KLUSTERA.COM  
@KLUSTERA

KLUSTERA is an AI-enabled  
getting platform that allows  
nies to target users online, by  
their behaviour in the real w



“Enamorate  
del Problema”

- *Karlo Valentín Rodríguez*

# Global Skills Index





# Global Skills Index Latin America

## TECHNOLOGY

**Skill Level** ● Cutting Edge ● Competitive ● Emerging ● Lagging

Global Rank	Computer Networking	Databases	HCI	Operating Systems	Security Engineering	Software Engineering
● 01 Argentina	● 49%	● 64%	● 76%	● 95%	● 54%	● 100%
● 27 Costa Rica	● 37%	● 42%	● 53%	● 32%	● 37%	● 58%
● 30 Brazil	● 41%	● 49%	● 27%	● 42%	● 39%	● 54%
● 32 Peru	● 32%	● 3%	● 37%	● 39%	● 36%	● 44%
● 33 Chile	● 27%	● 17%	● 58%	● 41%	● 34%	● 41%
● 37 Venezuela	● 20%	● 5%	● 31%	● 37%	● 31%	● 46%
● 42 Ecuador	● 12%	● 32%	● 29%	● 19%	● 10%	● 36%
● 43 Mexico	● 24%	● 8%	● 54%	● 25%	● 14%	● 17%
● 46 Guatemala	● 36%	● 12%	● 15%	● 49%	● 8%	● 32%
● 48 Dominican Republic	● 31%	● 24%	● 34%	● 27%	● 27%	● 19%
● 49 Colombia	● 17%	● 20%	● 42%	● 24%	● 22%	● 12%



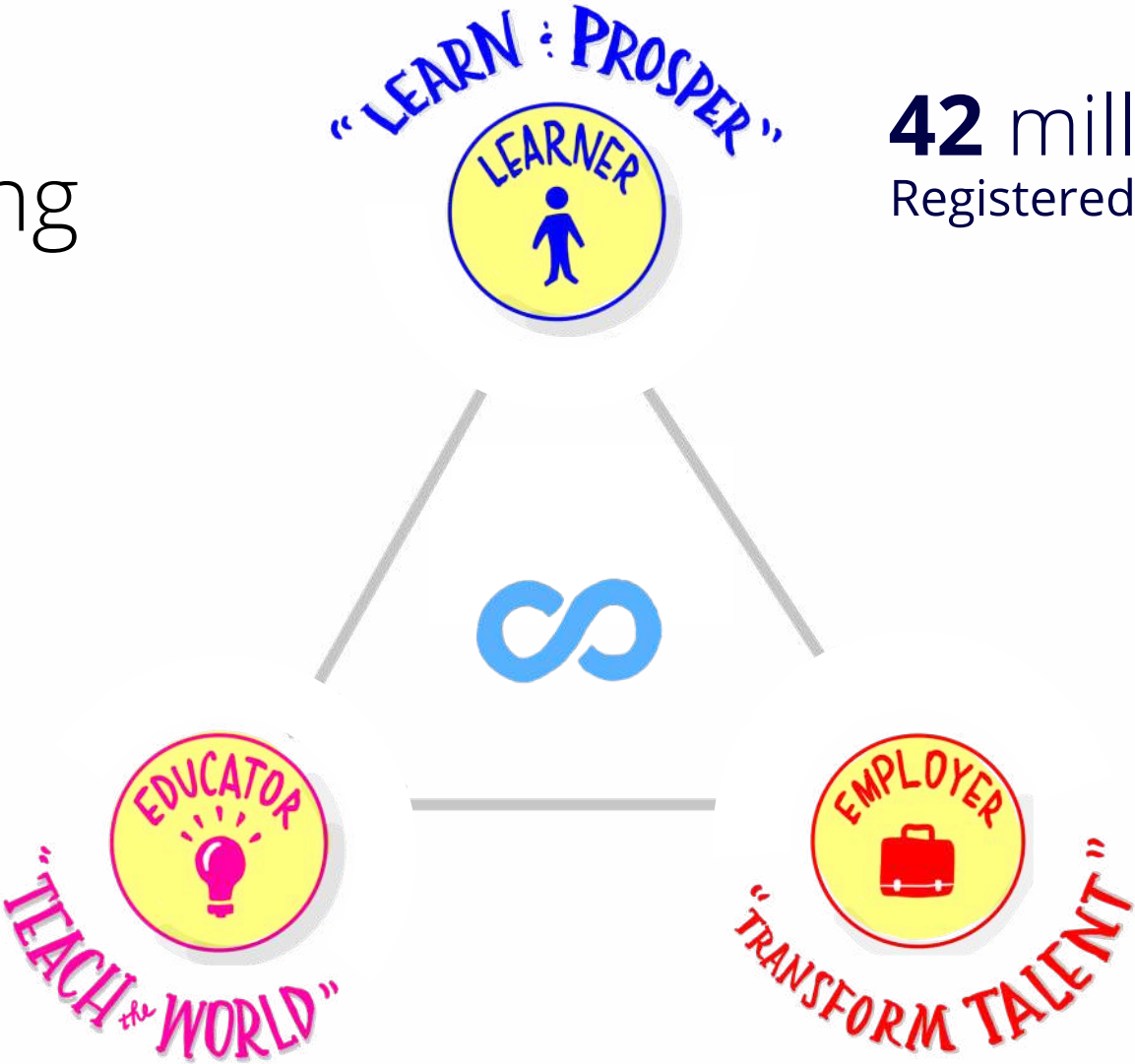
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**La mejor  
educación en el  
mundo está  
disponible para  
todos en el  
mundo**

