

WHY CHANGE IS ESSENTIAL

TEACHER DEVELOPMENT CONFERENCE 2007

“Every Teacher Matters”

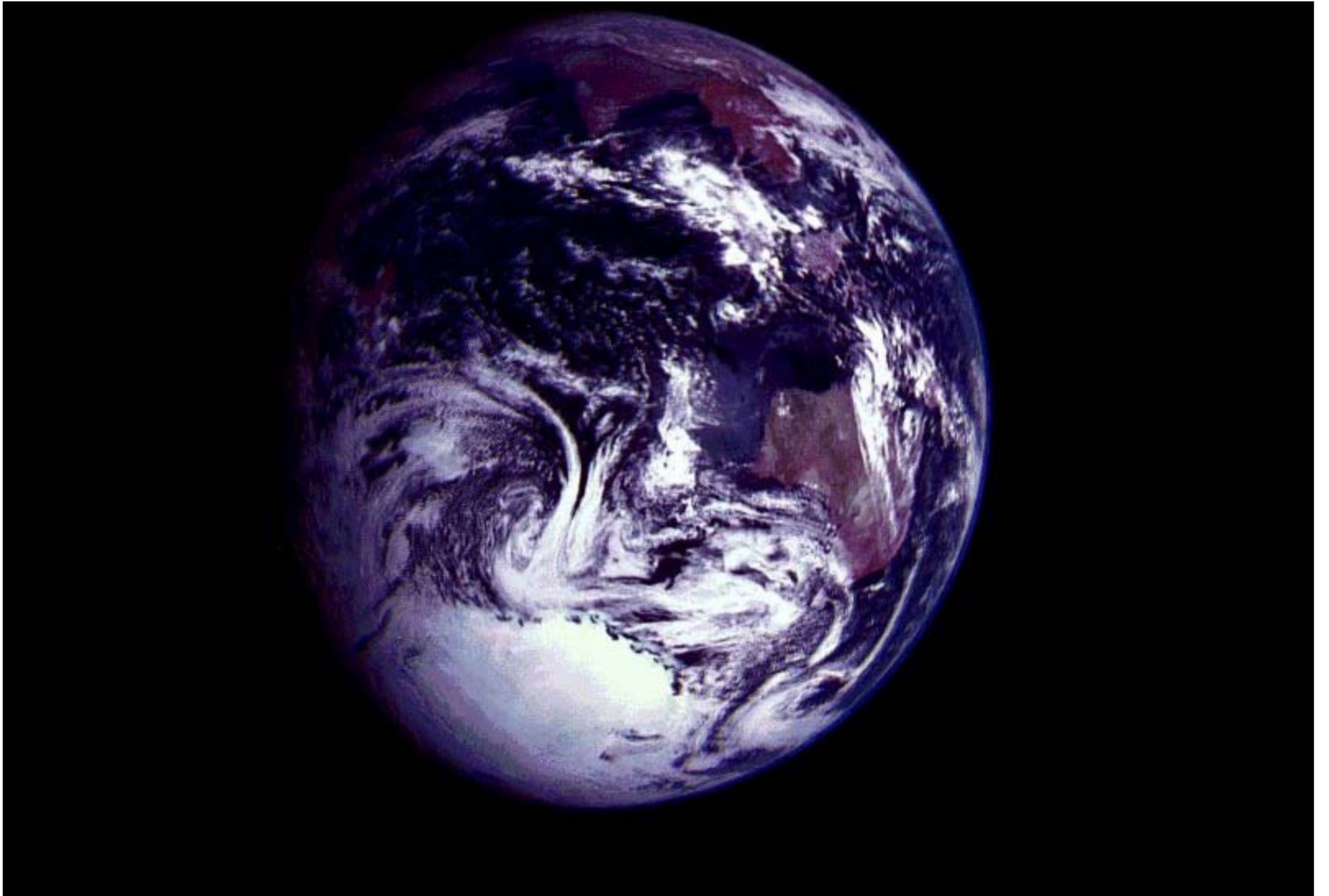
Roots School System
Islamabad Club
August 09, 2007

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www.kzr.ca



SoL

Objectives & expectations

An old Chinese Proverb

- Rice
- Trees
- People

Our cradle to grave agenda

- Growth
- Improvement
- Learning
- Refinement
- Transformation

In other words...

...CHANGE!!!

