Collective Intelligence Officer

New technologies of cooperation are combining to create a generation of amplified individuals—workplace superheroes—who are highly social, collective, improvisational, and augmented. These amplified individuals challenge traditional workplace hierarchies and require a more ad hoc organizational infrastructure.

**JOB DESCRIPTION:**
Seeking a Collective Intelligence Officer to oversee improvisational human resources for our company.

**The Collective Intelligence Officer will:**
- Create temporary, continually shifting teams that are specially suited to specific tasks.
- Capture and analyze data about the strengths and weaknesses of different collaborations, to improve the collective performance over time.

**AMPLIFICATION REQUIRED:**
Mobbability, Collaboration Radar

Amplification Engineer

Amplification aims to free up workers to design challenges that suit them, schedule their own hours, choose their own offices, and build their own, highly flexible work teams. It is a shift from fixed job to fluid and engaging challenges.

**JOB DESCRIPTION:**
Seeking an Amplification Architect to create more flexible, personalized, and “augmented” work plans for our individual employees.

**The Amplification Architect will:**
- Redefine traditional job responsibilities to free employees from as many fixed time, location, and workflow constraints as possible.
- Develop an internal “work hacks” training program to help employees learn new strategies and technologies for cognitive augmentation and enhanced productivity.

**AMPLIFICATION REQUIRED:**
Longbroading, Protovation

Data Ecologist

In the future workplace, more and more detailed activity will be documented automatically (and often inadvertently) as a result of embedded sensing and increased electronic communication. Simply by doing our work, we will create exquisitely detailed records of it.

**JOB DESCRIPTION:**
Seeking a Data Ecologist to design and manage both private and public data clouds related to our business.

**The Data Ecologist will:**
- Compile and analyze all work-related data traces generated by employees, including biometric traces, geospatial traces, and collaboration traces.
- Partner with product development teams to integrate appropriate data-generating sensors and self-documenting software into new and existing products.

**AMPLIFICATION REQUIRED:**
Open Authorship, Longbroading
MISSION: Hidden layers of meaning are all around you right now, waiting to be made visible. In this mission, you’ll decide what new data set would reveal the most interesting patterns about you and your fellow IFTF attendees.

- Organize into teams—each one must be led by a Data Ecologist.
- Identify the single most compelling live data set to sense and collect at this IFTF Exchange. What kind of data would you collect—and what would you try to learn from it?
- How would knowing that this data is being recorded and shared with others change your behavior at this conference?

Mission: Data Ecologist

MISSION: Not all jobs can be made more social, collective, improvisational, and augmented—or can they? In this mission, you’ll dare each other to amplify the most unlikely positions.

- Organize into teams—each one must be led by an Amplification Engineer.
- Imagine a job that would seem to resist amplification—perhaps a receptionist, or a public high school teacher, or an air traffic controller.
- Dare another team to create a new, more flexible, and improvisational job description for exactly that position. Of course, you’ll have to accept their dare in return...

Mission: Amplification Engineer

MISSION: How many people do you need to spell “collaboration”? In this mission, you’ll play Amplified Scrabble and put your improvisational literacy to the test.

- Everyone in the room gets one Scrabble tile (one letter).
- Each round, you will have 60 seconds to join forces with others and spell high-scoring words. No tile trading, and you must be touching your own tile at all times!
- CIOs have a special challenge: ensure that as many resources as possible are used each round, with no individuals left stranded or “wordless.” How close to 100% participation can you get?

Mission: Collective Intelligence Officer
Chief Visualization Officer

Over the next decade, the way we sense, understand, and see the world through data will be transformed. Desktop visualization software, collaborative e-displays, and immersive data environments will provide new ways to grapple with, share, and generate insight from ever-mounting volumes of information.

**JOB DESCRIPTION:**
Seeking a Chief Visualization Officer—or “Data Whisperer”—to devise new ways of visualizing our business.

The Chief Visualization Officer will:
- Pioneer new, visual ways of telling compelling stories about complex data.
- Increase the visual literacy of all employees.

**AMPLIFICATION REQUIRED:**
Signal/Noise Management, Emergent Insight

Junior Catalyst

In the next ten years we will see innovation emerge as a new imperative for diversity. What diversity means will be redefined, broadening it to include a host of new dimensions—age, skills, disciplines, and backgrounds; cognitive, work, learning, and thinking styles; and much more.

