

learning & change

International Dialogue Education Institute 2013

OCTOBER 24 – 27 • MARRIOTT WATERFRONT • BALTIMORE, MD USA

The Program

Thursday, October 24, 2013

12:00 pm – 5:00 pm Waterview Room | Lobby Level

Individual Sessions with Jane Vella and GLP Partners

Specially scheduled, optional, one-on-one 50-minute coaching sessions with Dr. Jane Vella, founder of Dialogue Education, or a Global Learning Partners partner. Register in advance (globallearningpartners.com) or on-site; space is limited to 5 sessions with each consultant.

4:00 pm – 6:00 pm Waterview Room | Lobby Level

Registration

6:00 pm – 8:00 pm Waterview Room | Lobby Level

Welcome Reception and Poster Gallery Opening

Gather together for an introduction and orientation to the International Dialogue Education Institute (IDEI). Meet your colleagues and take part in an engaging tour of the Learning & Change Poster Gallery. Cocktails and hors d'oeuvres.



Friday, October 25, 2013

7:00 am – 8:15 am Harborside AB | 4th Level
Breakfast and Registration

8:30 am – 9:00 am Harborside AB | 4th Level
Learning & Change *Welcome with Joan Dempsey & Karen Ridout*

9:00 am – 10:30 am Harborside AB | 4th Level
The Biology of Learning

with Dr. Jane Vella, accompanied by Michael Culliton and Valerie Uccellani

This plenary session will set the tone of the Institute by emphasizing the theme of Learning & Change as evidenced by current discoveries in neuroscience. We will examine selected concepts from James E. Zull's 2002 text, *The Art of Changing the Brain: Enhancing the Practice of Teaching by Exploring the Biology of Learning*, and celebrate how his research corroborates the principles and practices of Dialogue Education. As participants you will work in teams to produce a visual that represents your new understanding of how the brain is changed by learning. You will name the "corroborates" you discover in Zull's research and show one another how you expect to use this knowledge throughout the Institute.

11:00 am – 12:30 pm James Room | 4th Level

Changing the Brain, Freeing the Mind: Adults in Dialogue to Benefit Children and Our Future
with Christelle Estrada and Janet Kaufman

How do the principles of Dialogue Education, as supported by the findings in neuroscience, create opportunities for adults to learn with children, youth, and other adults about the change that is possible in their daily lives? This session will highlight the most recent findings in affective neuroscience and its practical application to an innovative partnership across organizations: The Utah State Office of Education, the University of Utah, and a Salt Lake City elementary school designated as a federally funded high poverty school. Participants will use *The Grump Meter* to better experience the purpose of the Utah partnership and gain insight into what it means to be a self-regulating and mindful learner for the purpose of meaningful change in school, home, community, and other organizations.

Friday, October 25, 2013

11:00 am – 12:30 pm Iron Room | 4th Level

*Transforming a Curriculum from Monologue to Dialogue
with Valerie Stetson*

In many West and Central African countries, knowledge of evidence-based approaches to promote social and behavior change is uneven. District-based communication officers, while very experienced, often use an ineffective information, education and communication approach favoring message-delivery and “t-shirts and jingles.” UNICEF specialists in the West and Central Africa Regional Office developed an introductory Communication for Development (C4D) training package to address these issues. The training package content on C4D was solid, but included too much information, too many PowerPoints, and too few open questions to valorize learners’ experiences. The curriculum relied on lectures and then “a little exercise to see if they got it.” Facilitator Valerie Stetson was tasked to shape content into sequenced tasks with open questions to promote dialogue and critical thinking. This session will explore how the training was reworked in a way that challenged, and also respectfully engaged, the UNICEF staff and consultants who developed the original package. In this session, you will share insights on how to work with technical specialists to transform training from monologue to dialogue.

11:00 am – 12:30 pm Helena Room | 4th Level

*Embedding Education: Overcoming Implementation Challenges while Maintaining Effectiveness
with Julie Lee and Maria Jaramillo*

Designing effective curricula is a challenge in itself, but implementation can often pose many more obstacles. Microfinance Opportunities (MFO) facilitates this session aimed at identifying challenges in implementing effective learning experiences and finding innovative and practical solutions to overcome them. Whether your constraint lies in financing, facilitator capacity, time available, access to learners, or all of the above, this session will allow you to learn about and help create strategies for working within these confines while still integrating learning principles and practices. Participants will also be able to share the challenges associated with their own education initiatives and leverage the knowledge and experience of other participants and facilitators to create possible solutions.