**New times
require.....**

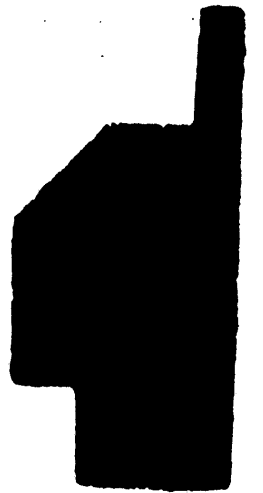
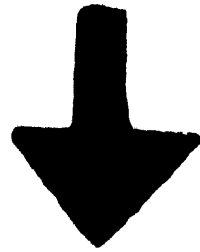
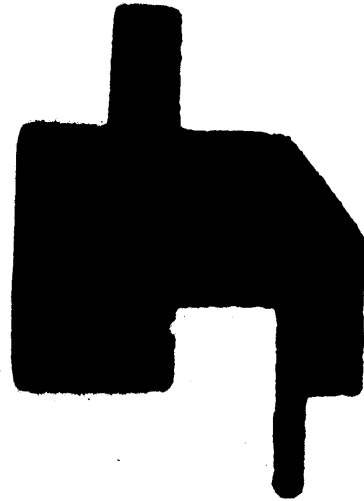
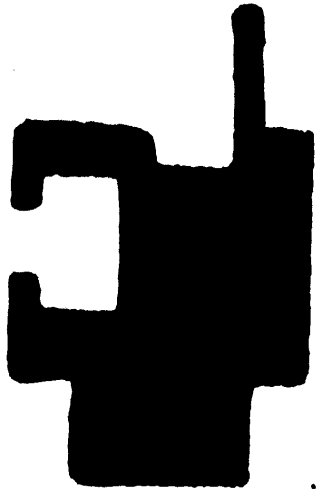
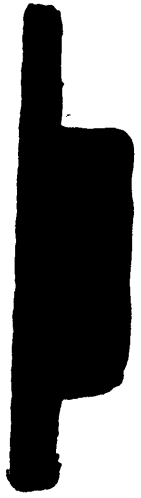
.....**NEW**

THINKING!

New thinking comes from changing
our concepts and perceptions instead
of trying harder with the same.

Inspired by Dr Edward DeBono

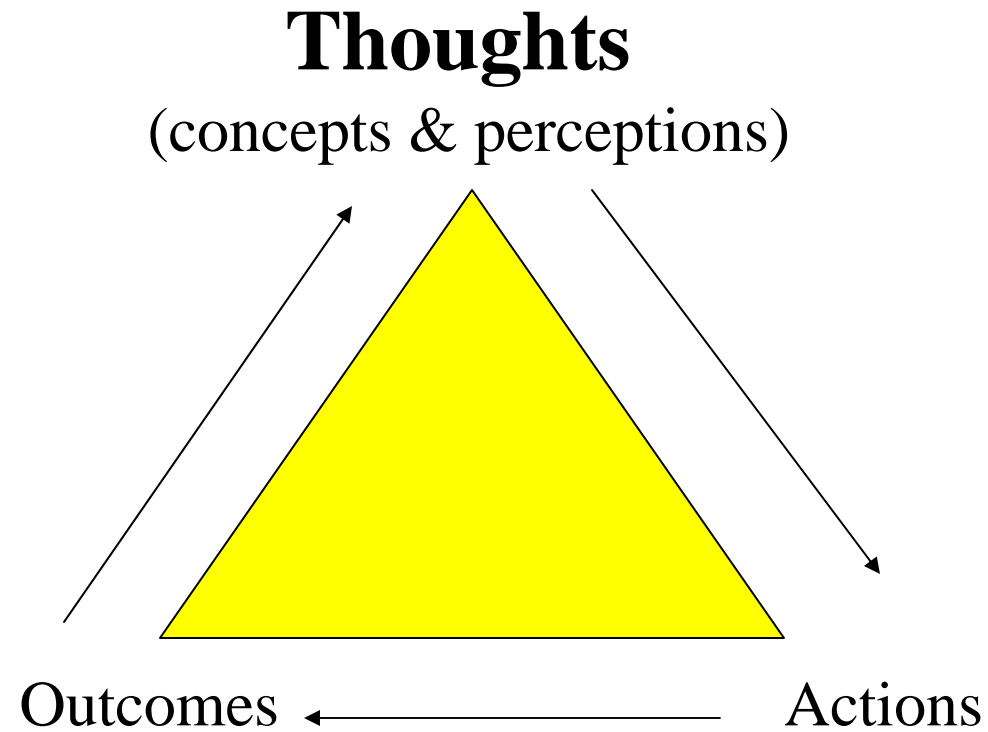
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Change what?

