



TRANSFORMATIONAL LEARNING

KEY CONCEPTS

FUTURE TRENDS

- HOW ARE WEAK SIGNALS & FUTURE TRENDS IDENTIFIED?

Future trends are defined as ideas and factors that have emerged over time and, although not at the centerpiece of the society, have the potential to challenge that which presently exists. It is relatively easy to spot a trend because of increasing space in newspapers, commentary over voice media and acceptance by leading businesses and thinkers.

Weak signals are newly identified ideas, concepts, technological breakthroughs that have the potential to be transform what presently exists....weak signals can then become trends or bow out as a fad.

- HOW ARE CONNECTIONS MADE TO SHIFT CONTEXT?

One needs to consider how interactions seem to be redeveloping the way people see the world. The peaking of oil, the lose of frogs and the lack of water interact to create a context of less abundance.

- HOW ARE THE IMPACTS OF FUTURE TRENDS UNDERSTOOD:
 - . DIRECTLY? Peaking oil production creates higher gas prices.
 - . INDIRECTLY? Peaking oil production shifts how alternative fuels will be in demand.
 - . OBLIQUELY? Peaking oil production adds to Lance Armstrong as an icon

CHALLENGING UNDERLYING ASSUMPTIONS

- DOES SOMEONE RECOGNIZE THAT THERE ARE ASSUMPTIONS?

Anyone in the “I don't know that I don't know” phase of knowledge has little reason to connect to underlying assumptions.

- DOES THE PERSON REALIZE THE REASON FOR OLD ASSUMPTIONS?

It is important to know the history of ideas and situations to be able to understand the underlying assumptions of the present reality.

- HOW DOES ONE DETERMINE A CHANGE IN ASSUMPTIONS AND UNDERSTAND THE NEW ASSUMPTION?

Unless one is always open to new ideas, comfortable with change and able to look for value in what others say, they will usually be threatened and show irritation at the need to shift their opinions. One needs to look for weak signals, listen to connect to other ideas/factors and always think how this new idea could transform the way I think and act, how education occurs, etc.

CORE COMPETENCIES AND OPENNESS TO NEW IDEAS

- WHY ARE THE FOLLOWING OBSTACLES TO BEING OPEN TO NEW IDEAS:

- . INSECURITY AND THE NEED TO BE RIGHT?

Insecurity and the need to be right always creates a defensiveness and irritation with anything different from the way one sees the world. Traditionally, leaders in American culture do not have the patience to dialogue about ideas because they do not see the value.

- . ALWAYS MAKING STATEMENTS...NO QUESTIONS?

Those who are insecure need to show others what they know.

- . HOW WE ARE TAUGHT TO THINK?

Traditional education has emphasized the need to be right and linear thinking.

- . TESTING FOR THE ONE BEST ANSWER?

Traditional accountability does not value multiple ways of looking at the world.

- . INABILITY TO SEE CONNECTIONS?

Unless one experiences the processes of dialogue, asking questions and see how disparate ideas and factors can be combined in innovative ways, there is no reason for people to be able to see new connections.

CONNECTIVE THINKING

- HOW IS NEW INFORMATION INTRODUCED?

Through the use of questions, articles, tolerance of views, webs, books and immersion in action within a futures context.

- HOW DOES ONE THINK AT DIFFERENT LEVELS?

Students are seeded to see simple relationships, then more complex connections and finally, the use of motion linked to matrixes. Wholes and systems should be introduced at an early age.

- HOW DOES ONE LOOK FOR ACCESS POINTS?

One needs to have broad and deep knowledge, understand trends and weak signals, how to build parallel processes and how to think systemically. Then when someone goes hmmm, it reflects an access point if one is able to take advantage of it.

- HOW DOES ONE SEE FROM ANOTHER'S POINT OF VIEW?

Analyze the other person from *their perspective*, learn their Background, constantly ask questions, and find ways to connect intellectually and emotionally. Never, never be short, judge others, or show irritation.

- HOW DOES ONE HELP SHIFT THE CONTEXT OF UNDERSTANDING?

No one changes unless one sees the need for change.

Utilize trends, weak signals and other methods to help people get to hmmm and aha! Most people will think they understand a new idea, and really don't. Don't force the

issue, have patient over time and build complementary parallel short term processes where people can see outcomes.

ASKING APPROPRIATE QUESTIONS

- WHY IS THE ABILITY TO ASK APPROPRIATE QUESTIONS IMPORTANT IN THE FUTURE?

Statements reflect knowledge that already exists. Questions are one means to search for new realities.

- WHAT ARE THE ROLES OF QUESTIONS:

- 1) To introduce a new idea.
- 2) To search for an answer.
- 3) To frustrate someone who is used to being right or having their way.
- 4) A means to create humility in oneself and others.

- HOW DOES ONE DETERMINE WHETHER A QUESTION IS APPROPRIATE OR NOT?

One offers a questions and looks at the results using various types of feedback. One looks to see if one has a deeper level of understanding, patience, or ability to ask a better question.

VALUES UNDERGIRDING A DYNAMIC SOCIETY

- HOW DOES ONE DETERMINE WHAT VALUES ARE THE MOST IMPORTANT TO A DYNAMIC SOCIETY?

By seeing what is important to the health and vitality of a constantly changing world. One needs to take higher risk and utilize more options simultaneously to be able to see how to deal with increasing complexity.

- WHAT APPROACHES ARE NECESSARY TO COMPARE KEY TRADITIONAL VALUES WITH VALUES IMPORTANT TO COMMUNITY TRANSFORMATION IN ORDER TO DETERMINE HOW TO DEVELOP APPROPRIATE STRATEGIES?

