Reimagining Learning for a world of constant change

Three images that have shaped my current view of learning

Curiosity Amplifiers for learning about things

Ages: 2 & 5

Reverse Mentorship building skills

A Maker nurturing dispositions

our current context
In a world of increasingly rapid change, the half life of a given skill is constantly shrinking. 

**Stocks == Flows** 

- transferring authoritative knowledge 
- creating new knowledge (strong tacit component) 
- participating in knowledge flows 

- Scalable efficiency 
- Scalable learning

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**A Cambrian Moment**

the notion of efflorescence. spontaneous emergence of diversity in abundance

“The world just came together so quickly. We have little understanding of its true diversity”

Tim El-Hady (Aspen 2010)

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**BUT WHAT ARE WE AIMING AT?**

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**profile for the 21st century resiliency**

“resilience has to be built into our systems in advance, like a strong immune response . . . resilience will be the defining concept of the 21st century.” (Joshua Cooper Ramo)

*In really complex systems, wealth should be measured not in money or power but rather in the ability to change and adapt. This sort of wealth sets limits for what is possible – it determines the number of alternative options for the future . . . You should measure what you have, in other words, by what you can do.* C. S. Hölling
Profile for the 21st century

agency
both warrior and mystic
operating on the world
embedded in the world
digital and present in the world
with empathy

But how do we get there?

Shifts relative to learning

learning on demand
problem based, context embedded
collaborative and multi-disciplinary
peer based
widely networked
arc of life learning

But also note:
dispositions are now at least as important
as knowledge and skills.
dispositions = tendency to do something in a particular way,
radically contingent, comes into play in response to context.

We can understand learning as having three dimensions

content ——— can be taught
self ('books' & digital platforms)
study groups / communities of practice
sage on stage (lecture / seminar)

skills ——— can be mentored
expert mentoring
peer to peer mentoring
reverse mentoring

dispositions ——— can be cultivated
marinating in
emergence of the collective

How we come to know

Three different epistemologies

homo sapiens
man who knows
Three different epistemologies

- **homo sapiens**
  - man who knows
- **homo faber**
  - man who makes
  - use of tools for productive inquiry
  - Maker Movement

- **homo sapiens**
  - man who knows
- **homo faber**
  - man who makes
  - scaling

- **homo sapiens**
  - man who knows
- **homo faber**
  - man who makes
  - making with new methods (3D printing)
  - agency

- **homo sapiens**
  - man who knows
- **homo faber**
  - man who makes
  - using tools

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Play is a space of invention and permission

Based in reality but different from reality.
Play is a release from normal physics and consequences.
Play creates a space to try out new things.

Homo Ludens

A highly nuanced concept of play

As in permission to fail, fail and fail again, then get it right.
As in extreme sports.
As in play of imagination – poetry.
As in an epiphany – suddenly falling in place as in solving a riddle.

Play is the progenitor of culture & innovation.

Johan Huizinga
A Paradigmatic Example of pushing boundaries and remixing.
The first junior champion ever in Maui and a new genre – aerial surfing.

Hackathon
Invention with rules
A space to try out new things

World of Warcraft
for the knowledge economy
Innovation through after action reviews

Ritoque
Identity building through poetry and games

Three different epistemologies

homo sapiens
man who knows

homo faber
man who makes

agency

homo ludens
man who plays

Our current weighting:

homo sapiens
man who knows

homo faber
man who makes

homo ludens
man who plays
Suggested weighting for a constantly changing world

homo sapiens  man who knows
homo faber  man who makes
homo ludens  man who plays

Cultivating the Imagination

homo sapiens  man who knows
homo faber  man who makes
homo ludens  man who plays

an interest driven learning ecosystem and the entrepreneurial learner

How Kids Learn

Dispositions of an entrepreneurial learner.
curiosity - driven by awe
questing - seeking, uncovering, probing ... but always doing (curiosity in action)
connecting - listening to others, engaging...
reflecting - on performance with the help of cohorts. Reflective practitioner

Learning Networks: with an infrastructure that unifies all these resources
From Networks to ecosystems: and a platform that scaffolds these

Cloud + Mobile + Social + Big Data

thank you