

Webinar #9



Boosting Performance by Disrupting Yourself, as an *AGILE* LEARNER

Thursday, 4 February 2021

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ENABLING **TRANSFORMATION**

LEARNING OBJECTIVES

After attending this session, participants are expected to:

- ✓ **Understanding** the process of learn, unlearn, and relearn as a process of self-disruption;
- ✓ **Practicing** the process of learn, unlearn and relearn in everyday life and work;
- ✓ Have the **awareness** to be open-minded.

LEARNING OUTCOMES

- ✓ **Increased** the ability to adapt to the new normal environment;
- ✓ **Improved** performance through self-disruption as an agile learner.



The Coaches:

Boosting Performance
by Disrupting Yourself,
as an *AGILE* LEARNER



**Lucy
Tjandra**

WHY

we need to be
an Agile Learner



**Theodore S.
Pribadi**

WHAT

traits and behaviors
that make an Agile Learner



**Ferry
Irawan**

HOW

to be
an Agile Learner



WHY

we need to be an **Agile Learner**

Boosting Performance
by Disrupting Yourself,
as an ~~AGILE~~ LEARNER



COVID-19 Reminder



Faheem Younus, MD ✓
@FaheemYounus

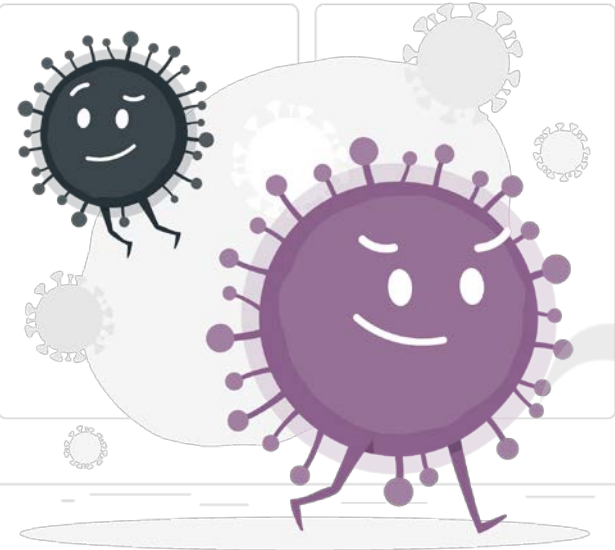
COVID can't read a calendar.

Nothing magical will happen on Jan 1st 2021.

Vaccines/masks/avoiding crowds will slow it down and ultimately end

Our actions will end the pandemic, not time.

18.45 · 29/12/20 · [Twitter for iPhone](#)



