

Welcome to

Workplace Learning in Private Workplaces

**We invite you to contribute to the development
of new learning initiatives at the workplace,
working with your own challenge**

To collaboratively work with innovative approaches for
enhancing internal competence development and
learning

Developing a prototype for workplace learning that
you afterwards can further develop and implement

Plenty of good theories and R&D projects showing potentials for workplace learning

The very heart of this work is based on dedicated individuals - changing routines, procedures, behaviors while taking a learning loop where they discover new perspectives on their tasks.

Participant-driven
Practisebased problems/challenges
Looking for better ways
Co-creation
Dialogue

Today **you** are that dedicated person ;-)

Designing a next-step plan for handling your challenge

My pathway through the challenge

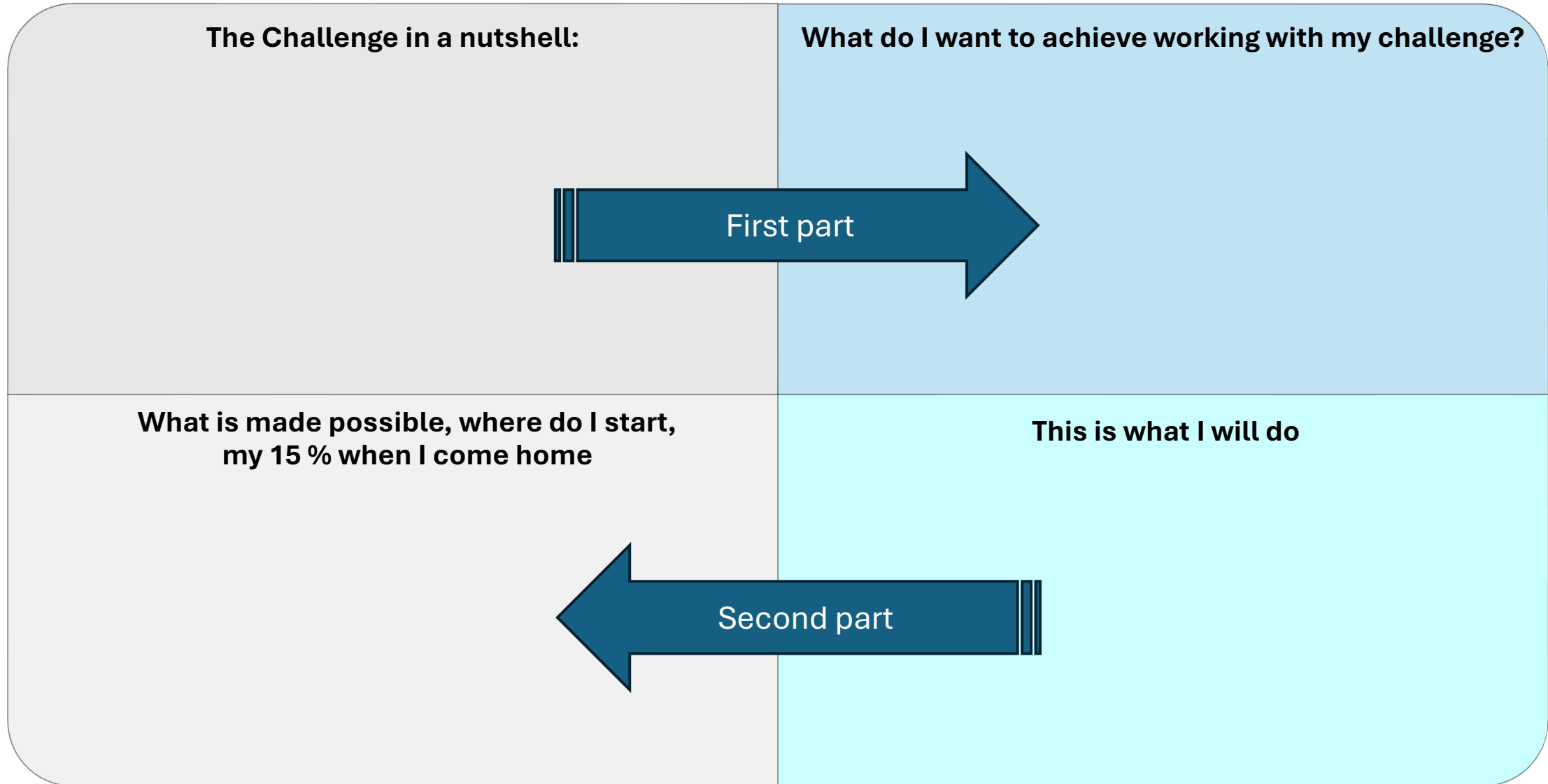
The Challenge in a nutshell:

