

A LEARNING JOURNEY

“Creating the Capacity for Change”

ECLO – 13TH International Conference – Prague

23rd May 2006

OBJECTIVE

To envisage the learning road ahead ...
by learning from past glories ...
to enable we to create a learning world

BARRIE OXTOBY

- **Mission shapers**
- **Mission**
- **Vision shapers**
- **Vision**
- **Values**
- **Value expressions**
- **FUTURE LEARNING OPPORTUNITIES**

VISION

- Outward Bound
- United Nations
- Rover vision
- NASA's vision
- Rugby world cup
- Automotive component sector

VISION



United

- nations
- cities/towns
- communities
- organisations
- teams
- networks
- supply chains

MISSION

- **EITB – missionary zeal**
- **UN – missions not visits**
- **‘The Mission’ – Robert de Niro film**
- **William Blake cartoon – ‘I want!’**

MISSION



**Learning
together!**

VALUES

Top Ten



- What's really important?
- What do I stand for?
- What do I live by?

1 - LEARNING

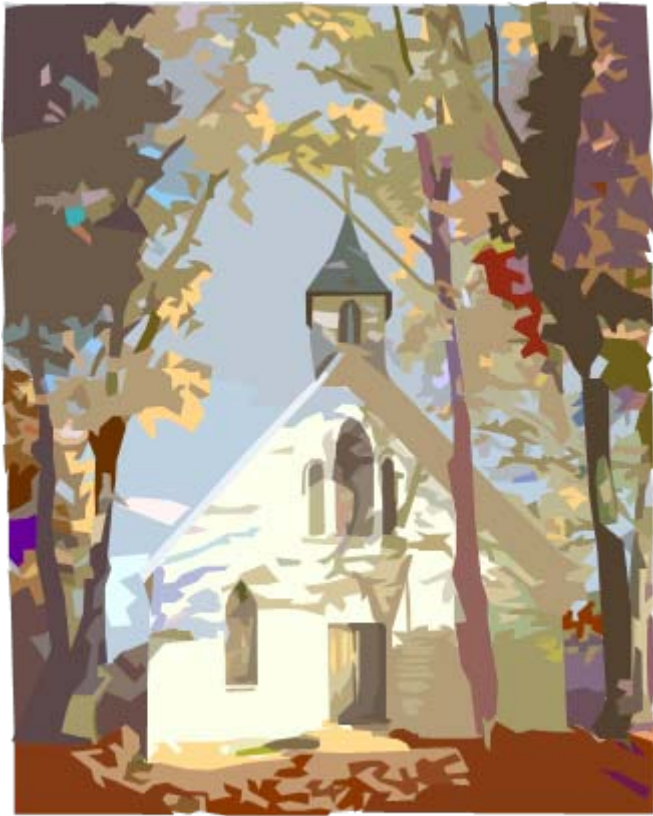


- The most uniting process known for ... achieving growth

1 - LEARNING

- **Everywhere, all-pervading, free spirit**
- **Organisation, team and individual**
- **Verb, noun and adjective**
- **‘Movement of Learning’ project – 1971**
- **Open learning contract – 1981**
- **Rover Learning Business – 1989**
- **UN Learning Organisation – 1997**
- **Institute of Outdoor Learning – 2006**

2 - SPIRIT



- **Foundation stones for nourishing a pure learning environment –**
- **Christian principles**

2 - SPIRIT

- **ECLO; ELLI; WILL; LON; IOL**
- **Learning organisation concept - 1980's**
- **'World-class learning' 1989 – 1997**
- **Family and business partner – 1998>**
- **'On earth as it is in heaven'**

3 - VISION



- **Powerful when shared & owned - *with mission 'journey' measured***

3 - VISION

- **‘Chipped away the bits unlike David’**
- **‘Man on moon by the end of decade’**
- **Rover Summit Conference – 1989**
- **‘Long Mynd Living: inspiring and thriving environment’**
- **‘United _____’**

4 - PEOPLE



- **More gifted than they think**
- **Recognition for learning is key!**

4 - PEOPLE

- **Unsung heroines and heroes**
- **Learners**
- **Scout and guiding movements**
- **Leadership MA – Simon – 7 years**
- **7 marathons – 7 days – Christopher**
- **The two Nellies**

5 - CULTURE



- **More influential than ...**
- **content or methods**

5 - CULTURE

- **Learning culture = business success**
- **Impact of the learning leader– G.Day**
- **30 countries in 10 years**
- **Research report - Lynne Caley**
- **Global Standard TS 16949 – readiness?**
- **Investors in People – lubricant**
- **Outdoor learning on senses**

