

The previously “exclusive to human” cognitive abilities are no longer as exclusive as we may think they are. The threat of job losses does not result merely come from the rise of infotech; it results from the confluence of infotech with biotech. At the same time, however, these technologies also create new jobs and new business opportunities. The challenge with such new opportunities lies in their great demand for higher levels of technological literacy.

With **technological literacy**, an educated person can not only **safeguard one’s future employment or future business**, but also be **adequately equipped to care for those whose livelihoods are displaced by technologies**.

3 HUMILITY

The third and final quality is humility. If you remember one and only one thing I said today, please remember this: **Humility**.

As part of the experiential learning of the TELADAN Program, conducted within the TSA (Tanoto Scholar Association) projects, the said projects require giving service. To give service to others, one must have humility. Humility is, to me, a fundamental requirement of an educated person.

The word “education” or “educated” comes from the Latin word “educare”. “Educare” means to lead out, to draw out and to bring forth. Our education father, in Indonesia, Ki Hadjar Dewantara taught us to set an example, to mentor or guide and to encourage (“Ing Ngarso Sun Tulodho, Ing Madyo Mangun Karso, Tut Wuri Handayani”).

Unfortunately, we often now view “educated” as a status or standard formation required for a certain position or profession. In its deeper meaning, being educated is not only a result or indication that you have graduated from a certain university or a certain program. It is more about what we do with what we have, with what we benefited from our educational journey, to bring out the best out of others, to provide service to others, and to build communities around where we live and work. In this deeper meaning, educated people must give service to others. And here is the deal: Giving service requires humility. A person who can give service is a person who has humility!

Humility does not mean no self-confidence. It does not mean downplaying or undervaluing one’s self. Humility does not mean we cannot say we are graduates from famous universities. Neither is it about us coming from certain regions or whichever context ascribed to us that have come to shallowly define who we are. However, when we don’t acknowledge who we are with what we have, this is not humility, this is ingratitude.



**Tanoto
Foundation**

Tanoto Foundation is an independent philanthropic organization founded by Sukanto Tanoto and Tinah Bingei Tanoto based on the belief that every to realize his or her full potential.

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Humility comes from our gratitude. Humility is about how we confront ourselves as God’s creatures. When we recognize that, we will see other people as equals as we are. Humility is about our willingness to see all in humanity as equals. Humility is the willingness to learn as much as we can about those differences, outside of what we already know. And to do with what we can, and with what we have to work together to create a better environment, to leave the world a better place.

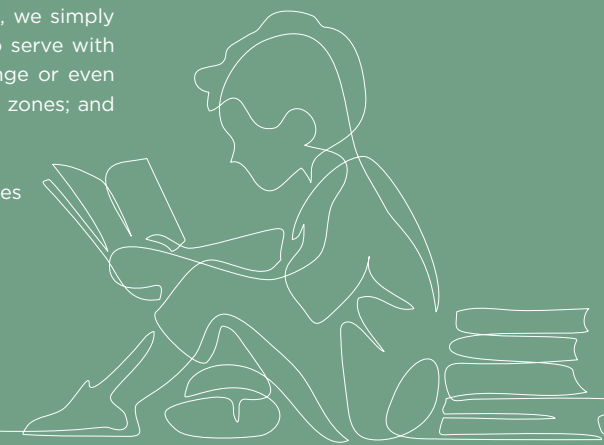
Mother Teresa said, “If you are **humble**, nothing will touch you, neither praise nor disgrace, because you know what you are.”

Dear Scholars, the opposite of humility is pride. We must know that pride is the source of all sins. Let us all remember this.

Prof. Nohria, the Dean of the Harvard Business School, in his research, noted that humility is one prime importance that leaders need to have, in particular moral humility. Sometimes, we simply need to “sit down and be humble”. Isn’t that what leadership is all about? That is to serve with courage and humility. Have the courage to engage those who are different or strange or even labelled as unacceptable, and engage with the willingness to step out of our comfort zones; and humble enough to learn from each experience.

Once again, congratulations, dear Tanoto Scholars. I wish you all the best in your studies and in your endeavors to “becoming educated”.