**JOB DESCRIPTION:**
Seeking a Junior Catalyst to spark new and experimental collaborations that emphasize diversity as a source of innovation.

The Junior Catalyst will:
- Analyze profiles of employees, freelancers, and trusted affiliates to identify key dimensions of diversity.
- Generate action plans for capitalizing on unique combinations of personal skills, attributes, and knowledge sets.

**AMPLIFICATION REQUIRED:**
Collaboration Radar, Multi-Capitalism

Affinity Agent

Increasingly, complex problems will require transdisciplinary and multi-national approaches. The success of collaboration will depend upon a high degree of diversity within the team, as well as the ability to develop a common language and shared set of goals that transcend these crucial differences.

**JOB DESCRIPTION:**
Seeking an Affinity Agent to build shared values and vision among highly diverse collaborators.

The Affinity Agent will:
- Identify and communicate points of connection, such as shared priorities, values, and goals within highly diverse work teams.
- Establish best practices for real-time coordination among multiple departments and globally distributed employees.

**AMPLIFICATION REQUIRED:**
Influency, Mobbability
**Mission:** Shared common ground is important—but so is shared uncommon ground. In this mission, you’ll discover the most unusual affinities you share with each other.

- Organize into teams—each one must be led by an Affinity Agent.
- Discovery: interview each other as fast as you can to discover the most uncommon thing you all share in common. A place you’ve been? A song you know by heart? A meal you’ve ordered? A fear you’ve overcome?
- Report back: the fewer other teams who also share your special trait—the more uncommon your ground—the higher your team’s score.

**Mission:** Diversity is the new driver of innovation. What unusual task is your highly diverse team uniquely prepared to tackle?

- Organize into teams—each one must be led by a Junior Catalyst.
- Each team member reveals their “secret identity”: two unique traits—a skill, talent, disciplinary strength, personal contact, local knowledge, or type of special access—that sets him or her apart from everyone else in the room.
- Pool your traits and get to know your new “dream team.” What unusual task is your team uniquely qualified to tackle? Or, what out-of-the-box problem are you collectively and perfectly prepared to solve?

**Mission:** Can you detect the signals in the noise? In this mission, you’ll interpret hot-off-the-printer data visualizations created by IFTF’s collaborative media designer.

- Organize into teams—each one must be led by a Chief Visualization Officer.
- Investigate the “Future Job Track” visualizations for any patterns you can find.
- What might these patterns mean? Get ready to share your most compelling insight!
**Biocitizen Liaison**

As empowered “biocitizens” enter workplaces, they will exert increasing pressure on employers to make workplaces healthy and to support health as a value. Every company, including those not in traditional health care and pharmaceutical businesses, will become a health company as individuals gain more access and control over their health information and health becomes a filter for their decision making.

**JOB DESCRIPTION:**
Seeking a Biocitizen Liaison to serve as the primary point of contact between senior management and the members of our company’s various social health networks.

The Biocitizen Liaison will:
- Aggregate data about the health-related concerns and desires of our employees.
- Work with management to implement policy changes and work practices to better support employees’ self-identified health goals.

**Chief Wellness Officer**

Health incentives and disincentives—“carrots and sticks”—will become more widespread as employers and communities struggle with health care costs and the broader economic, social, and safety consequences of unhealthy communities.

**JOB DESCRIPTION:**
Seeking a Chief Wellness Officer to implement and oversee a culture of health at the workplace.

The Chief Wellness Officer is tasked with:
- Designing systems to track and reward healthy choices while monitoring and discouraging unhealthy practices.
- Increasing profit and productivity by improving the overall health of employees.

**Senior Green Strategist**

The enterprise of the future may be “sustainable” in the way that today’s are “economical”—thanks to new software and sensors that enable companies to better model energy expenditures, track resource use, and measure environmental footprints.

**JOB DESCRIPTION:**
Seeking a Senior Green Strategist to minimize our organization’s resource usage while maximizing productivity and profit.

The Senior Green Strategist will:
- Identify multiple enterprises whose wastes could be used in each other’s processes.
- Analyze real-time data about our organization’s environmental footprint, compare it to historical data, and suggests ways to improve performance.
**MISSION:** How much real time data can you take? In this mission, find out what it feels like to work immersed in “environmental transparency.”

