

Quelques ressources en lien
avec l'enseignement de la
pensée systémique
Par David King-Ruel

Experiential Learning and Transformational Change

Experiential learning is one of the most effective ways to promote positive change in individuals and organizations. The experiential learning model consists of cycles comprised of four basic steps: Act, Reflect, Reframe and Apply.

- *Act*: Experiential learning is based on actions and their observable results as the basis of learning.
- *Reflect*: Experiential learning provides an opportunity for participants to get feedback on their actions and explore the results, as well as, discover mental models.
- *Reframe*: When participants gain understanding of the impact of their actions they can change the mental frames that prevent them from achieving the results they want.
- *Apply*: Experiential learning makes learning transfer explicit: building clear linkages between the insights gained in the "artificial" learning process and the real world challenges facing the participants back on the job.
- Successful experiential learning processes usually run through this cycle two or more times to deepen integration of the learning

<http://www.greenbiz.com/research/report/2005/10/19/using-experiential-simulation-teach-sustainability>

Experiential Learning and Transformational Change

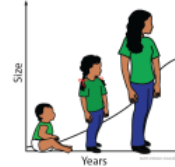
One of the sources of the power of experiential learning is that it engages the whole person, involving the participant's mental, emotional, and somatic intelligence. You might say experiential learning treats the person as a complex living system!. In this sense the medium is the message -- experiential learning may be the most ecological kind of learning experience other than real-life experience itself.

<http://www.greenbiz.com/research/report/2005/10/19/using-experiential-simulation-teach-sustainability>

Seeks to understand the big picture



Observes how elements within systems change over time, generating patterns and trends



Recognizes that a system's structure generates its behavior



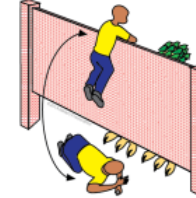
Identifies the circular nature of complex cause and effect relationships



Makes meaningful connections within and between systems



Changes perspectives to increase understanding



Surfaces and tests assumptions



Habits of a Systems Thinker



Considers an issue fully and resists the urge to come to a quick conclusion



Considers how mental models affect current reality and the future



Uses understanding of system structure to identify possible leverage actions



Considers short-term, long-term and unintended consequences of actions



Pays attention to accumulations and their rates of change



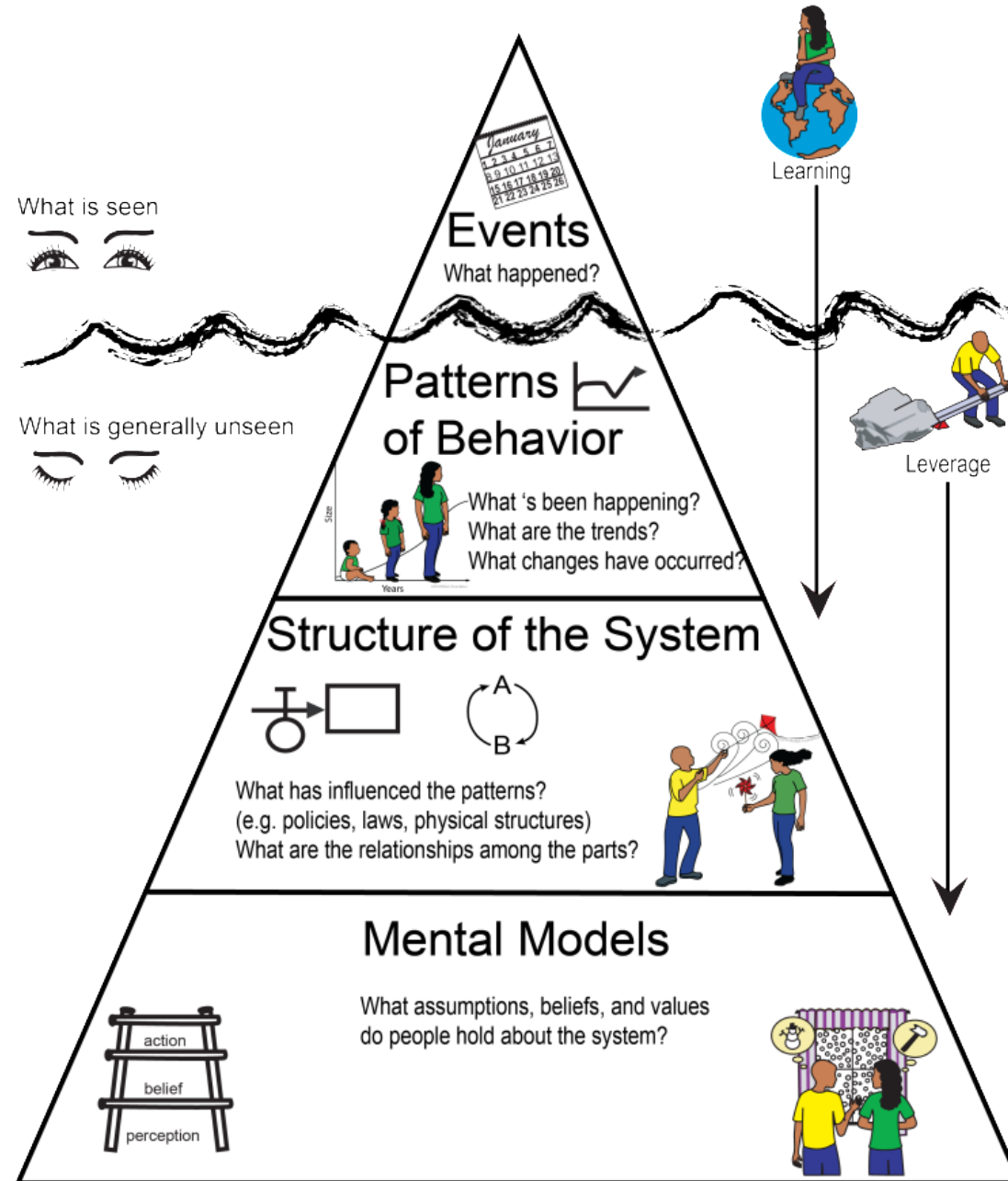
Recognizes the impact of time delays when exploring cause and effect relationships



