Διεθνές Workshop για Υπεύθυνους Εκπαίδευσης με τίτλο:

Transformative Adult Learning
για αποτελεσματική εκπαίδευση

Το παραπάνω βιωματικό εργαστήριο, το οποίο αποτελείται από δύο μέρη, είναι σχεδιασμένο για εκπαιδευτές ενηλίκων οι οποίοι ενδιαφέρονται για θεωρίες και πρακτικές μέσω των οποίων θα μπορούν να εργαστούν πιο αποτελεσματικά όσον αφορά στους προσωπικούς και επαγγελματικούς τους στόχους.

Ημέρα 1ο: Η ενότητα «Αντίσταση στην Αλλαγή» («Immunity to Change») παρουσιάζει γιατί και με ποιο τρόπο οι ενήλικοι αντιστέκονται δυναμικά στην αλλαγή, ακόμα και όταν η αντίσταση αυτή τους εμποδίζει από την επίτευξη των στόχων τους. Αρχικά, κάθε συμμετέχων καθοδηγείται στο να «χαρτογραφήσει» τις δικές του αόρατες αντιστάσεις. Οι επόμενες δραστηριότητες επιδεικνύουν πώς μπορεί να αξιοποιηθεί η παραπάνω ανακάλυψη προκειμένου να σχεδιαστεί μια θετική, συνεχής ανάπτυξη και αλλαγή.

Ημέρα 2ο: Η ενότητα «Μαθαίνοντας να εμπλέκουμε/ να αξιοποιούμε τον ενήλικο εγκέφαλο» («Engaging the Adult Brain») περιγράφει πώς οι ενηλίκοι μαθαίνουν στην πραγματικότητα, καθώς και τους λόγους για τους οποίους συχνά αποτυχάνουν να μάθουν ό,τι ζητείται από αυτούς. Οι συμμετέχοντες θα έχουν τη δυνατότητα να σχεδιάσουν εκπαιδευτικές δραστηριότητες που ευνοούν την ουσιαστική και μετασχηματιζούσα μάθηση (transformative learning).

**April 26, Saturday**

8:30 – 9:00 Opening, welcome, introductions, agenda
9:00 - 10:30 Theoretical Framework: Kegan’s Constructive-Developmental model and «immunity to change»
10:30 - 10:50 Break
10:50 – 12:30 Mapping the immunity - Part One: The 4-column exercise
12:30 – 13:45 Lunch
13:45 – 15:00 Mapping the immunity - Part Two: The 4-column exercise
15:00 - 15:20 Break
15:20 – 16:30 Insight Work: Biography of the «Big Assumption»; designing next steps
16:30 – 17:30 Action Work: Overcoming the immunity: planning S.M.A.R.T. activities
April 27, Sunday

8:30 – 9:00 Opening

9:00 – 10:30 «Engaging the Adult Brain»—how and why adults don’t always learn what we intend

10:30 – 10:50 Break

10:50 – 12:00 Reflection on practice—what could be done differently

12:00 – 13:00 Lunch

13:00 – 14:00 Presenting reflections

14:00 – 14:30 Future focus: what was learned and next steps.

Note: Robert Kegan’s «Immunity to Change»™ activity (co-constructed with Lisa Lahey) is based on his constructive developmental model of adult development. Dr. Kegan is Professor of Adult Learning and Professional Development at the Harvard University Graduate School of Education. His research and publications on the development of mental capacities in adulthood—The Evolving Self (Harvard University Press); In Over Our Heads (Harvard University Press)—have had an international influence in many fields, including management, leadership studies, and organizational learning.

Presenters:

Kathleen Taylor, Ph.D., is Professor in the Doctoral Program in Educational Leadership at Saint Mary’s College of California and author of the award-winning Developing Adult Learners (Jossey-Bass). She recently spent six months in Athens on a Fulbright Scholar Grant, consults internationally and presents professional development workshops focused on adult development and learning, adult educators’ practice, and learning and the adult brain.