- Organize into teams—each one must be led by a Senior Green Strategist.
- Use your laptops to access Carbon Impact calculators, EPEAT rankings, and other data sources about the environmental impacts of anything in, or happening in, this room.
- Use stickies to “tag” as many objects, people, and spaces in the room with quantitative information about their environmental impact. Tag as many as you can before time runs out. (Note: if you or your things are tagged, you must don the tag for the rest of the afternoon!)

**Chief Wellness Officer**

**MISSION:** How comfortable are you managing the health of others? This mission challenges you to create more wellness at the IFTF Exchange—by changing the behavior of your fellow attendees.

- Organize into teams—each one must be led by a Chief Wellness Officer.
- Choose another team to be the focus of your new Wellness Initiative. Diagnose a health concern for them, and design an action they can take immediately to better achieve the wellness goal you have defined.
- Do your best, using carrots or sticks or both, to persuade and motivate your group to immediately complete the action you have designed.

**Biocitizen Liaison**

**MISSION:** How could we improve the culture of health at IFTF events? In this mission, you’ll band together to get your personal health needs met.

- Organize into teams—each one must be led by a Biocitizen Liaison.
- Identify a health goal you all share. Then write a mini-manifesto proposing specific ways IFTF can better help you meet those goals at our exchanges.
- Present your manifesto to an IFTF representative. Points will be awarded based on the ingenuity, originality, and persuasiveness of your appeal.
Breakthroughs in neuroscience and cognitive psychology are deepening our understanding of workplace behavior. By reverse engineering the software (mind) that runs on our hardware (brain), scientists are developing an accurate picture of mysterious mental processes and phenomena like creativity, decision making, attention, and even happiness.

**Cognitive Resources Manager**

**Job Description:** Seeking a Cognitive Resources Manager to coordinate and augment mental efforts at the workplace.

**The Cognitive Resources Manager will:**
- Integrate brain scans into everyday work processes, spaces, and interactions to better understand employee’s mental processes.
- Use live cognitive data feeds to schedule meetings, deliver messages, and determine the optimal personnel for any given task.

**Neurological Training Officer**

**Job Description:** Seeking a Neurological Training Officer to improve cognitive fitness among our employees.

**As our Neurological Training Officer, you will:**
- Work with team leaders to create individual cognitive development plans for all employees.
- Design and oversee weekly brain training sessions for specific cognitive skill areas.
- Improve overall neuroplasticity among our employees.

**Ecotect**

Sustainable workplaces are designed to support vast webs of cooperation while consuming as few resources as possible—in other words, to magnify human resources while minimizing natural resources. They satisfy demand for greener business practices, while also serving as an important tool in providing employees with “sustainable careers.”

**Job Description:** Seeking an Ecotect for a complete and custom “sustainability makeover” of our work environment.

**The Ecotect will:**
- Survey our employees’ personal sustainability goals.
- Propose new architectures, layouts, and work practices that will improve our personal and organizational sustainability.

**Amplification Required:** Protovation, Emergensight
MISSION: Are you ready to pump some neurons? In this mission, you’ll test your brain fitness and create your own personalized cognitive workout plans.

- Organize into teams—each one must be led by a Neurological Training Officer.
- Individually, everyone should complete three sets of frontal and parietal lobe exercises. (Frontal lobes deal with memory and attention, while parietal lobes support visual interpretation.)
- Work with your Neurological Training Officer to develop a cognitive workout plan that connects brain fitness to your real-life work load. When in your work day or work week would you do these exercises? What specific work tasks would they help train your brain for?

MISSION: Would you know the right time to stage a cognitive intervention? In this mission, explore the brave new world of noninvasive brain stimulation at the workplace.

- Organize into teams—each one must be led by a Cognitive Resources Manager.
- Review the operations of the Open Stim Device (Open Noninvasive Brain Stimulator), which works via transcranial magnetic stimulation.
- Prepare a recommendation for when and with whom to use the two major protocols—Induce Happiness and Induce Risk-Taking. “Brainstorm!” as many varied uses as you can before time runs out!

MISSION: Are we in a sustainable space? In this mission, you’ll redesign our conference layout and agenda with the environment in mind.

- Organize into teams—each one must be led by an Ecotect.
- Explore the physical conference space and consider the conference agenda. Where are there significant environmental impacts that could be reduced?
- Draw up your own location specifications, agenda modifications, and alternate layouts for future, more sustainable, Technology Horizons exchanges.