

Learning Cycles



PINPOINT



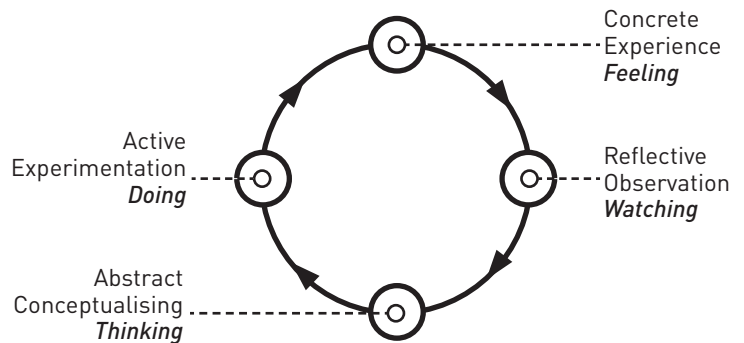
Learning is the process whereby knowledge is created through the transformation of experience.

David Kolb

Kolb Learning Cycle

This has become the seminal learning cycle upon which most others are based or at least referenced. The four stage cycle fits together with his model of learning styles in this fashion.

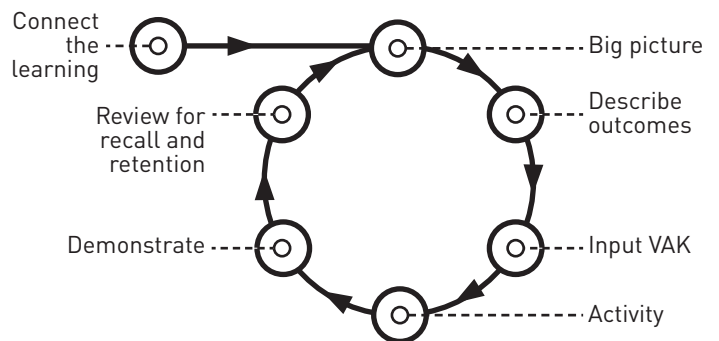
- Divergers: Feeling & Watching
- Assimilators: Watching & Thinking
- Convergers: Thinking & Doing



Accelerated Learning Cycle

Alistair Smith's original classroom-based cycle built around a lesson time span, making it a practical guide to teachers. Introduced in the 1990s at the start of schools' search for all things *brain-based*.

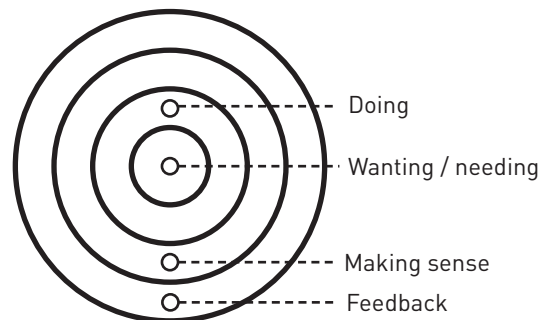
- The cycle is now reduced to just four phases:
- 1 Connection: Context, Process or Learners
 - 2 Activation: Pose problems, add language
 - 3 Demonstration: Feedback, groups, modalities
 - 4 Consolidation: Reflect, transfer, preview.



Ripples

Phil Race has an alternative to what he considers a too-simple-to-be-true cycle. Instead he sees learning happening as a series of ripples, with each factor interacting with the others in a constant iterative process.

Everything starts with wanting to learn. This itself is influenced by having a clear idea about what success actually looks like. Then frequent feedback helps you move back and forth "until the whole lot are in harmony".



Double Loop Learning

Chris Argyris described Single Loop Learning as being like a thermostat, adjusting according to feedback. A simple reactive mechanism.

Double Loop Learning by contrast questions the assumptions and variables of the task involved.

Straight-forward learning is addressed with a Single Loop Learning. While complex situations demand the more questioning approach of Double Loop Learning. Leaders need to adopt this strategy.

