Creating a Blueprint for Resilience in New Generation Learning Space

Management and Support

Presenter: Dr Janet Buchan

Workshop Schedule 18th March 2015

5:10 Overview of Resilience and tools

5:20 Identify and understand the Real World Challenge

Step 1  Identify and understand the problem
   - Snakes&Ladders **ACTIVITY**
   - Understand the features of Wicked Problems

Step 2  Where is your sphere of Influence/responsibility and locus of control for learning spaces (or other roles etc.)?
   - **ACTIVITY - Locus of Control /Sphere of Influence Model** for actions

Step 3  Analyse and describe the organisational environment
   - Para-analysis: Map the impacts of the introduction of different organisational initiatives to understand the effectiveness of learning space (or other) initiatives. Identify external impacts. **DESCRIBE**
   - Adaptive Cycle Framework: Determine the transformability of the organisation. Where are the different parts of the organisation/system in relation to the cycle, where do they need to be? Do you want to/need to force a transformation/change of state or to absorb the change and remain the same? **DESCRIBE / ACTIVITY**
   - Adaptability of individuals: understand individual capacity to adapt to change and new technology. **DESCRIBE**

6PM BREAK

Step 4  Identify and plan actions
   - Apply the 3G Essentials Management Checklist [refer to the Snakes&Ladders activity as a starting point] **DESCRIBE**
   - Refer back to Sphere of Influence/Locus of Control Model

Step 5  Determine the resilience outcomes for the institution and individuals
   - Adaptive Cycle Framework: Resilience &Transformability. Ability of system to transform or absorb the change within current system (Ball in basin). Do you want
to/need to force a transformation/change of state or to absorb the change and remain the same?

- Identify the desired Resilience Features. **Management Checklist.** Choose from/add to the different Resilience features that make an organisation resilient.
- Create your **Dream Team**

**Step 6**  
**Carry out the action plan. Continuous improvement: PIRI**

- Monitor and evaluate progress at each stage
- Kotter’s 8 Dimensions of Change

6:55 Evaluation & wrap up

7:00

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