- Concepts &
- Perceptions

"T.A.O."



True or False?

The only thing permanent is change.

Caution about change

Some things change and some things don't!

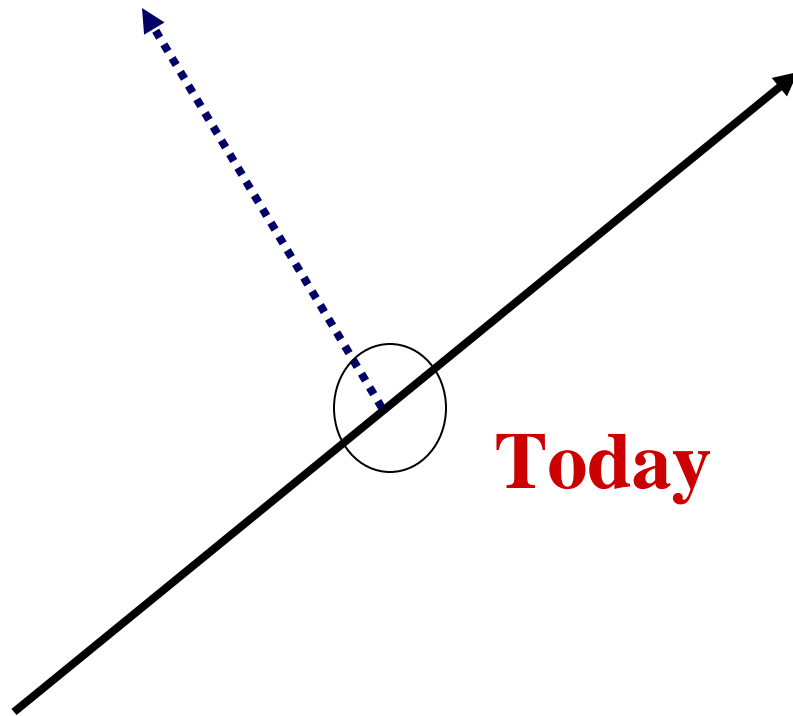
Key Message:

Preserve the core
&
Stimulate progress

How long does it take to change?

Years or milliseconds?

The “Y” of life



Environment



Know Thy Self...

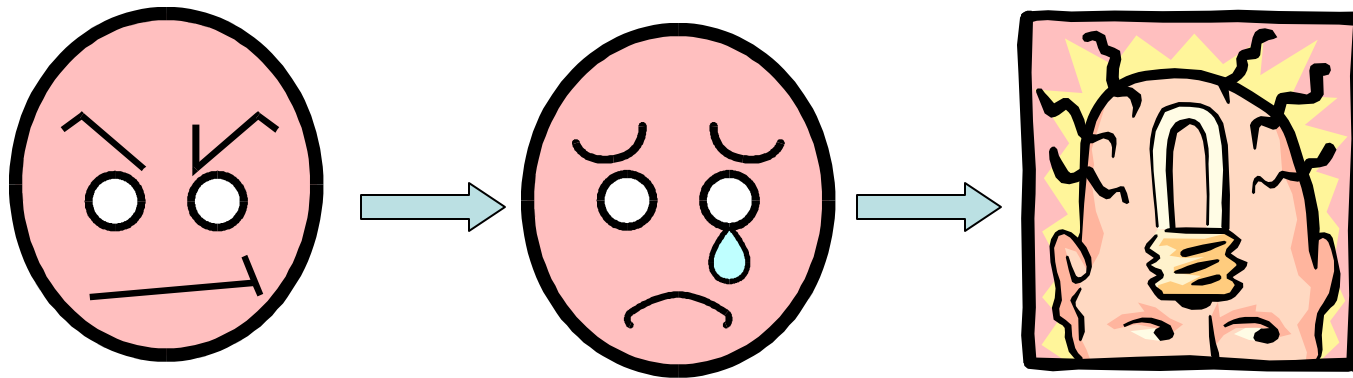
What we bring to the table...