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Friday, October 25, 2013

11:00 am – 12:30 pm Galena Room | 4th Level

Transformative Learning through Intercultural Dialogue
with Rhonda McEwen

This interactive session builds on participant experience and discusses factors that help to facilitate effective intercultural dialogue in a learning context. It examines essential adult learning principles and applies these to intercultural learning contexts, with consideration as to how these principles might facilitate transformative learning.

11:00 am – 12:30 pm Waterview D | Lobby Level

** PART ONE - Educational Jujitsu for the 21st Century: Applying User Research and Design in Learning
with Michael Culliton and Amy Scatliff (**PART TWO takes place Saturday, 4:00 pm – 5:30 pm)

We are in time of profound change. How people socialize, learn, work and play is changing rapidly. For many of us, it feels as though we are “running to keep up.” The flurry of innovation can leave us feeling overwhelmed, confused, and disoriented. At the same time, we often feel a sense of excitement and promise as we discover that these same changes also open new possibilities. Like the jujitsu practitioner who meets a potentially overwhelming and disabling force with a confident and life-affirming posture, learning professionals of the 21st Century need to develop similarly sound and effective postures toward change. One such posture is “user research and design.” This revolutionary approach is helping leaders in non-profits, government and business to create “out of the box” solutions. You will leave this session with some practical tools for using the approach in your own life and for inviting others in their setting to develop these skills.

12:30 pm – 2:00 pm Harborside AB | 4th Level

LUNCH BREAK and Informal Gatherings to be Organized at the Institute

2:00 pm – 3:30 pm James Room | 4th Level

** PART ONE – Solo Flights of Thought: The Power of Introversion in a World of Learning
with Valerie Uccellani and Jeanette Romkema (**PART TWO takes place Saturday, 2:00 pm – 3:30 pm)

In what ways do we encourage – even praise and reward – extraverts?

How often do we miss out on what introverts have to offer by embracing the “extravert ideal”?

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How can we create opportunities for us to learn and enjoy the best of each other?

A recent powerhouse book by Susan Cain – *Quiet: The Power of Introverts in a World that Can't Stop Talking* – has got us thinking deeply about these questions. This session will explore a number of provocative insights into the meaning behind “extraversion” and “introversion.” Together, we will watch this inspiring presentation (and spend some time in solo contemplation as well as in active dialogue about it!):

http://www.ted.com/talks/susan_cain_the_power_of_introverts.html.

Throughout the session we will raise awareness of our own preferences and those of others with whom we live and work. We will discover ways to protect our own needs, as learners. We will reflect on the many ways that we, as teachers, may inadvertently encourage extraverts, while missing out on the creativity and contributions of introverts around us. We will “train our eyes” to see how learning designs often contribute to group think, and – in so doing – steal opportunities for learners of all types to expand their horizons through *solo flights of thought*.

2:00 pm – 3:30 pm Iron Room | 4th Level

Dialogue Education Goes to Court: Two Decades of Culture Change in Volunteer Court Advocate Training with Cindy Bizzell and Sue Button

Are you looking for ways to ensure your learning programs are integral, sustainable, and relevant to the contexts in which they are introduced? Have you discovered that designing and implementing a sound training program is not sufficient on its own to transform your organization? This session explores the vital role played by formal leaders in supporting lasting organizational change. The Dialogue Education experience of the NC GAL Program and the National CASA Association over the last twenty years will be presented as an evolving case study.

2:00 pm – 3:30 pm Helena Room | 4th Level

The Getting Ahead Program: Finding Money by Spending Less with Jennifer Velasquez and Yuly Rodriguez

This session is part of a comprehensive workshop series that guides participants through five steps to *Getting Ahead* financially. It is an *experiential* session, meaning that you will experience the actual financial workshop, which has been designed using a Dialogue Education approach. Learn about your finances while simultaneously experiencing and observing how the session was designed and is taught. This session provides information on what a budget is

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and how to use it, tips to spend less, and financial products that can help us to budget, save, and achieve our financial goals. The participants will reflect on their experiences in managing money and building savings, analyze their daily and household spending, and prepare themselves for the challenges of changing their financial behavior. Using a case study, participants will analyze an example budget and critique spending choices of a woman named Emma. In addition, participants will create a household budget- a major component in their Financial Action Plan™, and make a commitment to a short-term action item - what we call *Take Action Today!* Experience Dialogue Education in action.

2:00 pm – 3:30 pm Waterview D | Lobby Level

Dialogue Education When There's No Dialogue
with Jon Kidde

We've all experienced the didactic lecture, the disengaging webinar, or multi-day mind-numbing conference. The IDEI presents a unique opportunity to develop effective tools and techniques to employ Dialogue Education (DE) in situations where adult learning principles are absent. This session will explore the following questions:

- How might individuals, groups, and organizations use DE to pry out the valuable buried content and apply it with immediacy and relevance?
- How can DE be used before an event to internally engage the mind of someone who otherwise would be a passive participant?
- How can the core principles of DE and the 8 steps of design be applied retroactively to an even that lacked the opportunity in the moment?

