

Peter F. Drucker's Effective Hiking-Map For Effective Education

My mama always said, those who complete education travels in luxury car. In 2024, I can't see as far my imagination runs, my degree coming in a Mercedes! All I see in the future is war torn countries submerged in military power struggle squeezing nations throats and unemployed unethical population trying to stay afloat while left to rot in the prison of delusion about human race being the smartest one. This propaganda of being the smartest race has consumed people's heart with false pride. After all, what have we not accomplished yet? terrorism, political disruptions, intersocial gap, religious and gender discrimination, politics in the wrapper of religion's flag, genocide, global warming exploitation of legislation, billions of people and minefields of wrong decisions, bags of motivation and no seeds of action have made us such zombiefools who never learned from history, only learned repetitive foolishness with eyes shut closed.

When I was younger I was praised and encouraged for my brilliance in math puzzle I used to solve from daily newspaper. My parents and teachers foretold I was going to be a brilliant student. But my talent to solve a puzzle was never effective when the exam season rolled in and my palms sweated and I failed to pass exams overshadowed by pride I didn't understand the difference. No one made it clear for me. My fragile ego was hurt badly. After exam result was published, the past comments on my brilliance were piled down by the shame given by the same people. I was confused, heartbroken, little knowledge in my brain and felt inadequate. Why it is that I was told to make my ground on something ineffective?

As Peter F. Drucker said, "Brilliant men are often striking ineffective, They fail to realize that brilliant insight is not by itself achievement". I think about this line often then I should, about me and my brother with down syndrome. The education system for a person with no disability has showed me a ruthless reality of trying every possible way and constantly failing getting placement in better schools, universities and job market. Whereas people like my brother does not have almost any structured way and scope to be something truly useful to the society's function. Hundred of years of experimenting and experience of brilliant minds have not given

us enough materials to utilize to include everyone in education. Where does our education stand?

So what are the exact problems? Kids are going to school, learning all great theories and discoveries, relishing in glorious history yet in every decade there's been protest, uproar and hundreds of words written as the voice of the youth, student and the unemployed people has been, are being left on seen, never heard. The United Nations states, "The youth demands just, equitable and progressive opportunities. What are these opportunities the youth keeps shouting about?"

As humans, we have been evolving through decades of failure, success and cycle of changes. With the growing population and according to the United Nations over 600 million people still under poverty worldwide, meaning 600 million manpower in wasteland, with no source of technology, basic human rights and secure economic life. Economic growth and technological innovation have led to better health and living conditions than ever before for more than half the people in the world, but unless our financial, economic, environmental, and social behaviors are improved along with our industrial technologies, the long-term future is in jeopardy. So is the education of those 600 million people.

I have a growing business. My brother makes envelopes and I manage manufacturing and selling operation. After 14 years of school I don't feel motivated enough to go, when I know my economic condition below the line of a top tier university cost, and I know I need to do something to bear my own expenses, so does my brother, specially with a disability. I have passed 18 years of my life without knowing things Peter F. Drucker preached about. As a 18 years old student and entrepreneur, my student career has sunken below grace points and entrepreneurial career is teaching me more in 18 hours than what I learned to function as an executive of my life in the past 18 years. Surprisingly no constitution I have been to felt the need to introduce Peter F. Drucker to me. As I write this essay, I want the incoming generations of students to know and execute what I didn't have a guide for.

So what are the marked points in the map to follow to reach our vision? The traditional ways of learning has been practised through studying, repeating and examination. Personal assessment has been the major change included during last decade. It has reduced the generalization and given insight to personal growth of a

student. Then why is traditional way of education frowned upon in 21st century? Non process oriented theory based impractical education years have not landed smoothly in career aspects of people receiving traditional education.

