Nurturing a Learning Ecology

Live Virtual Workshop
August 7, 2014

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Today we will . . .

- WHAT?
  Explore challenging patterns for trainers and learners in today's complex environment
- SO WHAT?
  Discover the design solutions for HSDP 2014
- NOW WHAT?
  Capture questions for 2015 design

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Magic 21
Challenging Patterns

Container	Differences	Exchanges

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Magic 21
Challenging Patterns

Container	Differences	Exchanges
Schedules/budgets	Time zones	Planning
	Tasks/responsibilities	Committing
	Limited resources	Coordinating

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Magic 21
Challenging Patterns

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Expertise	Technical/Human	Accessing
	Current/Future	Selecting
	Deep/Superficial	Sharing

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Applications	Level in hierarchy	Practicing
	Context of work	Receiving support
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Accessible anytime anywhere

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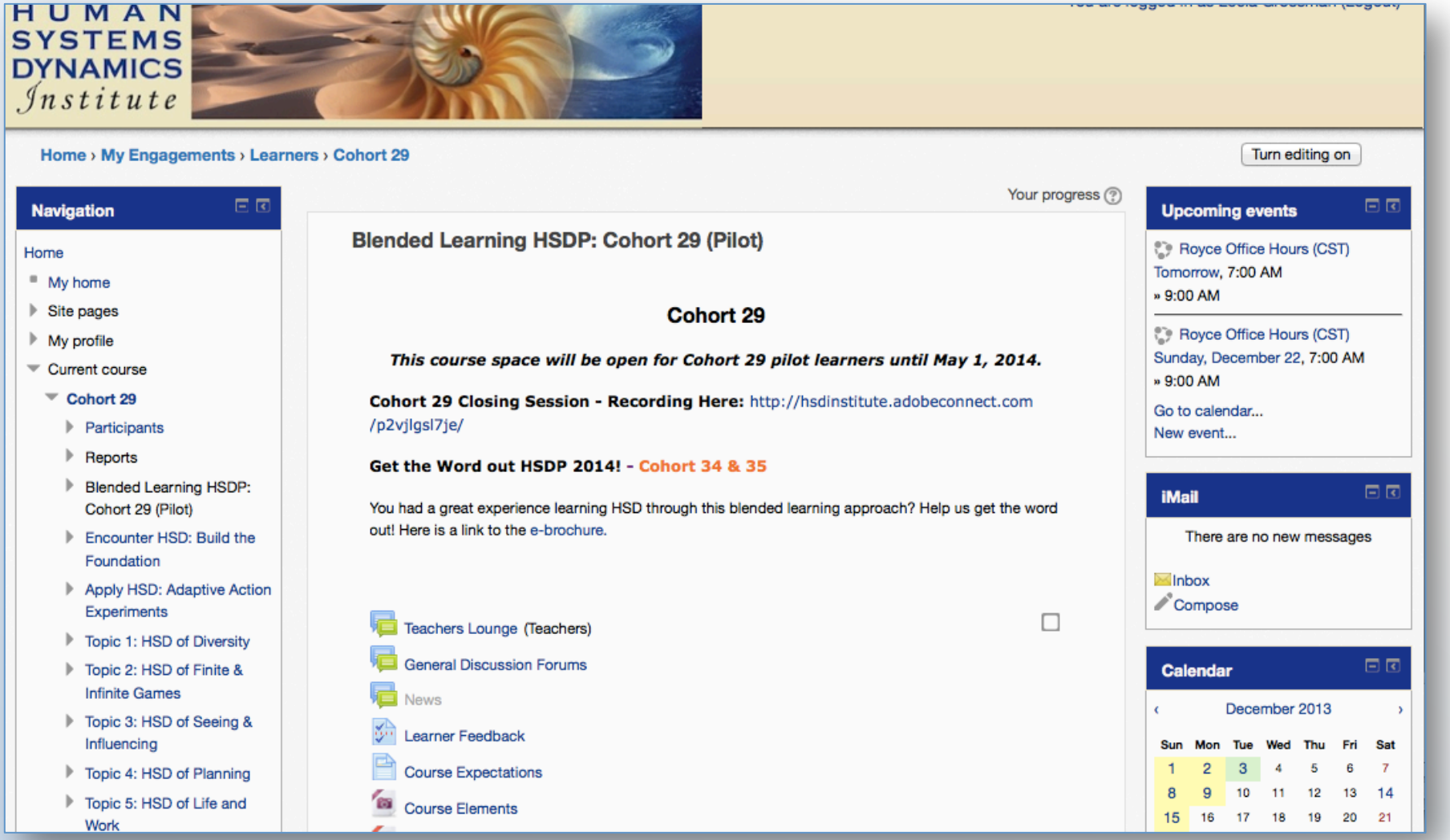
HSDLearning.org



