

Leading
Learning
Organizations
with Habits of
Mind

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www.habitsofmindinstitute.org

The purpose of this presentation is to.....

share how our partnership with
Eduplanet21 extends opportunities
for engagement with Habits of Mind

We plan to explore these topics:

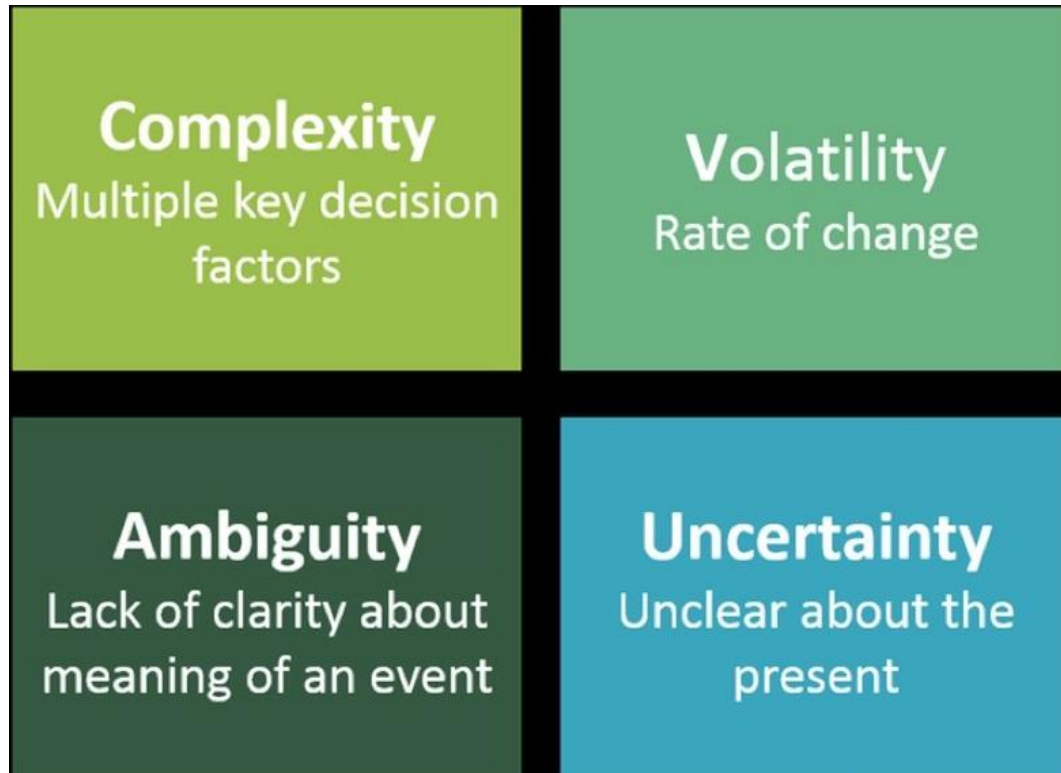
1. What are Habits of Mind and why are they needed now?

2. What do we mean by “leadership” and “leadership behaviors?”

3. How the features of the Eduplanet Institute provide learning and collaboration with our HOM community

VUCA

Volatile
Uncertain
Ambiguous
Complex



Anybody can lead.....

“Leadership”
describes actions that you
take,
not the title that you hold.



Becoming
more
intentional
in
leadership
actions

Do your actions:

Build Trust?

Facilitate Cooperation/Collaboration?

Develop greater Inclusion/Diversity?

Commit to norms to guide behaviors?

HABITS OF MIND ARE...

...a set of thinking dispositions at the core of social, emotional, and cognitive behaviors. These Habits help us respond intelligently and empathically when confronted with problem situations, conflicts, and uncertainties the resolution to which are not immediately apparent.





1. Persisting

Stick to it!

Persevering in task through to completion; remaining focused. Looking for ways to reach your goal when stuck. Not giving up.



2. Managing Impulsivity

Take your time!

Thinking before acting; remaining calm, thoughtful and deliberative.



3. Listening with understanding and empathy

Understand others!

Devoting mental energy to another person's thoughts and ideas; Make an effort to perceive another's point of view and emotions.



4. Thinking flexibly

Look at it another way!

Being able to change perspectives, generate alternatives, consider options.



5. Thinking about your thinking

(Metacognition)

Know your knowing!

Being aware of your own thoughts, strategies, feelings and actions and their effects on others.



6. Striving for accuracy

Check it again!

Always doing your best. Setting high standards. Checking and finding ways to improve constantly.



7. Questioning and problem posing

How do you know?

Having a questioning attitude; knowing what data are needed & developing questioning strategies to produce those data. Finding problems to solve.



8. Applying past knowledge to new situations

Use what you learn!

