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# The Only Constant is Change

Simon Thomson - (@digisim)  
Head of E-Learning  
Leeds Metropolitan University



**LEEDS**  
METROPOLITAN  
UNIVERSITY



# Leeds Metropolitan University

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28'000 students (predominantly on campus)

1200 Academic Staff

18 Schools

4 Faculties





Welcome Home

What is this?




# Heraclitus - (c. 535 – c. 475 BC)

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"Nothing endures but change"

"Everything flows, nothing stands still"

# What makes people resistant to change?

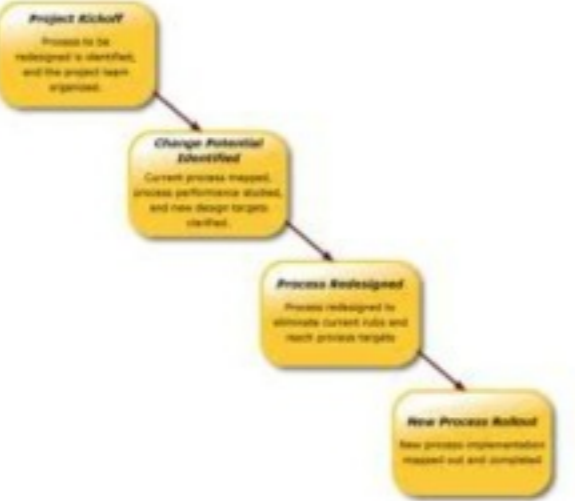
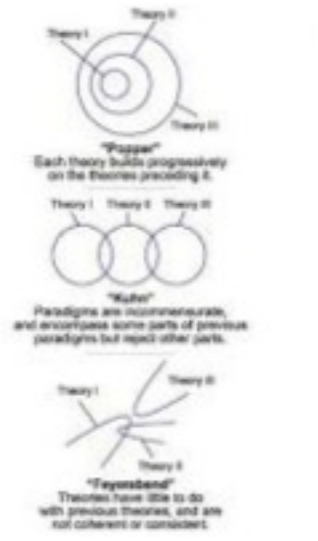
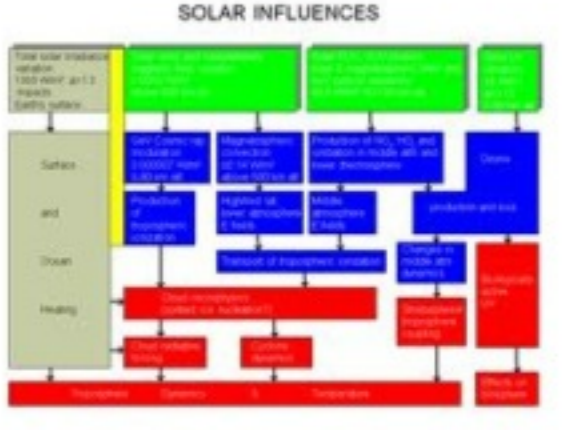
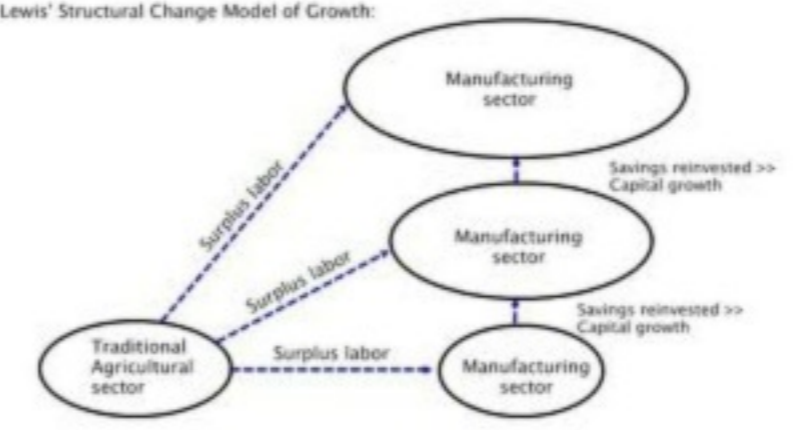
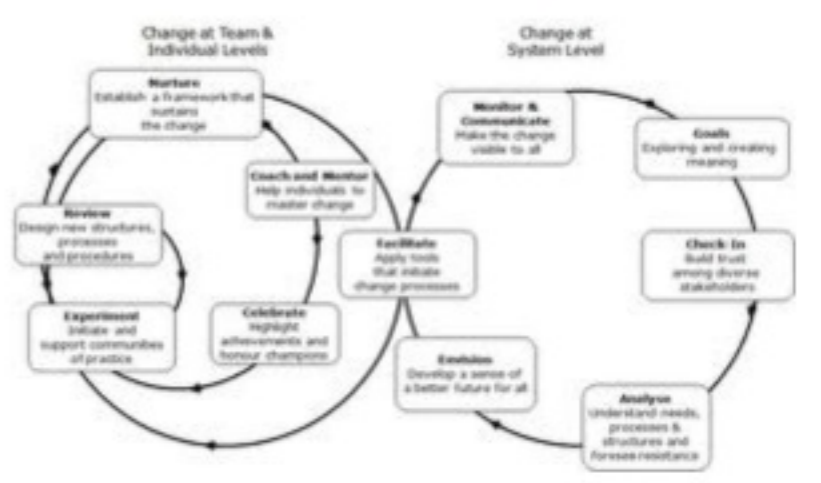
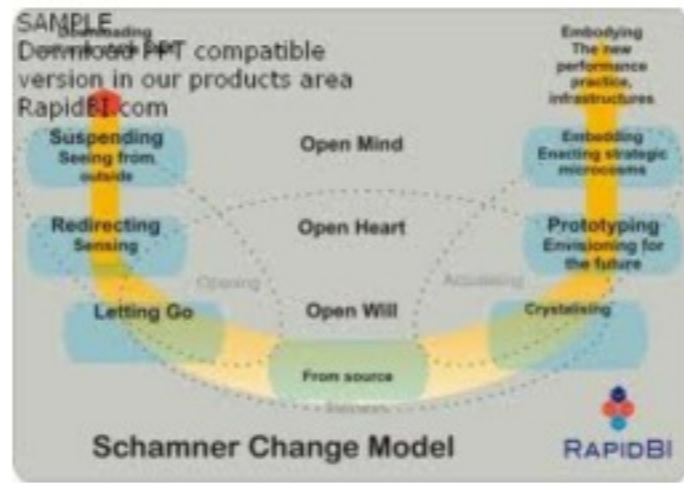
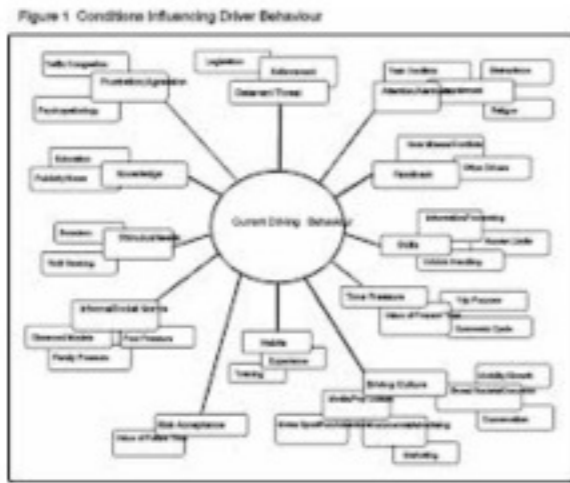
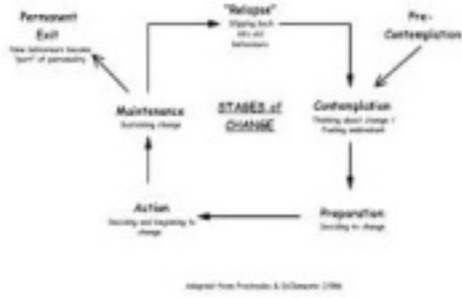
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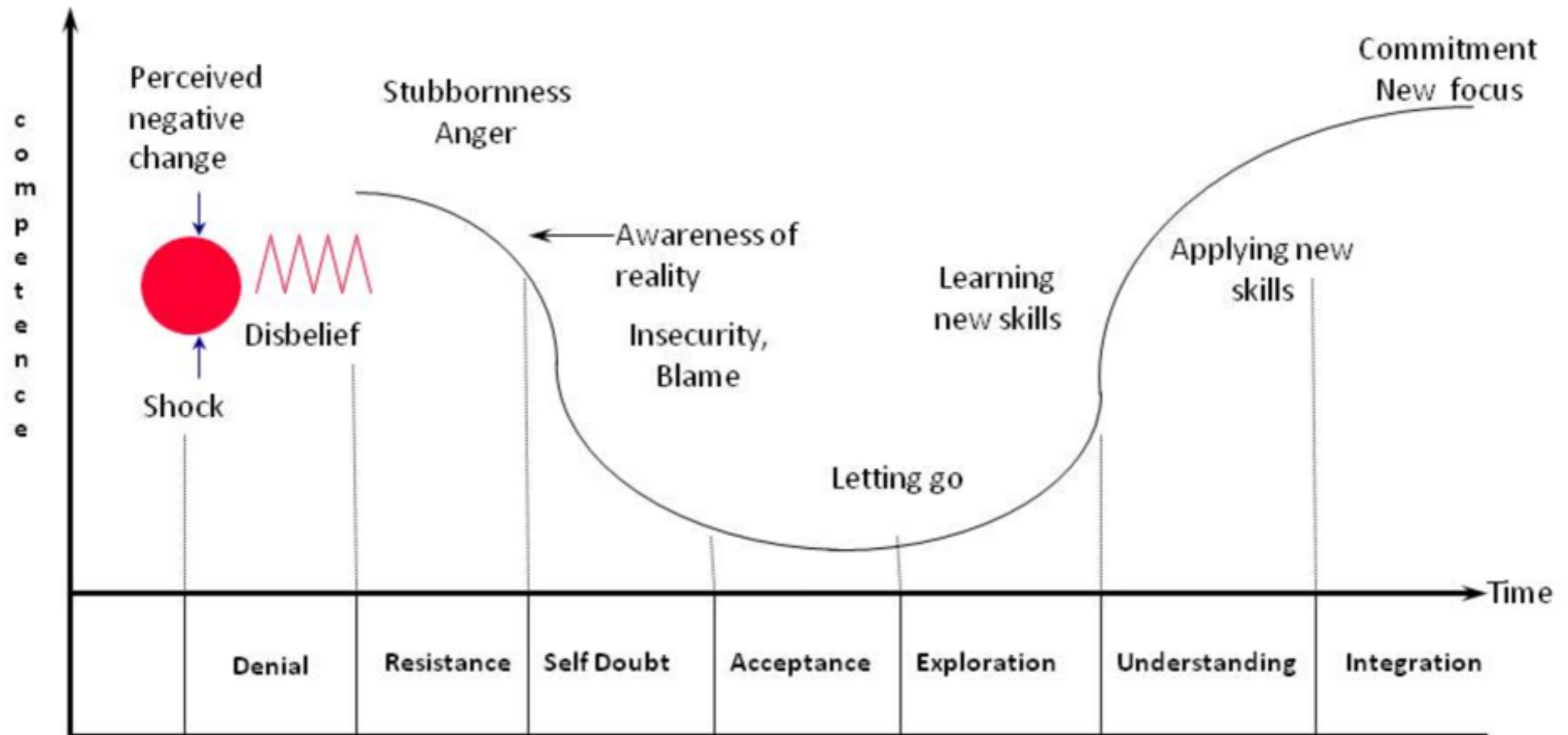
[http://www.polleverywhere.com/free\\_text\\_polls/ATontiR9D5eT153](http://www.polleverywhere.com/free_text_polls/ATontiR9D5eT153)



