

# EDUCATION FOR PARADIGM SHIFTS




Any man could, if he were so inclined, be the sculptor  
of his own brain

(Santiago Ramón y Cajal)

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Patrícia Almeida  
Rotterdam, 2019



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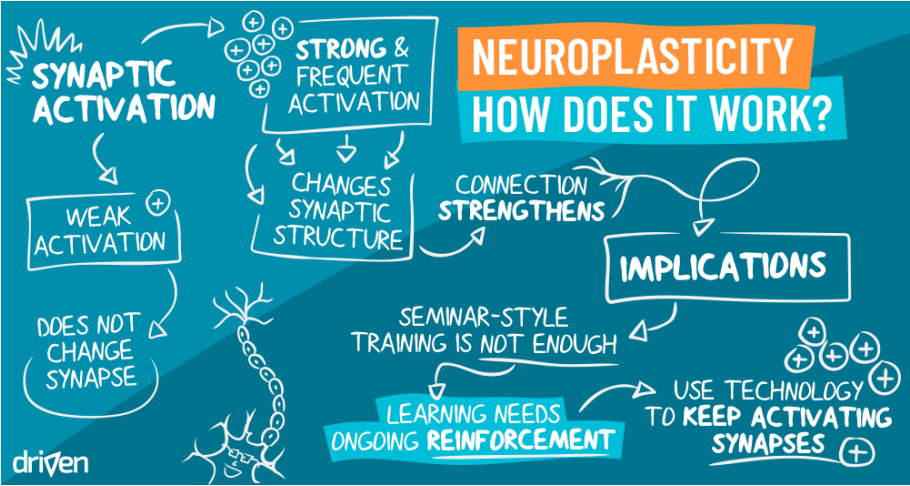
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Unlearning...takes maturity, discipline, and equal parts courage and humility!

Requires conscious effort to treflect on past learning to create the possibility of new future learning!

Adapted from: *Michael & Wilson, 2018*





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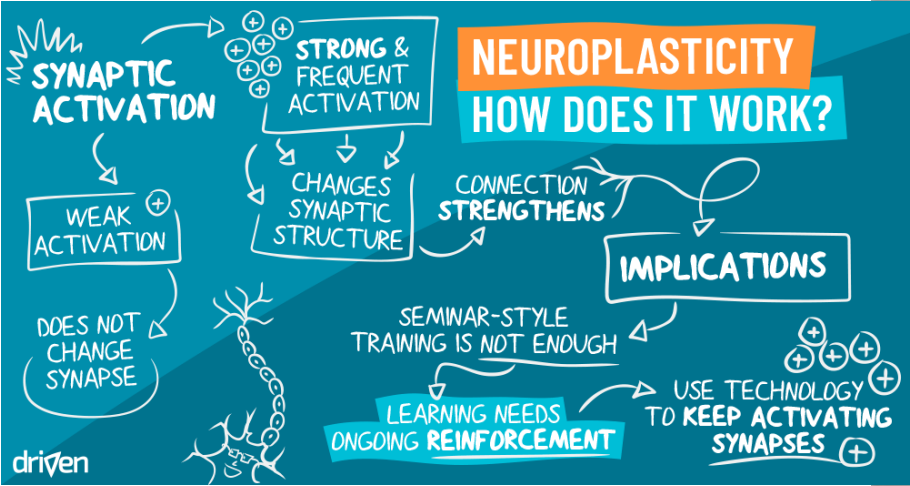
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Transformational coaching has intentions to identify and shift the patterns in feeling and thinking, unlearning unhelpful core assumptions and replacing them with more productive ones.

We believe in the properties and value of systemic team coaching where coaching of the individual is connected and aligned with teams at all levels of the organisation.

Creating an authentic coaching culture where the organisation, all stakeholders and customers are the true beneficiary and it is not the preserve of the few, if coaching adds value find a way to make it ubiquitous.



"Neuroplasticity is the property of the brain that enables it to change its own structure and functioning in response to activity and mental experience."  
- Norman Doidge

"Everyone's social and organisational role defines a relationship, a relationship between individual and system, or between individual and other individuals."  
- Erik De Haan

"A coaching culture exists in an organization when a coaching approach is a key aspect of how the leaders, managers, and staff engage and develop all their people and engage their stakeholders, in ways that create increased individual, team, and organizational performance and shared value for all stakeholders."  
- Peter Hawkins

Previous education & Professional experience & Previous paradigm

# EDUCATION FOR PARADIGM SHIFTS

NEW ECONOMIC REALITIES & PURPOSE

## PHASE 1: UNLEARN

Recognizing that the old mental model is no longer relevant or effective<sup>1</sup>

GLOBAL MINDSET FOR BUSINESS

## PHASE 2 : RELEARN

Finding or creating a new models that can better achieve your goals<sup>1</sup>

NEW BUSINESS MODELS AND STRATEGIES

CRITICAL & SCIENTIFIC DECISION MAKING IN BUSINESS

## PHASE 3 : INGRAIN

Phase 3 - Ingrain the new mental habits<sup>1</sup>

Previous education & Professional experience & Previous paradigm

# EDUCATION FOR PARADIGM SHIFTS



## PHASE 1: UNLEARN

Recognizing that the old mental model is no longer relevant or effective<sup>1</sup>