School is the foremost fountain of knowledge children are exposed to. It gives a chance for them to acquire knowledge on various fields of education such as people, literature, history, mathematics, politics, and other numerous subjects. This contributes to cultivation in the thought process. Aliezah Hulett, Windsor High School student and TED-Ed Club speaker says, "Traditional topics such as calculus and Shakespeare should not be neglected, but teachers should be able to ask their class, 'Now, how can we use this lesson outside of the classroom?'" In a standard Dartford Grammar School week for Year 7s, students spend 150 minutes enrolled in Maths lessons despite there being only 80,000 mathematicians worldwide, roughly 1% of the population. What are these data trying to tell us? What is the future we imagine and what will be the future really like? Looking at the world education today the one line that rings in my mind is, "It's also necessary to terminate a meeting as soon as it's specific purpose has been accomplished". Peter F. Drucker might have hunched exactly what would happen in 2024, to have Peter Drucker forum press on this emerging brewing issue :education of future from the youth's vision of 2024, and that his guidelines has shaped sectors and systems and education system executives can learn a thing or two or many from his works.

Education itself is like any other workplace where management is the heart to function everything else in a cohesive environment and rhythm. Without proper management, education adds no nutritional value to produce energy for effective future curriculum of education. Peter Drucker said, "knowledge is useless to executives unless it has been translated to deeds". The question that with this quote arises is who are the executives in education? The most common answer is, it has to be the teachers. When Peter F. Drucker said, "I have never encountered an executive who remains effective while tackling more than two tasks at a time". And I saw throughout my education years how this quote has been plastered in examples. So, it can not be only the teachers. And if we hold the thought for a moment that a teacher is the perfect and only executive for education, we should recall that Peter F. Drucker has stated, "That one truly manage other people is by no means adequately proven". To make a system work, heart, lung, hands, legs, eyes, ears, mouth, nose everything has to work cohesively.

Education is a living breathing everchanging constitution. It has adaptability, flexibility and multiple navigation routes. For the future years to come we can use our resources to shape education equipped for the advanced generations to come. A mix of traditional and technological strategies can bring out the best of both worlds and create a long-lasting change. Technology based learning has interactive facilities, fun and adventurous lessons, access to global knowledge through Internet. While the biggest game changer is personalised and customised flexibility to learn in own rhythm while keeping own track record with no peer pressure. Previous no interaction with teacher after school and option to not stick with only assigned teacher have broken the stereotypical approach to curriculum and widened a students holistic view.

Personalized education has opened new opportunities to learn for the specially abled people like my brother. While social interaction in traditional environment develops and boosts interpersonal skills, foster communication and foster collaboration culture. With digital education being engaging, focus oriented, fun and simulative, traditional education impliments moral and humane qualities into us.

Some disturbing data tell a grim tale. Two-thirds of students are disengaged by the time they reach the 12th grade. Despite a 150% increase in per-student spending, there has been no significant improvement in K-12 outcomes since 1970. Only 46% of college graduates feel prepared for the workforce. Student loan debt has skyrocketed to \$1.5 trillion, with an additional \$90 billion added every year. This antiquated system leaves students, educators, and society at large grappling with its ramifications. Learners struggle to discover their talents, educators lack the autonomy to offer tailored solutions, and society struggles as millions are unequipped with the necessary skills to contribute to the world.

The frustrative gap from traditional education to career development has forced people to self direct learning and acquiring analytical skills needed for career development. Self directed learning mechanism has produced modern age leaders defying the great man theory. defying that great leaders are born, not made. Future world demands leaders with emotional intelligence, cognitive ability, adaptability, communication, strategic thinking, collaborative mentality, digital literacy, skill agility, human centric skills and coaching ability. These are the qualities recognised by job market now. When are our schools going to teach these?

Self directed learning recognizes and brings out an individual's talent and is the new paradigm that is reshaping the landscape of k-12 education. The Forest School,

co-founded by Tyler Thigpen, is an excellent example of self-directed learning in action. Here, students learn at their own pace and work with a diverse range of peers. The emphasis is on leadership skills, communication skills, and team dynamics. The students choose their own directives and follow their own curiosity, resulting in happier, more engaged, and more productive citizens. Bloom Academy in Las Vegas is another one of self-directed learning schools. Also, One Stone, in Boise, Idaho. While self-directed learning is a promising approach, its adoption is still not widespread. However, the tide is slowly turning. Schools like The Forest School, Bloom Academy, and One Stone are serving as models for self-directed learning worldwide. They are sharing their methods with other schools and helping to spread the word about innovative approaches to learning. Self-directed learning is gaining ground. For the sake of our society, it can't happen fast enough. With the right support and resources, self-directed learning can become the new norm in education, preparing our future generations for a rapidly changing world.