WHY

we need to be
an Agile Learner



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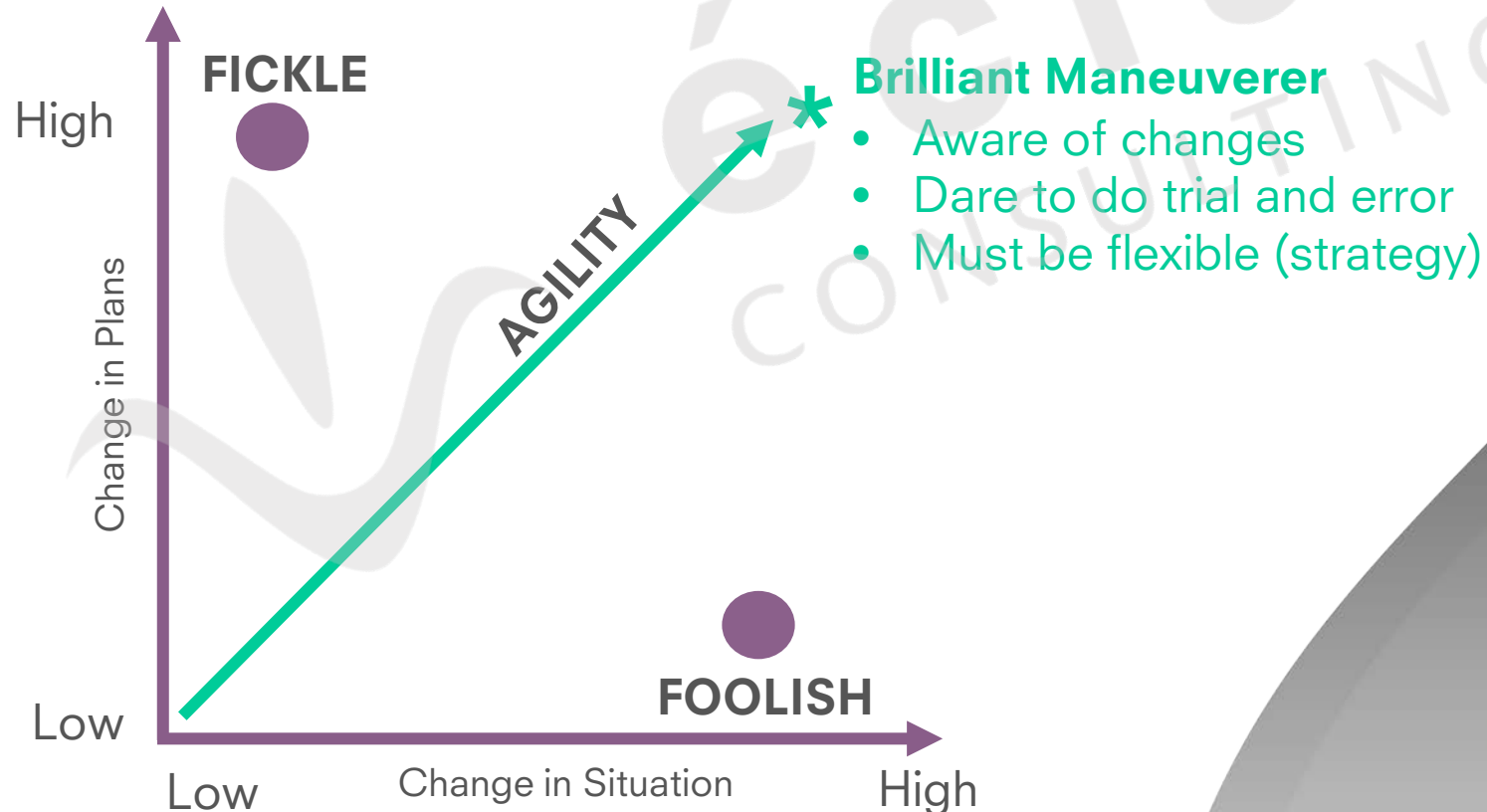


Sun Tzu

“According as circumstances are favorable,
one should modify one’s plans...”

Ponder and deliberate before making a move.
He will conquer, who has learnt the artifice of deviation.

Such is the **art of maneuvering.**”