# Models of Change

# Stages of Grief: Kübler-Ross

## Psychological Reactions to Change



Adapted from the work of Elizabeth Kubler-Ross



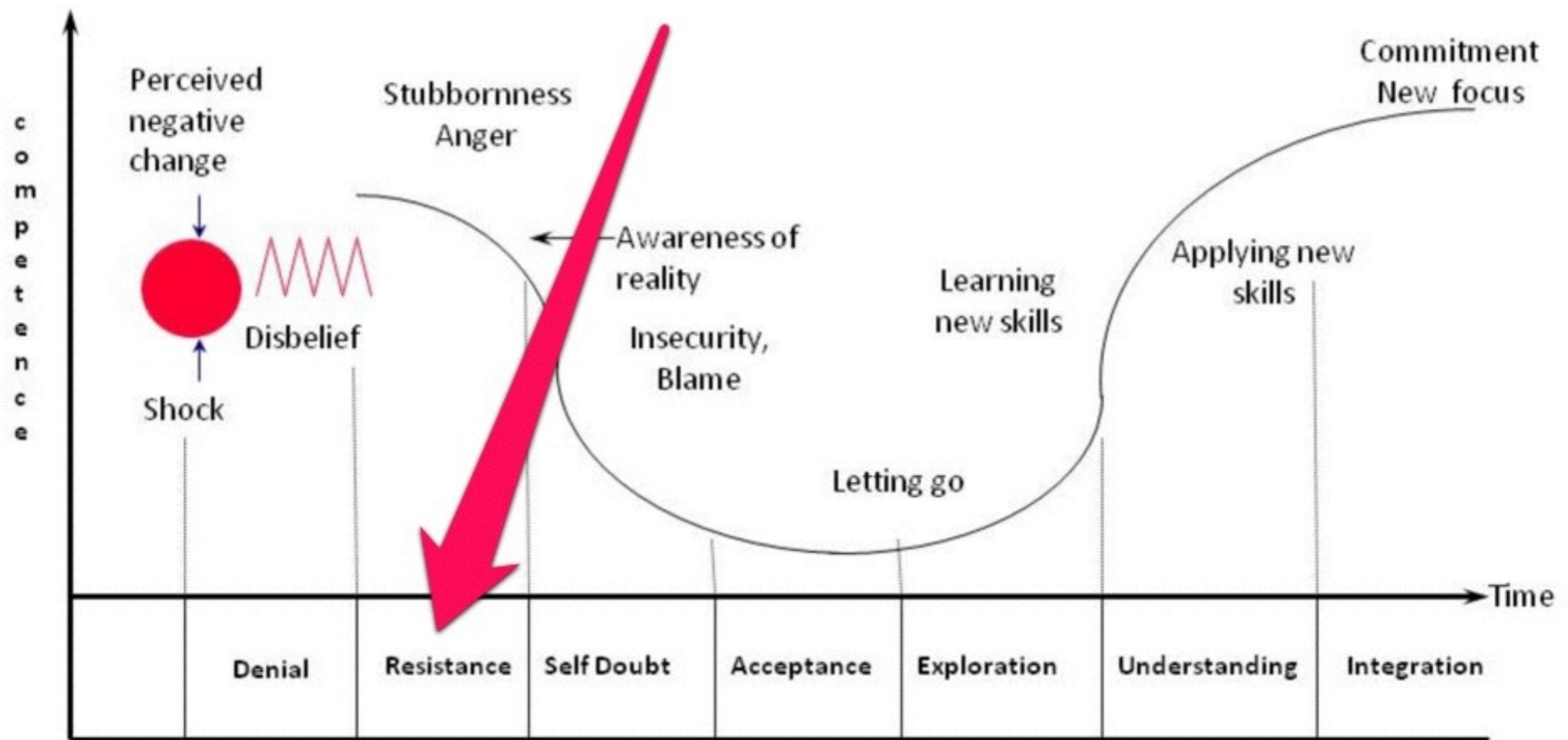


Pause  
Break

Question Break?



# Psychological Reactions to Change



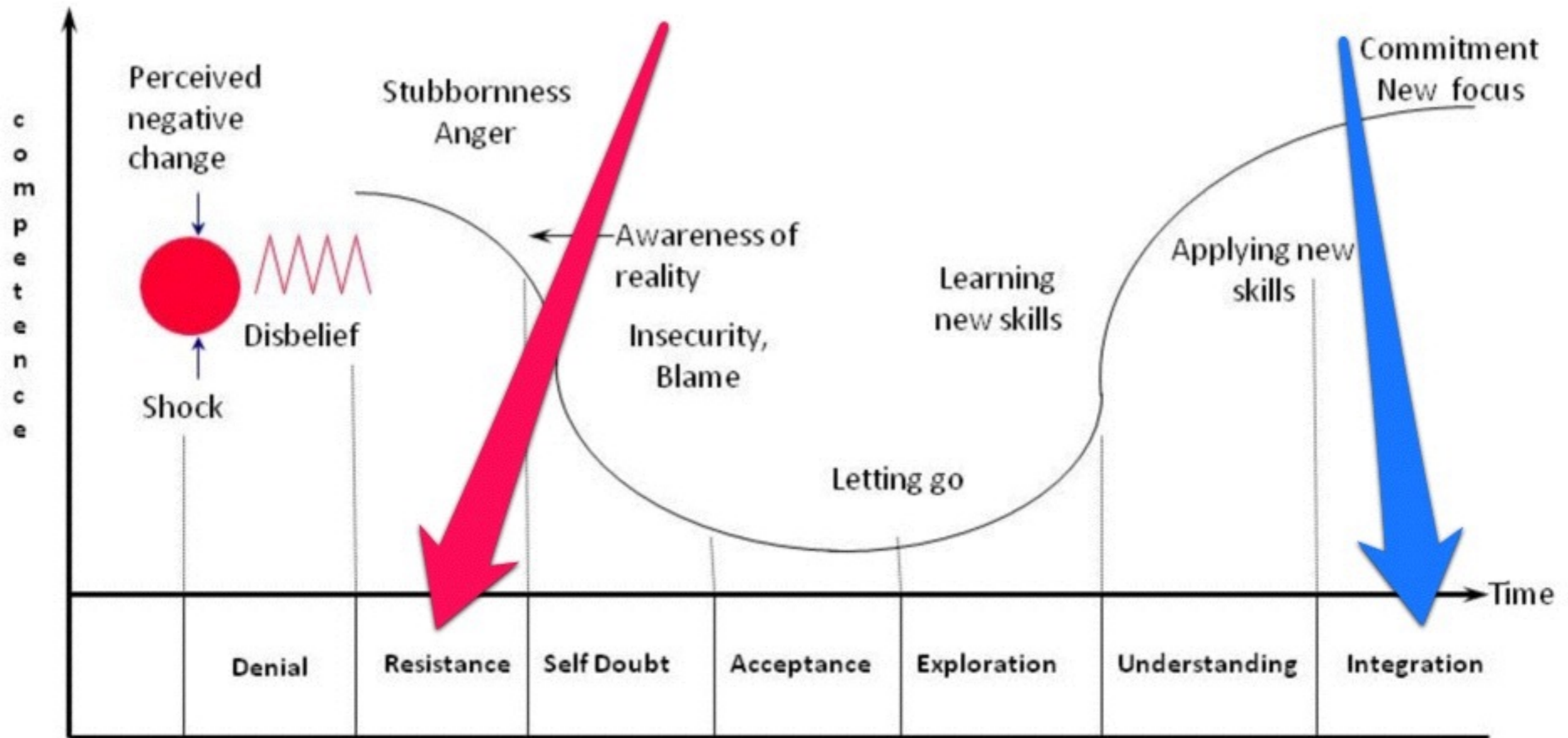
Adapted from the work of Elizabeth Kubler-Ross