David Zeitler, MA, MBA is a certified Immunity to Change coach and the Director of Coaching Kegan and Lahey’s firm Minds at Work. He is also the founding director of Zeitler Executive Dynamix and has used the «4-column» process with participants in profit-making and non-profit organizations in various fields including healthcare, education, government and strategic consulting.
DAVID M. ZEITLER, MA, MBA
1243 S. 22nd St. ♦ Philadelphia, PA 19146
(215) 301-9374 ♦ david@mindfulnesscoach.biz

STRENGTHS

- Executive Coaching to Development Goals
- Skilled Workshop Leader & Public Speaker
- Creator of Evidence-Based Learning Programs

COACHING, PSYCHOLOGY, & PUBLICATIONS

- Director of Coaching for Harvard-Based Consulting Firm (Minds at Work)
- Leadership Trainer, Integral Institute’s Professional Seminar Series

Book

Journal Articles

EDUCATION

Professional: Minds at Work; Cambridge, MA
Immunity to Change Coach ♦ Professional Certification; July, 2010

Graduate: John F. Kennedy University; Pleasant Hill, CA
MBA Leadership Development ♦ December, 2010
The California Institute of Integral Studies; San Francisco, CA
MA East-West Psychology ♦ May, 2000

College: The University of Delaware; Newark, DE
BA Neuroscience ♦ May, 1996
WORK EXPERIENCE

Zeitler Executive Dynamix

- President & CEO (August, 2010 – Present)
- Organizational Development Solutions for Executives
- Leadership Transformation & Team Building Programs
- Recognized Leader of the Unique & Powerful Immunity to Change System

Minds at Work

- Director of Coaching (November, 2011 – Present)
  Principals – Dr.’s Robert Kegan & Lisa Lahey
  (617) 491-2656
- Software (Smartphone) Training App Development
- Strategic Planning & Business Development
- Training to & Coaching of Coach Trainees
- Curriculum Development

John F. Kennedy University

- Associate Professor (August, 2006 – June, 2011)
  Chair - Dr. Sean Esbjörn-Hargens (925) 969-3517
- Director, Program Accreditation Review (WASC)
- Online & hybrid e-learning solutions for adult learners

Integral Institute

- Assistant Director, “Integral Psychotherapy Center” (April, 2003 – June, 2007)
  Director - Dr. Bert Parlee (415) 233-2238
- Developed seminars & workshops for working professionals
- Produced & ran multiple learning programs for seminars & workshops

- Associate Editor, “Journal of Integral Theory & Practice” (April, 2002 – June, 2008)
  Supervisor – Dr. Sean Esbjörn-Hargens (707) 874-9642
- Developed materials for peer-reviewed journal
- Edited submitted papers for scholarship & final review process

- Project Manager, “Human Change Processes Project” (September, 2000 – August, 2002)
  Project Lead – Dr. Richard Mann (734) 213-7075
- Developed online template for empirical study evaluation
- Evaluate empirical studies for inclusion in database

The Capital Grille

- Consistently in top 10% of sales force

Paoli Memorial Hospital & Bryn Mawr Hospital

  Supervisor – Lorraine Winsey (610) 648-1095
- Group & individual psychotherapy for dual-diagnosis population
- Created unique tools for “brief” therapy in locked psychiatric wards
Shaolin Temple Overseas Headquarters
- Lay-Monk
  Supervisor – Head Abbott Shr Guolin
  Meditation on sutras & koans
  Martial arts assistant instructor

California Institute of Integral Studies
- Developmental Psychology Seminar Assistant
  Supervisor – Dr. Bert Parlee (415) 233-2238
  Assisted in the development & maintenance of a graduate psychology seminar
  Assisted esteemed visiting scholars with their presentations

Student Enterprises Driveway Sealing
- Owner/Operator
  Created and operated a successful business in DE and NJ
  Oversight of all business operations to ensure profitability

Other
- Kung–Fu Black Belt: Jinwoo Northern Shaolin Style
- Tai–Chi Instructor: Chen Style
- Wine Aficionado: Northern California, Oregon, New Zealand
- Lover of Tennis, Impressionist Art, and the Porsche Motor Company
KATHLEEN TAYLOR
939 Shattuck Avenue
Berkeley, CA 94707
510-525-8118
ktaylor@stmarys-ca.edu

Teaching and Advising

Professor (2006-present) Saint Mary’s College of California, Graduate School of Education. Courses designed/taught:

✓ Redesigned “Qualitative Research” and designed and taught “Advanced Qualitative Research”
✓ Redesigned required doctoral courses "Applied Research I and II" (qualitative).
✓ Redesigned required doctoral course, “Literature Review.”
✓ Designed doctoral course, “Philosophical Foundations of Education”
✓ Redesigned required doctoral course, “Dissertation Proposal.”
✓ Created required doctoral course, “Learning and Leading” (Adult Development and Learning)
✓ Co-created undergraduate course, “Learning, Development, and Social Engagement: Seeing with New Eyes”