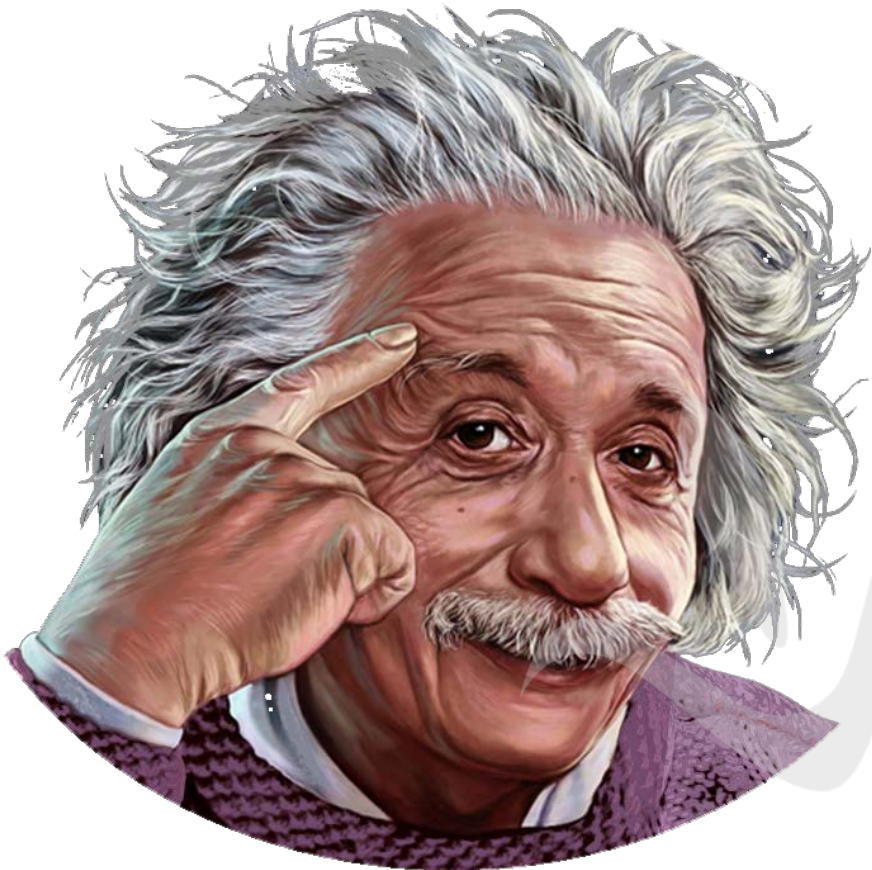
WHY

we need to be
an Agile Learner



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“A person who **never** made a **mistake never tried** anything **new**.”

“**insanity** is doing the **same thing over and over again**, but **expecting different** results.”

- Albert Einstein

WHY

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an Agile Learner



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If the **rate of change outside**
exceeds the **rate of change inside**, ...
the **end is in sight**.

-- Jack Welch



WHY

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LET'S DISCUSS...



- Is there any **lesson learned from 2020** for the new normal in 2021?
- **What have you done** to successfully implement your resolution?

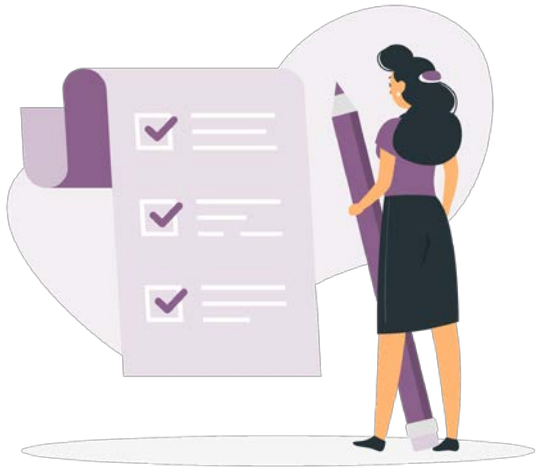
WHY

we need to be
an Agile Learner



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Let's Recap

- ✓ **Agility** is **KEY** to operate in New Normal;
- ✓ **Learning Agility** has already become one of the **most important** skills in a rapidly changing world;
- ✓ **Learning Agility** is **mandatory** to move forward!

WHY

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WHAT

Boosting Performance
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as an ~~AGILE~~ LEARNER

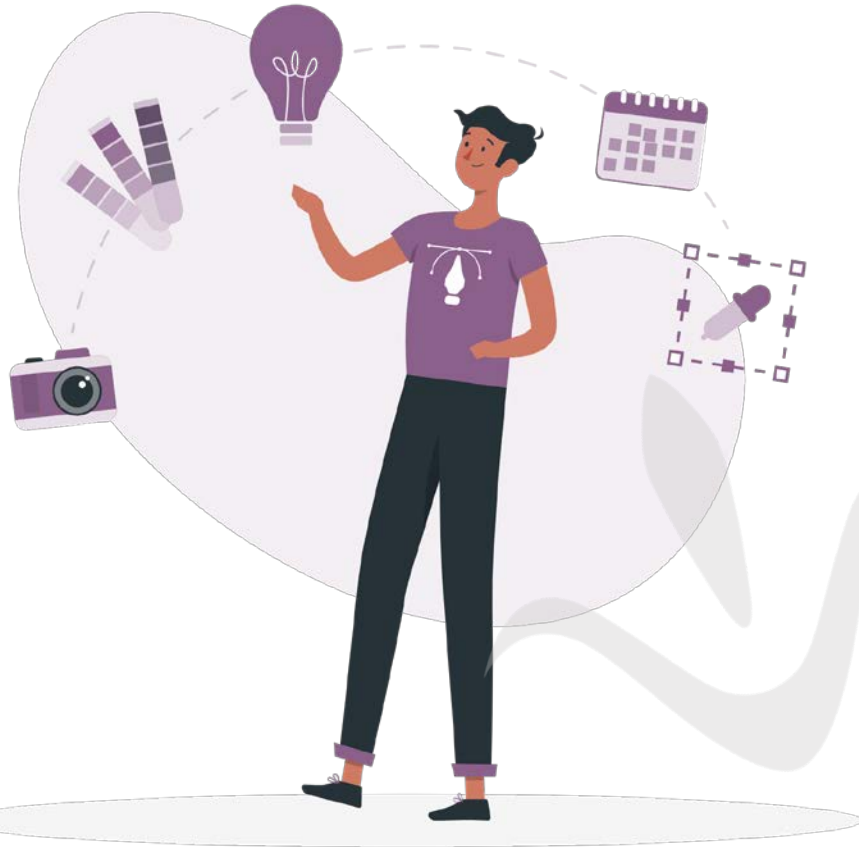
traits and behaviors
that make an **Agile Learner**



