



Personal Professional Development

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This is not about how to
teach other people



This is about *your* personal
professional development

Three Principles:

- Interaction
- Usability
- Relevance



Methodology

- What it is
- Why we want it
- How to get it
- About / Types
- Principles
- Guerilla Tactics



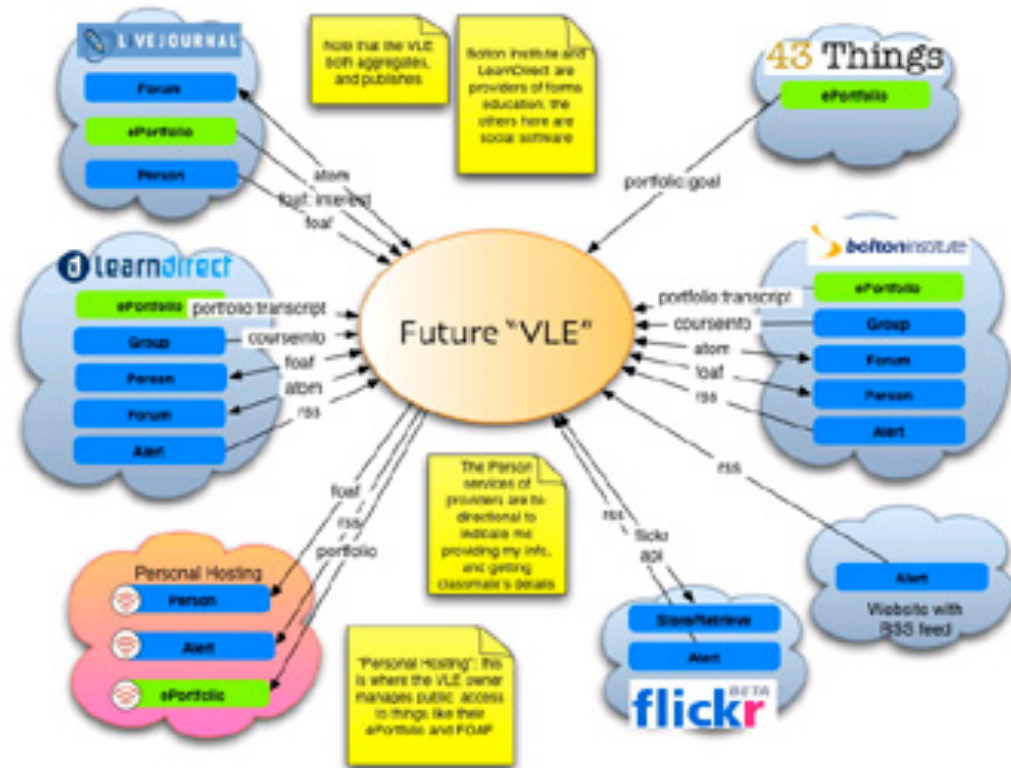


About Reality

- Principles and theories are not reality
 - they're just heuristic devices
- Reality is *complex* - let it go
- Theories are just *ways* to describe reality, not reality itself

Interaction

- participation in a learning community (or a community of practice) (or a network)





Interaction:

"... the capacity to communicate with other people interested in the same topic or using the same online resource."

- *Why do we want it?*
 - **Human contact ...**
talk to me...
 - **Human content ...**
teach me...