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Short face-to-face orientation

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Patterns & Possibilities

- 3 Days
- Face-to-face
- HSD foundations
- Orientation to class
- Build community

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Multiple layers of learning

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Live Virtual Workshops

- Public webinars
  - Application topic
  - Chat room
  - Pre-work
  - Recorded archives
- Cohort Discussions
  - Reflections/questions
  - Voice and video
  - Follow up webinar
  - Introduce topics
  - Address issues

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Learning Units

- Required
  - Core readings
  - Required projects
- Optional
  - 20 Applications
  - Choose 8
- Include
  - Readings
  - Webinars
  - Articles
  - Assignments

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Expanding set of models and methods

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- Models & methods
- Background reading
- Essays
- Articles
- Slide decks
- Workbooks
- And . . .

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Individual and group support

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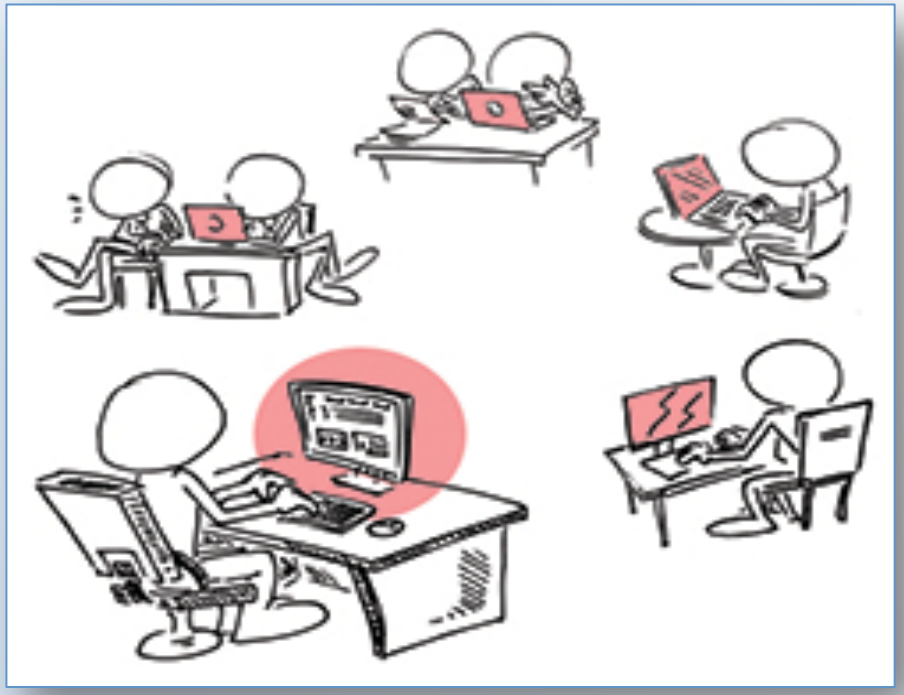
Learning Groups



- 5 Learners
- 1 Praxis Partner
- Report Adaptive Action Experiments
- Shared reflection
- Key questions

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Dialogue with other learners