>21 days<sup>2</sup>

- Inspirational Key Speakers
- CEOs Purpose Driven Companies
- CoL in Futures Literacy
- New Paradigms

## PHASE 2 : RELEARN

Finding or creating a new models that can better achieve your goals<sup>1</sup>

66 days<sup>2</sup>

- Learning new Management Strategies
- Learning new Business Models

## PHASE 3 : INGRAIN

Phase 3 - Ingrain the new mental habits<sup>1</sup>

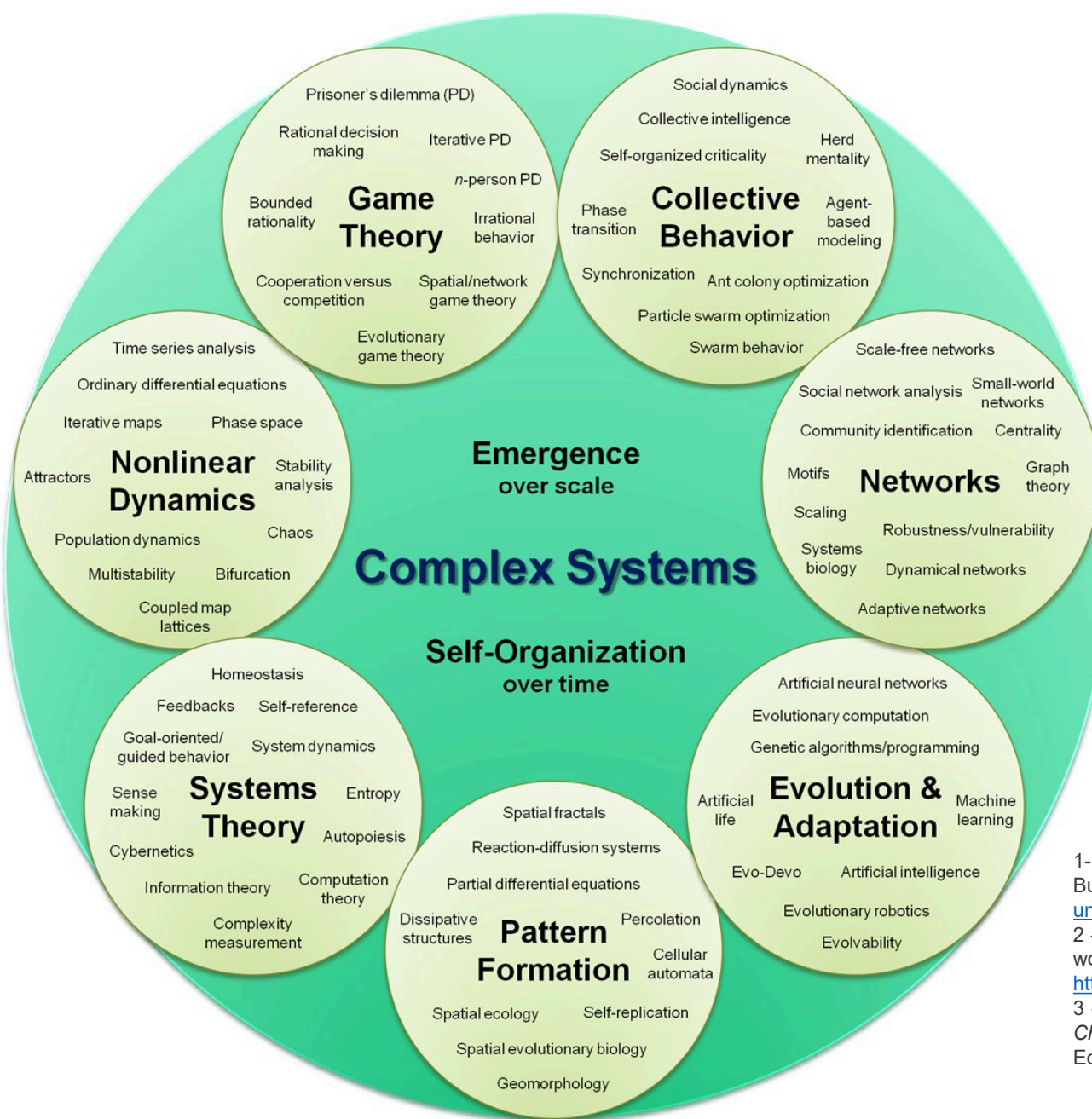
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GLOBAL MINDSET FOR BUSINESS

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- 1- Bonchek, 2016. Why the Problem with Learning Is Unlearning. Harvard Business Review. <https://hbr.org/2016/11/why-the-problem-with-learning-is-unlearning>
- 2 -Lally et al 2009. How are habits formed: Modelling habit formation in the real world. European Journal of Social Psychology. <https://onlinelibrary.wiley.com/doi/abs/10.1002/ejsp.674>
- 3 -Thelen, E. & Smith, L.B. (2006). [Dynamic Systems Theories](#). In *Handbook of Child Psychology, Volume 1, Theoretical Models of Human Development*, 6th Edition, William Damon (Editor), Richard M. Lerner (Volume editor), pp 258-312.

# Thank you for your attention!