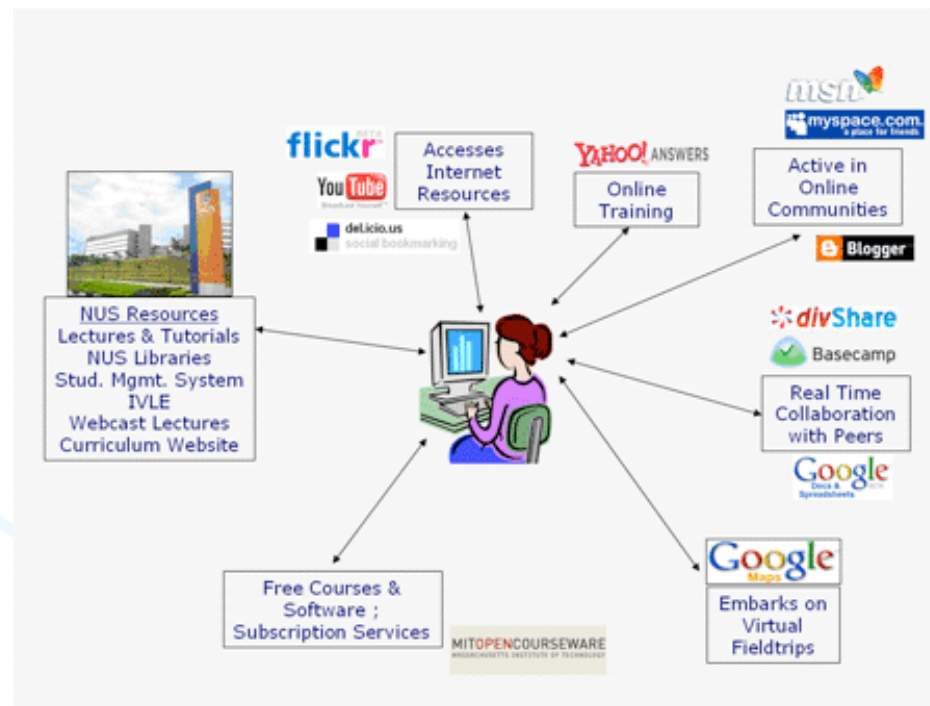
Interaction: How to Get It

- You cannot depend on traditional learning for interactivity...
 - Most learning based on the broadcast model
 - Most interactivity separated from learning



Interaction: How to Get It

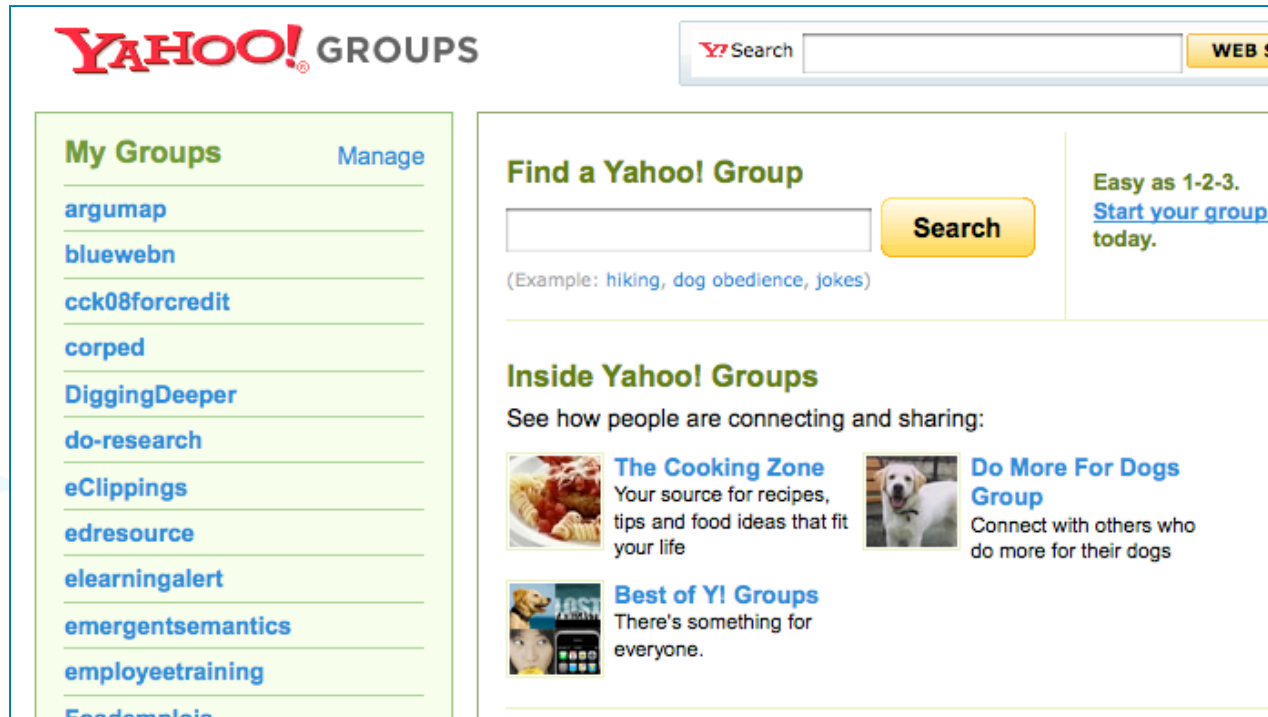
- Built your own interaction network
 - Place yourself, not the content, at the centre



