The Only Constant is Change

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28'000 students (predominantly on campus)
1200 Academic Staff
18 Schools
4 Faculties
1854-1857 Dewsbury Waterworks and sundry water & gas contracts

Welcome Home
Heraclitus - (c. 535 – c. 475 BC)

"Nothing endures but change"

"Everything flows, nothing stands still"
What makes people resistant to change?

Text 104705 and your message to +447624806527
Tweet @digisim 104705
Submit responses at PollEv.com/digisim

Submit via Poll or Shout!

http://www.polleverywhere.com/free_text_polls/ATontiR9D5eT153
Models of Change
Stages of Grief: Kübler-Ross

Psychological Reactions to Change

Perceived negative change

Disbelief

Stubbornness
Anger

Awareness of reality
Insecurity, Blame

Learning new skills
Applying new skills

Letting go

Commitment
New focus

Denial
Resistance
Self Doubt
Acceptance
Exploration
Understanding
Integration

Adapted from the work of Elizabeth Kubler-Ross

Question Break?
Psychological Reactions to Change

Working Through the Resistance

Involvement
Psychological Reactions to Change

- Perceived negative change
- Disbelief
- Shock
- Denial
- Resistance
- Self Doubt
- Acceptance
- Exploration
- Understanding
- Integration

Adapted from the work of Elizabeth Kubler-Ross

Moving to integration | Guidance & Support
Psychological Reactions to Change

Adapted from the work of Elizabeth Kubler-Ross

Managing the Change

Staff Development
You will leave here with a problem solved. (Or at least halved).

1. Think of an activity in your job at the moment where you have resistance from a colleague or client.
2. Turn to your neighbour and tell them about it.
3. Ask your neighbour for one piece of advice to help the other party move towards acceptance.
It's all about content.
A bumpy road. No Quick Win
Stages of Grief: Kübler-Ross

Psychological Reactions to Change

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E-Learning Approach

• Developmental process
• Demonstrate benefits
• Shared experience
• Building foundations
• Changing attitudes
• Engaging academics
• Adapting & Evolving.
Example Activity within E-Learning Role

• Digital Literacy Embedding
  
  • [http://www.leedsmet.ac.uk/staff/files/UG_Embedding_Digital_Literacy.pdf](http://www.leedsmet.ac.uk/staff/files/UG_Embedding_Digital_Literacy.pdf)
  
  • [http://repository.leedsmet.ac.uk/main/view_record.php?identifier=6690&SearchGroup=Open+Educational+Resources](http://repository.leedsmet.ac.uk/main/view_record.php?identifier=6690&SearchGroup=Open+Educational+Resources)

• E-Learning Strategy & Implementation Plan

  • [http://www.leedsmet.ac.uk/staff/centre-for-learning-and-teaching.htm](http://www.leedsmet.ac.uk/staff/centre-for-learning-and-teaching.htm)

• Google Apps & Tablets - funding cross institutional projects.
Points for Discussion

Over to You
Motivations for Using Learning Technology

Student & Teacher
Potential Barriers

How do you overcome them?
Measuring Success

Outcomes?
The MOOC is coming..  So what?
http://www.timeshighereducation.co.uk/news/how-was-it-the-uk-s-first-coursera-moocs-assessed/2003218.fullarticle
Rockstar Teachers

What can we learn?
Questions ?