**Guy Ryan**

(Guy Ryan, CEO and Founder, Inspiring Stories)

[Interviewer question to 00.14 What changes have you seen over the past few decades?]

Looking three or four decades back is a *little* tricky for me - I'm 29, so I've got a couple of decades up my sleeve. I grew up in a tiny little village down on the West Coast of the South Island in quite a rural area, and life growing up in a little rural coastal village like that is, is quite different to living in the heart of the city in Wellington, where I live now. I remember when I was eight and this thing called the internet had just arrived and it was only on one computer in the school and our principal at the time called me into his office and wanted to show me this thing and I didn't quite understand it, other that you could look up anything that you wanted from anywhere in the world. So we searched in a couple of things. I can't remember what we searched. I was probably interested in some other country in another part of the world and learning more. The internet has been a *significant* change throughout my lifetime. That's something that just didn't exist.

[Interviewer question 1.19 to 1.25: Do you think your principal saw the potential in this new technology? Was he a bit of a futurist?]

I think he was a bit of a futurist, yeah. I think he was an amazing man and I actually caught up with him for lunch a couple of months ago. He's since moved from the West Coast over to Christchurch, and I reconnected with him 20 years later.

[Interviewer question 1.38 to 1.44: What changes do you expect to see in the next 50 years?]

I think we're living in a time now where the pace of change is faster than ever. I think, absolutely, the internet is just changing the way that we connect with each other, that we have the ability to learn from some of the smartest people on the planet across every sector from anywhere – from the rural West Coast to the South Island. I think at the same time the nature of work and business is changing. I think we're living in a time where we've got some enormously complex challenges on our hands, particularly some of these big environmental and social challenges.

Climate change is going to *radically* change the face of humanity and everything else on the planet. We know that there's been *mass* disruption to ecosystems and biodiversity. We know that business, like never before, can no longer exist in isolation without thinking about the social or environmental costs of doing business. So how does business in the 21$^{st}$ century actually start to deliver value and benefits across not just economic and employment stuff, but also across the social and environmental outcomes. All of these things are interwoven and connected and we have to figure out how to make this stuff work. If we crack and open up some of the potential around renewable energy and new smart technologies, that opens up entirely new possibilities. If we had solved the climate crisis, if we could travel anywhere in the world - if space travel was opened up as well – yeah, I think there's, there's huge potential for the world to be a very different place.

[Interviewer question 3.27 to 3.33: What do you think we should be doing to ensure that future changes are positive?]

Well I, I think one of the big things, as well, is this *massive* inequality gap, where a very powerful

few have the bulk of the world resources at their disposal and the vast majority have very very little. So we need to figure out how we actually create a more equal society and figure out what does the redistribution of wealth look like? What does the redistribution of, of resources look like, so that anyone, no matter *where* we are on this planet, we have access to education, to food, to health care, to a community, to love and support. That's the stuff we have to figure out.

[Interviewer question 4.15 to 4.22: What kind of leadership do we need to make this happen?]

When we think about what are the types of institutions or organisations or ways that we organise, as well, as well as leadership in terms of how we might step up and create this future, I think that even the nature of institutions has changed a lot over the last few decades. So what has previously been a big, physical, bricks and mortar space where you have people just in that location and it's organised in quite a top-down hierarchical approach, yes, we still have some of that, but we also have some new ways of organising which are less constrained by bricks and mortar. We've got teams of people that can operate right ar-, right around the world in less hierarchical structures where those teams are really empowered and have autonomy to make decisions and, and lead solutions in their own backyard.

I think one of the, the challenges around leadership there as well is what do we expect of ourselves, personally? Often we think of leadership as it's just the people who are the prime minister or people in these positions of power, but actually every one of us has the potential to be a leader and *is* a leader in some way – has a sphere of influence. So I think once we recognise that, we need to challenge ourselves and think, well, what are the actions that I'm taking to make a difference? What's the cost of my lifestyle on the environment or the impact on the wider society? What's the resource or wealth that I have and could I be more fair in how I share some of that resource and support? I think we need to demand more of ourselves and hold *ourselves* accountable to the impact that, that we have on others. And more than ever, we are living at a time where the things that I do right here in New Zealand do have a ripple effect on somebody else who's living over in India. So more than ever we are a global community and we need to think about what are the implications of our individual and our collective actions that they have on our entire civilisation? Things like population, things like climate, things like open sourcing, renewable technologies, other types of technologies which actually have the potential to create a better life for everyone on the planet.

[musical interlude 6.52 to END]

**Recording ENDS: 7.04**