<https://edtechpost.wikispaces.com/PLE+Diagrams?f=print>

Interaction: Your Personal Network

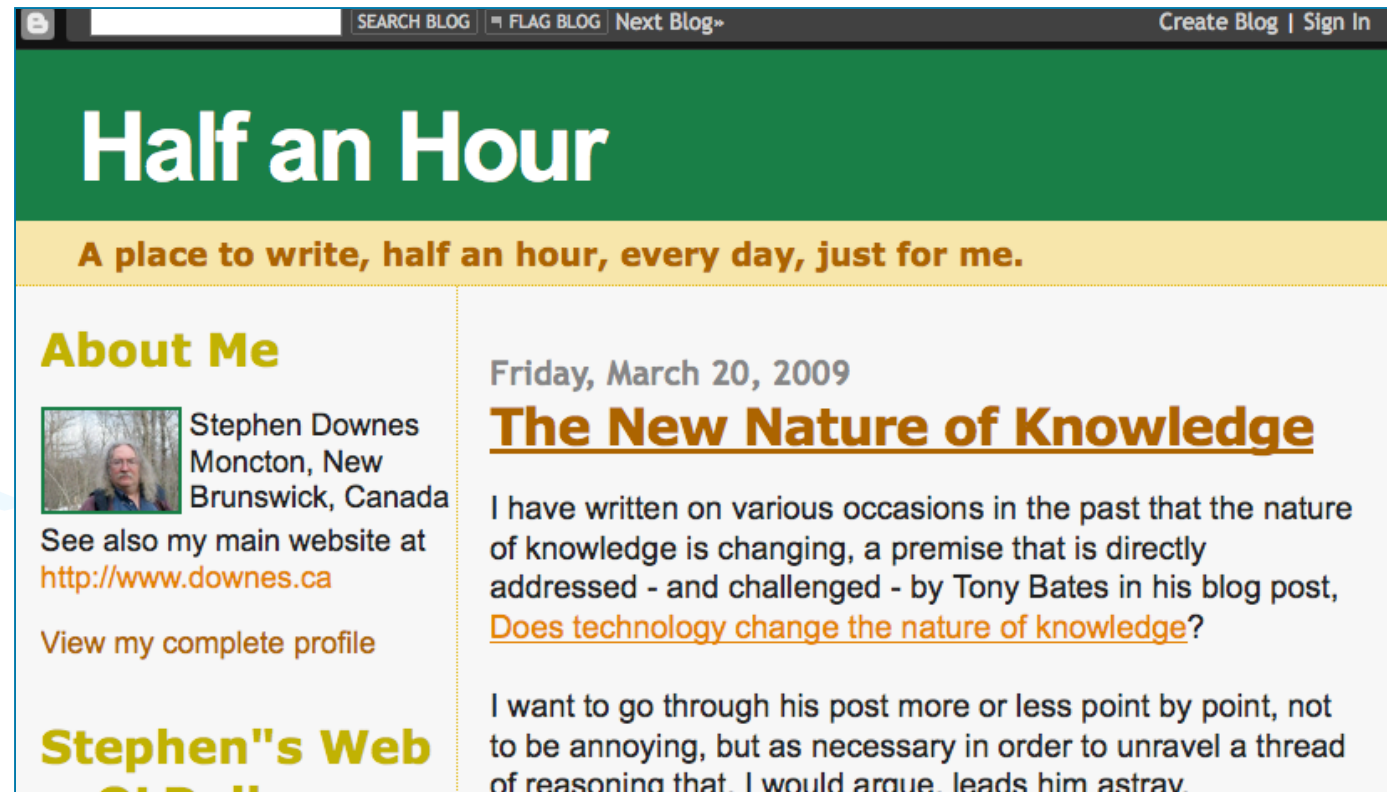
- Email and mailing lists – eg., DEOS, wwwedu, ITForum, IFETS, online-news, RSS-DEV...



The screenshot shows the Yahoo! Groups homepage. At the top left is the 'YAHOO! GROUPS' logo. To its right is a search bar with a 'Search' button and a 'WEB S' button. Below the logo, on the left, is a 'My Groups' section with a 'Manage' link and a list of group names: argumap, bluewebn, cck08forcredit, corped, DiggingDeeper, do-research, eClippings, edresource, elearningalert, emergentsemantics, employeetraining, and Eadempleis. On the right, there is a 'Find a Yahoo! Group' section with a search bar, a 'Search' button, and an example: '(Example: hiking, dog obedience, jokes)'. To the right of this is a box that says 'Easy as 1-2-3. Start your group today.' Below these sections is an 'Inside Yahoo! Groups' section with the text 'See how people are connecting and sharing:'. It features three group recommendations: 'The Cooking Zone' (Your source for recipes, tips and food ideas that fit your life), 'Do More For Dogs Group' (Connect with others who do more for their dogs), and 'Best of Y! Groups' (There's something for everyone.).

