

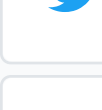
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Elizabeth M. Lembke - Chief Talent Navigator (HR Consultant) @elizabethlembke

Learning Wobbles Pop-Quiz

- How do you get experience, if you have no experience?
How do you build competence in a fast paced, weird world?
How do you figure out what to do if you do not know what to do?

Well, that is easy!

We grow to learn... and learn to grow...

If that is so, let me ask you a question...

How would you hold a mirror on your own learning experiments?



A-Maze #Transformationpassport Learning Happens in the Wobble meme statement from Cathryn Barnard, Working the Future

You know, those learning experiments, where you push yourself up against the walls of your comfort zone to enter into the brave zone ...

- of the land of the first time,
of the unfamiliar and strange,
of an area where you do not have expertise,
of where you are going it alone?

How about those learning experiments?

As you think about the last time you boldly entered the brave zone, how was it?

Did you master the challenge the first time, or...

Was it messy, make you feel a bit unbalanced, make you feel a bit excited, make you feel a bit... wobbly?

Well, my friends, I am here to tell you...

GREAT! Exactly that is what real learning feels like.

Embracing the struggle is something that is so critical to actual learning and growth.



Learning happens in the wobble.. so embrace your inner Elmo

Often many are hesitant or uncomfortable in going into the land of the first time for fear of failure, embarrassing themselves, not having all the answers... or, alternatively, they are willing to try, but only after they prepare (in other words, overanalyze, over fret before taking that first step).

Sound familiar?

This is why I am a big proponent of #doitolearnit and embracing those #learningwobbles for competence growth.

As it is in the actual trying of something new/unfamiliar/different, that we actively enter the thawing part of Lewin's freeze - unfreeze - refreeze cycle of change and growth.

And this is a wonderful thing.

So instead of shining a bright spotlight on (fill in the blank e.g. what went wrong, what you didn't know, what surprises side-swiped you, your stumbles etc.), instead hold up mirror on how you have grown, the strides in gaining confidence in your own competence that you have made. Heck, impress yourself, give yourself the grace and space to stumble, and give yourself the encouragement of the "power of yet" as you make progress.

This courage to embrace the wobble is what makes you a learning maven!

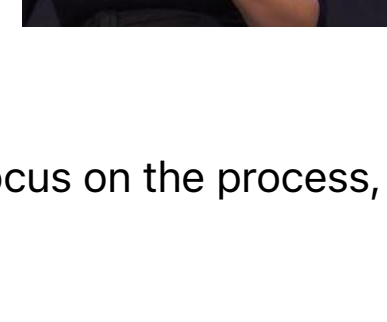
So, I wanna to see you wiggle it, just a little bit!



Transforming Talent's Elizabeth Lembke on WHY "Learning Happens in the Wobble" A-Maze 2022

What is difficult for you now but was easy when you were a child?

Marcia Goddard: Teach like a toddler: how to bring education in the 21st century | TED Talk



"Marcia Goddard is a neuroscientist with a growth mindset and great thoughts about child development. Every child has multiple talents as long as you create conditions for growth. We should design education to enable this. How do we do that? Focus on the process, not the end result." Could not agree more!

An additional shout-out to the wonderful Vivian Aquah for sharing her 4-year-old's impeccable and adorable understanding of #growthmindset. www.ted.com

Learning Happens in the Wobble: Inspiration

Grace and Space: Learning Happens in the Wobble: A-Maze Transformation Passport Elizabeth Lembke

Is there a middle ground between "ugh it is just not working and giving up" and "overresearching, overpreparing, analysis paralysis" where we embrace a #doitolearnit approach? Let me take you through the importance of giving ourselves the grace and space to learn. www.youtube.com

A-Maze 2022 Inspo: Bob Moesta in HBS Interview on Learning, Perseverance and the Joy of the Wobble

We tap into the inspiration archives of the October 2020 discussion on the skills of an innovator from Bob Moesta for the HBS The Disruptive Voice podcast #63. In this excerpt, Bob takes on the perception of "fail early, fail fast" versus experimenting to learn, grow, and persevere. Have a listen in. www.youtube.com

TTI - Issue #52: Curiosity Based vs. "Will this Be on A Test"? On Learning Culture Elizabeth Lembke

"There is a quarter century of research that shows how people feel at work has a direct and powerful influence on how they perform." - Wharton Professor Sigal Barsade.