Are you an **Agile Learner**? Why?

Individual who has the **ability** and **willingness** to **learn** from **experience** and subsequently able to **apply** that **learning elsewhere**

Linked in



WHAT

traits and behaviors
that make
an Agile Learner



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“The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn. ”

— **Alvin Toffler**

WHAT
traits and behaviors
that make
an **Agile Learner**



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FIXED MINDSET

Intelligence is **static**.
Feeling or believing to be **SMART**...



Having the tendency of:

- avoid challenges;
- give up easily;
- ignore feedback;
- feel threatened by other people's success.



Source:

Carol Dweck, Author

“**Mindset**: The New Psychology of Success”

GROWTH MINDSET

Intelligence **can grow**.
Desiring to **LEARN** ...



Having the tendency of:

- welcome challenges;
- persist in facing difficulties;
- learn from feedback;
- reflect, learn, and inspired by other people's success.

WHAT

traits and behaviors

that make

an **Agile Learner**



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LEARNING AGILITY



TRAITS

A

Abstract Reasoning

Potential to **solve problems** and understand the **logical relationships** among concepts

I

Idea Orientation

Preference for **thinking creatively** and generating **new ways** to solve problems

U

Unconstraint (Flexibility)

Willingness to **modify** an **approach** and to **adapt** to changing circumstances.

E

Energy

Potential to **sustain** a high level of **activity** over **extended periods**.

O

Openness

Receptiveness to new or **alternative ideas**.

WHAT

traits and behaviors
that make
an Agile Learner



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LEARNING ~~AGILITY~~



BEHAVIORS

- Learns **quickly** in **new situations**
[I & U] → LEARN
- **Updates** skills **regularly**
[U & E] → LEARN
- Is **open to** learning **new things**
[U & O] → RELEARN
- **Links** current **issue** to **knowledge**
[A & I] → RELEARN
- **Analyzes successes** and **failures**
[A & E] → UNLEARN



TRAITS

- **A**bstract Reasoning
- **I**dea Orientation
- **U**nconstraint (Flexibility)
- **E**nergy
- **O**penness

WHAT

traits and behaviors
that make
an Agile Learner



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LET'S DISCUSS...



- Does anyone feel fit to be an agile learner based on current definition?
- Is there any behaviors gap?
- What will you do to become an agile learner?



WHAT

traits and behaviors
that make
an Agile Learner



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HOW

to be an **Agile Learner**

Boosting Performance
by Disrupting Yourself,
as an ~~AGILE~~ LEARNER



Agile Learner Framework

Behavior
1
Learns **quickly**
in **new situations**

Behavior
2
Updates
skills
regularly

LEARN



UNLEARN

Behavior
3
Analyzes successes
and **failures**

Behavior
4
Links current issue
to **knowledge**

Behavior
5
Is open to
learning
new things

RELEARN

HOW

to be
an Agile Learner



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LEARN

Definition:

To get **knowledge** or **skill** in a new subject or activity



Study vs Learn



*We were taught to shake hands
when we meet someone*

LEARN
UNLEARN
RELEARN

HOW

to be
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What **TRIGGER** us to **LEARN**?

LEARN
UNLEARN
RELEARN



'I have **no special talent**,
I am only **passionately curious**.'