Working Through the  
Resistance

Involvement



# Psychological Reactions to Change

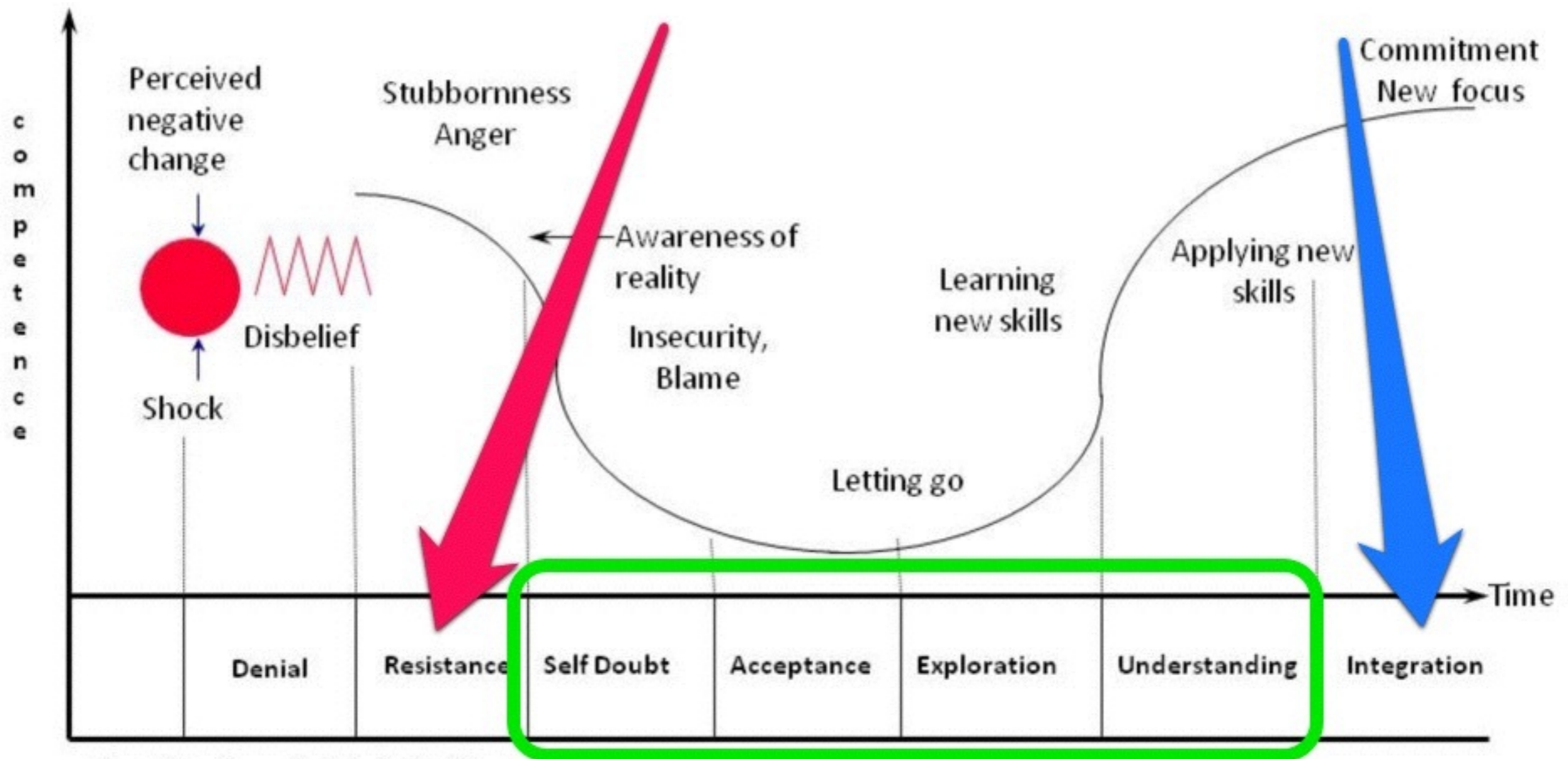


Adapted from the work of Elizabeth Kubler-Ross

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).

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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.