What do I want to achieve working with my challenge?

What is made possible, where do I start,
my 15 % when I come home

This is what I will do

My pathway through the challenge



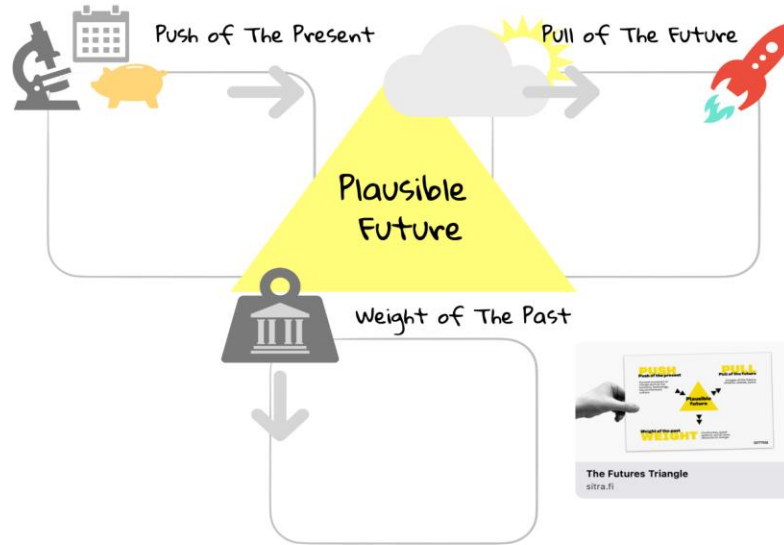
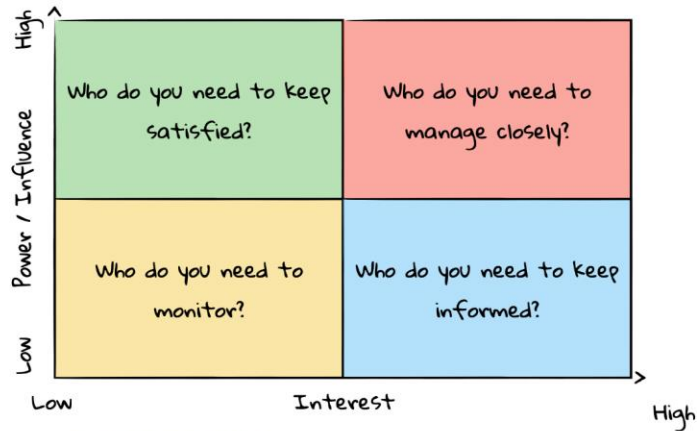
The term 15% Solutions was initially coined by Gareth Morgan. It is **any first step or solution that you can do without approval or resources from others** and that is entirely within your discretion to act. More succinctly put, it is something that you can start right now if you want to.