**#NOEXCUSES**

# Coursera, a global learning platform

**190+**  
University and  
Industry partners



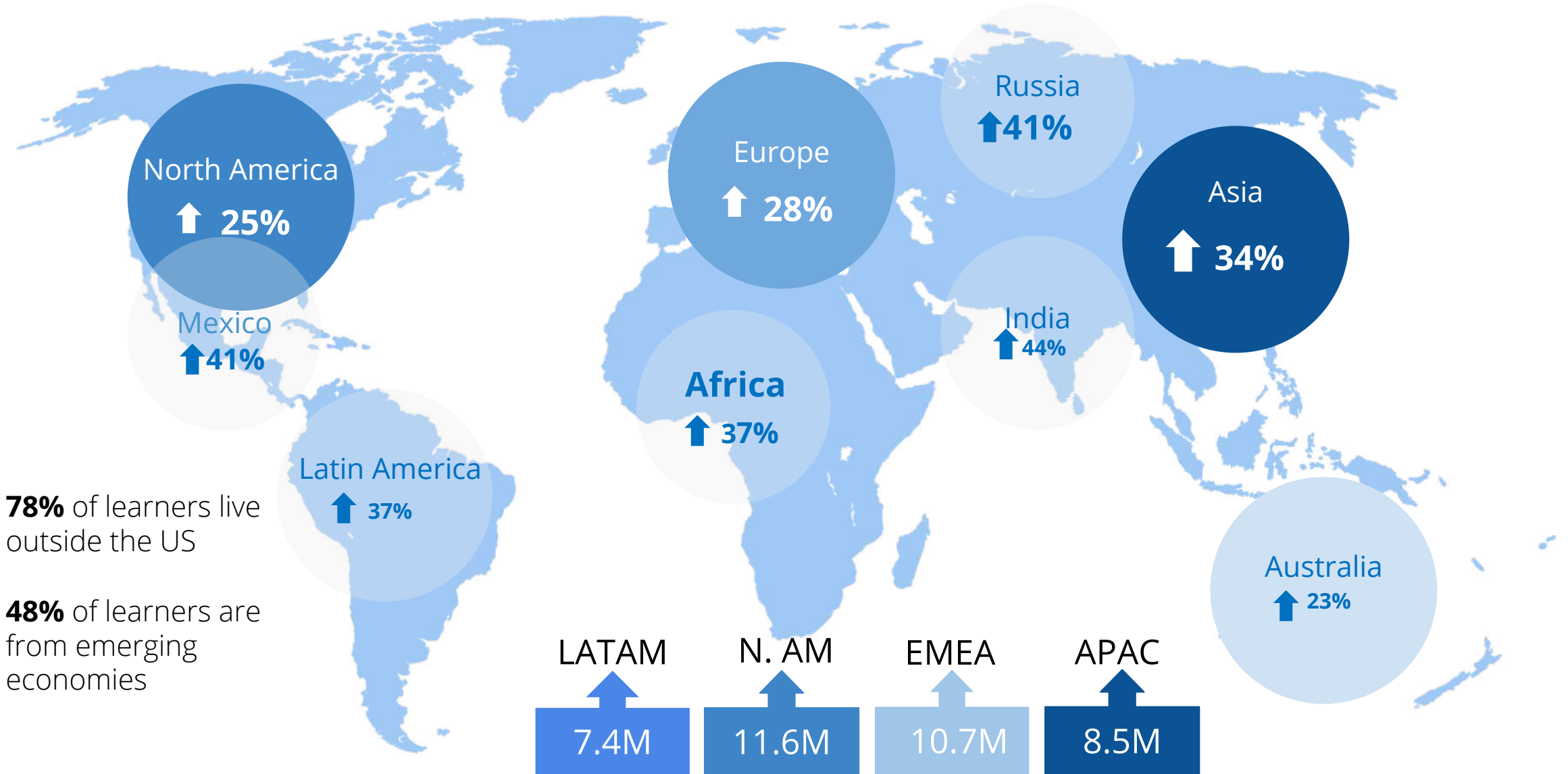
**42 million**  
Registered learners

**2,000+**  
Enterprise customers

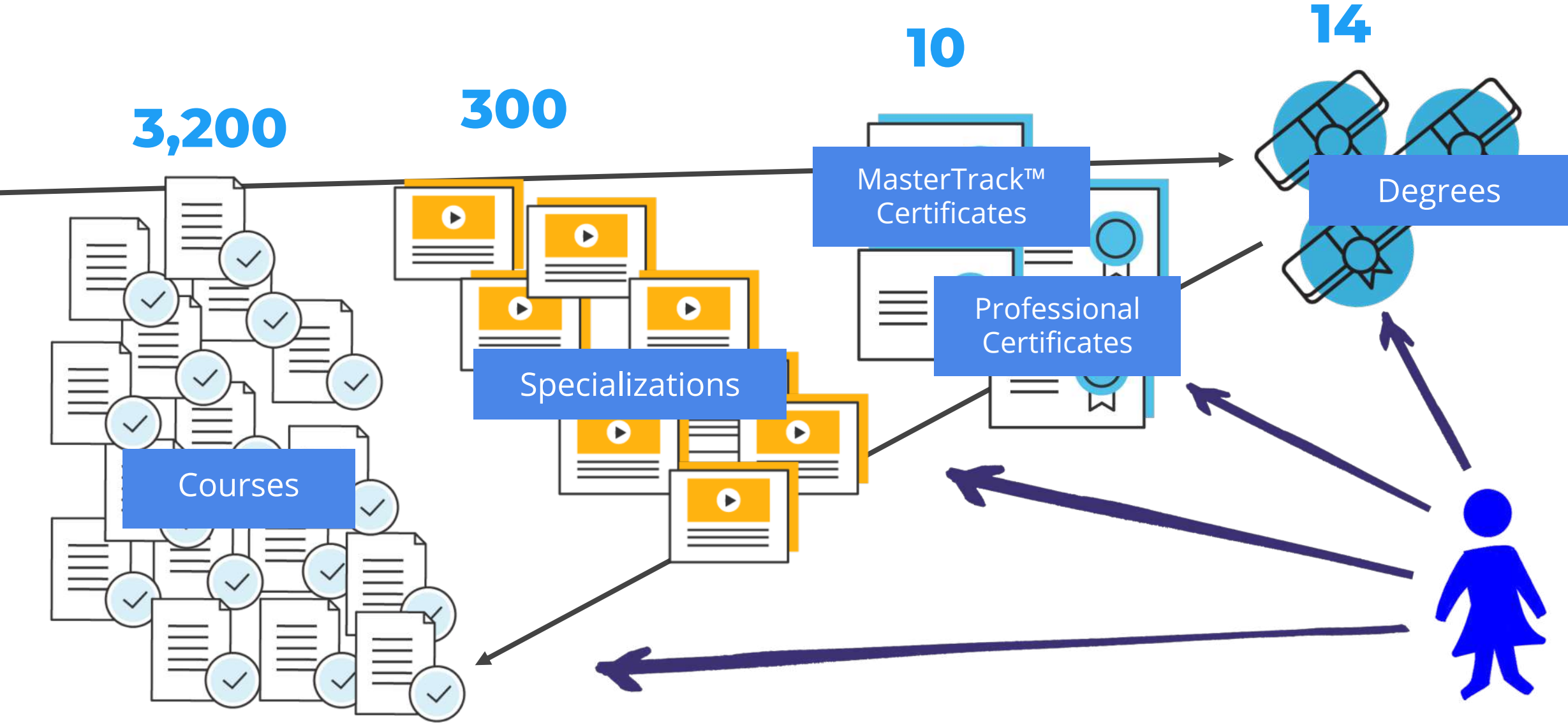
Together with **190 partners** we're teaching learners around the world



# Coursera's global reach and scale



# Coursera's full range of learning products



# 2,600+ organizations are using Coursera



L'ORÉAL



SAMSUNG



TATA  
COMMUNICATIONS



ABU DHABI SCHOOL  
OF GOVERNMENT



JPMORGAN CHASE



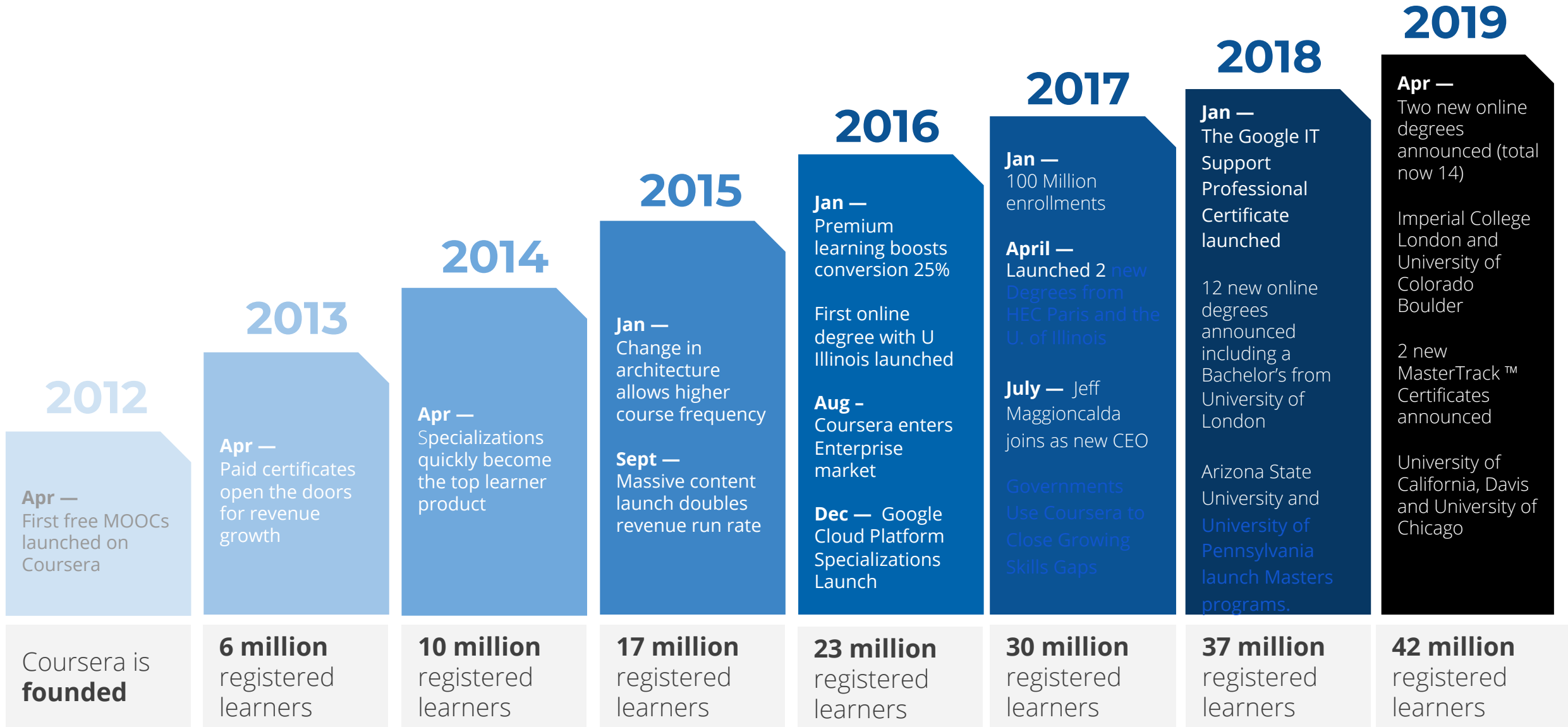
# LA CULTURA DE COURSERA



# coursera

We envision a world where anyone, anywhere can transform their life by accessing the world's best learning experience.