In the past, changes have been made to make education more economy proof. In Bangladesh, vocational education was implemented with the goal of ensuring Bangladesh's competitiveness in the global market and reduce poverty by improving the quality of vocational education and training. While it has been a development, the larger picture of education in Bangladesh still suffers with lack of effective action, execution and skilled people recruitment. It is not just my country suffering from these problems, other countries are too. Then how to find the treasure at this stage in the journey? Economy Proof curriculum didn't make us futureproof.

For that, the areas needing focus on are individualistic curriculum, blended learning environment, adaptive learning system and collaborative online platforms. For the students' output and intake to be most effective, their education has to be individualised to their capability, motivation, expertise and interest.

Policymakers have to provide technical support to the underprivileged people to diminish the digital gap of economy and opportunities. Investments in technology, expertised educators and hiring technology component teachers have to be enforced. If teachers leverage technology and blend it with their knowledge and authority they can guide students in an effective manner. Designing individual education plans, adaptive learning systems function are to be learned and executed by the teachers that best suit each learner's unique potential. So that potential can be grown as the product required in career.

Is no one out there doing things the future proof way? If we look at the alternative universities which offer unconventional education with no typical systematic hectic schedules and paperwork for piles, we can sense the wave of change incoming years and beyond. Fresh approach to education like Master's Union is future proof and here's why, through unique undergraduate, graduate and post graduate programmes, Master's Union aims to combine business and technology through following highly individualistic curriculum and giving access to students to the top industry professionals taking the classes and in real life experimental assessment challenge like dropshipping, content creation in undergraduate first year. In the age of content creation, Master's Union desperate attempt to make students prepare for a technological based world reminds me of Peter F. Drucker's words, "Good executives focus on opportunities rather than problems".

While the world is loudmouthing the cyber criminal world as the highlight of technology, world's many countries are foreshadowing their lack of vision to prosper their nation's education with spreading the negative sides of technology and recent developments like AI, institutions like Master's Union are bringing a revolution of technology and leaders that will showcase the fullest potential growth and execution of human race. Career reset program of professional individual recruitment includes a personality test and 360-degree feedback from the applicant's current/former manager. Master's Union recruitment team then defines applicant's goals, strengths and weaknesses. Three executive coaches then craft individualistic 1 to 1 coaching plans. In it's 16 months long post graduate MBA, master's Union focuses on executive presence, communication, personal branding, authentic and approachability, AI and matching learning, UX, data science, career and domain progression, finance, accounting. Post-Graduates of cohort'23 from Master's Unions had 1.9x salary hike after graduation. Total recruiter companies were 137. While senior professionals with 5+ years of experience and a MBA landed the job market about 34 individuals, and post-graduates were 165 individuals. Most were promoted to senior executive officer or senior manager. While securing a job in companies like-fintech, HSBS, Mckinsey, Bain & Company, Waterbridge ventures, Google, Microsoft, even in emerging companies like ZKX, Newton School. What fascinated me about this program is, In term 2, core courses includes data driven story telling and decision making. It made me think that businessmen do dream and that can come true because they dream as a realist. So I dream too. For my future education vision to succeed, a realistic dream to implement with resources and strategies is essential to it's core.

“Organizational is a means of multiplying the strength of an individual”.As Peter F. Drucker said this,it gets clear for the future,the educators are the hands and legs, the policymakers are the skeleton,people with a passion to change the world are the eyes, moral compass is the kidney to filter the system,while brain is the new era traditional-technological education,the leaders as the lung to breathe in fresh air and out the unwanted air,the management is and will always be the heart.

What has self directed learning and combination of technology leverage given us?Leaders. Mark Zuckerberg. Sundar pichai.Satya Nadela.All tech-business giant companies for the last 20 years thriving that no one could have imagined 20 years ago. Adaptability has shown these results.For the future, with unknown new job markets to open and new technologies,new ideologies and new standards to come, an effective education is desperately needed. Which is volatile and has to be turned into viability, that will not try to fit everyone in one mold.So that,my brother,I and people like us and unlike us can shape their own mold and emerge from cocoon as whateverfly we can mean to be.

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