Interaction: Your Personal Network

- Weblogging – reading your subscriptions, leaving comments, longer responses in your own blog



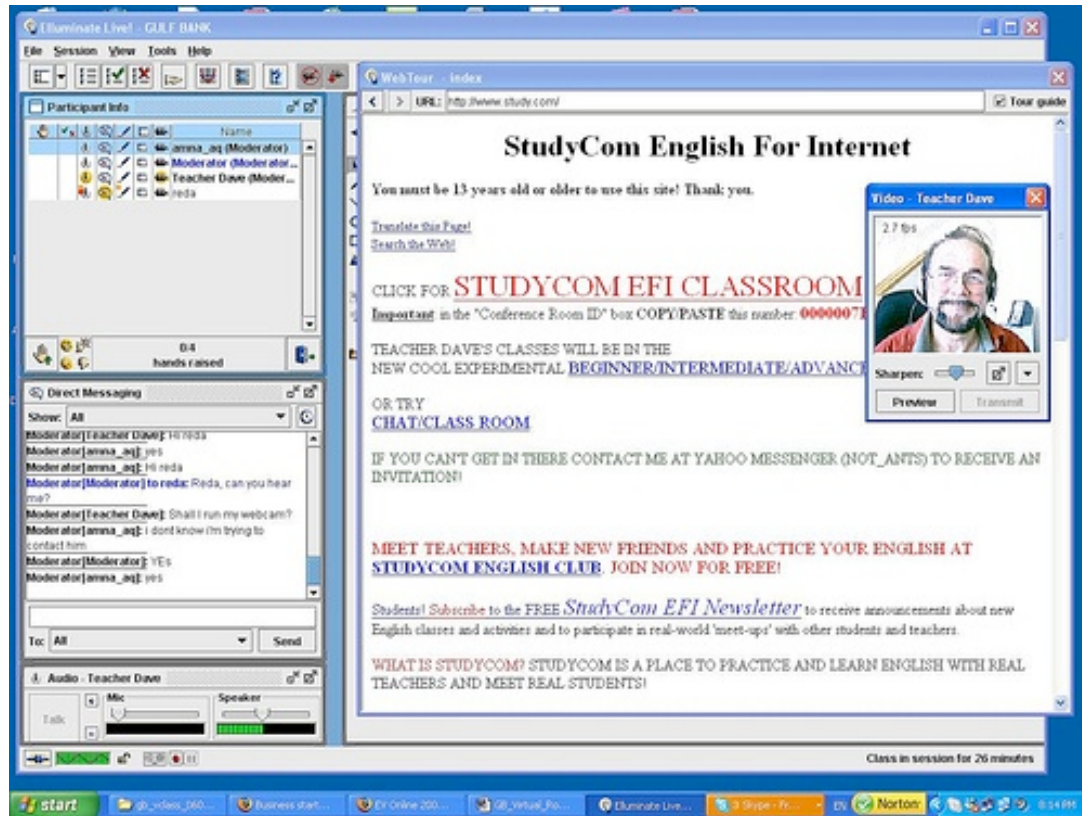
Interaction: Your Personal Network

- Personal communication – instant messaging, Skype, Twitter



Interaction: Your Personal Network

- Online Forums – Using, eg., Elluminate, Centra – examples, CIDER, Net*Working, EdTechTalk



Interaction: Principles

- Pull is better than push...
- Speak in your own (genuine) voice (and listen for authenticity)
- Share your knowledge, your experiences, your opinions
- Make it a habit and a priority



Interaction: Guerilla Tactics

- If interaction isn't provided, create it...
 - Eg., if you are at a lecture like this, blog it



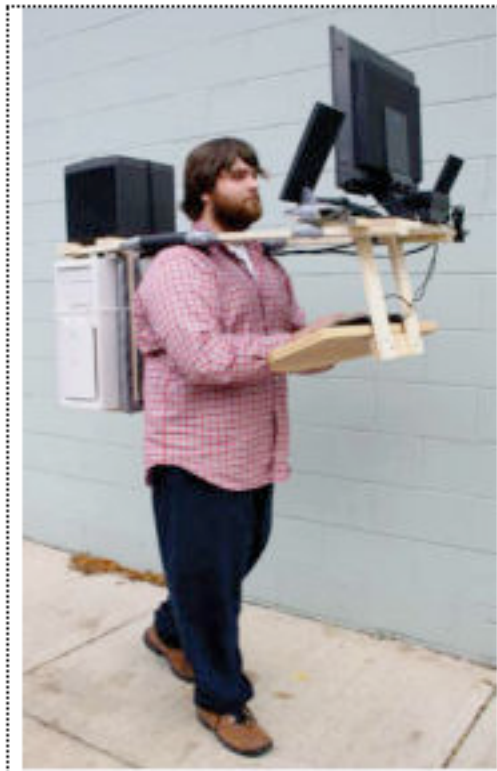
Interaction: Guerilla Tactics

- If your software doesn't support interaction, add it
 - Eg., embed Javascript comment, RSS in LMS pages