# La Historia de Coursera



# Our **values**

- **Betterment:** Relentlessly learn, change and grow
- **Boldness:** Make a difference
- **Deep honesty:** Ask for and offer honest feedback
- **Solidarity:** We are all servants to the cause

*\* Pluralsight and 2U numbers for Q3 2018 YTD*

# Leaders at Coursera...

## Serve the cause

*In what you say and do, show that we're all here to serve Coursera's mission*

## Inspire teams to be their best

*Inspire, listen, empower and appreciate the people around you*

## Own it

*Take responsibility for fixing mistakes and finding solutions*

## Learn, change, and grow

*We can always be better -- ask for feedback, give feedback, and change what's needed to improve*

## Increase leverage

*Focus and align people on the things that produce bigger results with less effort*

## Love without limits

*Respect and embrace the diversity and dignity of every single one of us*

# **Coursera L&D**

**Courserians learn,  
grow, and transform  
into their best selves  
in service of Coursera**



# Definiendo la Cultura de Coursera

Pyramid of Results



The "Results Pyramid" is copyright of Partners in Leadership LLC

# Strategic L&D at Coursera

Attract and  
retain  
talent

In-house L&D

Free access to Coursera

Prof development budget

**THRILL YOUR MIND**

Welcome to  
**Coursera 4 Coursera**  
Learn key skills for your role via EStaff-curated collections

[How It Works](#)

My Courses [Catalog](#)

**Coursera Values**  
Courses connected to our values of Betterment, Deep Honesty, Boldness, Solidarity. Also includes co-founder Andrew Ng's AI for Everyone for good measure. New Courserians, this is a great place to start learning on our platform!

[VIEW ALL](#)

- Learning How to Learn**  
Powerful mental tools to help you maste...  
McMaster University, University of
- Giving Helpful Feedback**  
University of Colorado Boulder
- Design Thinking for Innovation**  
University of Virginia
- Leadership and Emotional Intelligence**  
Indian School of Business

# Strategic L&D at Coursera

Develop  
people  
capabilities

Manager and  
Exec Staff dev

Team/org  
development

**Leadership  
development**

- performance... *set high goals and beat them*
- teamwork... *inspire and support others*
- growth... *learn, change, and grow*



# Strategic L&D at Coursera

Motivate  
and  
engage  
employees

C4C challenge

Courserian-  
facilitated  
study groups

**All Hands as  
org dev**

Growth plans



# Strategic L&D at Coursera

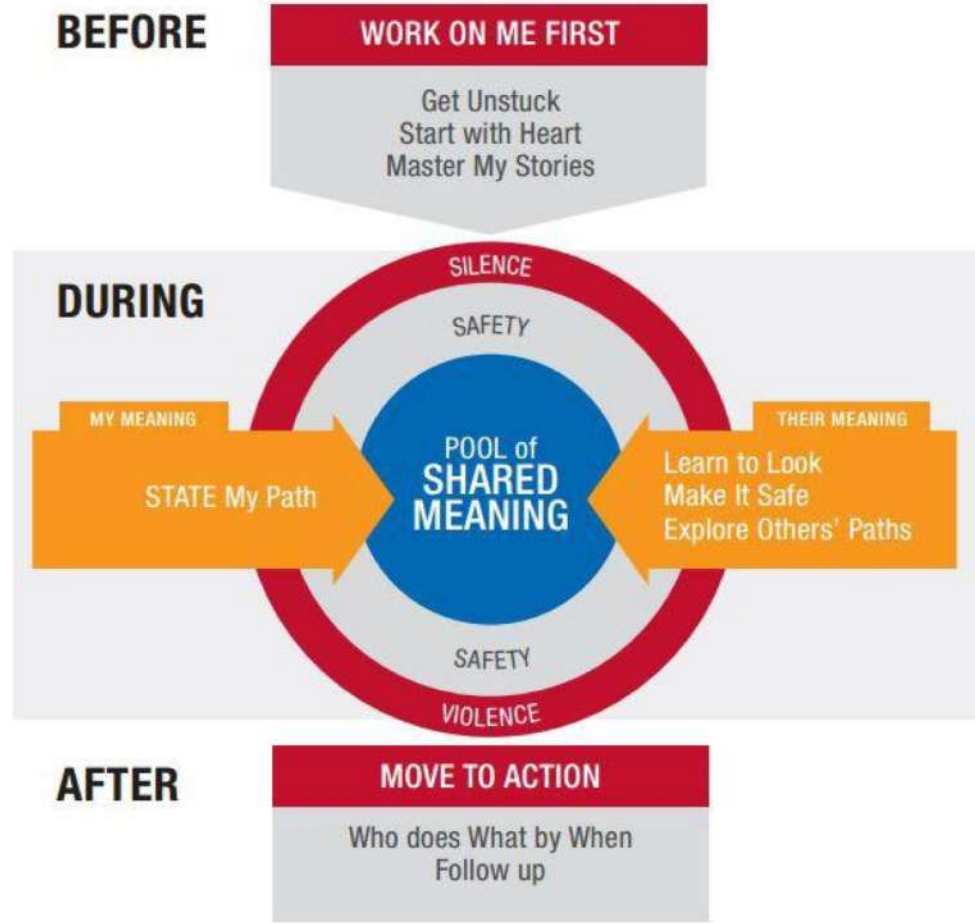
Create a values-based culture

## Crucial Conversations

Drive EPS actions

True Colors

### CRUCIAL CONVERSATIONS MODEL



# Strategic L&D at Coursera

Build an  
employer  
brand

C4B webinars

**Coursera blog  
posts**

Bylines

## Coursera Blog

Degrees For Business For Educators



A special thank you to HOLA's founding members Giovanni Dubois, Mario Chamorro, Marimar Hernandez, and Chad Meirose. Keep an eye out for our HOLA ERG blog series where team members share their stories. Want to help us grow our familia at Coursera? If you have any ideas, let [April](#) and [Angela](#) know on LinkedIn!

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# Mi lista de Favoritos



**Makeathon**

# courseera

We envision a world where anyone, anywhere can transform their life by learning the most interesting things.



**This Coursera  
Life**



**Happy Wall**



# International Day of Happiness



# ***Otros***

**Miercoles fuera de la oficina**

**Happy Hours de los Viernes**

**Vacaciones Ilimitadas**

**Coursera for Refugees**

**Almuerzo y cena gratis todos  
los días**

**Summer Party**



Gracias!

# HACKING HAPPINESS

Mario Chamorro

Agosto 1, 2019



# Journey

1. Peor ICFES
2. Activista de la Felicidad
3. Un Cuy?
4. Como mejorar tu Felicidad
5. Happiness Plan









I SAY, BEHOLD MY "F."







