



ENGAGED LEARNING TRANSCRIPTS

This is the Learning Cycle. It's a basic, but powerful, expression of the LC learning methodology.

The first stage is New Information. I present Information at each session. Some may be familiar. Some may ask you to re-think old information. Some will directly challenge your current beliefs and knowledge. My job is to present it as cogently as possible. Your job is to stay open and listen-to-learn.

The second stage is Apply. You have to determine if the information fits with your job. Then, you have to find relationships between the new information and your current knowledge and skills. Finally, you have to find a way to apply the new information in your job. You design a plan to practice and develop the new skills on-the-job.

The third stage is Practice, Practice, Practice. The only way to develop skills is to practice. There are no short cuts or Cliff Notes that can help. Only real life trials, errors and more trials lead to skill development. So, you implement your plan, keep an open mind, allow yourself to make mistakes, learn from your efforts, and try again.

The next stage is Review, Reflect & Deepen. During and after practice, you need to stop and consider what worked, what didn't work, what did you learn, and what do you want to try next. In short, you need to reflect on your actions. This is where the learning sinks in. This process also instructs where your learning needs to grow next.

The final stage is Integrate and Standardize. Now, you've learned some things and you've started new practices. It's critical to maintain the gains. You want to integrate the new skill into your everyday work. So, you figure out how you are going to maintain the gains. And, you make a plan to make the skill a part of your practice.