J. Satrijo Tanudjojo
CEO Tanoto Foundation



Becoming Educated

An address to the first year students who joined the TELADAN Program of Tanoto Foundation, at the signing ceremony in the Institute Technology Bandung (ITB), Bandung, Indonesia, February 6th 2020.



Dear Tanoto Scholars,

Congratulations! You are the 150 selected from almost 10,000 TELADAN applicants. Here on forth, you will not only receive a scholarship that covers your full tuition fees and living allowance; you will also be part of structured leadership development training until your graduation in four years' time.

Your first year in University marks the beginning of the last stage of "becoming educated". When you graduate and receive your degree, you become a member of the educated community. I cannot further emphasize how critical this final stage of "becoming educated" is to each and every one of you.

Allow me to share with you what makes a person educated – and I hope you can work on its various facets over the next four years. For your convenience, I would like to share three main qualities I believe one must have in order to be "educated".

There are, however, a couple of prerequisites – entry tickets, so to speak – to have as we journey onwards to "becoming educated".

They are: **Integrity** and **the English language**. Without these two, one may not be qualified to even enter the "educated" flock.

Integrity is the quality of being honest and having strong moral principles. It is of being whole. It demands having honesty and truthfulness in your actions. Without integrity, you cannot go through the process of becoming educated.

In today's world, knowing and mastering English as a foreign language, for us Indonesians, is an entry ticket to the pulpit of becoming educated. Some may consider English unimportant as we need to safeguard our own language. This is not a zero sum game. While I do agree on safeguarding and developing Bahasa Indonesia, I fear if we limit ourselves to one language, we may end up being a limited people in a vast world of endless possibilities and opportunities.

One language puts you in the corridor for life. Two languages will open every door along the way. I learned a very good lesson when I was in East Kalimantan a couple of months ago. I met a young junior high schooler who spoke reasonably good English. She said a rhyme, "Preserve local languages, love Indonesian language, master foreign languages." ("Lestarikan bahasa daerah, cintai bahasa Indonesia, kuasai bahasa asing"). Indeed, as German philosopher Johann Wolfgang von Gothe crisply put it, "Those who know nothing of foreign languages know nothing of their own."

Now that I have covered the two prerequisites, I would now like to impress upon you the three key qualities you should consider working on in your journey to becoming educated. They are: 1. Being evidence-based, 2. Being technologically literate, and 3. Staying humble.

1 BEING EVIDENCE-BASED

An educated person builds one's position based on the **evidence** presented and one's **subsequent analysis** of it.

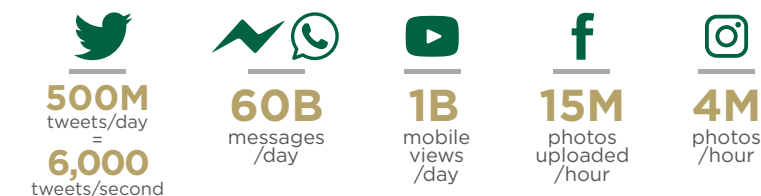
Without these principles and discipline, we easily succumb to our emotions and feelings, and this will ultimately swing us in any random direction. Feelings and emotions can cloud good empirically-informed judgement. If we base our actions and decisions on feeling, we may be brought to where we do not want to be. But please distinguish feeling from intuition. Feeling is generally baseless and it depends on mood. Intuition, sometimes known as gut feeling, is a "result of collective educated experiences", said Albert Einstein.

Being evidence-based requires data. One needs data to make a decision. Let us start nurturing the habit of "talking with data". In today's world, where social media holds strong influence, one can easily be carried away by general online sentiments and by popular opinion. An educated person will have the ability and discipline to use critical thinking to question and interrogate bases on which these opinions are formed and propagated.



A single website will have one opinion and viewpoint on a particular matter. When it gets shared on social media, that opinion spreads very quickly and our own opinion is swayed. This happens every day. More than ever, being educated, we are called to question the formation and dynamics of popular opinion.

Let us first understand the magnitude to which we are flooded by social media.