6 - SPEED



- Performance rewarded by learning faster than competitors

6 - SPEED

- **Learning for competitive advantage**
- **Technology follows learning**
- **www.**
- **Japanese cars**
- **Olympic athletes**
- **Afghanistan Livelihood project**

7 - RECOGNITION



- Invitations to share learning – the most powerful form of recognition

7 - RECOGNITION

- **‘Learning from Honda’ – event**
- **Being selected by the UN**
- **‘Learning in the Church’ event**
- **7 years – no marketing?**
- **ITD – Gold Award**
- **World best learning organisation - 1997**

8 - GROWTH



When:

- **Organisations**
- **Teams**
- **Individuals**

are learning in unity

8 - GROWTH

- **BL loss >>>>>>>>>Rover into profit**
- **Integration: outdoor learning – K Series**
- **Investors in People Standard**
- **ELLI into WILL into >>>>>>>>?????**
- **Rover £150m bought - £800m+ sold**
- **200 Afghans refugees - trained**

9 - PROCESS

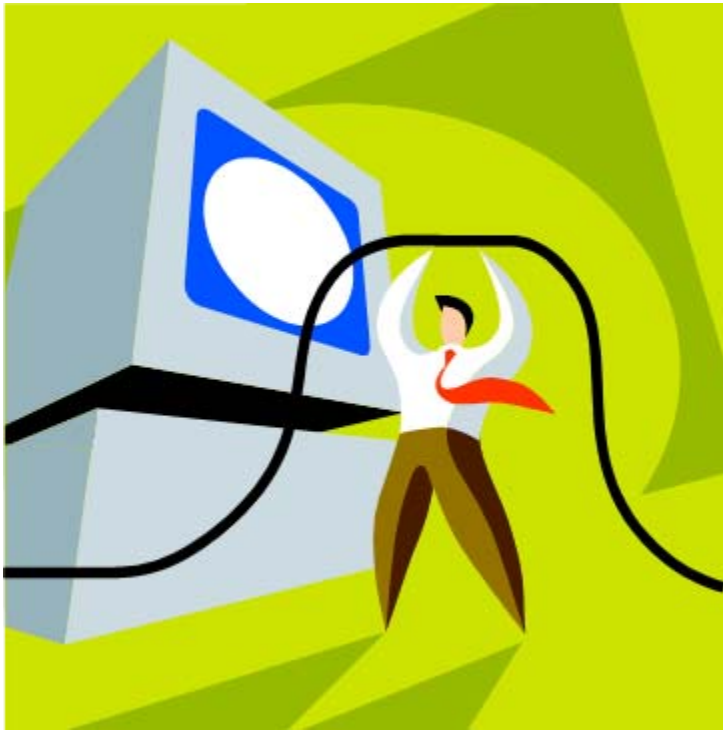


- **Essential to articulate a 'big picture' framework for learning**

9 - PROCESS

- **Corporate learning process**
- **Organisations creating their own**
- **‘Are You Ready?’ tools**
- **Levels of accreditation**
- **Competency related**

10 - FOREVER



Sustainability when:

- **Body**
- **Mind**
- **Spirit**

are learning in unity

10 - FOREVER

- **Addicted to learning!**
- **Professor in Leadership Development**
- **Leadership and learning styles**
- **Sustainability = leading + learning**
- **Prospects for world peace**
- **United we stand!**

FUTURE LEARNING OPPORTUNITIES

Prague revelation
23rd May 2006



VISION & MISSION



- **United ...**
- **by learning together**

No change!

VALUES

SHINING LIGHT FOR FUTURE



- Based on Top Ten
- Annually up-dated
- Based on what I learn

LEARNING



- **Global models for constructing own learning process**

SPIRIT

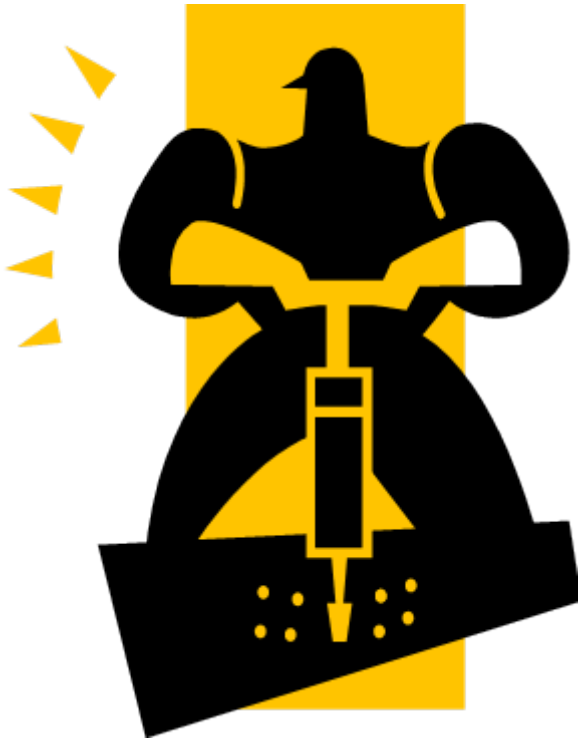
New global movement:

**“SPIRIT
OF
LEARNING”**

Connecting all networks



PEOPLE



As learners – we have:

- Learning birthright
- Learning style identity
- Learning to learn-1st
- Learning passports
- Learning tax reductions

CULTURE



- Activating senses
- More outdoors
- Less indoors
- Creating desire
- Nobel Learning Prize
- Learning celebrations

SPEED



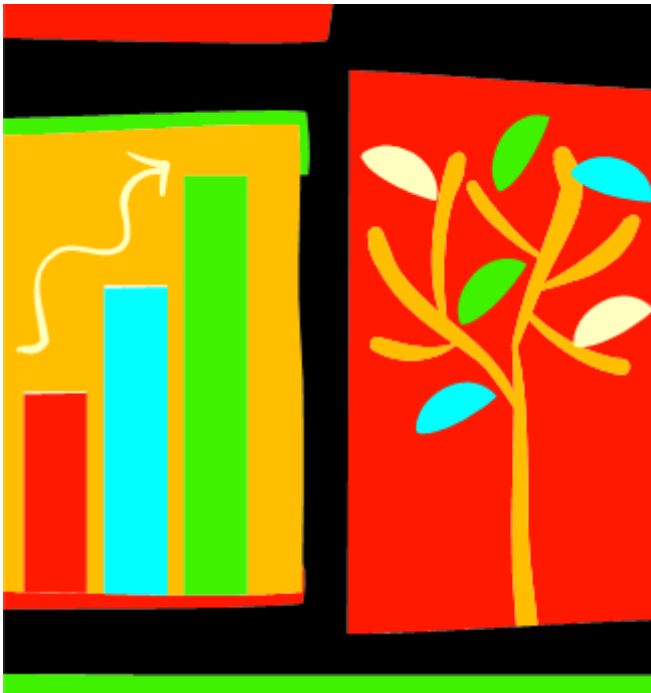
- Theatres of learning
- Technology-linked homes
- Children as leaders
- Media franchises
- Community-linked buildings *e.g hospitals, libraries, schools, museums, churches*

RECOGNITION



- “Freedom to learn”
- Learning community
- Learning family
- Learning Olympics
- International Day of Learning
- Nobel Learning Prize

GROWTH



Partnerships between:

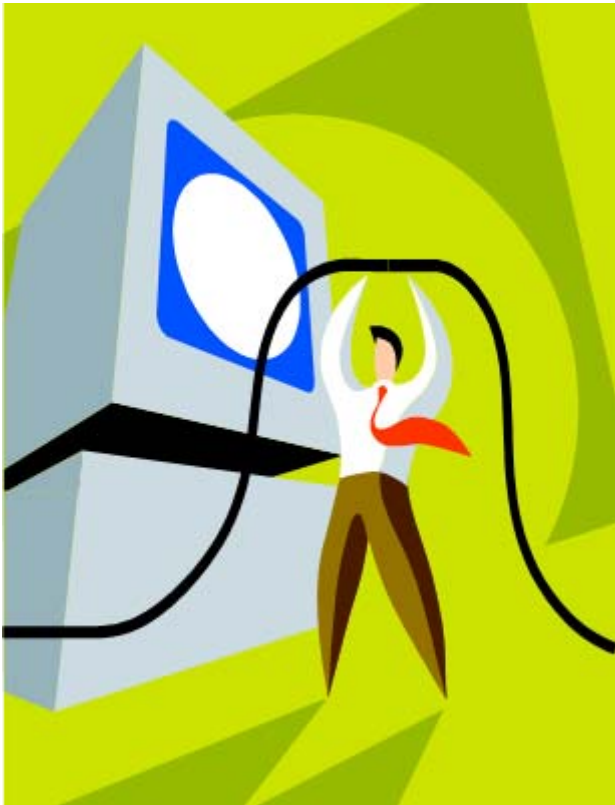
- USA & China
- UK & Afghanistan
- Israel & Palestine
- India & Pakistan
- Finland & Russia

PROCESS



- **Learning frameworks as a weapon for peaceful growth**

FOREVER



When:

- **Spirit**
- **Body**
- **Mind**

are learning in unity