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www.flickr.com/photos/27774670@N07/8615176453/

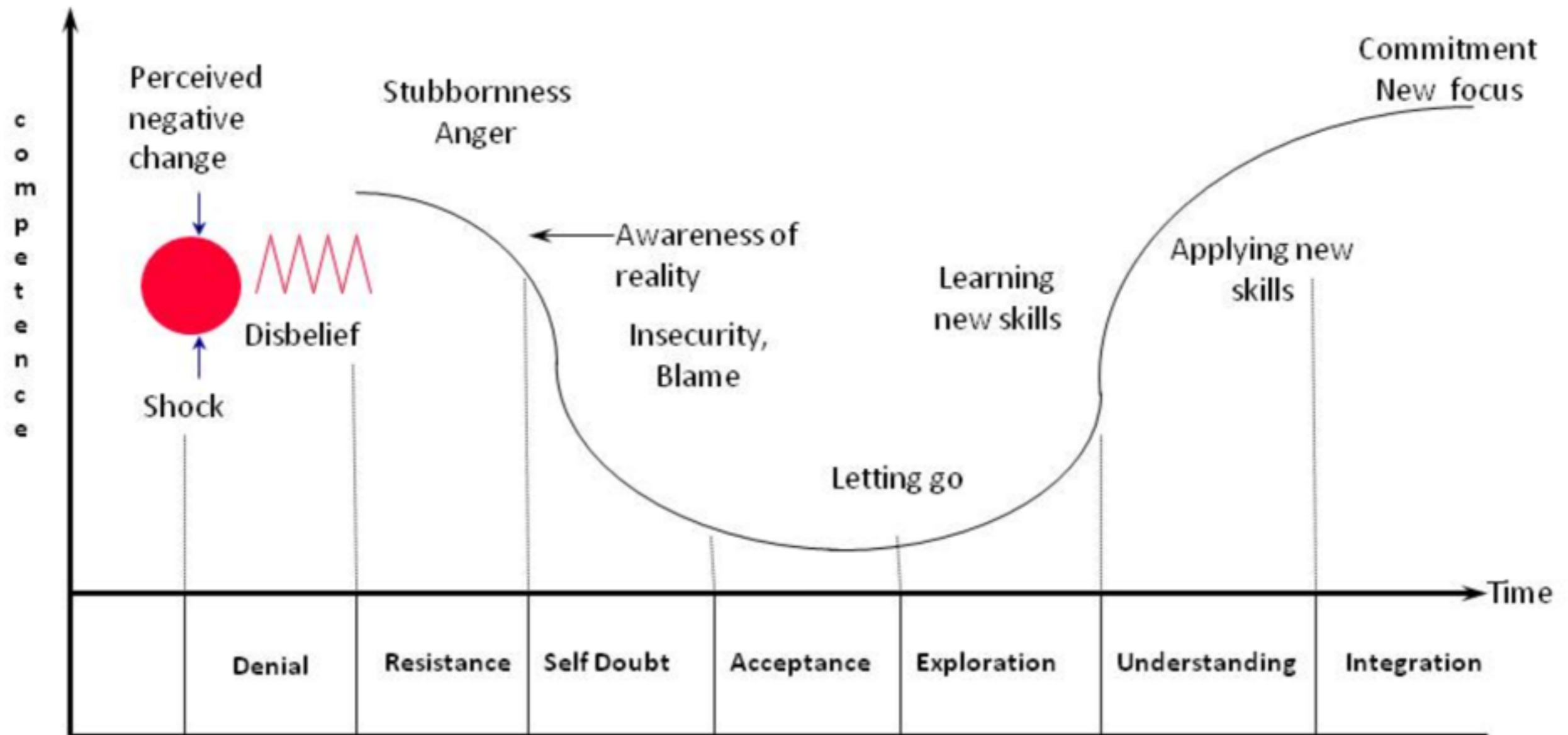
A bumpy road.

No Quick Win



# Stages of Grief: Kübler-Ross

## Psychological Reactions to Change



Adapted from the work of Elizabeth Kubler-Ross



# E-Learning Approach

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- Developmental process
- Demonstrate benefits
- Shared experience
- Building foundations
- Changing attitudes
- Engaging academics
- Adapting & Evolving.

LEARN  
from yesterday  
LIVE  
for today  
HOPE  
*for tomorrow*

ALBERT EINSTEIN

# Example Activity within E-Learning Role

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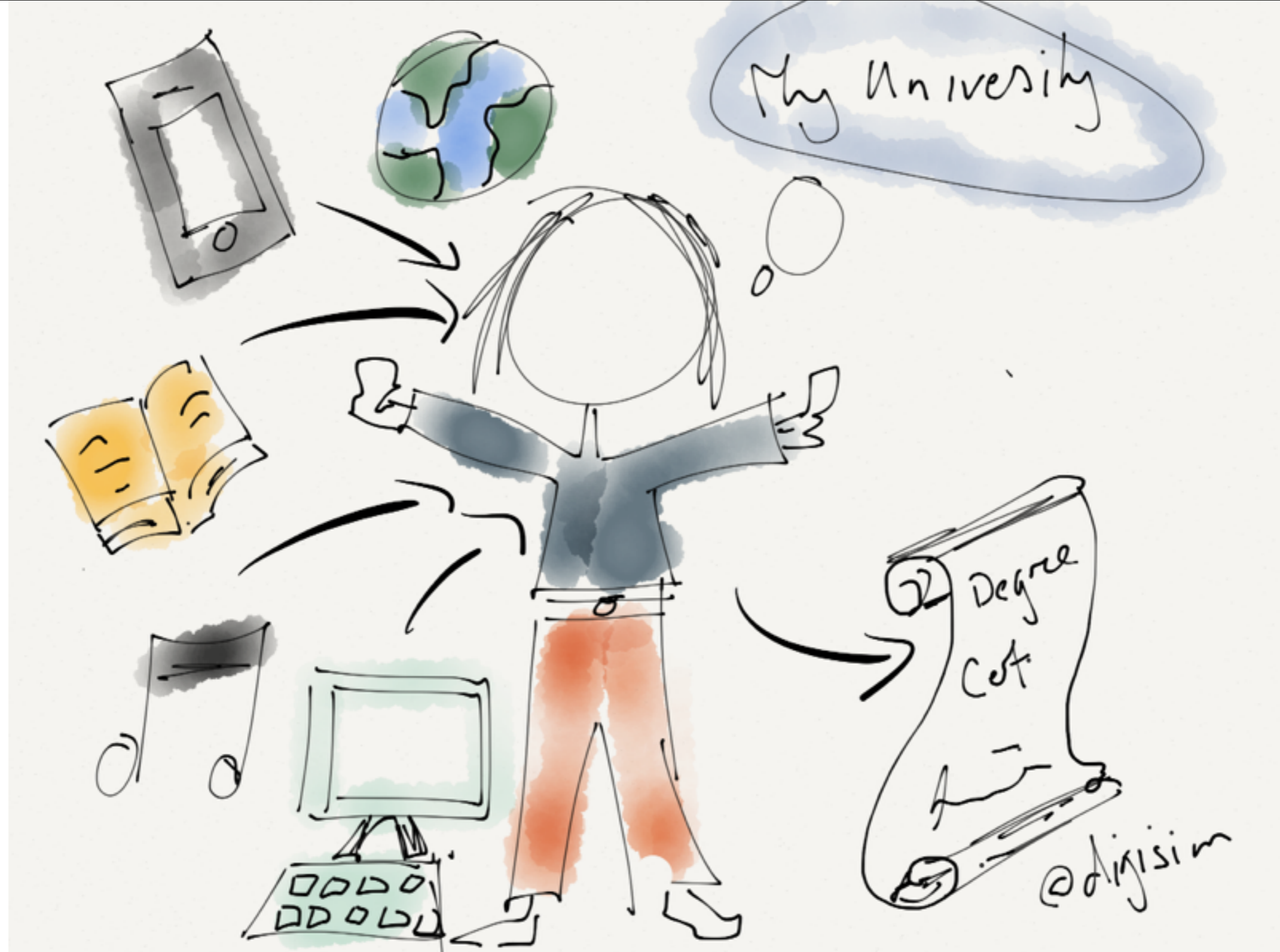
- Digital Literacy Embedding
  - [http://www.leedsmet.ac.uk/staff/files/UG\\_Embedding\\_Digital\\_Literacy.pdf](http://www.leedsmet.ac.uk/staff/files/UG_Embedding_Digital_Literacy.pdf)
  - [http://repository.leedsmet.ac.uk/main/view\\_record.php?identifier=6690&SearchGroup=Open+Educational+Resources](http://repository.leedsmet.ac.uk/main/view_record.php?identifier=6690&SearchGroup=Open+Educational+Resources)
- E-Learning Strategy & Implementation Plan
  - <http://www.leedsmet.ac.uk/staff/centre-for-learning-and-teaching.htm>
- Google Apps & Tablets - funding cross institutional projects.



