

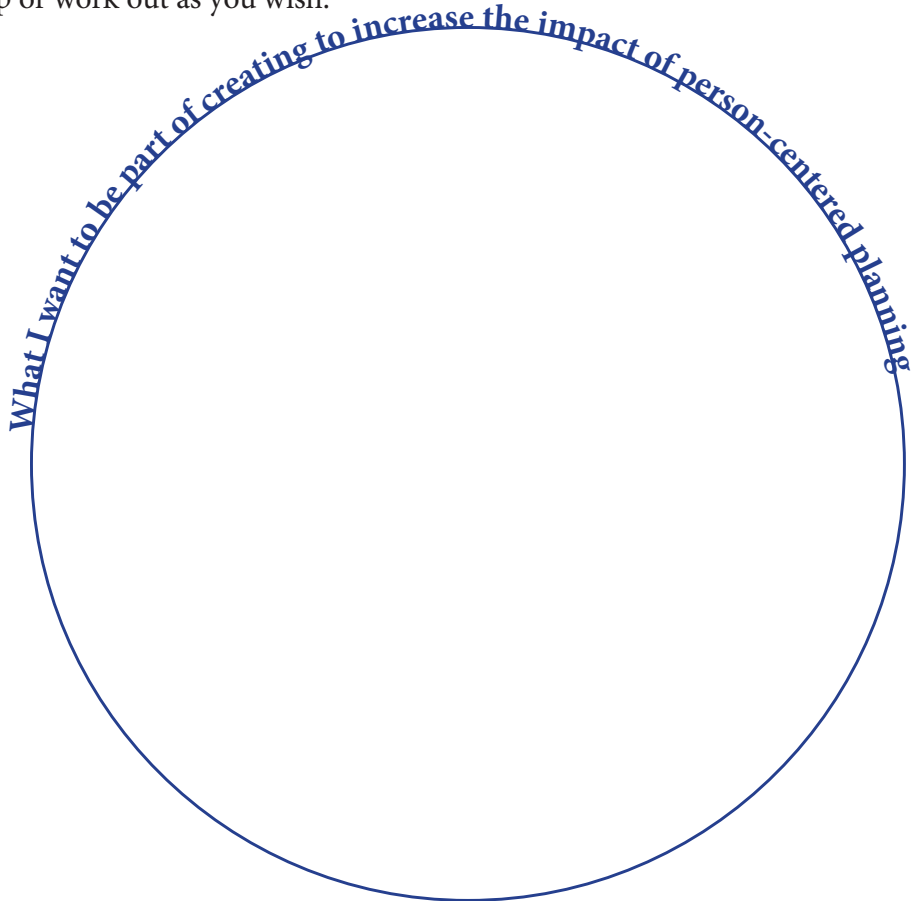
Options for Self-Directed Learning

If you want to truly understand something, try to change it.

–Kurt Lewin

Think of the next four months as a time to test how much your role allows you to invest in what you want to be part of creating, try Theory U practices to deepen your knowledge of the possibilities in your situation, and learn from the web based materials available to you (look for an e-mail next wee to describe these). There may be opportunities to take action to begin to create what you want and you may be in a place to take action. Don't worry if these opportunities don't show up or work out as you wish.

Possible opportunities



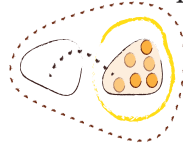
My current questions	Assets	What I have to let go of
	Chose one or more Theory U practices from the other side of this paper	

Create small islands of blue space by finding time to invest in trying these practices. Your knowledge will grow and opportunities for action on what you want to be part of creating might come up. Check the practice you want to try first



3 hours to 1 day

A Learning Journey is an opportunity to widen the horizon of possibility by visiting places outside the design team's usual experience where people are finding new paths to individualized supports for rich lives in community. It gives design team members the chance to explore different approaches to common purposes and, perhaps, to see the benefits of transformed supports. It provides new ideas to adapt and try.



Sharing place and time allows design team members to absorb knowledge by immersing themselves in a different environment. The design team member observes and constructs a rich account of the setting and experience of a person who offers the gift of sharing their space.

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1 to 2 Hours

A Stakeholder Interview is an opportunity to discover how the organization's work looks from the point of view of the people who whose lives are shaped by it, what they value and what they would change.



A Dialogue Interview is a reflective conversation, open to insights into the experience and understanding of the person giving the interview. Open as well to thinking together in a way that allows seeds of new possibility to emerge. The listener is authentically interested in the other's perspective and thinking and willing to follow the thinking that develops in the moment. The listener's intention is to build trust with those affected by change and connect them to the work.



Exploring Challenges (Case Clinic) guides a circle of 3-5 people the circle through U the in an hour and fifteen minutes: a period of listening; a moment of stillness and reflection; a period of enrichment of the challenge story with the emergence of new perspectives and new possibilities for action.

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