“AAA”

1. Attitudes
2. Aptitudes
3. Attributes

The Ron Palmer Story

From KR's Harvard University Experience



**“That was a waste
of my time!”**

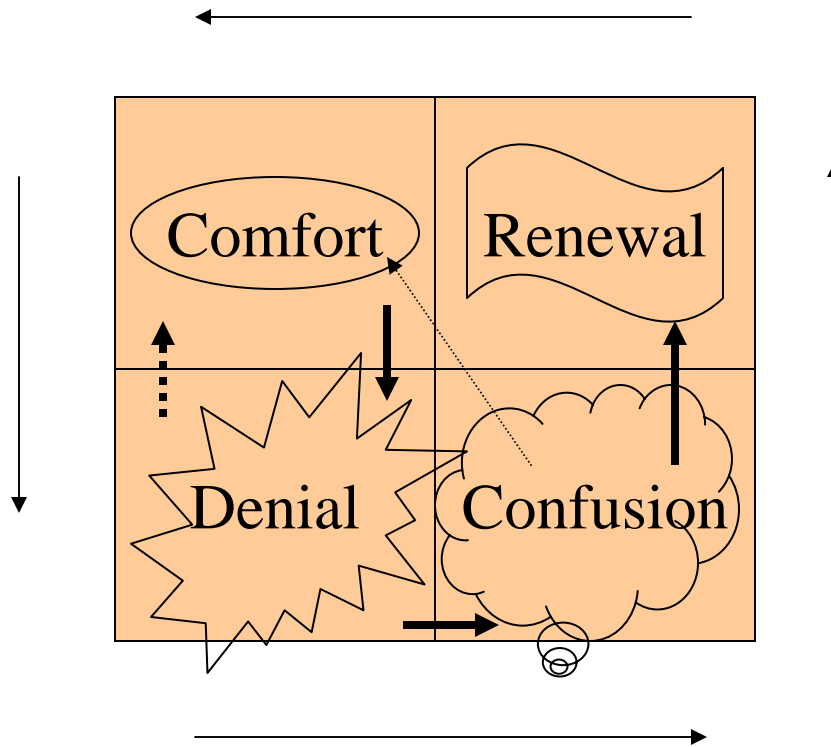
**Due to my shut
mind I wonder
what all I have
missed in life!**

**Learning
opportunities are
all around me. I
will be alert &
receptive always!**

From here to there

- Tor phor
- Shor sharaba
- Gard o ghubaar
- Afra tafri

Change Matrix



Where are we more comfortable?

Here? or

Here?

Facts

Fiction

Memory

Imagination

Logic

Possibilities

Certainty

Uncertainty

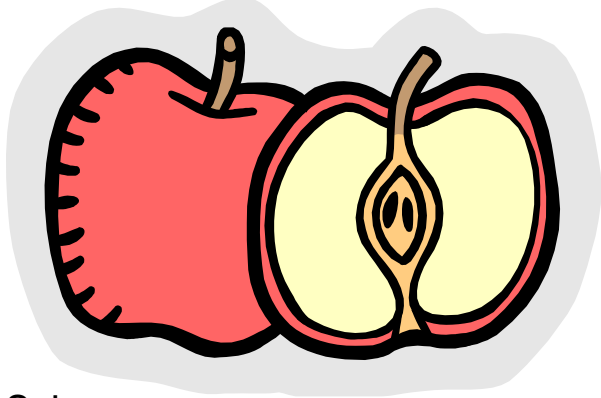
Hindsight

Mindsight

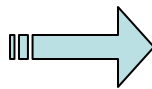
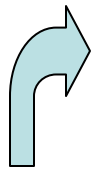


SoL

Vision



SoL



When the student is ready...

...the teacher appears!!

8) The “KUBA” Principle

Inform	K NOW	Ask
Explain	U NDERSTAND	Clarify
Demonstrate	B ELIEVE	Test/try
Inspire	A CT	Commit