Think about the attributes of an emerging society, search for trends and weak signals, consider what will be important to a futures world for sustainability, and rethink what would need to be done to be aligned with such a future.

INDIVIDUALIZED LEARNING

- WHAT SKILLS SHOULD ONE HAVE TO BE AN EFFECTIVE INDIVIDUAL LEARNER?

A passion for learning and an ability to connect with technology and other people.

- WHAT IS THE IMPORTANCE OF THE CONCEPT OF INDIVIDUALIZED LEARNING?

The future will be very diverse. Only by becoming an individual who searches for learning experience in all aspects of ones live can one learn to adapt quickly enough.

- WHAT IS THE CONTRADICTION OF INDIVIDUALIZED LEARNING WHEN INNOVATION IS CONSIDERED WITHIN THE CONTEXT OF AN INTERDEPENDENT SOCIETY?

Individualized learning in the context of an interdependent society can only succeed when individuality is balanced with deeper collaboration with others.

- WHAT ARE THE ROLES OF TECHNOLOGY FOR INDIVIDUALIZED LEARNING?

- 1) Access new knowledge.
- 2) Connecting diverse people and knowledge for innovation.
- 3) Holistic simulation to help individuals see their most effective place in any situation.

DEVELOPING FACILITATORS OF LEARNING & LEARNING GUIDES

- IN WHAT WAYS IS BEING A LEARNING LEADER DIFFERENT FROM BEING A TEACHER?

Learning leaders are guides and utilize questions and dialogue in the place of debate and statements as the methodological norm.

- WHAT ARE KEY SKILLS OF A LEARNING LEADER?

Indirect methods.

- WHAT ARE THE OBJECTIVES OF A LEARNING GUIDE:

- 1) IN A SCHOOL?

To create a culture where openness and inquiry are the norm.

- 2) WITH AN INDIVIDUAL LEARNER?

To insure that an individual student can see nothing but opportunities in new ideas.

- 3) IN A COMMUNITY?

To seed new concepts, methods and techniques as capacities for transformation.

BUILDING NETWORKS AND LEARNING WEBS

- WHAT SKILLS ARE IMPORTANT TO BUILD LEARNING WEBS?

An ability to combine interest, newness and meaning.

- HOW ARE LEARNING WEBS BEST UTILIZED:

1) IN A SCHOOL?

To involve students to think differently.

2) IN A COMMUNITY?

To bring together interested people to create innovative ideas.

- WHY ARE LEARNING WEBS IMPORTANT?

To help people interact to reach a new and deeper level
Of understanding about ideas they thought they knew.

EXPERIMENT AND FEEDBACK

- WHAT NEEDS TO BE CONSIDERED WHEN CREATING A TRANSFORMATIONAL LEARNING ENVIRONMENT?

Those creating the learning environment need to be learners
Themselves.

- HOW DOES FEEDBACK GIVE A LEARNING GUIDE IMPORTANT INFORMATION TO EVOLVE A TL ENVIRONMENT?

Only through feedback can one see the impact of actions as
well as the need for transformed approaches.

- WHAT KIND OF INFORMATION IS THE MOST IMPORTANT TO DEVELOPING A TL ENVIRONMENT?

That which is not seen or heard

UNDERSTAND CONCEPT OF INTERDEPENDENCY

- WHAT IS INTERDEPENDENCY?

The capacity to connect.

- HOW CAN ONE IDENTIFY CONNECTIONS THAT ARE:

. DIRECT?

Look for cause and effect.

. INDIRECT?

Look for what is emerging.

. OBLIQUE?

Look for what is just appearing on the horizon.

- WHAT TECHNIQUES CAN BE UTILIZED TO HELP PEOPLE CONNECT IDEAS AND BE INTERDEPENDENT?

Put multiple ideas and factors in front of them, provide a Context and then ask those participating to make connections.

LISTEN AND LOOK FOR VALUE IN WHAT IS SAID

- WHAT ARE THE COMMONALITIES AND DIFFERENCES AMONG THE FOLLOWING?

1) LISTENING

Hearing what is said from one's own point of view.

2) PROACTIVE LISTENING

Hearing what is said from the other person's point of view.

3) CONNECTIVE LISTENING

Hearing what is said and thinking about how it can connect to something else to create an innovation.

- WHAT ARE THE ETHICS OF LOOKING FOR VALUE IN WHAT IS SAID?

Being attentive and authentic.

- WHAT ARE THE SKILLS OF LISTENING FOR VALUE/CONNECTIVE LISTENING?

Patience, direct listening, and asking questions that dig deeper as well as establish innovative ideas.

FOCUS ON MULTIPLE LEARNING STYLES

- WHAT ARE THE DIFFERENT LEARNING STYLES AND WHY ARE THEY IMPORTANT?
- WHAT ARE KEY IDEAS/TECHNIQUES THAT NEED TO BE USED FOR EACH LEARNING STYLE?
- WHY ARE MULTIPLE LEARNING STYLES IMPORTANT FOR DEVELOPING STRATEGIES FOR COMMUNITY TRANSFORMATION?

EMPHASIZE THE USE OF INTERNET AND MULTIMEDIA

- WHY IS MULTIMEDIA IMPORTANT TO TRANSFORMATIONAL LEARNING?

- IN WHAT WAYS CAN THE INTERNET BE USED FOR TL?

CREATE NEW SYSTEMS OF EVALUATION

- WHAT METHODS OF EVALUATION ARE MOST APPROPRIATE FOR:
 - 1) CORE COMPETENCIES?
 - 2) ASKING APPROPRIATE QUESTIONS?
 - 3) CONNECTING DISPARATE IDEAS?

- WHY ARE ANECDOTES IMPORTANT TO THE IDEA OF TRANSFORMATIONAL LEARNING?