Professor (2000-2005; Associate Professor, 1994-1999; Assistant Professor 1992-1994) Saint Mary's College of California, School of Extended Education. Courses designed/taught:

✓ Redesigned required undergraduate course "Personal and Professional Assessment."
✓ Led interdepartmental design team for “Self-Management in the Workplace”—examining adult development theory as it applies to the changing workplace.
✓ Member of design team for "hybrid" Management degree (on-line and f2f); taught Self-Management on-line.
✓ Jan Term course, "Gender, Ways of Knowing, and Development."
✓ Weekend College course, "The Developing Self."
✓ Weekend College course, “Constructing Knowledge”—a capstone experience revisiting themes of development through narrative.
✓ Collaborated with interdisciplinary team (from Math and Philosophy departments) on design of Graduate Liberal Studies course, “The Technological Age: Science, Technology and Human Values.”
✓ “Collegiate Seminar—20th Century Thought,” using shared inquiry


Instructor (1973-1980) Santa Fe and San Diego Community Colleges. Designed and instructed continuing education courses in nutrition and consumer education,


Administration and Program Development

Chair, PLAAD (Prior Learning Assessment and Adult Development) (September 1992 –August 2005), Saint Mary's College of California, School of Extended Education.
Coordinate required courses in adult degree programs in Management, Health and Community Services, and Liberal Education for Arts Professionals (LEAP); continuously updated courses, wrote student and faculty materials, trained adjunct faculty, and assured consistency across off-campus sites. As of January 2001, additional responsibilities included directing the portfolio evaluation process, including training and supervising faculty who evaluate extra-mural learning for possible award of transcripted credit. Initiated and supervised transition from paper-based to on-line portfolio submission and evaluation.

Associate Dean (February 1985 - September 1988, concurrent with faculty position, see above), College of Undergraduate Studies, The Union Institute. Established San Diego Center, set up administrative systems, supervised full-time faculty and staff, recruited and trained adjunct faculty, maintained academic quality, directed experiential learning assessment, supervised budget, maintained communication with at-a-distance main administrative offices.

Awards
Fulbright Scholar Grant (Greece, Spring 2013). Give workshops/seminars related to adult development and learning; conduct research comparing effects of socio-historical foundations and current economic conditions on adult education in Greece and the U.S.

Philip E. Frandson Award (2001) for Developing Adult Learners—“for contribution to the literature and field of adult higher education,” by the American Associate for Adult and Continuing Education.

Degrees Earned

M.P.H. San Diego State University, Health Promotion.
B.A. The Union Institute/University Without Walls consortium, Nutritional Studies.

Consultant
On issues related to adult development, adult learning, faculty development, learning and the brain, prior learning assessment. Selected organizations include:

- Christchurch College of Education (New Zealand)-2000
- Deakin University, Australia (Geelong Campus)-1998
- De La Salle University, Manila, Philippines (Sept 2011)
- De Paul University, School for New Learning-1995
- International College, Naples FL-2003
- Oxford Brookes University (U.K.)-1994
- The Master's College, Santa Clarita, CA-1993
- San Diego State University, Department of English-1991
- San Diego State University, Department of Public Health-1991
- Trinity College, Vermont-1993
- University of Manitoba-2003
- University of South Florida, B.I.S. Program-1995
- Western Washington State University-2008

Editorial reviewing
✓ Manuscript reviewer, Journal of Transformative Education, 2011-present
Advisory board member, *Explorations in Adult Higher Education* (SUNY) (2010-present)


Consulting Editor, *Adult Education Quarterly*, 2006 – present


**Publications**

*Papers published in conference proceedings are included in the next section, "Papers Presented."*


“Teaching Adult Development to Developing Adults,” Research and Reflection, Vol. 1, No. 2, Oct. 1995 (e-journal of Gonzaga University)


Learning Environments for Women's Adult Development: Bridges Toward Growth (co-editor with Catherine Marienau), New Directions for Adult and Continuing Education, No. 65. San Francisco: Jossey-Bass, Spring 1995.