Albert Einstein

Curiosity:

a strong desire to know
or learn something.



Cambridge
Dictionary

Curiosity is associated with **better**
learning outcomes:

- ✓ **prepares** the brain for **learning**;
- ✓ makes subsequent learning **more rewarding**.

HOW

to be
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Technical



Unconscious



Conscious

Noel Burch's Learning Model



Incompetence



Competence

The **benefit** of "SELF-AWARENESS"

"It's relevant to consider what learners **know** about **what** they **don't know**, because it's relevant for their **motivation**."

-- <https://bold.expert/does-curiosity-drive-learning/>

LEARN
UNLEARN
RELEARN

HOW

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"Developing Learning Agility"
<https://www.youtube.com/watch?v=gcwY5eOaWUo&t=4s>



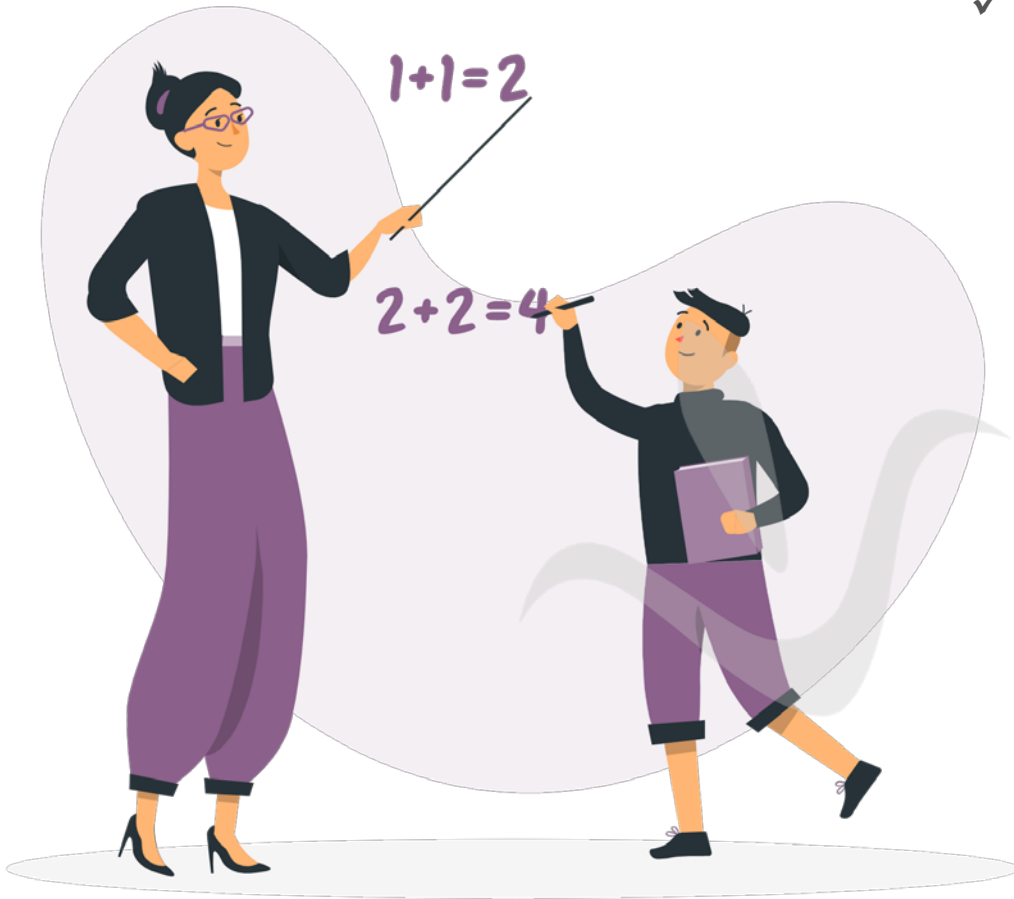
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Behavior

Learns **quickly**
in **new situations**

- ✓ Increase self awareness;
- ✓ Learn from others' success and failure;
- ✓ Learn from past experience.

**Behavior**

Updates skills **regularly**

- ✓ Spark curiosity;
- ✓ Learn from the best;
- ✓ Get certified.

