Learning 3.0
Relearning to Learn
Manoel Pimentel
Agile Coach - Adaptworks
@manoelp

Caio Cestari
Agile Coach - Netshoes
@caiocestari
"Man-well" Pimentel
Agile Coach - Adaptworks
@manoelp

"Kyle" Cestari
Agile Coach - Netshoes
@caiocestari
This is a timeboxed moment :-)

X minutes

Hands up = Time's up!
I'm ______ and the biggest problem I'm trying to solve at work today is...
It's a Match!

Your learning style can solve your problem.

Your Problem
Desired Knowledge
Acquisition and performance improvement

Real Knowledge
Acquisition and performance improvement

Before

During

After

Knowledge Acquisition

Learning by immersion
my stored knowledges are eliminated and others are built

Post-training accommodation
Try to apply what I learned, do not remember exactly, I’m not aid, so return to the old ways of doing things

2013, Harold Stolovitch & Erica Keeps
"For every complex problem there is an answer that is clear, simple, and wrong."

Henry Louis "H. L." Mencken
It's a Match!
Your learning style can solve your problem.
HOW
CREATIVE WORKERS
LEARN

LEARNING 3.0

Improving creativity and learning in order to build successful careers during the XXI century

Foreword by Jurgen Appelo
Author of Management 3.0
The Theory
Process of Learning & Product of Learning
Prescriptive vs Emergent
In Learning 1.0 you are a knowledge receiver, and we expect that an expert or institution decides on what and how you should learn. That is, ‘the expert’ decides on the product and the learning process in which you will be inserted. It is the root of prescriptive learning. It's where, to learn, you must be taught by a specialist.
1:N
Decides on the product and the process of learning
In Learning 2.0, there is a greater investment in dialogue and greater interaction especially in the learning product, while maintaining the expectation that the expert is the bearer of correct answers. It is prescriptive learning - getting some elements of emergent learning. It's where to learn, you should ask the experts.
Decides on the process and limits the product of learning
In Learning 3.0, the product of learning is no longer determined by experts, and begins to emerge - taking as a basis, the challenges found in your real world. The learning process is inclusive, promoting the confrontation of multiple perspectives. It is the root of emergent learning. It's where to learn, you should share.
Dialogue
Egalitarianism
Multiple Perspectives
1.0
Experts define questions and answers

2.0
Learners define questions but experts define answers

3.0
Learners define both questions and answers
The Practice
# Learning Canvas

<table>
<thead>
<tr>
<th>THEME:</th>
<th>WHERE:</th>
<th>WHEN:</th>
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</thead>
<tbody>
<tr>
<td>ASKER:</td>
<td>SHARERS:</td>
<td>FACILITATOR:</td>
</tr>
<tr>
<td>PROBLEMS</td>
<td>STORIES</td>
<td>IDEAS</td>
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### Past

### Future
How can I create an emergent learning environment on my company?
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**PROBLEMS / SYMPTOMS**

**STORIES**

**IDEAS**

**EXPECTED RESULTS**

**TO TRY**

**PAST**

**FUTURE**
**Asker** - The owner of the theme

**Facilitator** of the process

**Sharers** of the stories and ideas to address the theme
Facilitators of the process

Askers - The owners of the theme

Sharers of the stories and ideas to address the theme
### Learning Canvas

<table>
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- **Past**
  - Problems/Symptoms
  - Stories

- **Ideas**
  - Lightbulb

- **Future**
  - Expected Results
  - To Try

5 minutes
Time's Up
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**LEARNING CANVAS**

**LEARNING 3.0**

10 minutes
Time's Up
### LEARNING CANVAS

**Theme:**

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**Past**

**Future**

10 minutes
Time's Up
5 minutes

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Takeaways

➔ See the value of emergent learning!
➔ Become a learning facilitator! (it's a non-trivial transition)
➔ Apply it to your retrospectives!
➔ Apply it to your Communities of Practice!
➔ Apply it to address your organizational problems!
Get more of **LEARNING 3.0**!
Get more of **LEARNING 3.0**!

<table>
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<tbody>
<tr>
<td>Como profissionais criativos podem ser mais produtivos? - 03/08/2015</td>
</tr>
<tr>
<td>Depois de 20 anos, o Scrum continua relevante? - 04/08/2015</td>
</tr>
<tr>
<td>Como ser mais produtivo? - 22/08/2015</td>
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</tbody>
</table>
| Como criar ambientes inovadores sem gerar caos organizacional - 27/08/2015 | Learning 3.0 - How Creative Workers Learn - 18/10/2015
Get more of **LEARNING 3.0**!
"Sharing is the new teaching."