Points for

Discussion

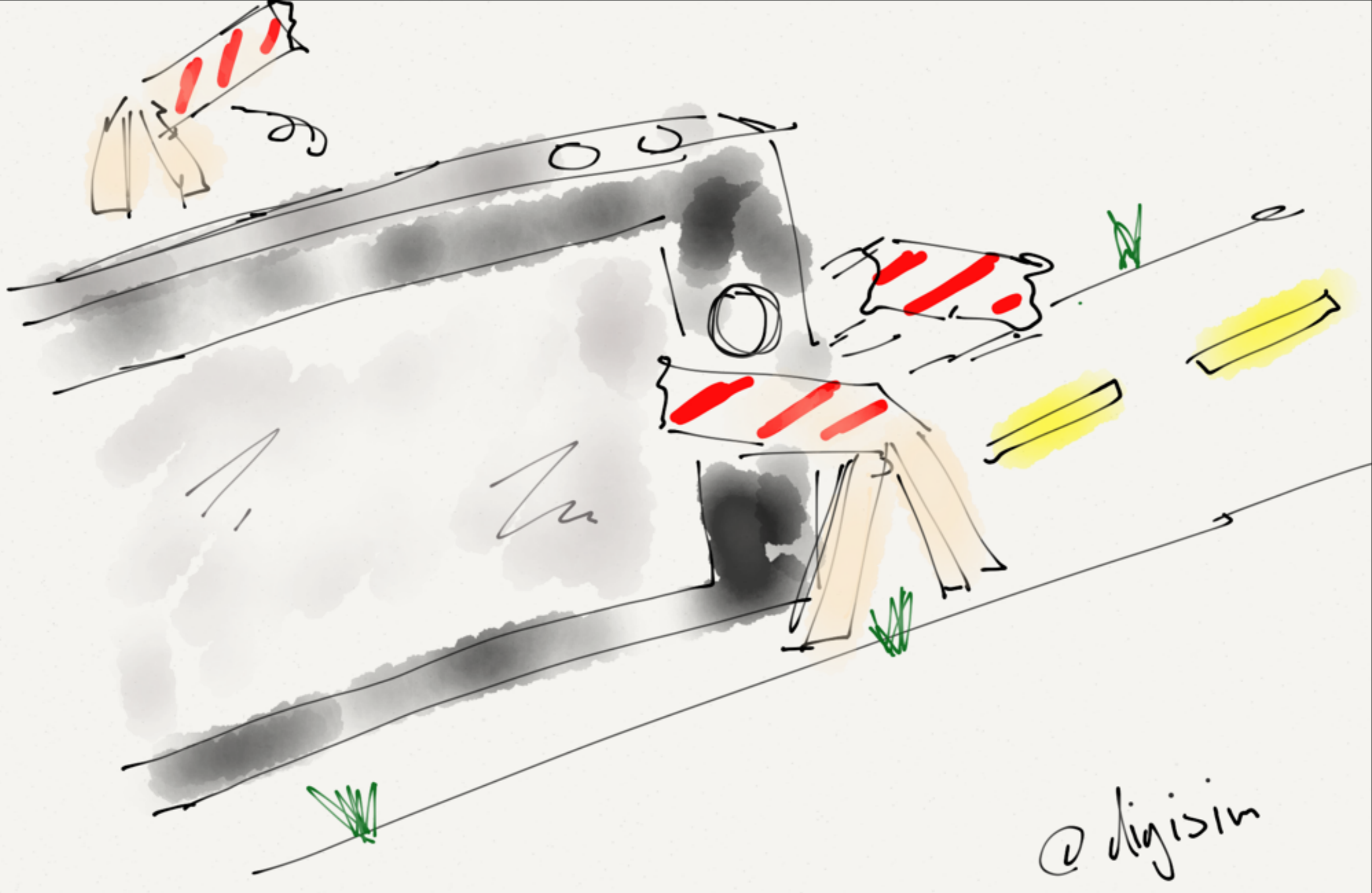
Over to You



# Motivations for Using Learning Technology

Student & Teacher





Potential Barriers

How do you overcome them?