Contributed to State of California, Department of Education Report 85-35, "Oversight


**Papers Presented/Professional Workshops/Lectures**

*Professional Development Workshop* (co-presenter): “Mentoring with the Brain in Mind.” Center to Advance Education for Adults. DePaul University, Chicago IL. December 12, 2012


*Opening Plenary and Professional Development Workshop* (co-presenter): “Facilitating with the Brain in Mind” and “Learning—It’s a Brain Changer!” Australian Institute of Company Directors, Facilitators Conference, Melbourne, Australia, February 2012

*Professional development* (co-presenter): International Association of Collaborative Professionals, Trainers' Roundtable Pre-Forum Institute [on the brain and effective training techniques], San Francisco, CA, Oct 2011


“Prior Learning Assessment and Transformative Learning,” co-presenter, 8th International Transformative Learning Conference, Bermuda, November 2009.

“Teaching with the Adult Brain in Mind,” invited co-presenter, Learning and the Brain Conference, Boston, MA, April 2008.

Using Role-play (and Music, Poetry, and Drama) to Challenge Perspectives and Understand ‘Difference,’” co-presenter, 7th International Transformative Learning Conference, Albuquerque, NM, October 2007

“PLA: Fostering Change and Self-Directed Learning,” co-presenter, CAEL Conference, Boston, MA, November 2006


“Prior Learning Assessment as Transformative Learning,” co-presenter, Adult Higher Education Alliance, Boston, MA, October 2005.


“Reflection, Assessment, and Work-integrated Learning,” co-presenter, New Zealand Association for Co-operative Education, Inc. Asia-Pacific Regional Conference, Auckland, New Zealand, December 2004


“Self-reflective writing, reconstructive learning, and adult development,” co-presenter, AERC, Victoria, B.C., May 2004


“Beyond the Classroom: Transformative Learning to Transformative Living,” co-presenter, Transformational Learning Conference, NY, October 2003


"Developing Adult Learners," workshop, Powerful Learning and the Perry Scheme Conference, CSU Fullerton, January 2002.


*Professional weekend workshop: University of Manitoba, Adult and Continuing
Keynote address: Vermont College of Norwich University Spring Colloquium, Montpelier, VT, April 2001


"Developing Adult Learners." American Association for Adult and Continuing Education, Providence, RI, December 2000.


"Developing Adult Learners." Educational Innovation in Economics and Business, Newport Beach, June 2000.


“Mentoring with Development in Mind,” faculty development workshop, Walden University Summer Institute, Bloomington Indiana, July 1999


“Prior Learning Recognition and Adult Development,” Australian Association for Adult and Continuing Education, Fremantle, Australia, November 1998.


“Can We Promote Student Development On-line?” co-presenter, National Conference on Creating a Nation of Lifelong Learners, Washington DC, November 1997.

“Leadership, Cognitive Complexity, and Gender,” co-presenter, Berkeley Institute on Transformational Learning, July 1997

"Technology-Mediated Education and Its Role in Adult Student Development: Can We Combine ‘Hi-Tech’ and ‘Hi-Touch’?, co-presenter, Sixth Annual Conference of the Institute for the Study of Postsecondary Pedagogy, Lake Mohunk, NY, November, 1996.


"Teaching Adult Development to Developing Adults," Quality in Off-Campus Credit Programs, Orlando FL, October 1 - 3, 1994.


"Shift Happens: Education for Women’s Adult Development" National Association of

Guest lecturer: "Women and Education," Dept. Political Science, California State Univ. at Hayward, February 1993.


Keynote: "Why Hunger?" co-moderator, and workshop leader, Conference on World Hunger, United Methodist Church, Santa Rosa, April 1978.

College & University Committees:
Saint Mary's CILSA/Engaged Teaching Advisory Council (2010-12);
Admissions Committee Chair, EDAD (2010-present); Facilities Committee

[The Union Institute] Undergraduate Academic Senate Delegate to Union Council (1990-91); Academic Affairs Committee (1988-91); Alternate Presiding Officer, Academic Senate (1988-90); Dean's Council (1987-88); Chair, Policies and Procedures Committee (1986-87).

Service to College and Community


Continuing Professional Education


Professional Affiliations (current and past; partial list):
- Alliance/AHEA
- American Education Research Association
- American Association for Higher Education
- American Association of University Administrators
- American Association of University Professors
- American Association for Adult and Continuing Education
- Australian Association for Adult and Continuing Education
- Council for Adult and Experiential Learning
- International Consortium for Experiential Learning
- National Association for Women in Higher Education
- National Women’s Studies Association
- Professional and Organizational Development Network in Higher Education

References:
- Dr. Laurent Daloz,
The Whidbey Institute,
Clinton, WA

- Dr. Robert Kegan, Director,
Harvard Graduate School of Education

- Dr. Catherine Marienau, Professor,
School for New Learning, DePaul University