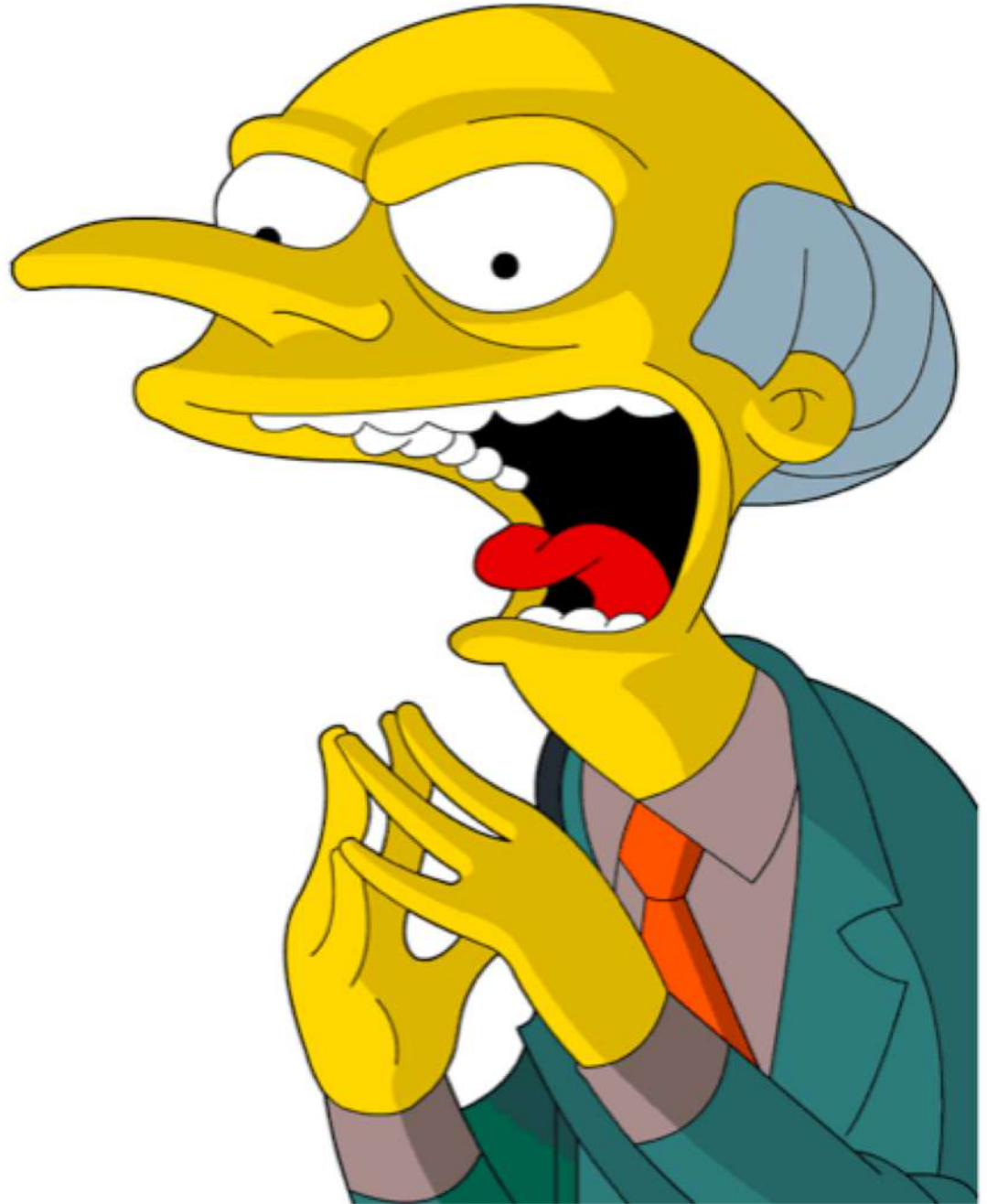


nobodies.













SIN  
Trabajo



SIN  
Casa



SIN  
Novia







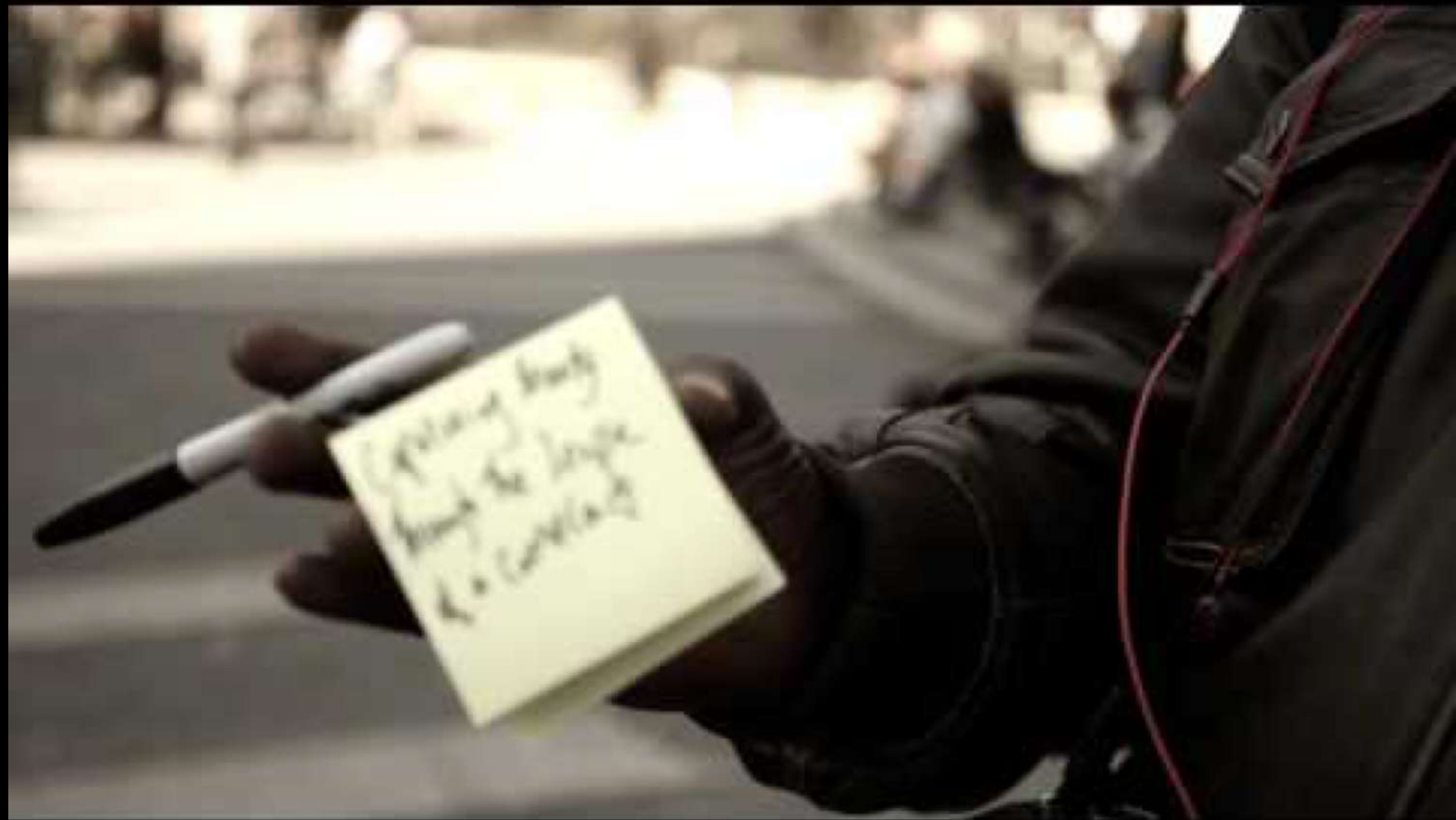






HAPPINESS  
ACTIVIST







Había una  
vez un  
Cuy...







**Over 70% of  
Cuys in the  
U.S. are  
unhappy  
about their  
jobs *(lives)***



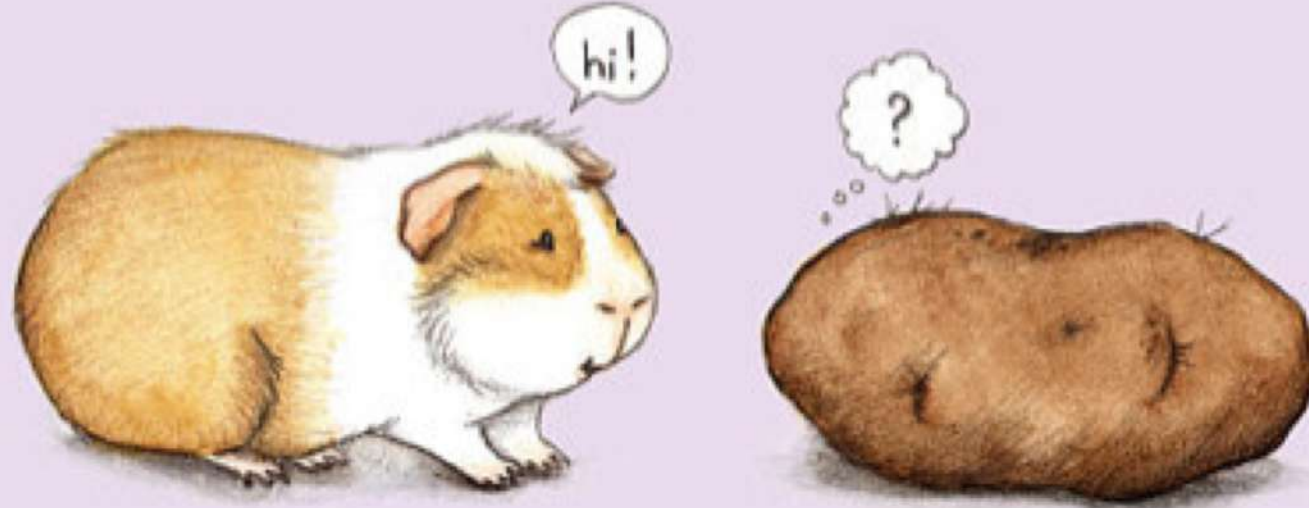


All Natural  
Wine

Happy  
New  
Year!