Relevance: Guerilla Tactics

- Route Around Blocking



OR





Network Formation

- Aggregate
- Remix
- Repurpose
- Feed Forward

Usability



simplicity and consistency



"... probably the greatest usability experts are found in the design labs of Google and Yahoo!"





- Elements of Usability

- **Consistency** ... *I know what to expect...*

- **Simplicity** ... *I can understand how it works...*



Consistency? As a Learner?

- Yes! Take charge of your learning...



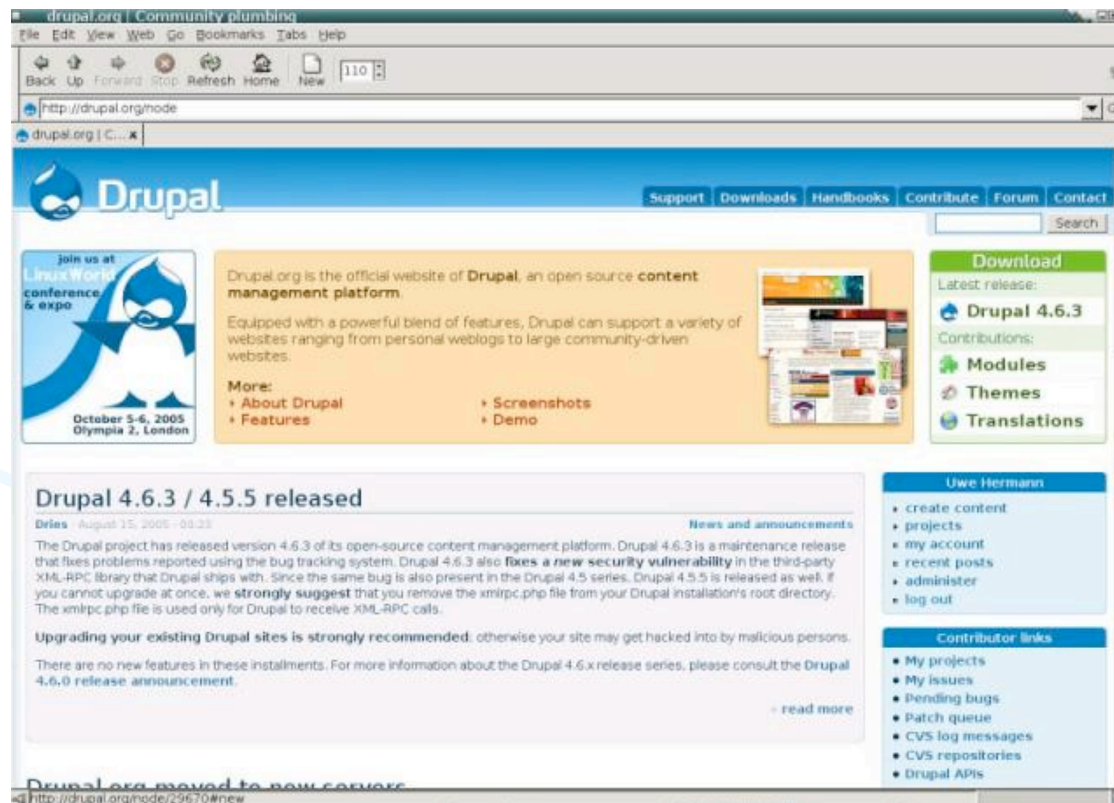
Consistency? As a Learner?

- Clarify first principles...
 - for example, how do you understand learning theory? Eg. [Five Instructional Design Principles Worth Revisiting](#)



Consistency? As a Learner?