Your experiences and ideas will be utilized to generate new ideas around applying Dialogue Education where there is no dialogue.

2:00 pm – 5:30 pm Galena Room | 4th Level

THREE HOUR SESSION | Transforming a Multi-Cultural Workplace into a Learning Organization
with Ana Fremont

This session aims to provide a framework for you to reflect on your experiences as participants in a multicultural work environment, analyze how cultural differences can promote or hinder learning within an organization, identify key strategies to create an environment for open dialogue, develop skills for effective problem-solving, and support

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workplace learning that ultimately translates into successful organizational outcomes. Using a self-assessment learning tool, (a Myers Briggs type or a learning style inventory questionnaire) you will determine the type of situations and environments where you are more capable of expanding what you know. You will identify and describe the basic elements of a learning organization. Through a cross-cultural simulation activity, the group will be divided into subgroups that will be given different sets of rules to role-play, then have to work-out ways to communicate and solve tasks using their assigned cultural experiences. In the end, you will recommend steps for an organization to develop meaningful learning plans to achieve both organizational and personal goals.

4:00 pm – 5:30 pm James Room | 4th Level

An Archetypal Journey through the 8 Steps of Design
with Marta Koonz

Archetypes are something many people have heard of, but few truly understand. (As someone engaged at the doctoral level in archetypal studies, I would argue that even many who believe they truly understand them do not! They often leave me wondering exactly what it is I do know about them.). Yet a basic understanding of archetypal energy and how it influences our behavior can enrich the work that we do. This learning experience will focus on our design work in Dialogue Education, and explore how interactive dialogue with 12 core archetypes can improve our relationship with the 8 steps of design.

4:00 pm – 5:30 pm Iron Room | 4th Level

Dialogue in the Warehouse: Up Against Hard Skills and Hard Deadlines
with Peggy da Silva and Terina McCraw

The unique challenges of a Production and Distribution workplace – hard skills, low-wage and low-retention workers, low profit margins, and skepticism about adult education – provide a vibrant proving ground for the practice of Dialogue Education. Traditional training relies on off-the-shelf videos, shadowing, and a check-off-the-box approach to workplace learning.

We will explore the experience of implementing dialogue education in a Production and Distribution workplace, and analyze the differences between the type of training traditionally offered in a warehouse and new approaches that

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utilize dialogue. We will practice creating relevant training activities, evaluate their effectiveness vs. traditional methods, and develop skills in presenting and validating our approach with skeptical managers. We aim to leave the session better able to bring about change in Production and Distribution workplaces – better worker engagement and retention, a more inclusive company culture – through the implementation of training that includes the principles of Dialogue Education.

4:00 pm – 5:30 pm Helena Room | 4th Level

*The Good Shepherd as Dialogue Educator: How Jesus Models the Principles of DE
with Dan Haase and Jim Wilhoit*

Jesus is often portrayed as a master teacher. Often such assessments look at his skillful rhetoric, his use of vivid images and aphorisms, and his memorable summary statements. While it is true that Jesus is portrayed in the gospels as a remarkable conversationalist, we think he has much to teach us about genuine respectful dialogue education. Regardless of one's faith perspective, Jesus models a learning-centered approach to teaching. Learners will leave the session with an understanding of the principles of Dialogue Education as they are seen in the life and teaching of Jesus. Learners will be invited to practice these principles in their work as they teach for life change and transformational learning.

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*Transformative Learning through Intercultural Dialogue
with Rhonda McEwen*

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5:30 pm DINNER ON YOUR OWN

Informal Gatherings of Your Choosing – Organized at the Institute

Saturday, October 26, 2013

7:00 am – 8:15 am Harborside AB | 4th Level
Breakfast

8:30 am – 9:00 am Harborside AB | 4th Level
Welcome to Day Two

9:00 am – 10:30 am James Room | 4th Level

Embedding Education: Overcoming Implementation Challenges while Maintaining Effectiveness
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9:00 am – 12:30 am Iron Room | 4th Level

THREE HOUR SESSION | Envisioning Learning: Visuals and Dialogue Education
with Dwayne Hodgson

A picture is worth a thousand words. Compelling visuals in a workshop? Priceless.