GUINEA PIG COLLECTIVE

MID JAN



**TODAVIA  
HAY  
ESPERANZA**





**Felicidad = Estilo de Vida para sentirse bien**



# Estilo de Vida



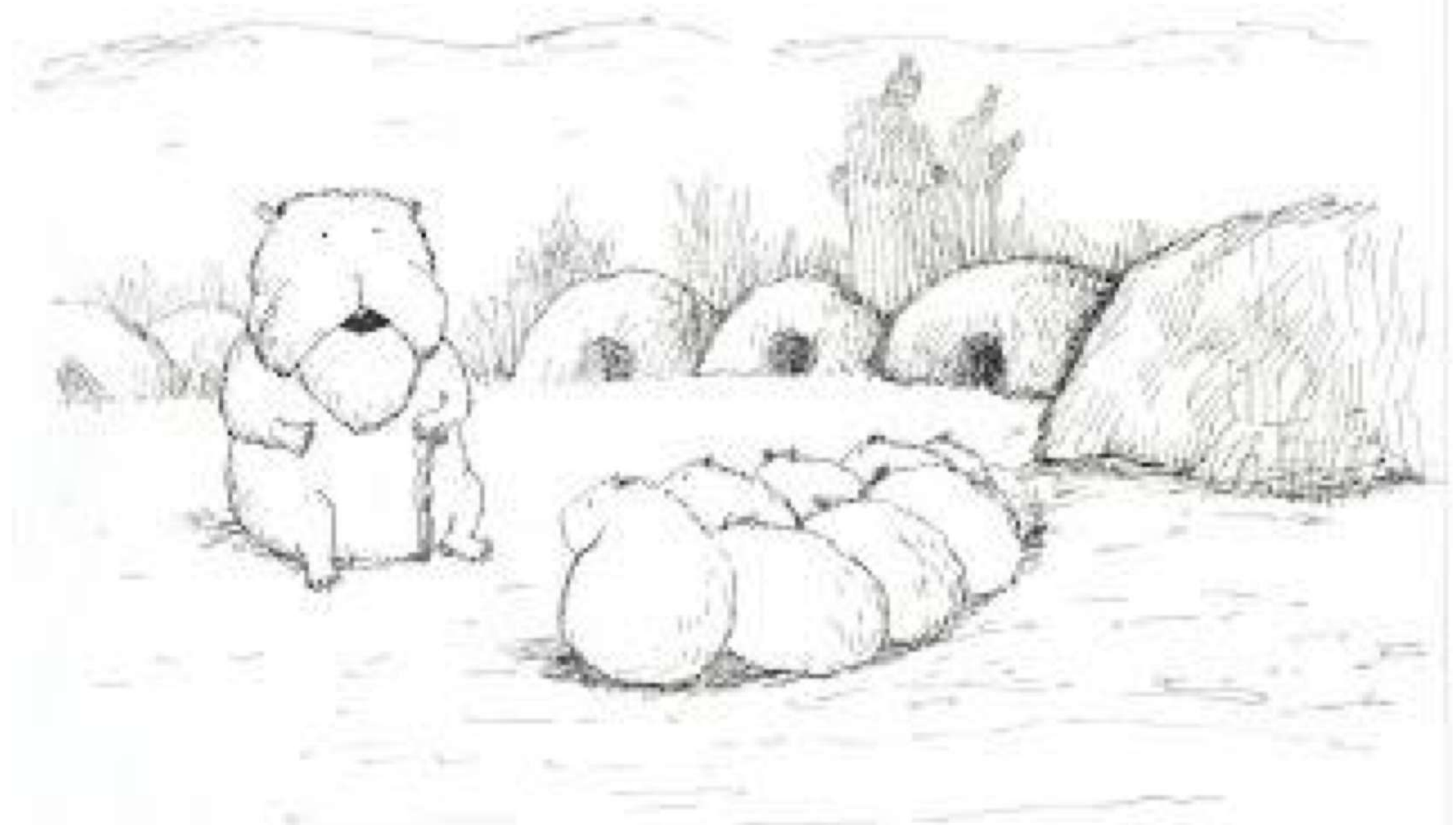
# Estar Bien



Como  
Mejorar tu  
**Felicidad?**



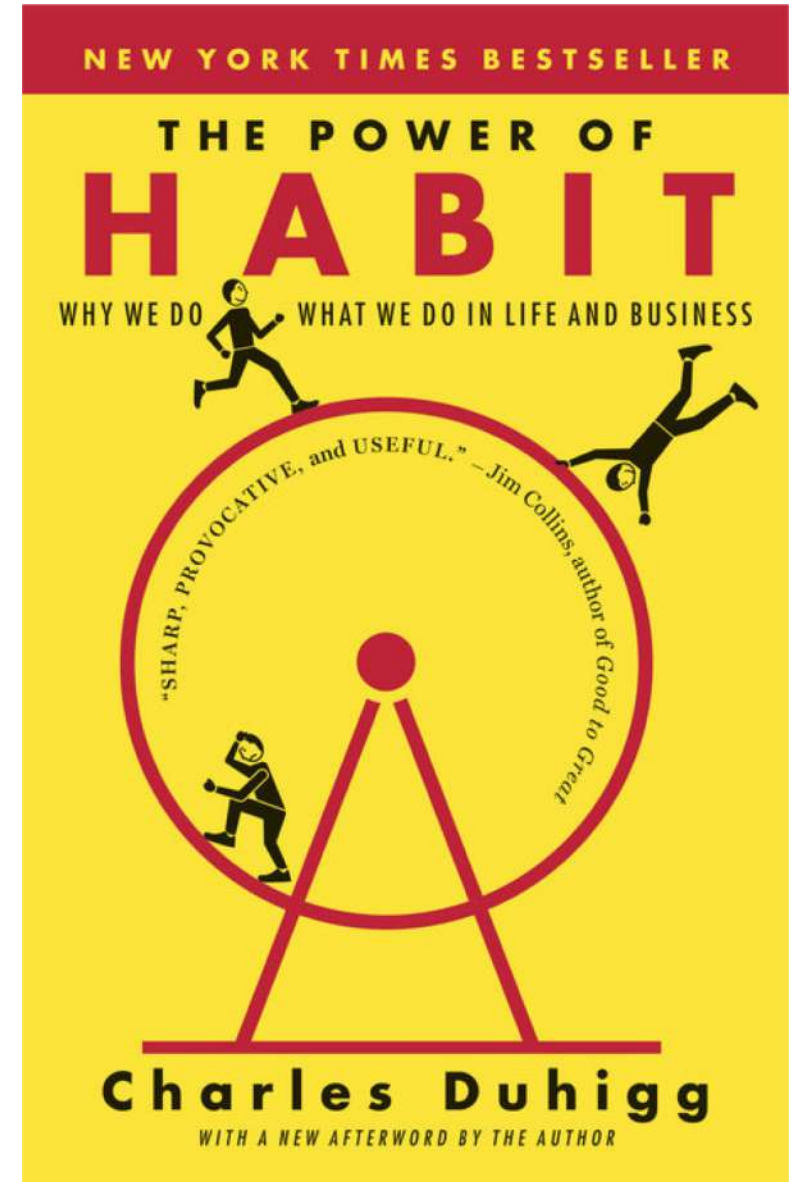
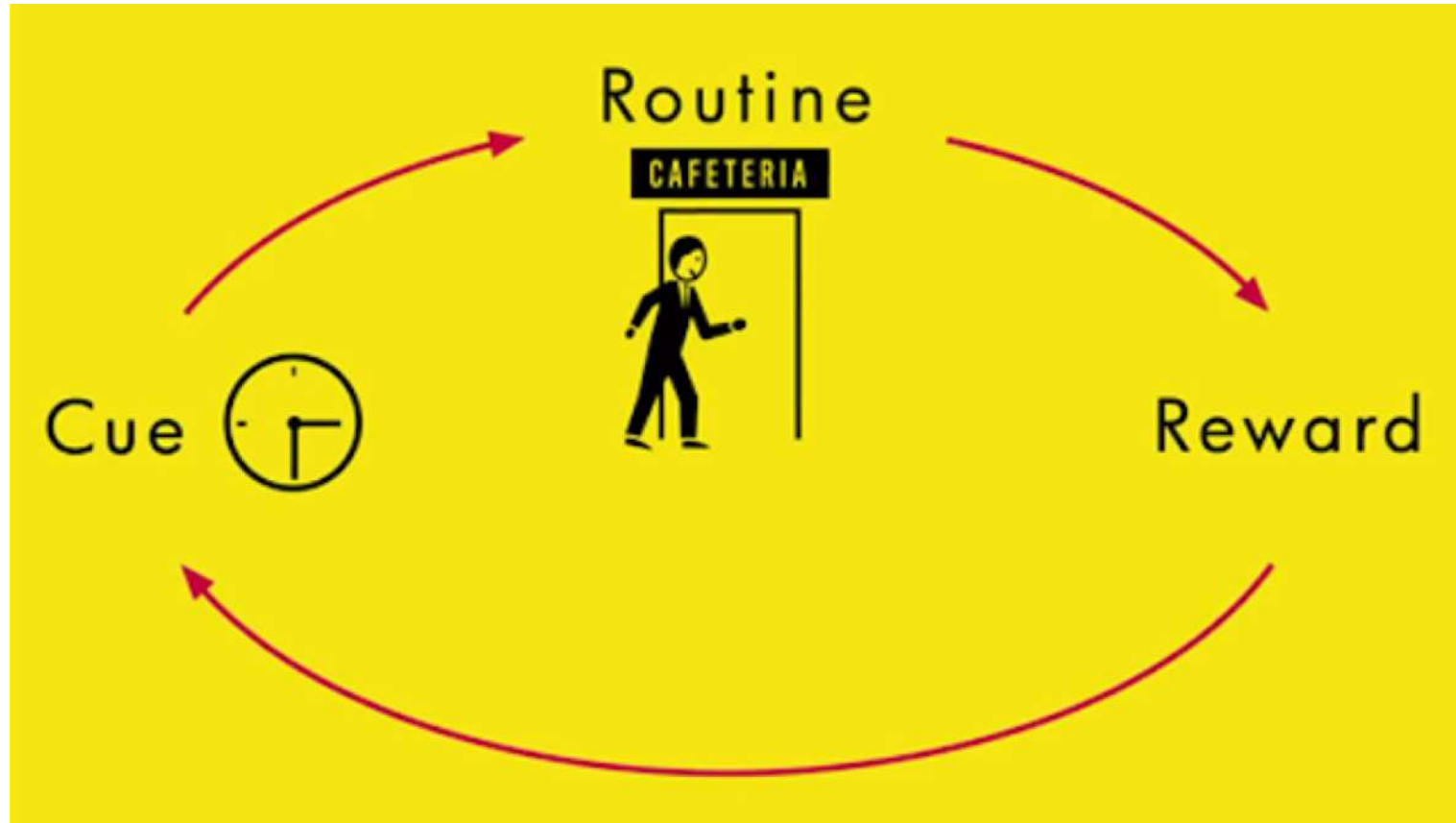