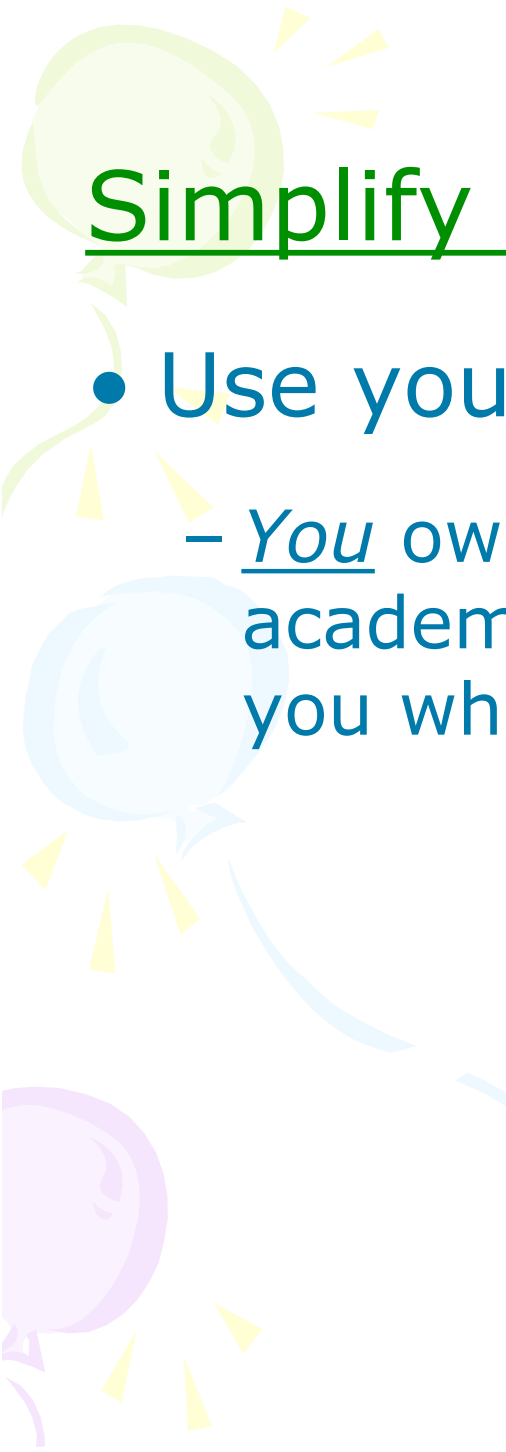
- Organize your knowledge
 - For example, build your own CMS (using, say, Drupal)



Simplify the Message

- Summarize, summarize, summarize
 - (and then put it into your own knowledge base)





Simplify

- Use your voice
 - You own your education
 - you will be the one who will benefit

- You own your language – don't let academics and (especially) vendors tell you what jargon to use



Simplify the Message

- Don't compartmentalize (needlessly)





Usability: Principles

- Usability is Social:

- Can you search your own learning?
- Do you represent similar things in similar ways?

- Usability is Personal:

- Listen to yourself
- Be reflective – eg., is your desktop working for you?

Usability: Guerilla Tactics

- Important: your institutional CMS is almost certainly dysfunctional – create your own *distributed* knowledge management system...



Usability: Guerilla Tactics

- Create a blog on Blogger, just to take notes



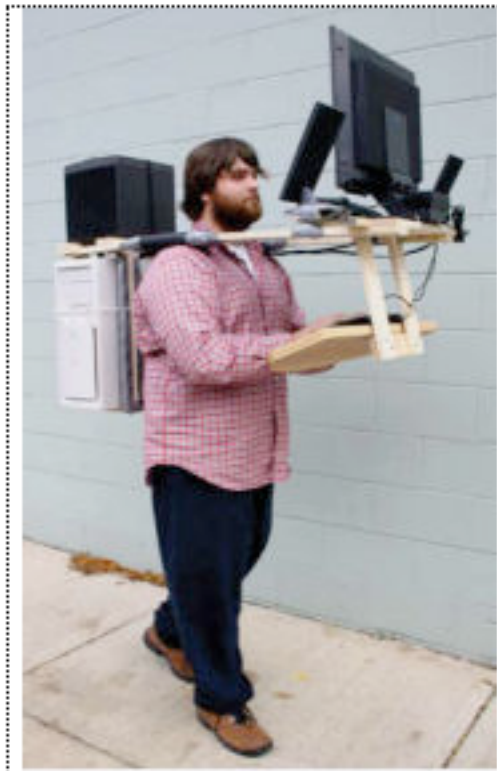
Usability: Guerilla Tactics

- Store photos on Flickr



Relevance: Guerilla Tactics

- Route Around Blocking



OR





Network Learning

- Principles of associativity: Hebbian learning, proximity, back-propagation, Boltzmann
- To teach is to model and demonstrate
- To learn is to practice and reflect

