Stop Teaching

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ACTION REFLECTION LEARNING

- Learning methodology developed in Scandinavia in the 1970s

- A counter-movement against traditional education

- Codified in 2004 into the 10 Principles (Drizin, Rimanoczy)

PRINCIPLE: Relevance

Learning is optimized when the focus of the learning is relevant to, is owned by, and is both timely and important to the individual

(J.Dewey, Vigotsky, K.Lewin, P.Freire, R.Revans, Cunningham, Murdoch, Wilson, Lave, J.Raelin)

Tools & Processes That Emphasize Relevance:

- ⬠ **Ownership of the learning**
- ⬠ **Linking**
- ⬠ **Just-in-time interventions**
- ⬠ **Incidental & Accidental Learning**

PRINCIPLE: Tacit Knowledge

> *All people have implicit knowledge within themselves, knowledge of which they are unaware, and which can be accessed through guided introspection.*
>
> *(Socrates, Buddhism Zen, Freud, Polanyi, Nonaka)*

Tools & Processes That Surface Knowledge:

- **Stop | Reflect | Write | Report**
- **Facilitator answers last**
- **Debrief**

PRINCIPLE: Reflection

Reflection is the catalyst for learning

Thoughtful reflection is an essential part of the learning process, and can lead individuals to derive deeper meaning and learning by reflecting on an experience.

(Socrates, Dewey, Lewin, Kolb, Van Manen, Habermas, Argyris, Schon)
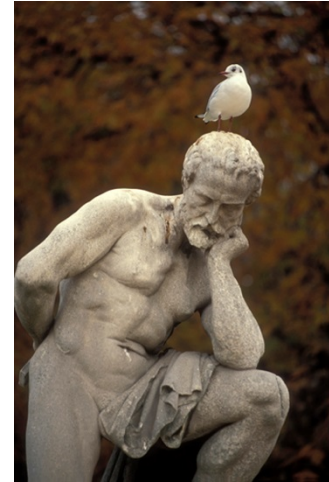
Tools & Processes That Support Reflection:

- **Pause**
- **Questions**
- **Slowing down**
- **Journaling**

PRINCIPLE: Self Awareness

Self-awareness helps people understand how their feelings, thoughts and behaviors impact others, and leads to greater personal and professional competence.

(Freud, W.James, C.F.Jung, Myers Briggs, Goleman, B.McCarthy, Mumford)

Tools & Processes That Foster Awareness:

- ⬠ **Feedback**
- ⬠ **Evaluation**
- ⬠ **Instruments (e.g., MBTI, LSI, FIRO-B, Eneagram)**
- ⬠ **Readings**

PRINCIPLE: Social Learning

Learning emerges through social interaction and individuals multiply their learning opportunities.

(K.Lewin, Bandura, Revans, Vigotsky, Lave, Cooperrider, Whitney, Gergen, Wenger)

Tools & Processes That Focus On Social Learning:

- **Peer Coaching**
- **Dialogue**
- **Debriefs**
- **Learning exchange**
- **Learning partners**

PRINCIPLE: Uncovering and building new mental models

Significant learning occurs when people change how they view the world and when they develop new perspectives and mental models that lead to increased understanding.

*(P.Freire, Korzybski, Argyris, Schon, Senge)*

Tools & Processes That Lead To Paradigm Shifts:

- **Learning Partners**
- **Assumptions exercises**
- **Trips, interviews**
- **Unfamiliar projects**
- **In Your Shoes**

PRINCIPLE: Systemic Connectivity

We inhabit a complex, interconnected world where, to address personal and organizational issues, we must understand how systems influence each other.

(Kohler, Wertheimer, F.Capra, Tarnas, von Bertalanffy, J.Forrester, P.Senge)
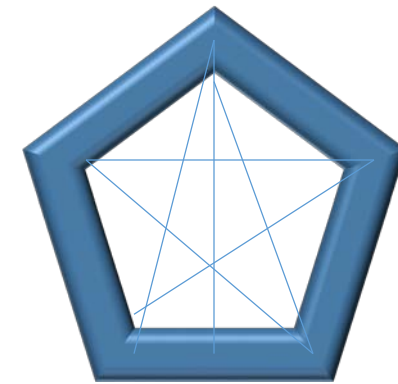
Tools & Processes That introduce Systems Thinking:

- **Questions that explore connections**
- **Explore independence**
- **Listing players involved in the coffee cup**
- **Stakeholder analysis**

PRINCIPLE: Integration

People are a combination of mind, body, soul and emotions, and they respond best when all four are engaged and valued.