$$H = A \times (C)^D$$

Habitos                      Acciones                      Creencias                      Deseos





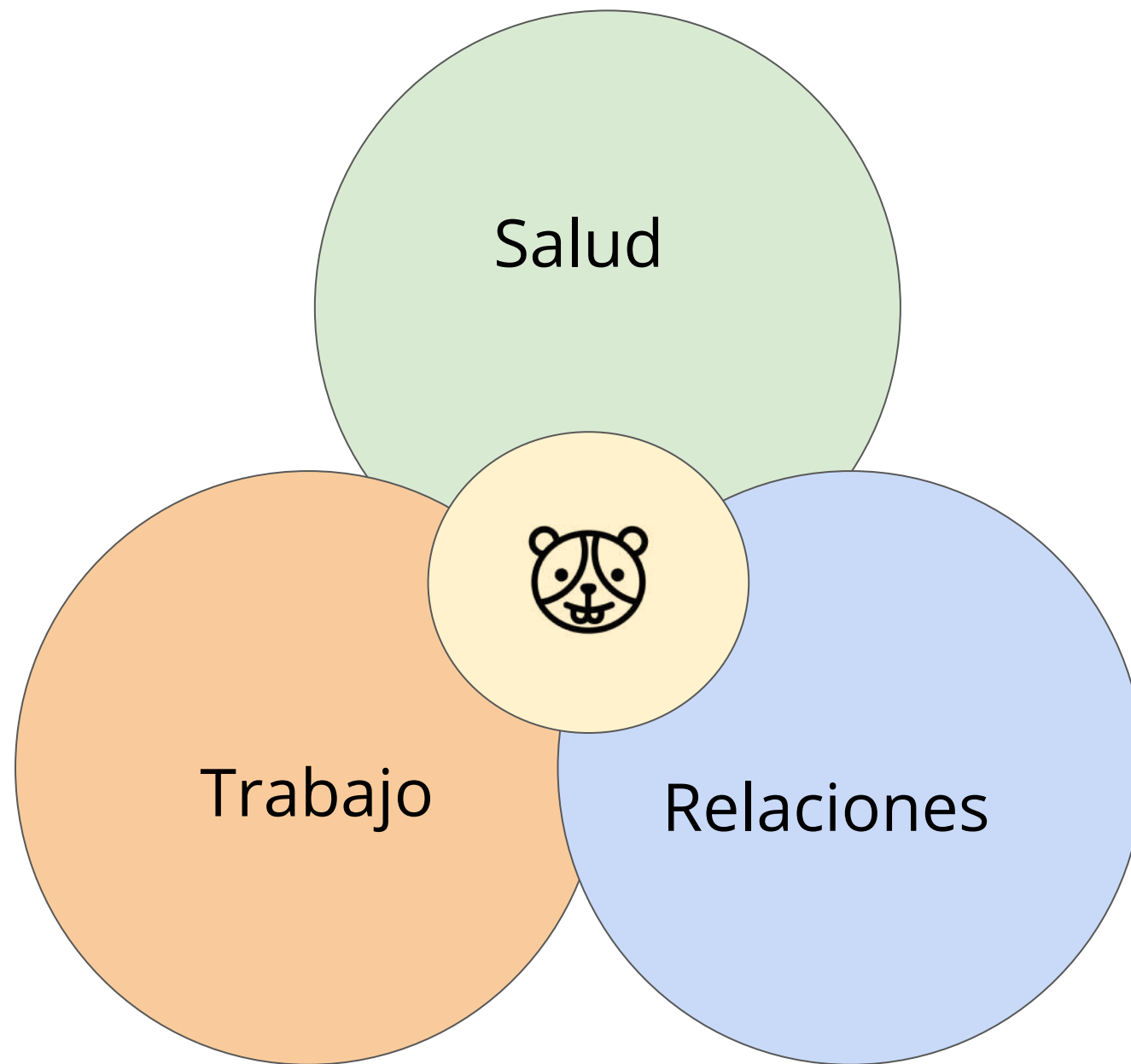


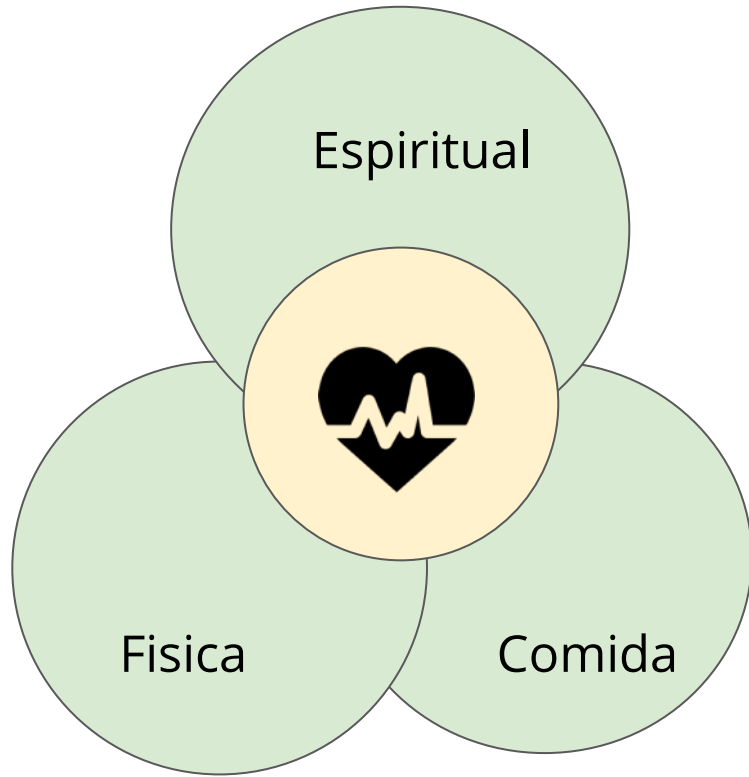
# Hipotesis



Buenos hábitos diarios nos conducen a una **vida más feliz**



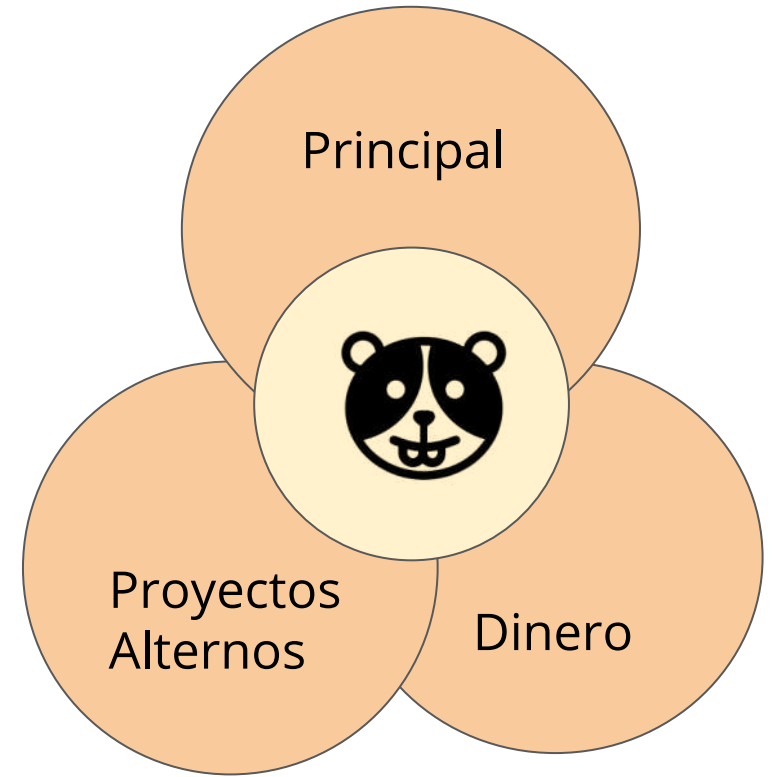




Salud



Relaciones



Trabajo





adamgrant



Adam Grant ✓

@AdamMGrant

Work-life balance sets an unrealistic expectation of keeping different roles in steady equilibrium.

Instead, strive for work-life rhythm. Each week has a repeating pattern of beats—job, family, friends, health, hobbies—that vary in accent and duration.





**A que tanto le dedicas la mayor parte de tus días?**

Salud

Trabajo

Max

Min

Relaciones

Felicidad



# Primer Prototipo

EXPERIMENTS - WEEK 9

RITUALS	M	T	W	T	F	S	S	GOAL
MEDITATION	1	1	1	1	1			7
PUSH UPS	200	200	50	200				500
MENJUYO	1	1	1	1	1			7
NO TECH 10:30	1	1	1	1	1			7
110 CER w FOOD	2	2	2	2	2			14
WAKE @ 6:30AM	1	1	1	1	1			5
WEEKLY DATE	1							1
WORK OUT								
BIKE	6	0	0	0	0			30
VEGGIE MEALS	1	0	2	0	1			4
GROWN ART-C.								

GOALS:

MEDITATION 7	TECH 10:30 7	10
PUSH UPS 210	7:30 AM 7	10
MENJUYO 7	SWIM 5	10

SOR T-FU SUMMARY

WEEK	6	7	8	9	10
PUSH UPS	160	320	320	380	
SWIMMING	4	4	3	4	
RUNNING	0	0	0	0	
MEDITATE	7	7	6	6	
BIKE	1	25	15	25	
VEGGIE	5	7	6	4	
CONTENT	4	4	4	7	
BLOG POSTS	0	1	0	0	



# Segundo Prototipo

Jan 15, 2018				Week 3							Week 4										
Domain	Sub-Domian	Activity	Sub-Activity	M	T	W	T	F	S	S	Tot	M	T	W	T	F	S	S	Tot		
<b>HEALTH</b> <i>I'm strong, flexible, and I'm in my best shape ever</i>	Spiritual	Meditate	Meditations	1	1	1	1	1	1	1	7	1	1	1	1	1	1	1	7		
	Mental	Learn	Take a course on crypto currencies (Hours)	0	0	0	1	0	0	0	1	0	0	0	0	0	0	3	0	3	
			Take a cooking class (Hours)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
			Take a course on machine learning (Hours)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
			Manage my inbox efficiently (Hours)	0	0	3	0	0	0	0	0	3	0	0	0	0	0	0	0	0	
			Portuguese (Hours)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Physical	Read	Books (Hours)	0.5	0	0	0.5	0	0	0	0.5	1.5	0.5	0	0	0.5	0	0	1	2	
			Movement	Pushups	30	30	30	30	30	30	30	210	30	30	30	30	30	30	50	0	200
				Bike (miles)	3	0	0	3	0	0	0	6	3	0	0	0	0	0	0	8	11