We live in a world saturated with images: websites, newspapers, billboards, photos, Instagram, PowerPoint slides, data visualizations, YouTube... and as adult educators applying the principles and practices of Dialogue Education, we have long made ample use of flip charts, graphic organizers and, of course, post-it notes to present and gather ideas. But what other tools are out there? How can we speak to a generation of new adult learners who are increasingly adept with social and digital media, as well as learners who may not have traditional literacy skills? This 3-hour session will explore ways to harness the power of visuals to enhance all stages of the learning process (i.e. LNRA, design, facilitation, and evaluation) and all stages of the 4A learning cycle: anchor, add, apply and away. We'll experience and experiment with a range of tools from the fields of visual literacy, graphic design, data

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visualization, photography, Social Analysis Systems, and online social media and see how we can envision the principles and practices of Dialogue Education and provide new insights for everyone.

9:00 am – 12:30 am Galena Room | 4th Level
THREE HOUR SESSION | *Learning as Organizational Culture*
with Bert Troughton

While most agree that people are an organization's most valuable asset, far too often our organizational structures and norms minimize or even squelch the potential that individuals bring to their work. Learning is always taking place at an individual and at a group level in organizations. When organizations work to capture and use that learning, they can truly become greater than the sum of their parts, and the "parts," i.e., the people within those organizations, will thrive. In this workshop, we'll examine the individual and group learning cycles, and determine how Dialogue Education – and specifically the six core principles of respect, relevance, immediacy, safety, engagement and inclusion – can be used strategically to encourage and support a continual process of making meaning at both the individual and group level.

11:00 am – 12:30 pm James Room | 4th Level
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with Valerie Stetson

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2:00 pm – 3:30 pm Waterview D | Lobby Level

Open Space

with Peter Noteboom

Choose your own topic, invite others to join you, create your own agenda, have some productive fun.

2:00 pm – 5:30 pm Iron Room | 4th Level

THREE HOUR SESSION | Your Self as an Instrument of Change

with Christine Little and Peter Perkins

During this session, you will take a deep, and appreciative look at the most powerful tool you bring to your work as an agent of change: yourself. What are the unique gifts you bring to this work? In what context are your gifts most powerfully used? What is the future you are working to create? To facilitate deep sustainable change – individual,

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community, organizational – change agents must see themselves as the primary instrument that they use in their work. By deepening their understanding and appreciation of themselves, they are better prepared to lead others along the journey, from compliance to commitment, from problems to possibilities, from “consumers” of services to creators of an alternative future.

2:00 pm – 5:30 pm Galena Room | 4th Level

THREE HOUR SESSION | Enhancing Training Methods and Approaches

with Joseph Astrophel C. Ongkiko

Fun; kinesthetic; very practical; mentally challenging; highly competitive; builds teamwork; and exceedingly integrative of Dialogue Education principles – these are but a few of the common descriptions given by participants who go through this creative learning design. Definitely not for the faint of heart! You will work in teams, walk into a maze in search of Training Methods, and share your thoughts on how to enhance them to improve learning. The experience will stretch your minds as you assess these training methods and give suggestions using the lens of Dialogue Education. More importantly, you will go through a communal learning process – sharing, deliberating, making decisions and developing ownership – where learning and possibility for change is heightened. You will continue to remember this experience with fondness and perhaps adapt this approach to your own context. Your collective output in this session will be a good reference for any teacher who desires to increase learning and yet feels “caged” by a particular training method.

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Informal Gatherings of Your Choosing – Organized at the Institute

Sunday, October 27, 2013

7:00 am – 8:15 am Harborside AB | 4th Level
Breakfast

8:30 am – 9:30 am Harborside AB | 4th Level
Welcome to the Final Day

Presentation of the Inaugural Jane Vella Dialogue Education Award

In order to celebrate successful practitioners of Dialogue Education and encourage efforts to revolutionize learning, build peace and transform our world, Global Learning Partners, is proud to announce the institution of the Jane Vella Dialogue Education Award. This biennial award – named in honor of Dr. Jane Vella, founder of Dialogue Education – is presented to Dialogue Education practitioners who demonstrate outstanding Dialogue Education practice and exceptional potential for furthering the influence of Dialogue Education learning. The award embodies Jane Vella's understanding of this educational method, best espoused in her statement: *The means is dialogue, the end is learning, and the purpose is peace.*

9:30 am – 10:30 am

Room Check-Out and Break

Informal Gatherings of Your Choosing – Organized at the Institute

10:30 am – 12:00 pm Harborside AB | 4th Level

The Stimulated Brain: Advancing Learning and Change
with GLP Senior Partners Peter Perkins and Karen Ridout

In this final, integrative session, we work together to synthesize our learning, celebrate newfound friends and colleagues, expand our thinking, rattle and settle our brains, and prepare ourselves to reenter our lives beyond the Institute.