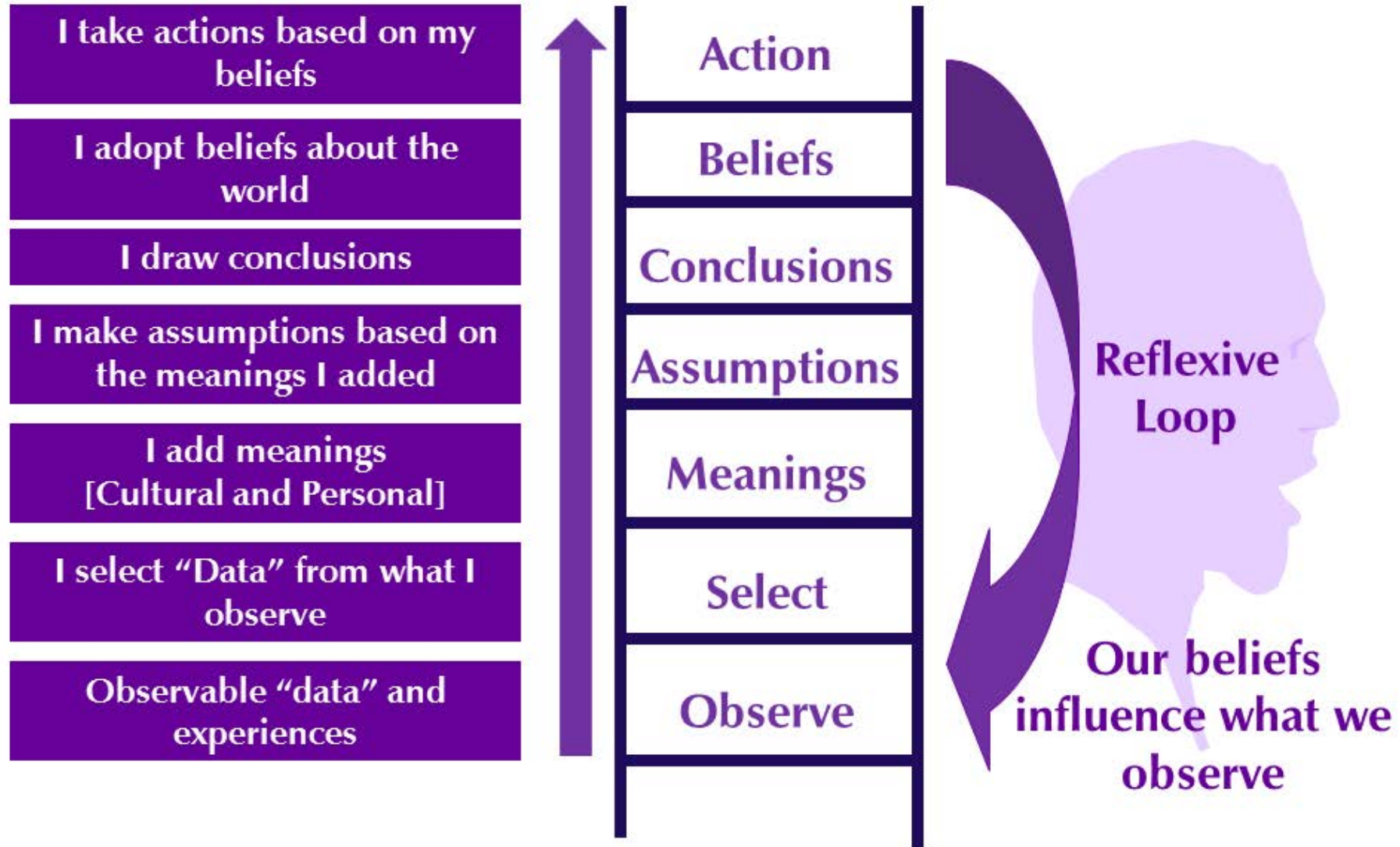
Checks results and changes actions if needed: "successive approximation"



Iceberg... Seeing What's Below the Surface



The Ladder of Inference



Waters Foundation

Une banque d'outils d'éducation à la pensée systémique, de la maternelle aux adultes

<http://watersfoundation.org/resources/>

Les archétypes systémiques

<http://watersfoundation.org/resources/archetypes/>