

OLIT 540

Reflection Paper #2

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Seventeen Words

Abraham Lincoln once apologized for having written a long letter. He indicated he would have written it shorter if he had more time. The idea of writing sentences in less than seventeen words focuses the attention on action. It also fits today's busy CEO level summary approach. This welcome guideline will be used in approaches to assignments and to work outside of class.

Literature Review

Having a model to work from provides confidence in approaching new subjects. Based on the responses to definitions of literature reviews, the discussion in class provided valuable insight. Approaching the dyad as a precursor to a thesis adds value to the experience. The number one outcome for the literature review is for it to stand as a piece of discursive prose.

Jigsaw Learning

Active learning with the facilitator serving as a coach provides the highest retention of information. To see that demonstrated with "Jigsaw Learning" is a benefit to those in the class who facilitate learning.

The technique works wonders for introducing students to a new textbook. In a recent example as a facilitator, "Jigsaw Learning" was used to have students search out and share concepts in text books for their courses. Students were introduced to a panoramic view of the subject matter while working in teams. The added benefit is the insight the instructor gains on student interests

as they select priority content to share.

The quick time frame of “Jigsaw Learning” forces participants to narrow information to key concepts. An example of the real world application of this learning is interacting with senior level executives. Time-pressed executives require information in short, meaningful portions.

Transformative Learning

The most penetrating learning is transformative. This transcends lower levels of learning that include fragmented or individual learning. Even pool learning can be limited if the group is isolated. The synergy that comes from a shared learning environment empowers companies to move ahead quickly in changing markets.

Leaders and instructional designers will have more success on focusing on learning that extends beyond surface responses. For example, single loop learning has roots in troubleshooting. When an error occurs, single loop learning is applied to solve the immediate problem. It is reactive in nature.

The higher impact learning is the double loop learning process. This process questions processes and challenges assumptions to improve systems ahead of errors. It is a proactive approach.

Be Nice

A caption on a poster reads “It’s nice to be important, but it’s more important to be nice.” That came to mind when the CNM Organizational Learning mission was shared. This theme has

application in a classroom, in work settings and in homes. Sharing a mission demonstrates the concept of modifying response learning. By shifting the attitude of the participants, outcomes can be more in keeping with mission goals.

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Reflection Paper #3

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Instructional Interventions

Instructional interventions are like chapters in a book. They provide the change theme for the current subject. The case study in “Strategic Human Resource Development” regarding the strategic role of HRD/OD in technology-driven projects has application to today’s online learning environment.

An impact strategy for different phases of a project is an important concept. The real world scenario and roll out of new systems is one that most have experienced. Unfortunately, those recollections are usually either the painful memories of the process or vivid recall of serious flaws.

The case study interventions were very effective for addressing communication needs in the process. Each phase required different strategies. This is a good reminder that solutions are not turn-key, but customized. Another aspect of the changing needs included representation for input in the process of development, roll out and evaluation.

The post-implementation survey not only addressed satisfaction, but also additional strategies for solutions among users.

Dyad Update

Think of a jazz trio. Each instrument adds a special tone to the melody. Our dyad expanded to trio now provides perspectives of seasoned student research, international perspective and interactive instructional development. The melding of ideas is a good process. Another benefit is the idea of specialization in the contributions. Each participant is engaged and willing to have

input to help the outcome.

Reflection and Transformation

Hands-on use of new learning is the quickest way to road test understanding. The benefit of touring the library and electronic database search strategies opens the door for understanding.

The Dyad project is just one example of providing the learners with exposure to portions of the process.

The preview along with the goal provides the learner with an opportunity to reflect on the experience and to anticipate how to use the tools in future needs.

Recent reading confirms the idea of transformative learning. Learning is enhanced through reflection and engagement. These points were shown in a book by James Paul Gee titled “Why Video Games Are Good For Your Soul: Pleasure and Learning”.

The simulation process is one that engages the learner, yet many still feel that learning should not be fun.

This stigma is one of the challenges in the area of simulated learning. Though the environment can be rich in fidelity and engagement, the perception has room for advancement.

Personal Reflections

The key in the instructional design process is the attention to detail at the beginning. The more focused the strategy and understanding, the more targeted and effective the recommended

strategies. This has application to distance learning and on ground teaching environments. By focusing on the learner outcome from the beginning, the developed course work, labs and interactive elements will be more aligned with the end goal.

Seeking input in the process provides valuable guide development for achieving the targeted learning objectives.