

LEARNING IN UNKNOWN TERRITORY

To boldly go where no man has gone before!



LEARNING TO LEARN

ADOPTING NEW WAYS OF WORKING

NEED FOR DIFFERENT WAY OF LEARNING

BUILDING BRIDGES WHILE WALKING ON IT

Calls for creativity in the way we deal with learning.

Is this any different from learning a new skill or capability?

1 Open-ended

Learning how to learn is crucial to unlock continuous learning.

We can not teach people, all we can do is create opportunities for people to learn for themselves.

2 Focus on unlearning

The future will be so different from the past that the most important skill will not be learning but unlearning.

Old beliefs and bad habits can prevent us from growing.

Unlearning keeps you open to different viewpoints, experiences and challenges. Letting go of the past makes room for great new learning opportunities and develops critical thinking.

3 Integrated

Our thinking can not be divided from the doing.

Learning often happens after the teaching, when you practice it, do it, experiment with it and reflect and the experience?

As trainer or coach, think of what you want to learn from your participants.

Open-ended

As participant to a learning event, think of what your peers, trainer or coach could learn from you.

CLOSER LOOK AT THREE FORMS OF LEARNING

1 "Free" play

At its best

Enough diversity in free play situations stimulates creativity. The right pressure creates excellence. Paving with skilled peers creates opportunity to improve skills.

At its worst

Uncontrolled, randomness. When pressure is too high, bad habits develop.

Free play is not so "free". Often there is pressure to perform.

THE BEATLES Live! at the Star-Club in Hamburg, Germany; 1962.

How big is the performance pressure? What challenges are you addressing?

2 Isolated practice

At its best

Offload memory to create room for creativity. Getting better and better thriving for excellence.

At its worst

Rote behaviour. Just going through the motion.

"NO MATTER HOW GOOD YOU GET YOU CAN ALWAYS GET BETTER AND THAT'S THE EXCITING PART!" - Tiger Woods

3 Constraint-enabled learning

At its best

Good identification of limiting factors leads to:

- Co-creation (facilitator and learner together acquire new insights)
- Unlearning bad habits.

e.g. small area games with constraints enables creativity in passing strategy.

Where resources are plentiful (i.e. no constraints), you will find very little creativity. Where resources are scarce (i.e. many constraints), you will find an abundance of creativity. - Arlette Vercaemmen

At its worst

Purposeless playing "games" not leading to new insights or new behaviour. Irrelevant or sub-optimisation.

CONTRASTED LEARNING IN KNOWLEDGE WORK

AFFORDANCE THEORY

The world is perceived not only in terms of shapes and spatial relationships but also in terms of possibilities for action (performances). — perception drives action.

DEVELOPMENT: INDIVIDUAL

Inspired by modern team sport training tactics:

- Explore and practice to learn and enhance solutions and decision making.
- Focus on the nature of specific learner-environment interactions.
- Commonly used within team sport training to develop skills and capabilities.
- Constraints as boundaries in which new solutions can develop like quick turn overs or other movements.

Next time when you are involved in a learning opportunity, don't only focus on teaching or learning new things.

Focus on unlearning making room to uncover new ways of working.

As a trainer or coach, think of what participants should unlearn. As a participant, think of what you want to unlearn.

TAKING CONTEXT OF LEARNING SERIOUSLY

Interplay between the different forms of learning



As a trainer or coach, think of how participants could continue their learning journey in their day-to-day work environment.

Integrate learning & doing

How can day-to-day challenges be tuned to better facilitate and integrate the learning journey in daily activities?

OKALOA FLOWLAB - A CONSTRAINT-LED LEARNING PLATFORM



To co-create new ways of working

1 CREATING LEARNING OPPORTUNITIES

We can not teach you ...

... all we can do is create opportunities for people to learn for themselves.

2 LEARNING TO SEE DIFFERENTLY by using constraints

UNLEARN [RE]LEARN

3 DEVELOP THINKING

Uncover new ways of working by connecting the dots.

4 SHARE EXPERIENCES

Allow people their own aha-moment.

5 WHAT OBSTACLES PREVENT YOU FROM GROWING?

Best time to repair the roof is when it is not raining.

define constraints dealing with these obstacles (i.e. unlearn bad habits and let go of old beliefs) and see what new beliefs and behaviour it will enable.

You want to experience a different form of learning in practice ?

Join a Okaloa Flowlab training.

www.okaloa.com/journeys-of-learning



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