Design for DL in the Social Age

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Learning in the Social Age

iFest 2018

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The Reality of Learning

- Rapid iteration of approach
- Rapid diversification of technologies
- Evolution of Knowledge
- Fragmentation of Power
The Social Age of Learning

- Dynamic
- Engaged
- Tacit
- Informal
- Supports Agility
- Subverts Hierarchy
- Adaptive
- Co-Created
- Extended
- Social
- Devolved
- Community
- Contextual
- Relevant
- Personal
- Geolocated
The Social Leadership Handbook
www.julianstodd.wordpress.com

Manufacturing Age → Knowledge Age → Digital Age → Social Age

into the Social Age
The Dynamic Tension
Social Learning Ecosystem

Organisations capture their codified strength in formal stories.

Formal Learning is great for driving consistency, conformity, and standardised strength.

Social Learning is great for building a Diversified Strength and individual capability.

They share these stories through formal learning.

They use technology for distribution, assessment, and compliance.

For Social Learning, Communities take the formal story and add local and individual context.

They carry out ‘sense making’ activities.

We can create spaces and provide support for this to happen, using Scaffolded Social Learning approaches.
Types of Power

Individual

Hierarchical

Networked
Scaffolded Social Learning

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Learning is not just about knowledge, it's about 'sense making'. That's done in communities.

Learning is increasingly contextualised to where you are, who is near you, and what you are doing.

Learning is increasingly subverting outdated organisational system, process and power.

Collaborative
- Co-Creative
- Iterative
- Authentic
- Challenging

Democratised
- Trusted
- Open
- Permissive

Contextualised
- Performance
- Supportive
- Valued

Subversive
- Meaningful
- Agile
- Innovative

Balanced
- Curious
- Priceless
Social Leadership: My First 100 days

Stories

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Conditions for Community

- Strong Social Leadership
- Broad Fairness
- Equal Opportunity
- Trust
- Need
- Fluidity of Role
- Purpose
- Shared Values
- Segmented Utility
- Democratised Space
- Clear Rules
- High Social Capital
- Clarity of Consequence

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The Interconnection of Tribes

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Ecosystem of Organisation

Education
- Continuous Development
- University for life
- Narrowing Inequality

Disrupted and Globalised
- Teaching Heroes

Culturally Diverse
- Emergent Meta-Culture

Tribes
- Sub-Political
- Interconnected
- Trusted Network

Organisations
- Lightweight
- Facilitating
- Dynamic Tension

Guilds
- Curious
- Developmental
- Reconfigurable

Global
- Political
- Social Mobility

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Social Leadership: My First 100 days

Investing in Co-Creation
Social Leadership: My First 100 days

Don't Just Observe Change

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