As a leader


As a follower

ACT: Your 9 Point Success Agenda

Achievement

Commitment

Trust

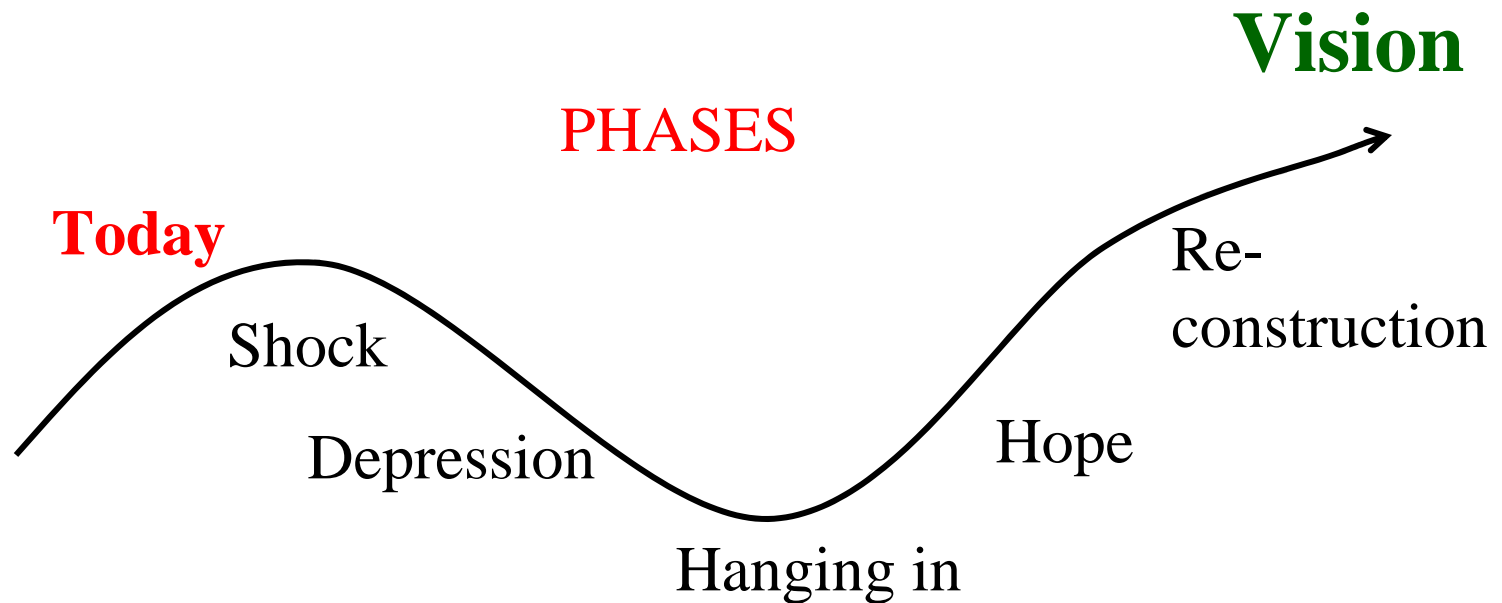
Vision
Map
Focus
(VMF)

Confidence
Standards
Drive
(CSD)

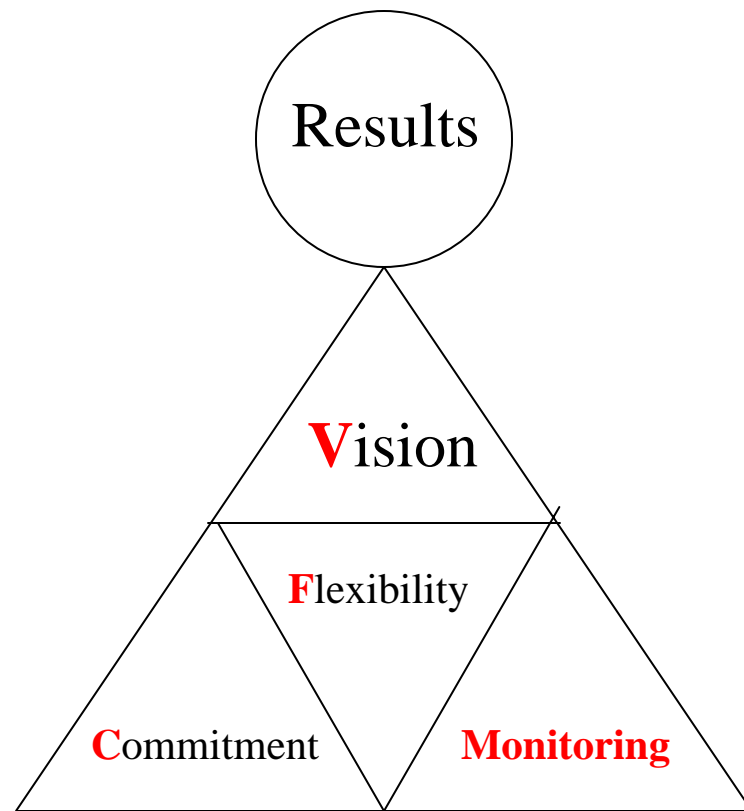
Teamwork
Support
Belonging
(TSB)

The Rollercoaster of Change

Cycles of Change



VFCM: A Model for Managing Change



Parting thoughts

- Knowledge does not give risk-free solutions!
- You'll see it when you believe it!

Your worst enemy!?

Comfort!

Today...

...is the beginning
of the rest of our lives.

Thank You!