

REFLECTIVE PRACTICE

Taryn Kincaid | Fall 2013

Intro + Background

Design

Anticipated Learning Goals

Outcomes

Creating Reflective Space at Work

- Designate a time to be intentionally “slow” —invite others, reflection is both independent and collaborative
 - Ask open questions. Pause. Listen.
 - Reflect individually and with others
- Recognize the structures of informal knowledge in your organization
 - Value research, data, best practices, AND personal knowledge
 - Bear witness to your own experience
 - Hold a space for conflict, tension and contradiction
- Engage the senses—write, draw, laugh, move, act, discuss, sit silently, listen to music
 - Imaginatively envision different potential futures
 - Hold an attitude towards growth and possibility
 - Be daring—intelligently assess and step into risk

Learning Organizations: Creating Cultures of Growth

Is the expression of multi-layered, collective learning. It is critical for responding to ever-changing needs, and emerges when the former conditions are executed. It is the expression of shared purpose, and vision, the intersection of great need and deep passion. It is learning is practice.

Allows team members to learn from one another publicly, consciously, and in the moment. Listening fully to one another creates self-awareness around the assumptions, values, and hidden biases in individual and organizational practices. Done systematically and with commitment, reflection supports individual development, community building and institutional change while making work more productive, joyful, and progress-oriented.

REORGANIZATION
REFLECTION
ROUTINE
RELATIONSHIPS

GROWTH MINDSET

Lend order in the midst of chaos and turbulence. They reduce stress, generate a sense of coherence and orderliness, and make it possible to quickly and effectively overcome stumbling blocks. Routines are key to distributing responsibilities among team members.

Are the bedrock of learning organizations. They support an overall positive affect and foster safety, comfort, and investment—all essential to the flexibility, creativity, and problem solving, and collaboration necessary for individual growth and organizational development

RELATIONSHIPS

ROUTINES

ATTITUDES

REFLECTION

RENEWAL