Relevance



Relevance – or *salience*, that is, learning that is important to you, now



Relevance:

"... learners should get what they want, when they want it, and where they want it "

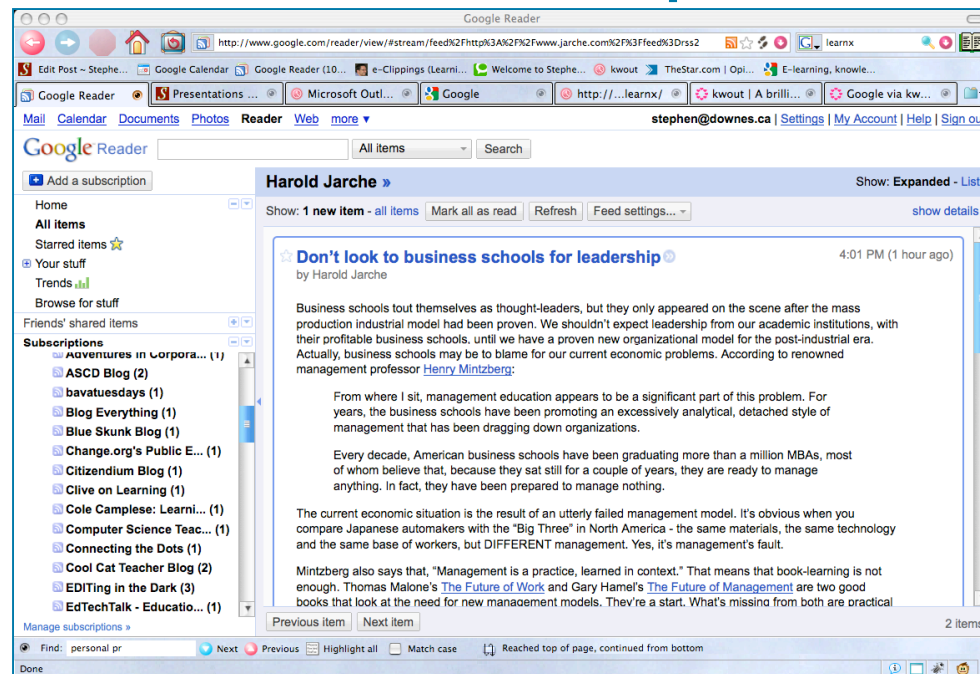
- Generating Relevance

- **Content** ... *getting what you want*

- **Location, location, location...**

Getting What You Want

- Step One: maximize your sources – today's best bet is RSS – go to www.google.com/reader, set up an account, and search for topics of interest





Getting What You Want

- Step Two: filter ruthlessly – if you don't need it now, delete it (it will be online somewhere should you need it later)

Getting What You Want

- Important: Don't let someone else dictate your information priorities – only you know what speaks to you



Getting It Where (and When) You Want

- Shun formal classes and sessions in favour of informal activities





Getting It Where (and When) You Want

- Do connect to your work at home (and even on vacation) – *but* – feel free to sleep at the office
 - Most work environments are dysfunctional
 - Your best time might not be 9 to 5 ...
 - Ideas (and learning) happen when they happen



Principles of Relevance

- Information is a flow, not a collection of objects
 - Don't worry about remembering, worry about repeated exposure to good information
- Relevance is defined by function, not topic or category
- Information is relevant only if it is available where it is needed

Relevance: Guerilla Tactics

- Develop unofficial channels of information (and disregard most of the official ones)





Relevance: Guerilla Tactics

- For example, I scan, then delete, almost all institutional emails (and everything from the director)

Relevance: Guerilla Tactics

- Create 'project pages' on your wiki (you have a wiki, right?) with links to templates, forms, etc.



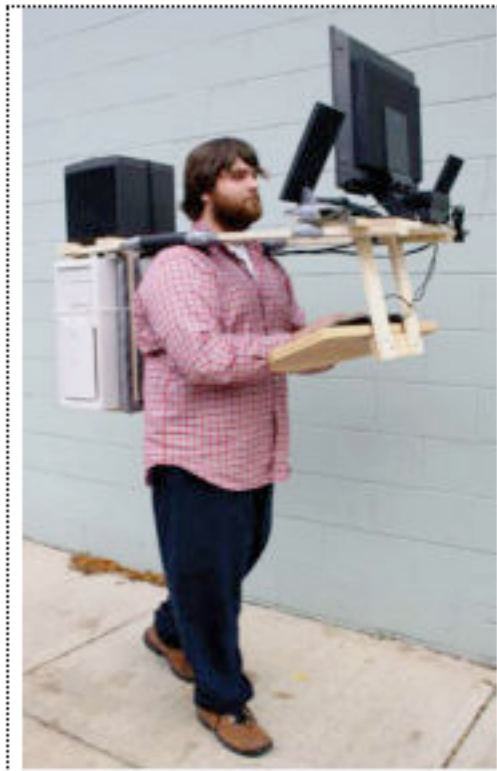
Relevance: Guerilla Tactics

- Demand access



Relevance: Guerilla Tactics

- Route Around Blocking



OR





Network Semantics

- Autonomy
- Diversity
- Openness
- Connectedness

What I'm Really Saying Here...

