



Collective Learning for Transformational Change: A Guide to Collaborative Action

Valerie A. Brown, Judith A. Lambert

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The drive for change has informed human endeavour throughout history. From fields to factories to offices, people have always asked how to make things better. This innovative book offers a step by step guide for recognising the need for transformational change and kick-starting a course of implementation that leads to the creation of a productive, just and sustainable future for the given community. Drawing on over 300 cases of transformational change planned-for and supported through the process of collective learning, the book shows how a collective learning model based on open learning among diverse interests can improve communication and achieve lasting system change.

Part one of the book outlines the theory and practice of collective learning, drawing on the experiential learning cycle developed by David Kolb. The practice follows the rules of open space learning, dialogue and valuing diversity and is flexible, allowing adaptation to different situations. Case studies in Part two provide examples of collective learning leading to transformational change in a wide range of contexts, from cities to councils to organisations. Part three offers thirty-three activities on which the programme designers can draw in the course of guiding transformational change, from team building, to community development, monitoring, evaluation and cross-cultural learning

This guidebook differs from the traditional management of change. Not only does the process begin with sharing ideals, only later proceeding to implementation, but it also actively harnesses the full set of interests in planning direct action, seeking constructive collaboration not consensus. This groundbreaking guidebook is designed to be fun, accessible and engaging for both students and professionals in the fields of administration and governance.

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