Remain with The Question

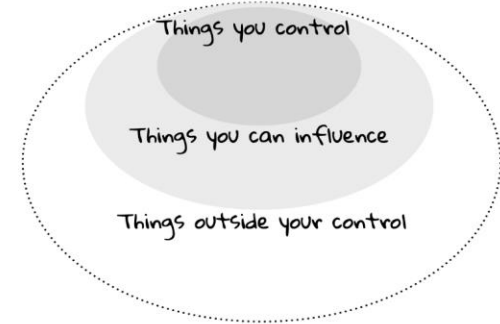
What is the important question that arises from your practice and what you have seen and heard just now?
Do not seek a solution but to put give voice to the question that needs to be asked..

Consider the question you heard. Do not try to give a solution but think aloud:
What question does it raise within you?

Communicate to Influence



Circles of Influence



"15% Solution"

A first step that you can do without approval or resources from others and that you can decide to act on by yourself.
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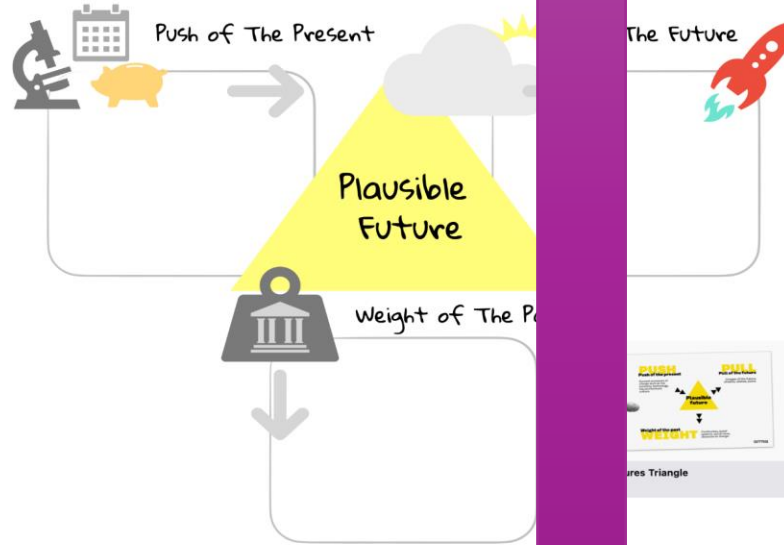
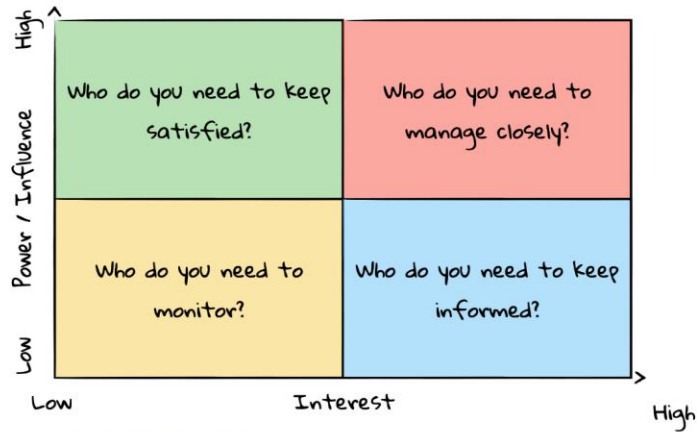
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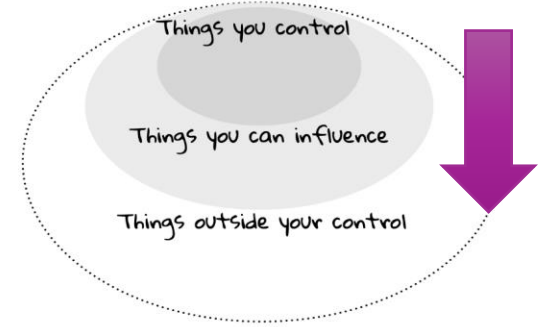
Do not seek a solution but to put yourself into the question that needs to be asked?

Consider the question you heard and try to give a solution but think about what question does it raise with it?