Accessing prior knowledge; transferring knowledge beyond the situation in which it was learned.



9. Thinking & communicating with clarity and precision

Be clear!

Strive for accurate communication in both written and oral form; avoiding over-generalizations, distortions, deletions and exaggerations.



10. Gathering data through all senses

Use your natural pathways!

Pay attention to the world around you Gather data through all the senses. taste, touch, smell, hearing and sight.



11. Creating, imagining, and innovating

Try a different way!

Generating new and novel ideas, fluency, originality



12. Responding with wonderment and awe

Have fun figuring it out!

Finding the world awesome, mysterious and being intrigued with phenomena and beauty.



13. Taking responsible risks

Venture out!

Being adventuresome; living on the edge of one's competence. Try new things constantly.



14. Finding humor

Laugh a little!

Finding the whimsical, incongruous and unexpected. Being able to laugh at one's self.



15. Thinking interdependently

Work together!

Being able to work in and learn from others in reciprocal situations. Team work.



16. Remaining open to continuous learning

Learn from experiences!

Having humility and pride when admitting we don't know; resisting complacency.

Choose any one of the habits and
tell why
you think it is important for
leaders?

A person wearing a red jacket is holding a large orange speech bubble. The text "In the chat" is written inside the bubble. The person's face is obscured by the bubble.

In the chat





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Habits of Mind
are foundational
to a culture of
leadership





What are some of the behaviors of leaders?

Leaders are Self-Managing



*Managing
Impulsivity*





S.T.A.R.

- ✓ S top
- ✓ T hink
- ✓ A ct
- ✓ R eflect



Leaders Manage Others

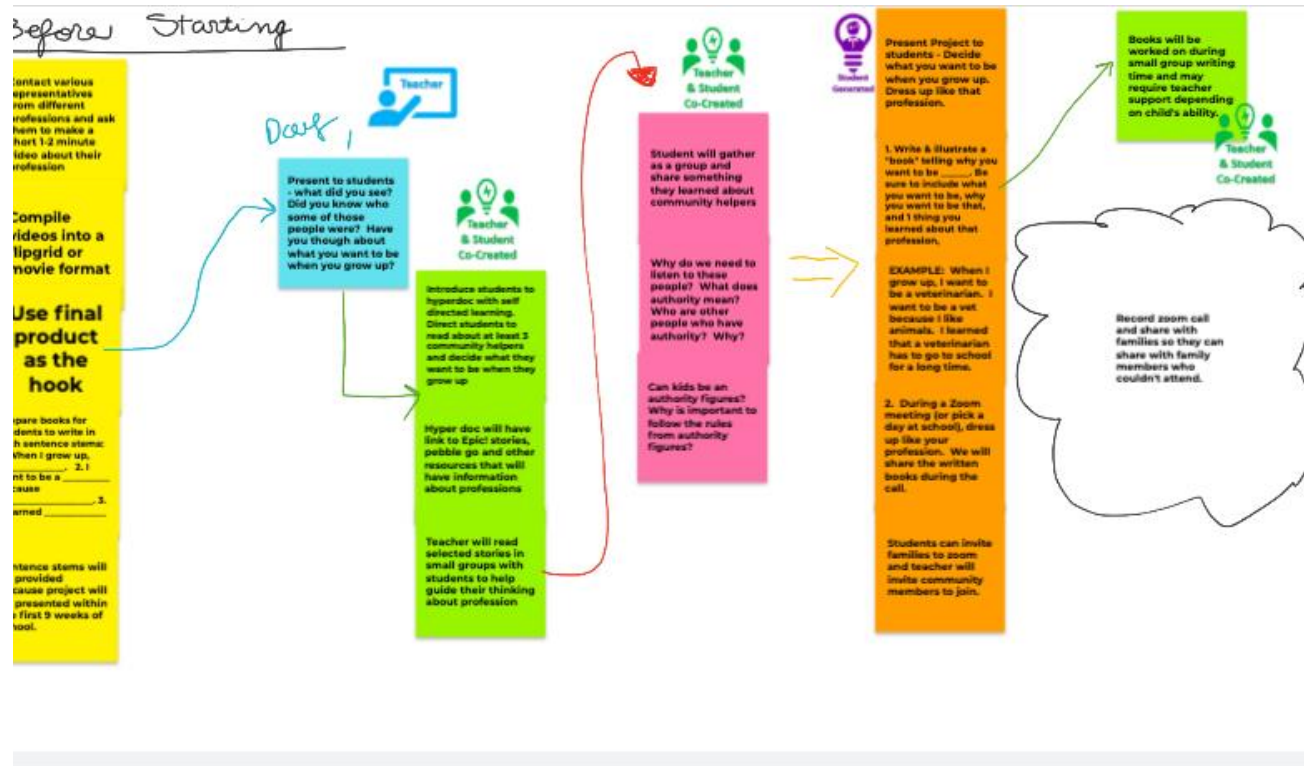
Thinking Interdependently

*Being able to work in
And learn from others
In reciprocal situations.*

Team Work



Some ways you can help a group work collaboratively to achieve its goals:



Use technology to document ideas:

- Jam boards
- Chat
- Google docs
- Other



Rules for Learning Collaboratively Virtually

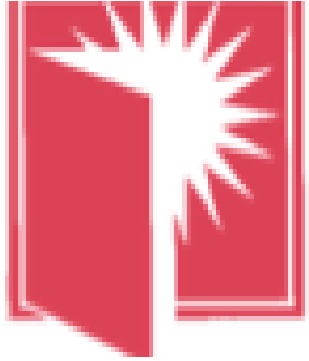
- **Listening with Understanding and Empathy**
Paraphrase and ask clarifying questions to make sure you understand before adding your own thinking.
- **Thinking and Communicating with Clarity and Precision**
Make certain that you are sufficiently descriptive—don't rely on shortcuts or assume that others know what you mean.
- **Questioning and Posing Problems**
Don't be afraid to ask when you don't understand something. If you sense a problem with another's idea, ask for clarification rather than judging whether it is a worthy idea.

Some ways you can help a group work collaboratively to achieve its goals:

Structure a culture of inclusiveness:

- Seating at eye level to make eye-contact
- Use belonging words: “we, our, us” instead of “me, mine, my.”
- Reveal your vulnerability: “I’m not sure what to do now” “I don’t know how to...” “Forgive me, I made a mistake...”
- Rotate leadership
- Respond with empathy & compassion



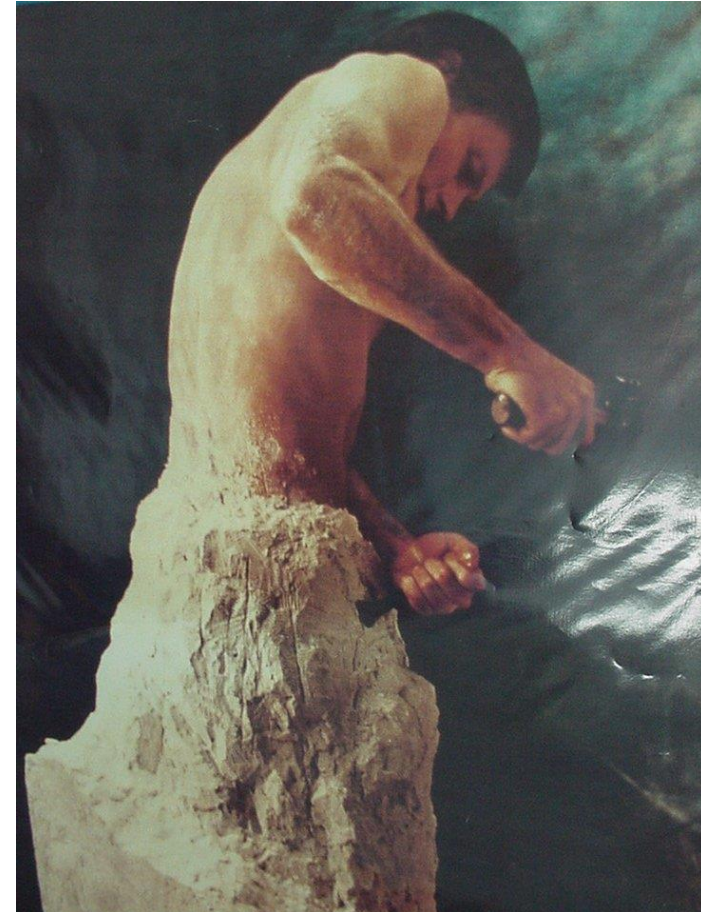


Leaders are Self-Modifying

REMAINING OPEN TO CONTINUOUS LEARNING

Having humility and pride in admitting
there is more to learn.
Resisting complacency.

Continue to learn!





Remaining Open to Continuous Learning

Some of the ways the Eduplanet Institute provides learning opportunities:

- E-library of resources
- Use discussion feature
- Use chat feature
- Join a professional study cohort
- Join online learning paths
- Coaching

“THE BEST WAY TO
PREDICT
THE FUTURE IS TO
INVENT IT.”

Alan Kay

Apple Computer Co.



LEADING LEARNING ORGANIZATIONS WITH HABITS OF MIND

16 Habits of Mind

that will operationalize your commitment to
communication, problem solving, cooperation,
and innovation today and in the future



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THE INSTITUTE FOR HABITS OF MIND