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Evolution of the Knowledge Worker: Transforming the U.S. Workforce

Arthur Renate Koonce

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Every age in western civilization has had less length than the prior age period. The last Industrial Age period lasted approximately 300 years. The industrial Age took over 100 years from inception to full steam development in the middle to late nineteenth century. Steam as a power source, is widely recognized as the technological innovation that started the Industrial Age. Each age transition period has also been accompanied by major social, political and economic changes. The societies that identified, accepted, and moved rapidly towards the new successful behavioral characteristics in each new age period have proven to be the winners in the new age. One important criteria is that once the characteristics are acknowledged in a new age period, a society needs to evaluate all of the prior structures, systems, practices, and models to ensure they have the characteristics consistent with success in the new age period. The current Information Age has been building energy for approximately 80 years. In the Information Age, the major force is the worldwide diffusion of information using technology to advance knowledge. The Information Age is now set to build exponentially as a result of speed and mass of information availability on a global scale. Evolution of the Knowledge Worker explores this concept using a historical causal analysis to initiate a discussion of our current state, so as to allow us to achieve our future goals. In establishing this paradigm shift, Evolution of the Knowledge Worker emphasizes the effective utilization of human resources as the primary competitive factor in the new global economy. The book also provides numerous models, systems, practices, and structures in harmony with Information Age characteristics that individuals, communities and organizations may implement to enable success in the Information Age. The author, through his thirty-plus years experience as a political scientist, Senior Professional Human Resource (SPHR) leader, business executive and entrepreneur, provides some perspectives on the many complex and uncertain issues confronting the U.S. in the modern global economy.

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