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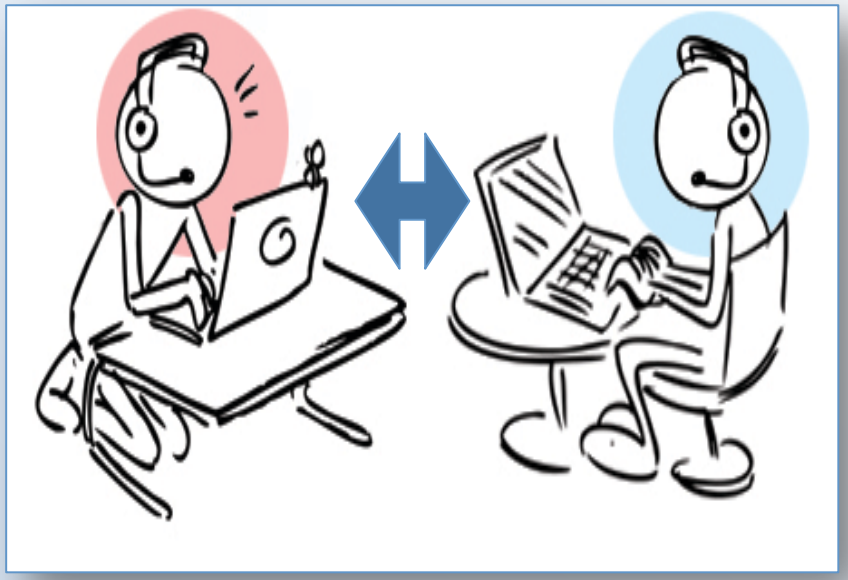
Online Forums



- Reflections
- Assignments
- Questions
- Discussions
- Reports
- Peer coaching

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Continuing learning journey

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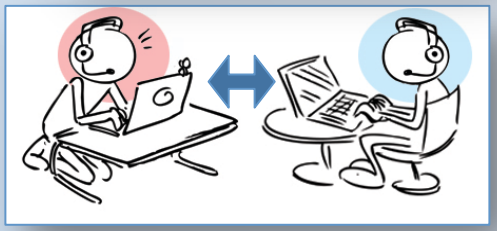
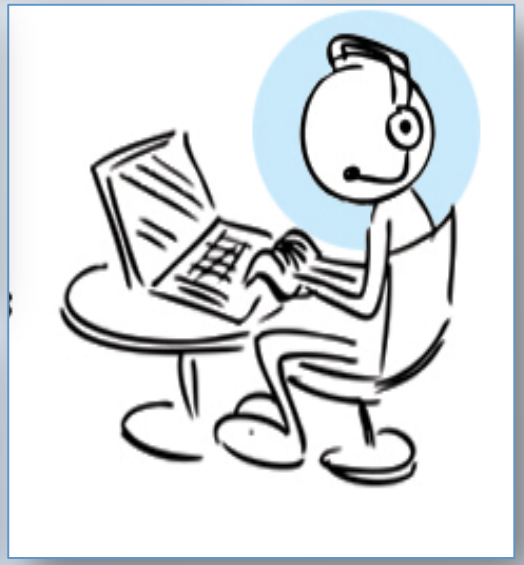
Life-Long Learning
HSD Associate Network





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Questions for 2015 Design

- How will HSDP Associates continue to engage online and otherwise?
- What is cost/benefit of just attending Patterns & Possibilities?
- Is open or in-tact team more conducive for learning?
- What variations in design are needed for specialized audiences?
- And . . .

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More resources

- Books
  - *Adaptive Action: Leveraging Uncertainty in Your Organization* (Eoyang & Holladay)
  - *Radical Rules for Schools: Adaptive Action for Complex Change (Patterson, Holladay, Eoyang)*
- Web
  - www.adaptiveaction.org
  - Wiki.hsdinstitute.org
  - www.hsdinstitute.org
  - Twitter: #hsd #adaptact @GlendaEoyang

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Your Opportunity To Become An HSD Professional

- Patterns and Possibilities:
  - Jan 2015 in Raleigh, NC
  - Jan 2015 in Helsinki, FI
  - July 2015 in Chicago, IL
- Four months exploring an online learning ecology:
  - Lively learning community
  - Guided practice
  - Large group learning and dialogues
  - Learning packets on relevant topics
  - Praxis Partner for support
- Register: http://www.hsdinstitute.org/learn-more/overview.html

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Join Us!

Sept 4, 2014 **11:00 – Noon CDT**	*Patterns of Learning and Engagement: Using HSD to Design Engaging Events*
Sept 18, 2014 **11:00 – 1:00 CDT**	*Quarterly Meeting—Associates and Friends Networking*
Oct 2, 2014 **11:00 – Noon CDT**	*Organizing for Work: CAANs and Project Management for the Future*

- Register for this series:
  http://www.adaptiveaction.org/Landing-Pages/Webinar-Registration
- Navigating Complexity: October 22-25, 2014 – Chicago, IL
  http://www.hsdconference.org/

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