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(PDF) Morgan, G. and Zo... researchgate.net

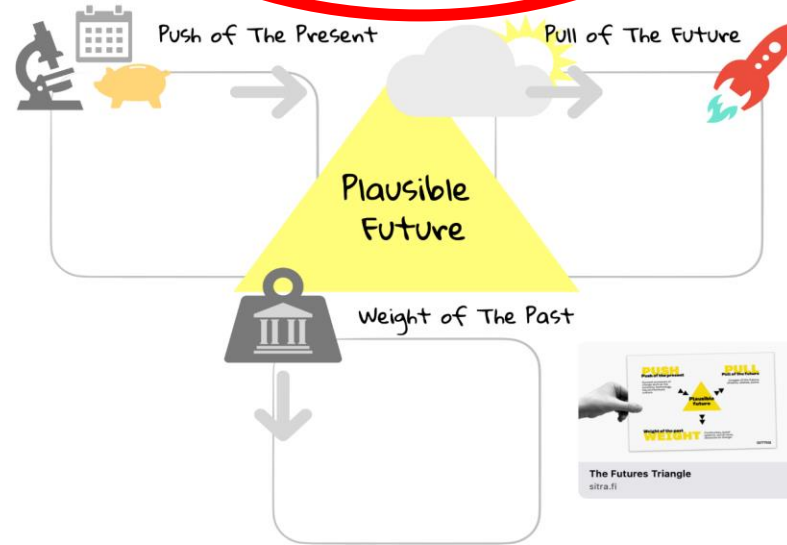
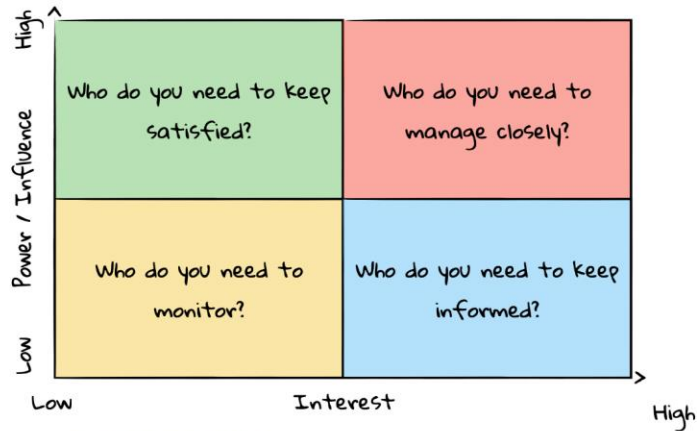
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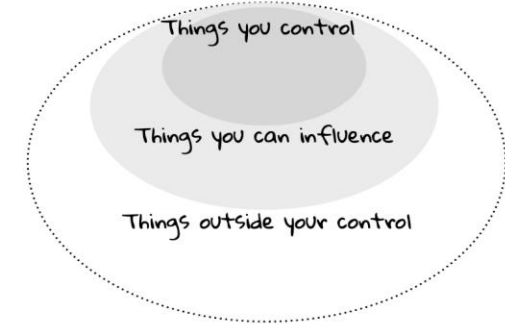
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Remain with The Question

You

What is the important question that arises from your practice and what you have seen and heard just now?

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What question does it raise within you?

Others

My pathway through the challenge

The Challenge in a nutshell:

What do I want to achieve working with my challenge?