# E-Learning

Goals of e

e-partfolio

VLE

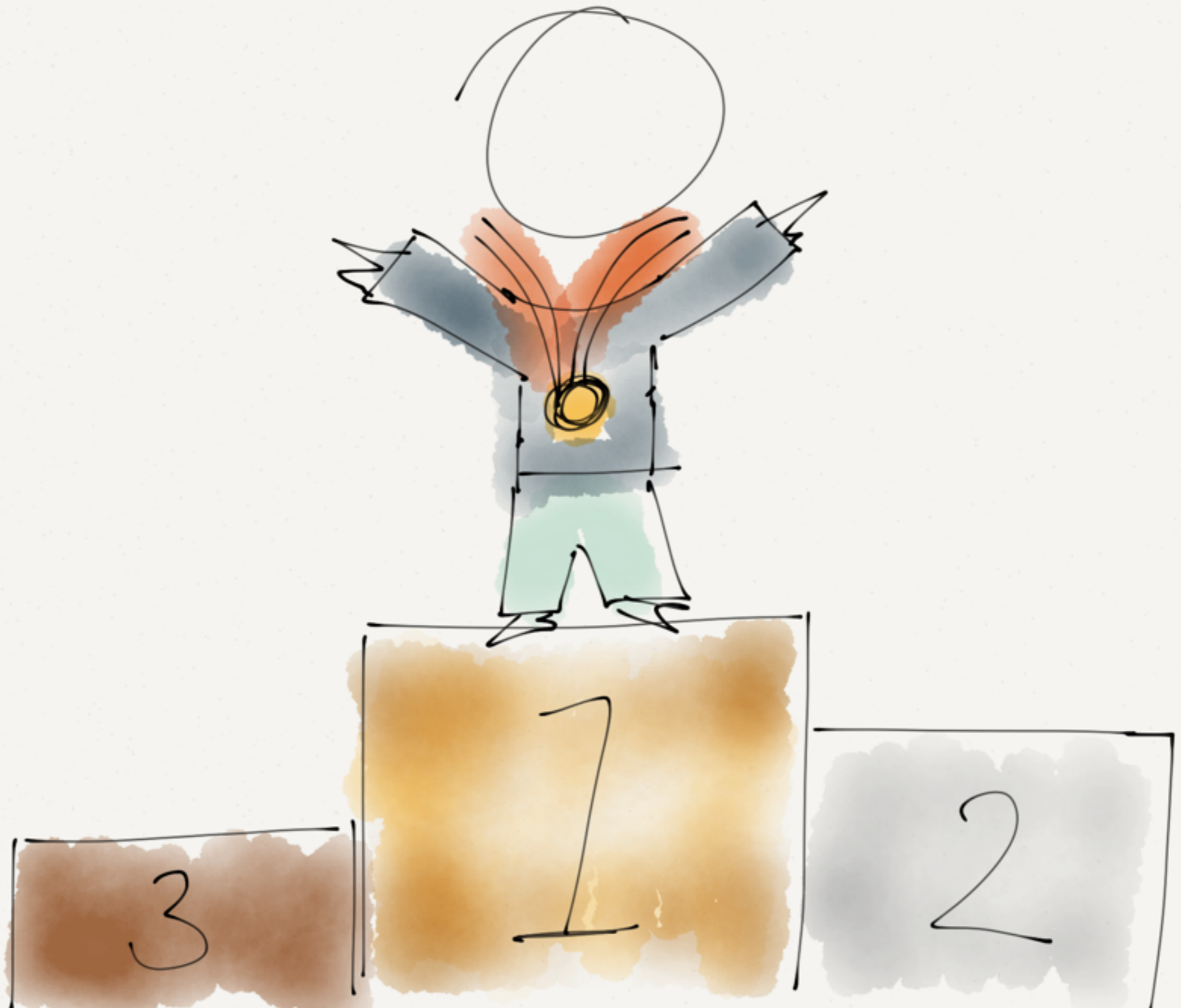
Classroom Tech

e-activities

social media

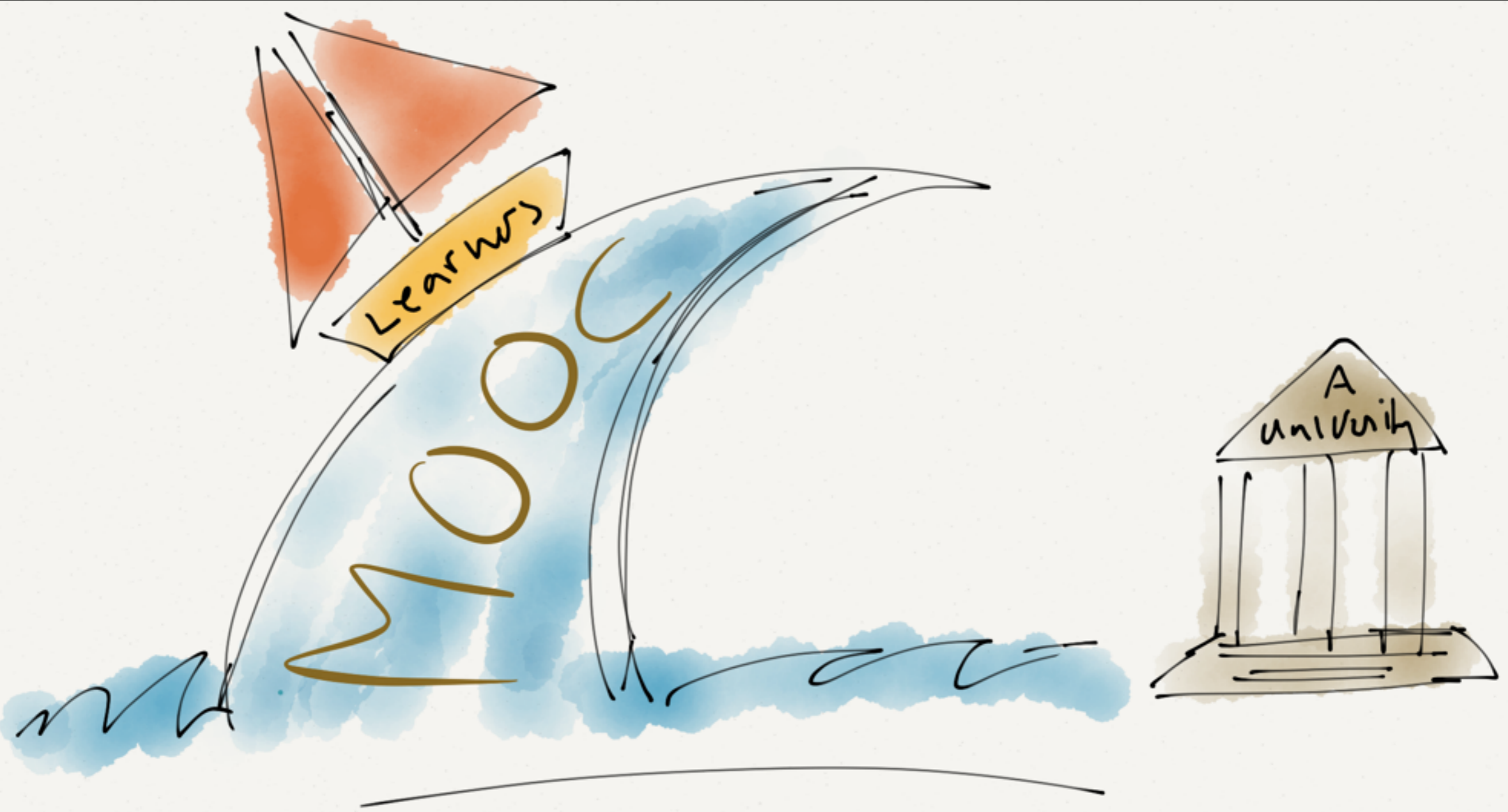
mobile learning





Measuring Success

Outcomes?