				Run (miles)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				Swim (miles)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Yoga sessions	0		0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	
	Food	Food	Boxing classes	1	0	0	0	1	0	0	2	0	0	0	0	0	1	0	1		
			Bucket List	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	
	Other	Visit to the Dr	Veggie days	0	0	1	0	0	0	0	1	0	1	0	0	1	0	0	0	2	
			Interim Fasting days	1	1	1	1	1	1	1	7	1	1	1	1	1	1	0	1	6	
			Doctor	0	0	0	0	0	0	0	0	0	0	0	0.5	0.5	1	2	4	8	
	Myself	Fun	Movies	Dentist	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
				Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
				Massages	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				Concerts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				Burning man	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				Skydiving	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Traveling		New States in the US	San Miguel de Allende - Dia Muertos	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
			New Countries	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
			Couple's therapy sessions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Growth		Walks in nature	Semminars (Kinnerlat MX, Kada)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
			Cachorrito action plan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
			Esalen	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
			Define new investments	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		



# Tercer Prototipo - OKRs

MARIO'S HAPPINESS PRIORITIES - 2018

## 2018 Happiness OKRs - Main Tagline: "Explore"

*"If you commit to nothing, then you'll find that it's easy to be distracted by everything".*

### Guidelines

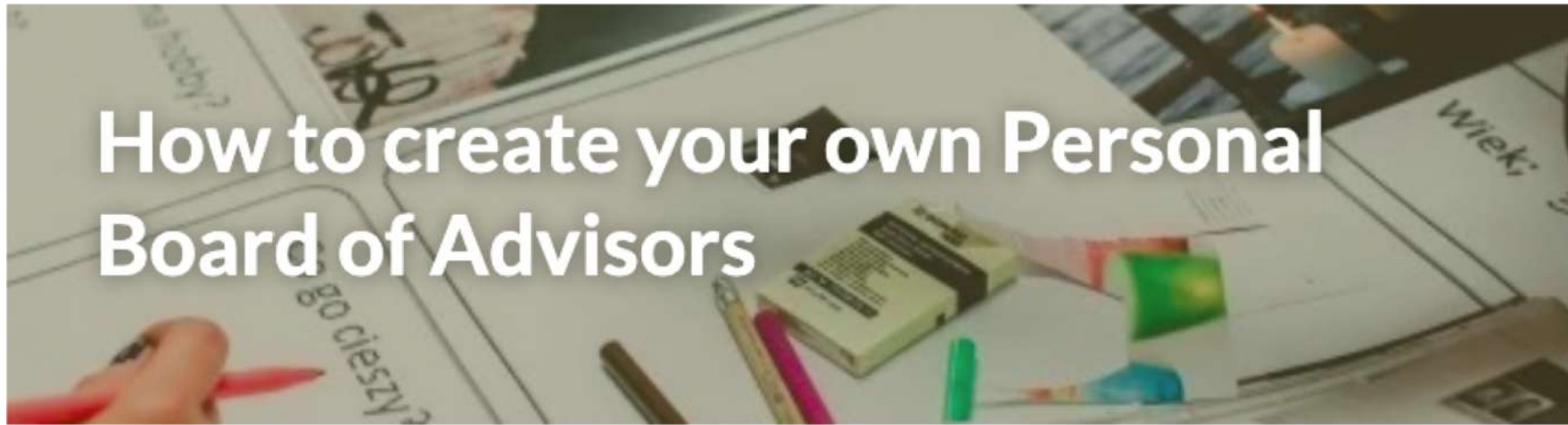
- Love and Compassion with me and others
- Experiment More (Fail early, fail often, move forward)
- Improve my relationship with fear "Abrazar dragones con amor y Valentía"
- I dream in a world where whimsy and imagination are the norm

### HEALTH – "I'm kind, strong, flexible, and I'm in my best shape ever"

- **Spiritual**
  - 300 meditations per year
- **Physical**
  - 5,000 push ups per year
  - Bike - 365 miles per year
  - Run - 150 miles per year



# Junta Directiva **Personal**



December 24, 2016

If you're considering a career change, form a Personal Board of Advisors.