We go about our daily lives navigating this tsunami of social media content and activity. There are more than 47,000 media organizations present in Indonesia, making it, in particular, the most media-crowded country in the world. And this is reality – not fake news.

In the vast ocean of opinions, how can one then be one's own self? This is not something new in its essence. Debates of opinions have been occurring throughout the history of humanity. Meaningful debates, however, are always backed by data and evidence. It is only in evidence from which we can construct rational decisions and convictions. We have seen debates solely based on emotions lead to violence, whereas debates based on evidence lead to the creation of knowledge. Yes, knowledge creation is a characteristic as well as an imperative of an educated person. If we as scholars do not espouse evidence-based qualities, calling ourselves educated will then be simply a contradiction.

I suppose you have made your choice, that by pursuing a degree, you've decided to become educated. Therefore, to realize our ambitions, we must all train ourselves to think critically with the evidence provided. Educated persons cannot ignore evidence. So that I am not misunderstood, the presence and reliance on evidence does not limit the freedom of opinion; evidence makes the freedom of opinion possible!

I would like to leave you with a thought that I quote from Aristotle, "It is the mark of an educated mind to be able to entertain a thought without accepting it." That is, we must take the thoughts of others as innocent, yet may not necessarily accept them at the face value. We need to use critical thinking to examine, and use evidence and data to support this examination.

I urge you to always continue sharpening your evidence-based aptitude during your time in University so you may better position yourselves to be educated leaders with an integrated opinion.



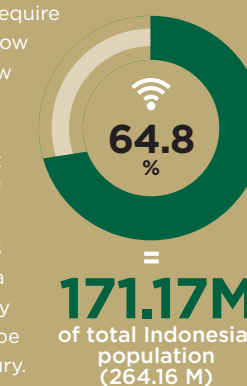
2 TECHNOLOGICAL LITERACY

Technology continues to develop very rapidly. It will continue to play an increasingly pivotal role in employment and the creation of business opportunities. Take Information Technology (IT)/or Artificial Intelligence (AI) as examples. A McKinsey study in 2019 reveals that 23 million jobs in Indonesia will disappear in the next 10 years, because of advanced IT or AI. For instance, those pursuing accounting and plan to become auditors should be aware that traditional auditors are disappearing.

However, the same study also reveals that **27 to 46 million jobs will be created as a result of advancements in technology**

Auditing services for emerging and flourishing e-businesses require knowledge and proficiency in coding. Auditing in Gojek or Grab now requires a combination of coding and accounting skills. This is how demand for technological literacy is articulated today.

Internet penetration in Indonesia is at a high rate of 65%. Smart phone penetration is more than 50%. However, fewer than 9% of small and medium enterprises (SMEs) are capable of doing e-business. SMEs in Indonesia represent 99.92% of business entities and contribute 60% of the country's GDP. Let us pause here for a moment. Imagine the possibility or business potential technology can create here. For those harboring the ambition to be entrepreneurs, technological literacy is more a necessity than a luxury.



Likewise for self-driving vehicles, it is not a question of "if" but "when" it will happen. In recent decades, research in neurosciences and behavioral economics has allowed scientists to "hack" human beings and gain a much better understanding of how a person makes decisions. It turned out that decisions are results of billions of neurons calculating probabilities in a split second. What we call "human intuition" is in reality "pattern recognition".

For instance, good negotiators do not have magical intuition, but through recognizing recurring patterns, they spot and detect the emotional cadences of their counterpart negotiators and take the necessary steps. Good drivers, by the same token, recognize recurring patterns, spot and try to avoid careless pedestrians. Given the biochemical algorithms of the human brain are far from perfect, it is only a matter of time that AI can reproduce and perform "intuition", and outperform humans.

Self-driving vehicles could provide people with much better transport services, and in particular reduce mortality from traffic accidents. Today, nearly 1.25 million people are killed annually in traffic accidents (twice the number killed by war, crime and terrorism combined). 90% of those accidents are caused by human error – which AI can probably mitigate. AI's threat to people is that some jobs will become irrelevant. Many people might share the fate not of 19th century wagon drivers who switched to driving taxis, but of 19th century horses that were gradually phased out of the market altogether.