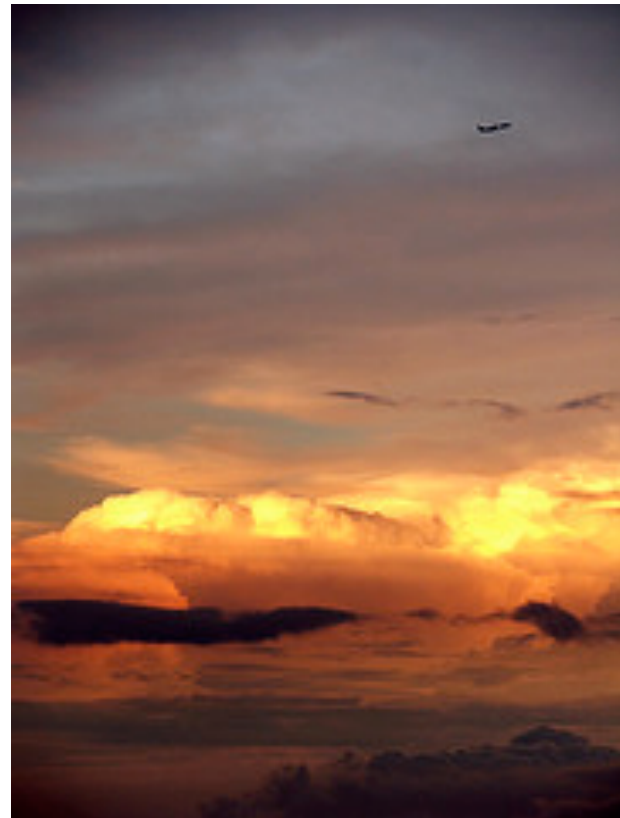
1. You are at the centre of your own
personal learning network





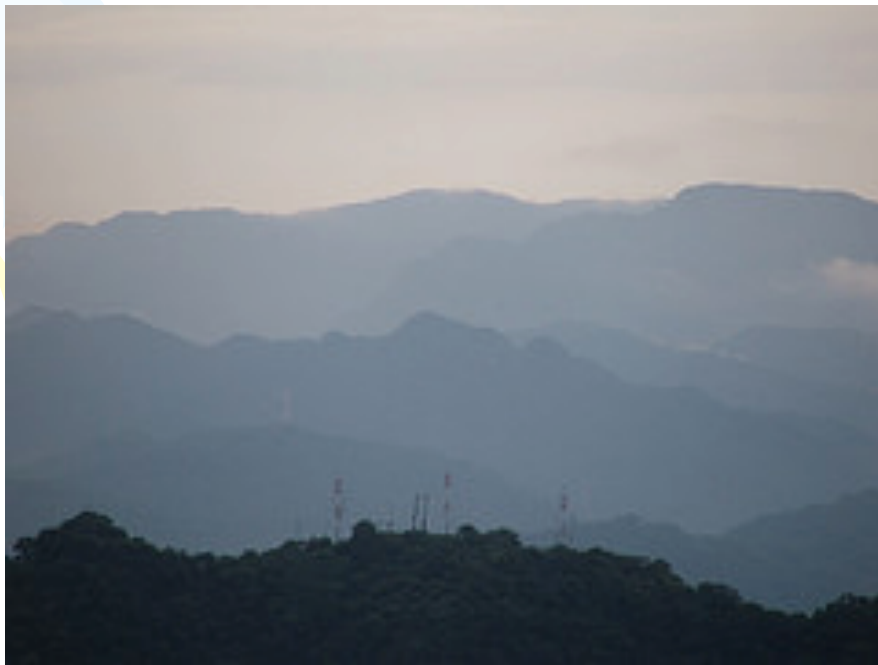
What I'm Really Saying Here...

2. To gain from self-directed learning
you must *be self-directed*



What I'm Really Saying Here...

3. These principles should guide *how we teach* as well as how we learn





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