*A personal board of advisers can improve your life by giving you access to unlimited opportunities and maximizing your potential while keeping you grounded to your personal values.*

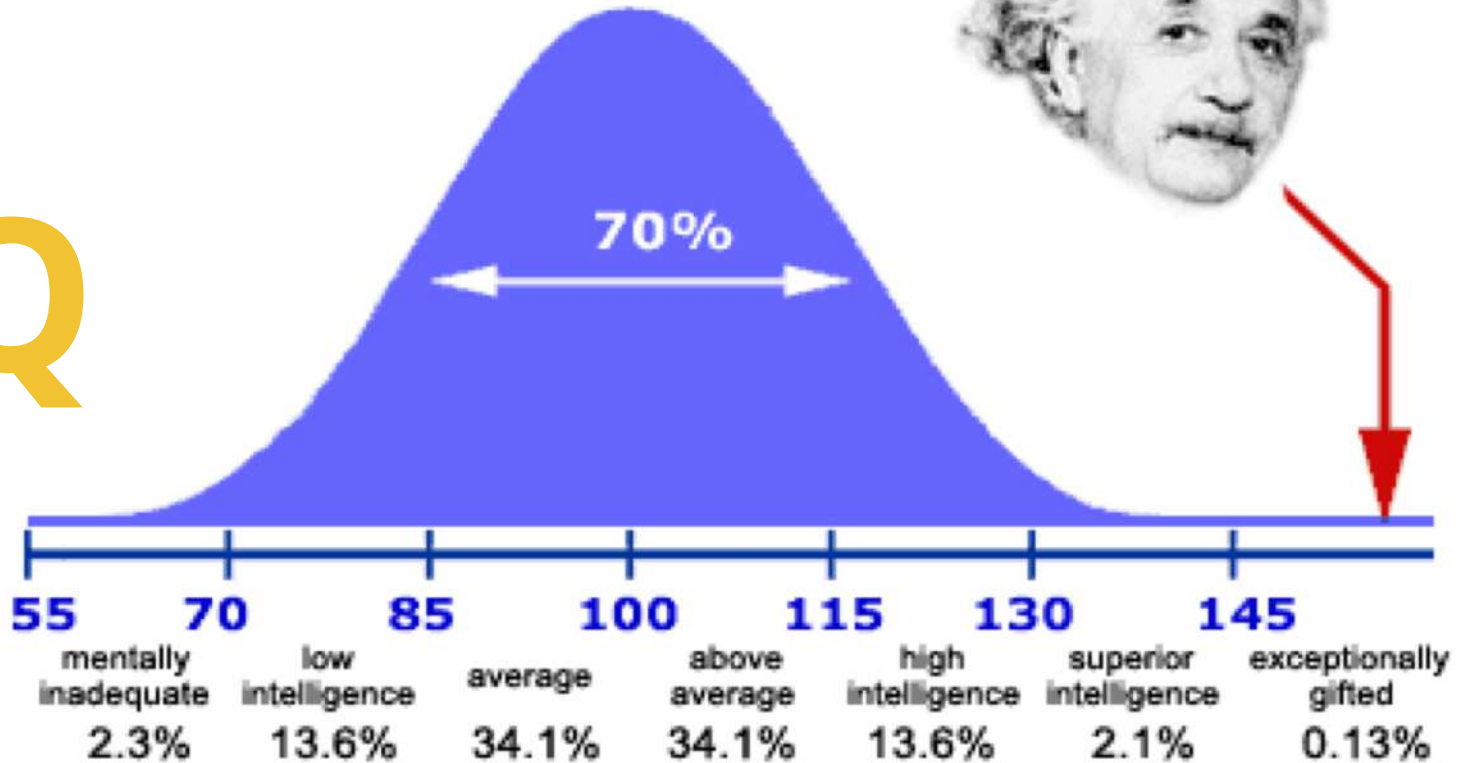
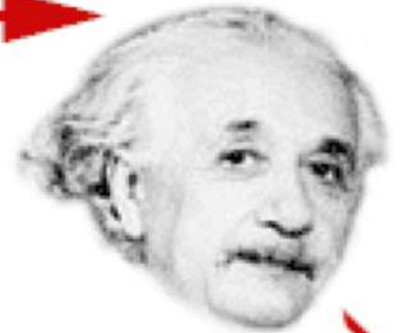


2017

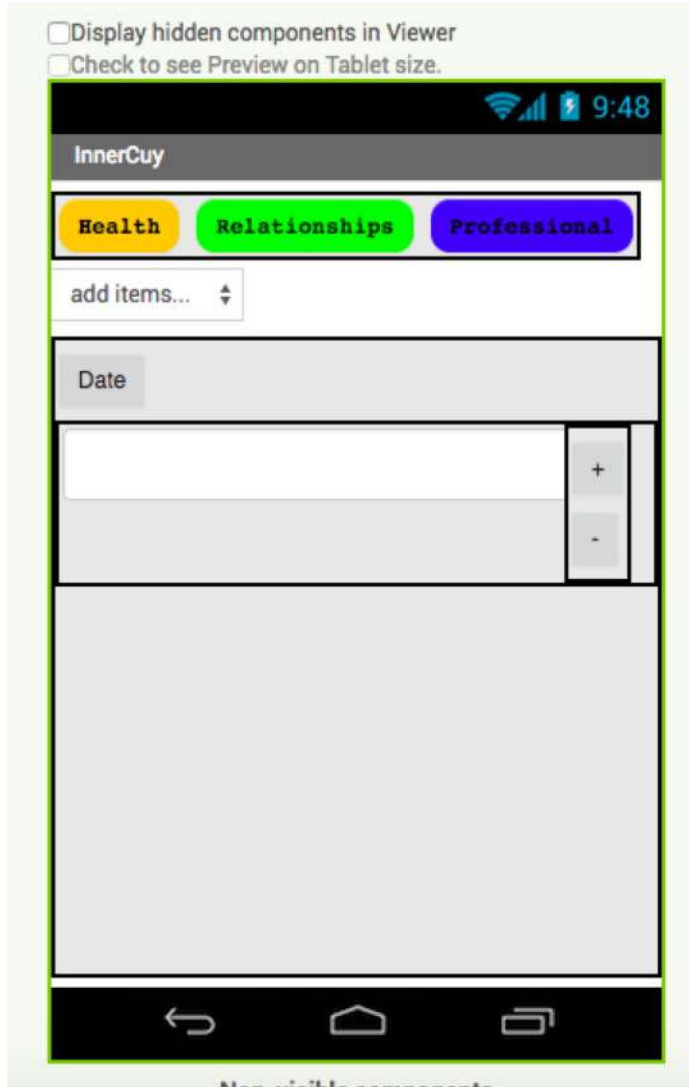


# iCuy es el Nuevo IQ

**Einstein's iCuy 160+**  
**What about yours ?**



# Otros Prototipos



## MeCuy

[marioachamorro@gmail.com](mailto:marioachamorro@gmail.com)

### Record an activity

- Health
- Relationships
- Work

mm/dd/yyyy Meditations Value Submit

### Your activities

- 2018-01-16 - Health - Meditations - 1 x
- 2018-01-16 - Health - Pushups - 50 x
- 2018-01-16 - Health - Bike (miles) - 3 x
- 2018-01-15 - Health - Meditations - 1 x
- 2018-01-15 - Health - Pushups - 50 x
- 2018-01-15 - Health - Boxing classes - 1 x
- 2018-01-15 - Health - Interim Fasting days - 1 x
- 2018-01-15 - Relationships - Walks in nature - 1 x
- 2018-01-15 - Work - Defined MVP - 1 x
- 2018-01-16 - Health - Interim Fasting days - 1 x
- 2018-01-16 - Work - Identify idea (Hours) - 1 x
- 2018-01-17 - Health - Meditations - 1 x



2018

Sheltie



Django

Crested



Flashback Bamf II

Smooth



Rex



Abyssinian



odj

Lunkarya



Moose

Peruvian



SKINNY





Antes



Despues

2019



AntiMondays



AI Fund



Coursera



Kad 



Scal-Ability

To: [Mario Chamorro](#) >

Hide

**IMPORTANT RACE ANNOUNCEMENT**

Today at 7:09 PM



Mario, it is with great disappointment that we announce the **cancellation of the 2019 Verizon New York City Triathlon.**



Q & A

Cuy & A



**Let's** Build your  
Happiness Plan!



# Homework Time!

1. Grupos de 2
2. Metodología iCuy
  - Salud
  - Relaciones
  - Trabajo
3. Compromiso
4. Compartir



# OKRs de Felicidad



## SALUD

- Espiritual

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- Físico

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- Alimentación

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# RELACIONES

- Personal

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- Nosotros

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- Familia y amigos

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# VIDA LABORAL

- Dinero

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- Trabajo

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- Proyectos

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Education  
is the  
**Answer!**





@fuzzberta



# Porque iCuy

- Ser más feliz creando nuevos hábitos
- Método simple con retos concretos
- Para tomar acción inmediata (*or later...*)
- Ser accountable
- Porque no?





[www.MarioChamorro.co](http://www.MarioChamorro.co)

**GRACIAS!**



# Regálanos unos minutos...

Para nosotros es muy importante  
siempre estar mejorando

Por eso queremos conocer tu  
opinión sobre este Encuentro



**comunidad**

**Bogotá**