What is made possible, where do I start,
my 15 % when I come home

This is what I will do

Break

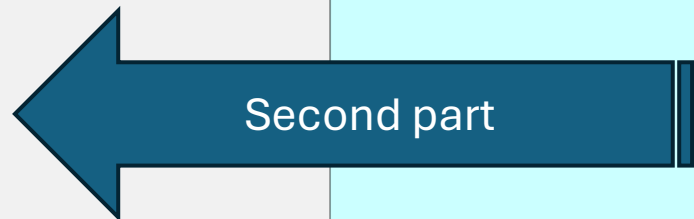
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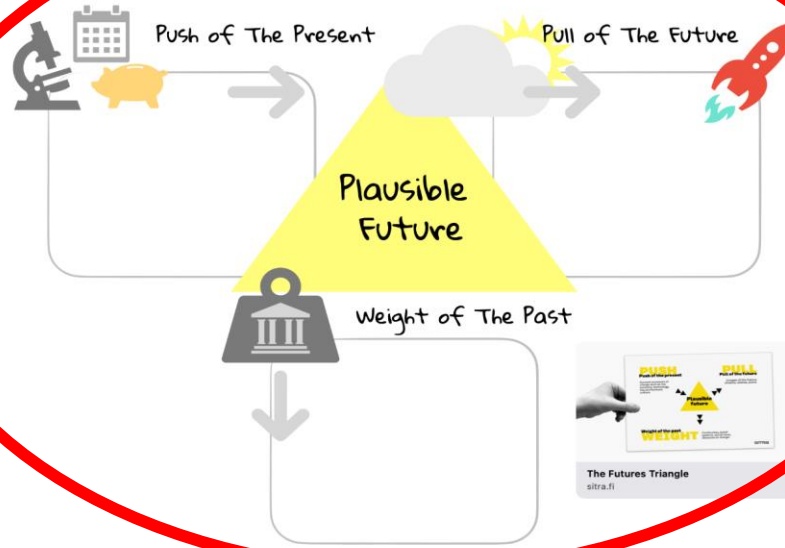
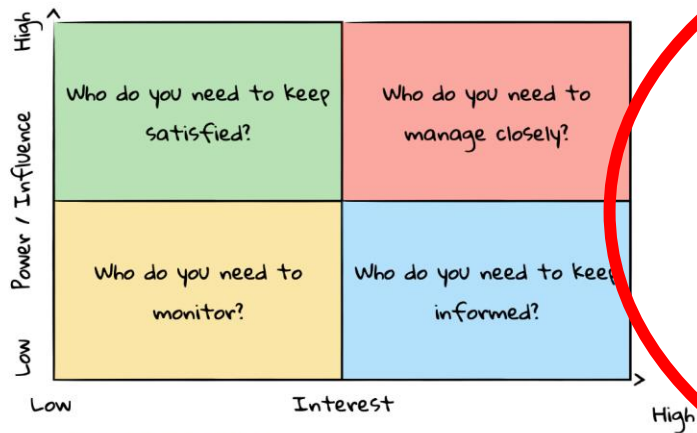


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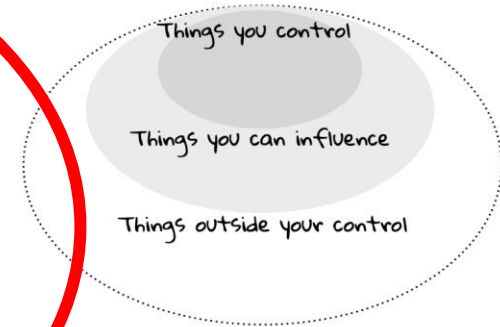
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The Futures Triangle is especially useful for identifying the factors influencing the future of a chosen theme.

PUSH

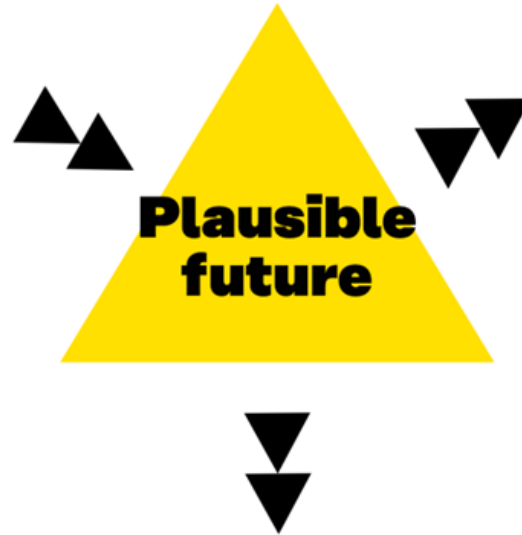
Push of the present

Current processes of change such as the economy, technology, the environment, culture.

