



Leadership Norfolk

Transformational Learning Process Project

Norfolk Leadership
Visioning 2026 Project
01/15/2008





Transformational Learning Process Project

Requirements:

- Small team effort – working together in and outside of class
- Incorporating transformational learning skills
- Document the process and knowledge gained for a class presentation





Transformational Learning Process Project

Reference material:

- Marvin Cetron's 55 Trends (notebook)
- 56 Trends Affecting Norfolk (Visioning 2026.com web site)
- Rick Smyre's numerous articles on transformation learning (web site) – e.g., Core Competencies, Key Concepts and Questions, Consideration Questions
- MicroTrends, the small forces behind tomorrow's big changes, Mark Penn

<http://www.youtube.com/watch?v=hifihRzPevE>

<http://www.microtrending.com/conversation.php>





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Likely Transformational Skills Used

- Using a recognized or identifying a trend impacting the community, Listening for Value
- Identifying solutions that are transformational versus reforming, Futures Generative Dialogue
- Framing using T-bar chart analysis, identifying different models from current experience, connecting disparate information, and/both solutions, parallel processes,





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Transformational Skills Used (continued)

- How are the impacts of future trends understood—directly, indirectly, obliquely
- Challenging underlying assumptions
- Openness to new ideas
- Connective thinking





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Transformational Skills Used (continued)

- Values--culture
- Individualized learning
- Facilitators
- Building networks and learning webs
- Concept of interdependency





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Transformational Skills Used (continued)

- Multiple learning styles
- Methods of communications and knowledge transfer
- Building networks and learning webs
- Concept of interdependency





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Task timeline:

- Team members identified by end of January class (no more than 4)
- Select a trend impacting Norfolk by end of the February class date
- Identify and draft TL skills to be employed by end of March class (reference material identified)
- Outline the TL skills with more details by the end of April class
- Complete and present material at June class