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“PARADOX of SUCCESS”

“Psychological phenomenon that arises when a... **successful entrepreneur’s self-efficacy increases**, leading to **increased self-reliance**, that creates **blind spots** and **limitations** to greater success.”

<https://www.middlemarketcenter.org/expert-perspectives/the-paradox-of-success>



LEARN
UNLEARN
RELEARN

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UNLEARN

Definition:

To **make an effort** to (temporarily) **put aside** your **usual way of doing something**

Adapted from



*Because of COVID-19,
when we meet people,
we shouldn't shake hands*

LEARN
UNLEARN
RELEARN

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System 1



Fast



Unconscious



Automatic



Everyday
Decisions



Error prone

System 2



Slow



Conscious



Effortful



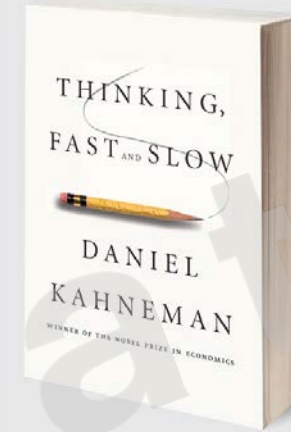
Complex
Decisions



Reliable

3 x 3

27 x 14



LEARN
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RELEARN

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3 Analyzes successes and failures



WHAT IS YOUR
FAILURE STRATEGY?

LEARN
UNLEARN
RELEARN

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LET'S DISCUSS...



LEARN
UNLEARN
RELEARN

Objective: Become a Director in 5 years

- **Q1:** What actions should I take?
- **Q2:** What actions should I take to make my objective **FAILS?!**
- Now do the opposite!
- Which one is easier?
Q1 or **Q2?**



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WHAT WILL YOU DO?

THERE is a story of a professor who was bathing in the River Cherwell in Oxford, at a place called Parson's Pleasure, in which it was the custom to swim naked.

As the professor got out of the pool a punt of undergraduettes glided by,



Paradoxical Mindset:

The ability to **hold** seemingly **opposing attitudes** and **motivations**, **moving effortlessly** between them as **circumstances demand**

HOW

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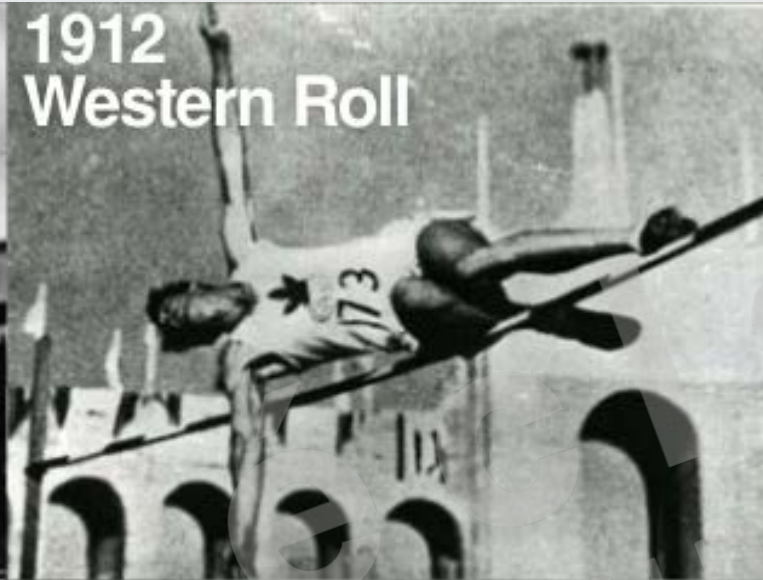
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Social



1896
Scissors



1912
Western Roll



1936
Straddle

Dick Fosbury
Jumped Higher than
Any Man Before,
by Thinking the **OPPOSITE**
from Everyone Else

LEARN
UNLEARN
RELEARN

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Social

RESISTANCE – OUT OF COMFORT ZONE



“Membukakan jalan mencari peran
Keluarlah dari zona nyaman.”

-- Fourtwnty

Comfort Zone leads to the
Loss of One's
Great Obsession

DISRUPT
YOURSELF NOW!

