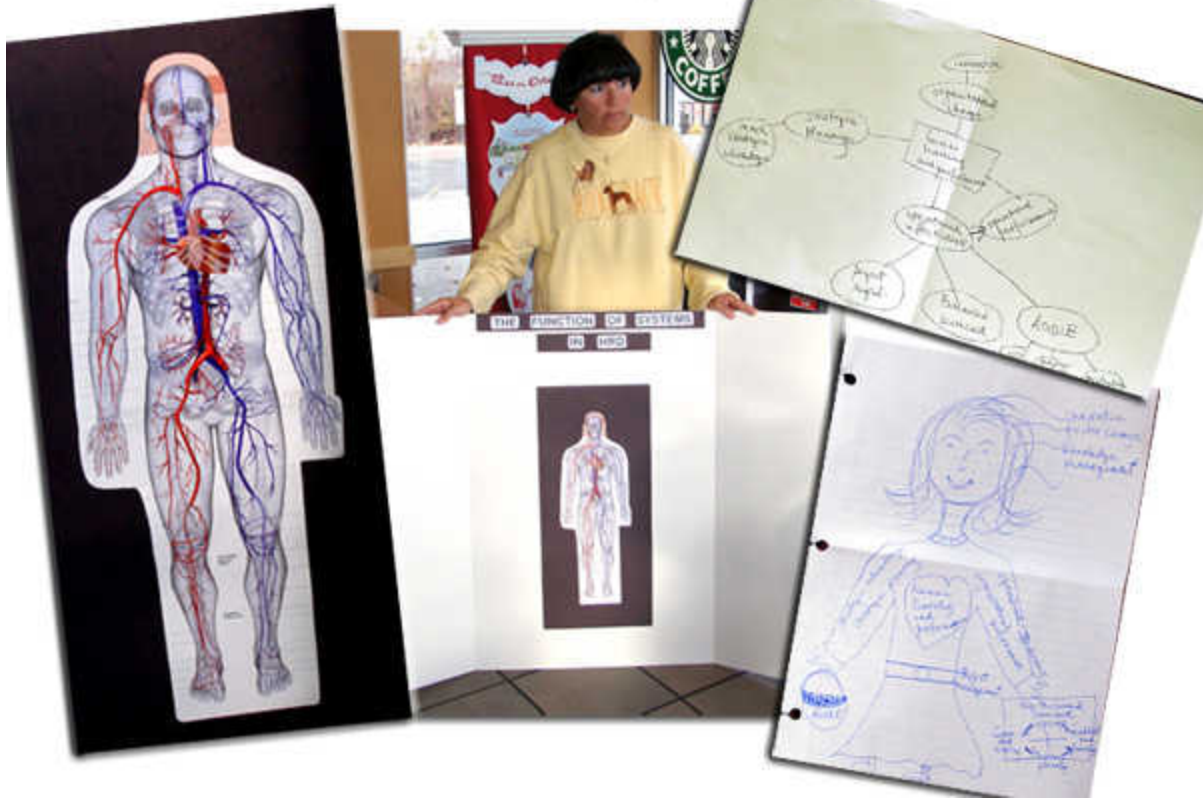


The Function of Systems in HRD



OLIT 540

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Judith Balazs

John O'Laughlin

Leslie Scarborough

Jenny Willis

Wiki: <http://OLIT540.wetpaint.com>

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CONCEPT MAP OVERVIEW

The human body's systems work together as a true cooperative. Each one fulfills its own vital function, but all work together to maintain health and efficiency. The systems are integrated and interdependent, but each has its own identifiable components and boundaries.

In like manner, the function of systems in Human Resource Development is an interdependent network of learning processes.

HRD Systems and Areas of Focus	Equated to Body Systems
1. Human Learning	1. Circulatory System
2. Strategic Planning	2. Central Nervous System
3. Performance	3. Muscular System
4. Knowledge	4. Respiratory System
5. Technology	5. Digestive System

HRD SYSTEMS

1. Human Learning: is at the heart of HRD. (HRD = HeaRt) It encompasses lifelong learning, growth and transformational learning.
2. Strategic Planning includes: communication, long and short term planning, gaining competitive advantage, financial ROI.
3. Performance includes: innovative leadership, project management, motivation (feet), and reaching out (hands/arms) to all disciplines of an organization.
4. Knowledge includes: management, the collective storage and use of knowledge, theory, learning theories, ADDIE model, education and fields of study.
5. Technology addresses: change, digital natives, an ability to adapt and innovate, leveraging simulation tools, and embracing new learning styles.

The soul of HRD is the combination of ideal and real. Learning and performance are combined. It includes the need to satisfy the short term results with the long term objectives of human development.

LEARNING TOOLS

Through developing a content map for the function of systems in HRD, the discovery of how interrelated the components were, led us to us to explore using the human body as a learning tool for the profession.

Each system of the body can be seen as a hierarchy of large components composed of smaller ones. The system itself is at the top of the hierarchy; next are its organs; below these are the tissues that make up the organs; and at the bottom of the hierarchy are the cells of which tissues are made.

Here is a summary of some early explorations of the body systems and their equated HRD counterparts:

- Skeletal System (Innovative Leadership) – The skeleton is a solid, movable framework that supports the body. Its bones work as levers and anchor plates to allow for movement.
- Muscular System (Performance) – Muscles work with the skeleton, providing the pulling force for movement.
- Nervous System (Teamwork) – The brain is both the seat of consciousness and creativity and, through the spinal cord and nerve branches, it controls all body movements with its motor output. The nervous system is the body's prime communication and coordination network.
- Cardiovascular (Circulatory) System (Communication) – The most basic function of the circulatory system is to pump blood around the body. It supplies all organs and tissues with freshly oxygenated, nutrient-rich blood. This complex network extends into every crevice of the body.
- Respiratory System (Theories/or HRD Associations) – The respiratory tract and its movements, powered by breathing muscles, carries air into and out of the lungs.
- Digestive System (Learning Process "Change-Individual/organizational") – It chops and chews food, stores and then digests it, eliminates waste products, and passes the nutrients to the major gland, the liver, which makes optimal use of various digestive products.

APPLIED LEARNING

Through brainstorming the elements of the body and specific purposes, we developed additional learning for ourselves about HRD functions and lifelong learning approaches. For our group presentation, we decided on an interactive approach to engaging class members in the key systems of HRD through using the human body as a learning tool to remember the concepts. We will challenge class members to explore their ideas on equating HRD learning concepts to the parts of the body.

Elements of exploration include things like the spine serving as symbol of innovative leadership, or the brain serving as a flexible muscle of ever expanding knowledge, or perhaps the eyes serving as visionary tools for progress.

Borrowing from the ideas of performance and unity, we took a page from the physical bodies and presentation of The Blue Man Group. We decided we as a group should dress in common colors to demonstrate unity in our presentation, which comes from our unified approach to sifting through a diversity of ideas. We also themed our contributions for the pot luck with food items related to the human body.

What we have discovered is that the functions of human resource development comprise an ever engaging process of learning. As we apply the learning, we find connections to daily life. Our goal is to help others also engage in the process.