Only when we address these encouraging or limiting responses, actively build-up our brave spaces to learn and experiment, and pipe up with our own voices, can a Learning Culture thrive and, thereby, a Growth Mindset flourish. www.getrevue.co

Learning Wobbles: Special Shout-Out

Marie Martin: Curriculum & Design Within the Fourth Industrial Revolution

Special amazing mention to the #welcomeintotheawesome alumni and power force that is Dr in spe Marie Martin. In this talk, she dives into how while the future of work is rooted in the manipulation of technology, the COVID19 pandemic shined a light on how wide the digital gap is in the United States for students from marginalized communities. #A-MAZING www.youtube.com

Kelly Young: The Shifts It Will Take: Learning Transformation

How do we create a system for true learning? It will take several shifts! Kelly Young gave a workshop during the L&D Cares Career Growth Summit 2,5, to delve into the possibilities that transformation offers and when we look beyond the "standard" and explore the discovery of gifts to contribute meaningfully to society and and find a love for lifelong learning. www.youtube.com

Learning Wobbles Musical Playlist

A-Maze Learning Happens in the Wobble Playlist by BigE | Spotify



- Wiggle it, just a little bit
This is how we do it
Wobble
Things that make you go hrm...
Neutron Dance
Sesame Street: Janelle Monae - Power of Yet

Should you want to have a musical playlist for your wobbles, I have got you covered! Simply click on the link. open.spotify.com

Next A-Maze Port of Call: Vitality - Viability - Vulnerability

What are the Crosswaters of Vitality - Viability - Vulnerability?

Well, it is that our viability (as employees, professionals, parents, spouses, friends), our vitality (in terms of health, diet, self-care, our well-life choices, purpose), and our vulnerability (our mental health, care, willingness to actualize our own energy, needs, and areas, we want to improve upon) are interlocked, in ways in which were perhaps not as apparent as before. The awareness that we cannot rationalize away the stressors - nor ignore the fact that the build-up, effects all three areas.

It is reminiscent of the quote from Henry David Thoreau

"It's not enough to be busy, so are the ants. The question is, what are we busy about?"

We invite you to take the opportunity to weigh in and "take a breather" with co-captains Vince Anthony Pitre and Elizabeth Lembke! Joining in are shipmates like Cordelia Gaffar, Michelle Minnikin, and Garry Turner (Strategic Advisor and Thinking Partner) and YOU!

Simply sign up via Eventbrite or LinkedIn

Vitality/Viability/Vulnerability A-Maze 2022 Transformation Passport Tickets, Thu, Apr 28, 2022 via Eventbrite

Vitality/Viability/Vulnerability A-Maze 2022 Transformation Passport - Thursday, April 28, 2022 with Vince Pitre and Elizabeth Lembke - Click for event and ticket information. www.eventbrite.com

Thank You!

The A-Maze Transformation passport has been an incredible #doitolearnit experiment in #learningwobbles. The awesomeness that my co-captains like Mike Hruska, Vince Pitre, Martin Mason, Michelle Minnikin, Cordelia Gaffar, Mandry Chooi, Anne-Cécile Graber, and many more to come, are bringing to the crew of learners is truly a-mazing! We really do welcome you aboard our #goodship!

And an extra special thanks goes to our #memebiletransformation winner, the wonderful Cathryn Barnard, from Working the Future for her winning quote after going through the Learning Happens in the Wobble session.

Should you like to learn more about the A-Maze Journey or how to foster a sense of experiment to learn in your team or organization, happy to dive in with you on a call.

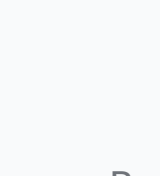
Wishing you happy sailing!

All of my best regards,

Elizabeth Lembke

Your favorite Chief Talent Navigator at Transforming Talent

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Elizabeth M. Lembke - Chief Talent Navigator (HR Consultant) @elizabethlembke Feeding the Passion for Transformation: Be it Talent, Culture, Work or HR

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