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RELEARN

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Neutral Anxiety – Comfortable State

Comfort Zone: a behavioral space where your **activities** and **behaviors** fit a **routine** and **pattern** that **minimizes stress** and **risk**.

- + enjoying regular happiness;
- + maintaining mental security:
 - > low anxiety
 - > reduced stress.
- simply getting by or falling in the 'work-trap';
- fearing uncertain confirmation bias.

Source:
<https://lifehacker.com/the-science-of-breaking-out-of-your-comfort-zone-and-w-656426705>



Optimal Anxiety – Challenged State

New Frontier: a behavioral space **beyond** the **boundary** of our **comfort zone**.

- + getting more done;
- + finding smarter ways to work;
- + preparing self to deal with unexpected life changes better;
- + adapting better to pushing boundaries further;
- + learning, unlearning, and relearning quicker.
- living in productive discomfort;
- exerting more energy.



Yerkes-Dodson Law

"to maximize performance, we need a **state of relative anxiety** —a space where our stress levels are slightly higher than normal."

LEARN
UNLEARN
RELEARN

HOW

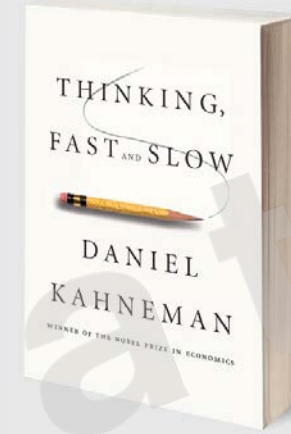
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an Agile Learner



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System 2 → System 1

SOP Development



Learning
Exploring
Exhausting



Excellence
Execution
Habit

LEARN
UNLEARN
RELEARN

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RELEARN

Definition:

Learn (something) **again** that had been previously **put aside** so that you can **create** a **new** and sometimes **better way**

Adapted from



AlleyDog.com

Psychology students' best friend



If we meet people, we give greetings without touching

LEARN
UNLEARN
RELEARN

HOW

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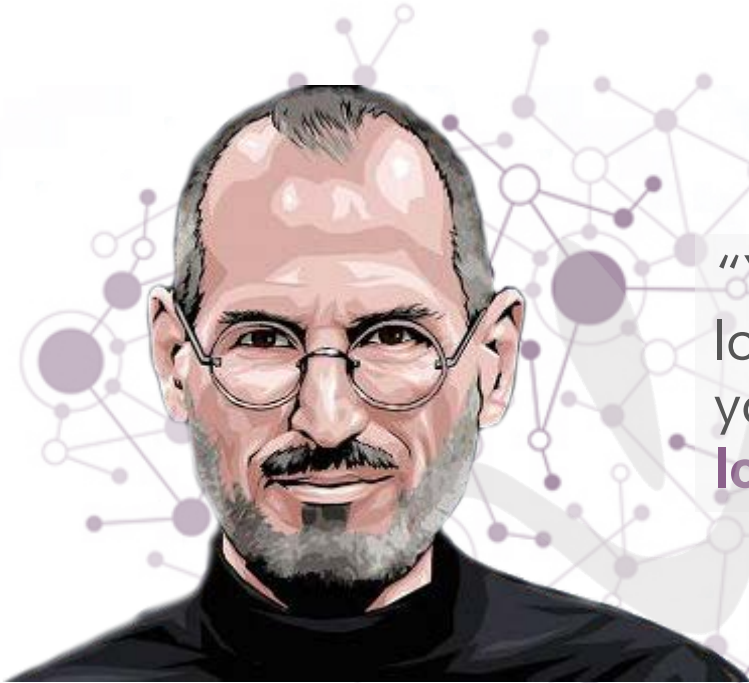


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Behavior



Links current **issue** to **knowledge**



Steve Jobs

“You **can't** connect the dots looking **forward**; you **can** only **connect** them looking **backwards**.”

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Social

Behavior



Is **open to learning new things**

- **2010:** the #1 ranked tennis player in the World → ranked #4
- **2011:** ranked #12
- **2012:** ranked #3



How **Serena Williams'** comeback teaches us to be an **Agile Learner**



“My job is about **adaptation**, **NOT** about repeating a **one size fits all** pattern.”

- Coach Patrick Mouratoglou

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RELEARN

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