Becoming a Champion at Self-Directed Learning
Session 4
Engaging and Collaborating with Others

Thursday, December 10, 2020
Objectives

• Get acquainted with some design thinking methods to support engaging and collaborating with others

• Practice using Rose-Bud-Thorn, Affinity Clustering, Importance/Difficulty Matrix, Plus/Delta, and What Squares

• Reflect on your Employee Learning Week experience, and identify next steps on your journey to **Becoming a Champion at Self-Directed Learning**
Session Resources

• **Placemat**
  • Take notes
  • Develop action plan
  • Reflect

• *Engaging and Collaborating with Others* section of Employee Learning Week 2020 webpage
  • Supplemental articles, template, job aids, and related information
Rose-Bud-Thorn

A problem framing method to help groups understand all of the issues involved. The group generates all of the known information about a topic and then clusters and sorts the issues and ideas into the following categories:

- **Roses (Pink sticky notes)**: Issues and/or ideas that are positives or successes.
- **Buds (Green sticky notes)**: Issues and/or ideas that have potential to be more positive than negative
- **Thorns (Blue sticky notes)**: Issues and/or ideas that are negatives or challenges
Affinity Clustering

A graphic tool for organizing large amounts of ambiguous, redundant, and seemingly unrelated data into “like” groups with common threads, buckets, or clusters so that it is more manageable.
Importance / Difficulty Matrix

A quad (2 x 2) chart for plotting items by relative importance and difficulty
Plus / Delta

A quick, simple retrospective to improve meetings, planning sessions, events, or repetitive activities.
What Squares

A graphic method for guiding the reflective process around three questions:

• *What squares with my thinking?*
• *What is still going around in my head?* and
• *What are three points to remember? Or What do I want to change?* (with triangle serving as the delta sign).
Activity: Practice Design Thinking Methods
Issue: Support for (Self-Directed) Learning at Rice

1. 5 minutes – **On your own**, come up with at least one of each Rose, Bud, Thorn

2. 5 minutes – transfer your Rose, Bud, Thorn to the corresponding sticky note on Jamboard

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**Plus/Delta Chart**

<table>
<thead>
<tr>
<th>+</th>
<th>Δ</th>
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<tbody>
<tr>
<td>For however many sessions you attended, what worked about this year’s Employee Learning Week?</td>
<td>What would you change about Employee Learning Week?</td>
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Activity: Your Action Plan

Identify and commit to **three actions** you’ll take to help you engage and collaborate with others, and/or make forward progress on your journey to Becoming a Champion at Self-Directed Learning.

<table>
<thead>
<tr>
<th>ACTION</th>
<th>WHEN &amp; WHERE</th>
<th>SUPPORT YOU’LL NEED</th>
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Reflection:

• What squares with my thinking?

• What is still rolling around in my head?

• What do I want to change?
Evaluation Form – please complete now!
See you for next year’s Employee Learning Week December 6-10, 2021!
ATD Employee Learning Week 2020

Workforce Development Is Everyone's Business

December 7-11, 2020