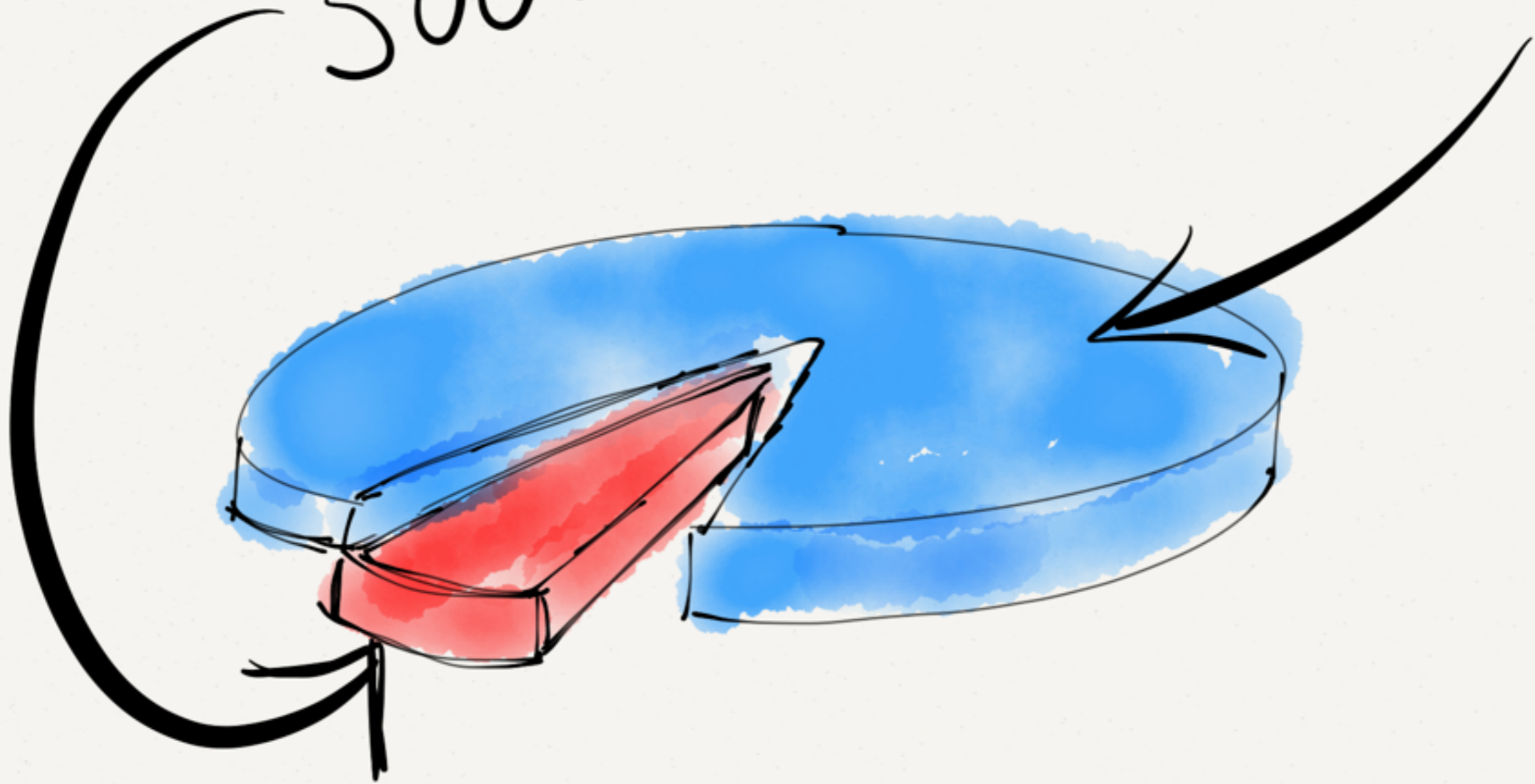
The MOOC is coming..

So what?



37000

5000



Non Completers



Completers

Coursera

Edinburgh - Digital Cultures

$$E = mc^2$$



@digsim

Rockstar Teachers

What can we learn?





Pause  
Break

Questions ?