(Rogers, Maslow, W.Reich, Perls, Campbell, Wilber, MSR)
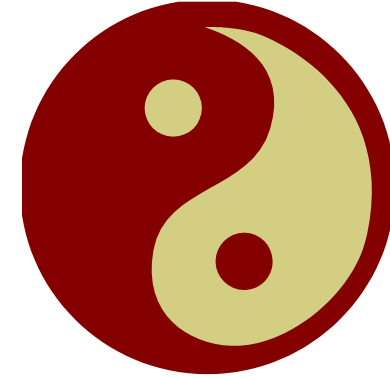
Tools & Processes That Support Integration:

- Storytelling
- Art, Music
- Purpose
- Meditation
- Check-in

PRINCIPLE: Repetition and Reward

"Practice brings mastery and positive reinforcement increases the assimilation"

(Skinner, Stevanovich, Tchakhotine, Pavlov, W.James, J.Dewey, Watson, Thorndike, Kolb, Bandura, Ausubel)

Tools & Processes :

- ⬠ **Feedback**
- ⬠ **Appreciative Inquiry**
- ⬠ **The best of the day**
- ⬠ **The Personal Habit Challenge**
- ⬠ **Debriefs**

PRINCIPLE: Facilitated Learning

Experts in learning methods and teaching play a critical role in helping individuals and teams to learn.

(Lewin, Maslow, Roger, Kolb, Piaget, Knowles, Mezirow, Schon, Schein)

Tools & Processes That Focus On Facilitated Learning:

- ⬠ **Roles: Instructor, Coach, Facilitator**
- ⬠ **Just in Time Input**
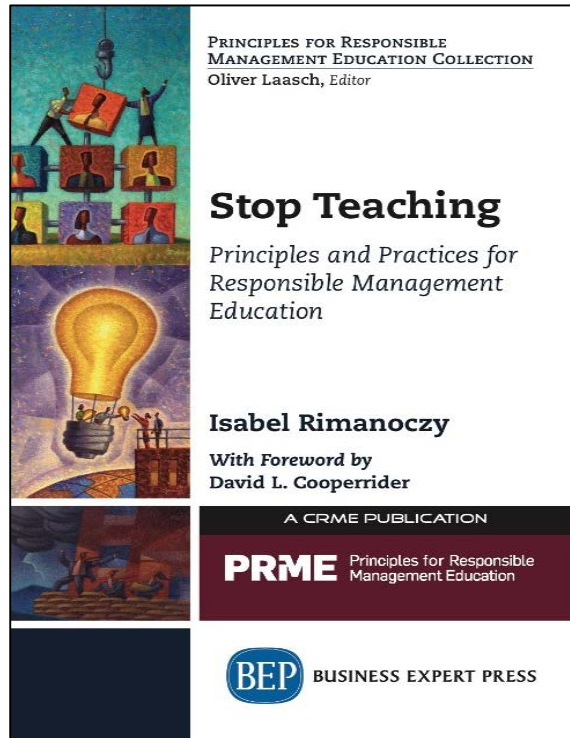- ⬠ **Co-Design**
- ⬠ **Guides and templates**

10 ARL Principles

- Relevance
- Tacit Knowledge
- Social Learning
- Reflection
- Repetition and Reward

- Uncovering mental models
- Integration
- Facilitated Learning
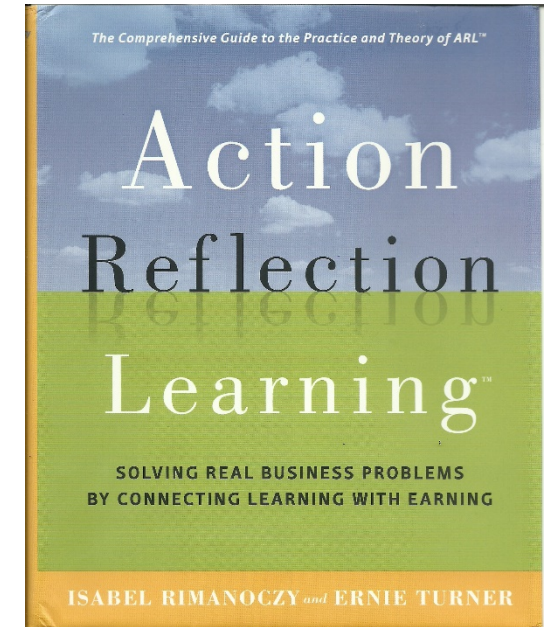- Systems thinking
- Self-awareness

STOP & REFLECT: WHICH ONE DO YOU USE LESS AND COULD USE MORE?

Identify ONE process or technique you could incorporate

New questions

Thank you!

Questions or comments?
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