

Emergent learning framework

Role of difference in stimulating new ways of thinking

- difference experienced as frustration
- difference experienced as curiosity
- difference experienced as anxiety
- difference experienced as pleasure

5+1 laws of emergence

- requisite variety
- attend to neighbours
- more is different
- ignorance is useful
- encourage random encounters
- look for patterns

How do you plan in an emergent reality?

- Take periodic soundings
- Notice different points of view
- The planner has no 'right to be wrong'
- Stress 'sense making' as a process
- Keep narrative unresolved
- You have to act 'as if' you are right or 'as if' you know what you are doing
- Your acts as a planner makes difference to the process of emergence and the particular situation
- Collapse into the singular / the particular

Parallel with wicked issues

- No definite formulation of problem or priority or anything
- It has no stopping rule - no way of deciding when something is 'solved'. Tendency for tasks to be abandoned.
- No well described set of potential solutions - so 'best practice' is frustrating / irrelevant / varies by vested interests
- Solutions are not true or false or good or bad (varies between vested interests)
- No immediate or ultimate test of a solution
- Every implemented solution has consequences which develop the 'emergent' situation (and deepen the sense of wickedness)
- Every emergent situation is unique (at a certain level of granularity)
- Symptomatic of some other problem - so-called problem is symptom of another problem or characteristic of the context / system
- Numerous explanations of the causes of the problem and drivers of the emergent context

Qualities of experience

- Vested interests evident
- Circularity - of problem definition
- Sense that we have 'been here before'
- Behaving as if this mattered a great deal - yet...
- Unclear or contested views about why it matters...
- Episodic, stuck
- Provoke frustration and anger
- Heighten sense of risk
- Develop sense of failure, inadequacy...open up vulnerability to attack
- It is fractal - the same at all spatial scales; in both internal and external space
- Challenge of maintaining the sense of the 'whole'
- 'Optimal conflict' keeps things going without change
- Very difficult to maintain engagement

triple loop learning

- reflexivity

3rd position & observer 'stance'

types of emergence

- novel emergence
  - eg in immune system (it suddenly appears)
  - it just happens - inexplicable experience
- weak emergence
  - always based on relationship between observer and system
  - 'as if' a flock has a mind of its own
  - ...if only you knew more about the system, you could predict....
  - I cannot explain or predict (no matter what data I have) with my existing theories
  - this experience is emergent (my sense-making is emergent) because not part of my framework

Learning is emergent

- learning is 'weakly' emergent
- learning expresses 'novel' emergence

Framework is emergent

- framework is 'weakly' emergent
  - there's something missing
- framework is 'novel' in its emergence
  - unable to 'digest' experience