PULL

Pull of the future

Images of the future, dreams, wishes, plans.



Plausible future

WEIGHT

Weight of the past

Continuities, belief systems, world views, obstacles to change.

WEIGHT OF THE PAST:

What prevents us from moving forward?

PUSH OF THE PRESENT

What is currently pushing us to change ourselves or to change things around us?

PULL OF THE FUTURE:

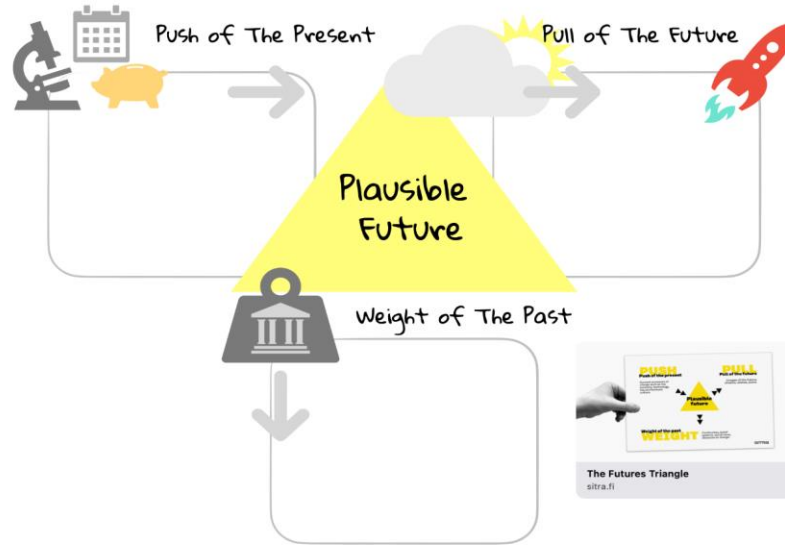
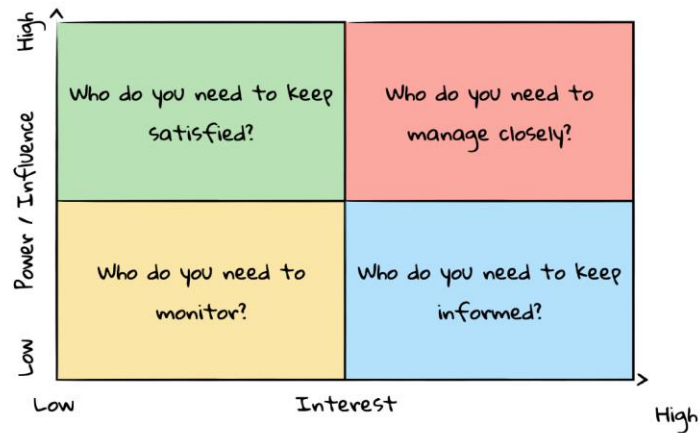
What is the best thing that could happen?

Remain with The Question

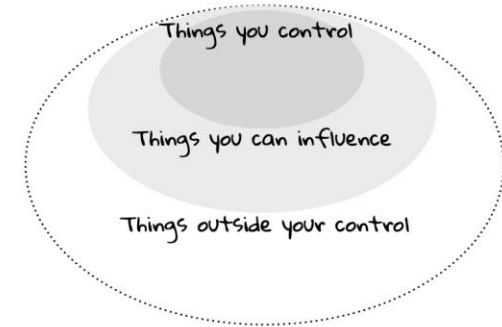
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The 3 most important 15% steps
for me to deal with my challenge

This is what I will do

100 examples ... of what to do

Go home do something

;-)