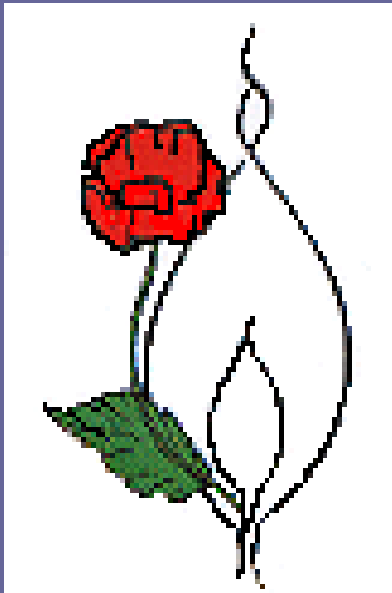


Educating for transformation



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Two kinds of knowing

- Theoretical-epistemological knowledge
 - Knowledge about something, the third person explanation of an observed phenomenon
 - Knowledge from ‘in the stands’
 - Knowing about
- Ontological-phenomenological knowledge
 - knowledge that leaves one being, actionable as one’s natural self expression
 - On the court able to be.



Phenomenological approach

- The ontological model with its methodology of phenomenology provides scholars with the opportunity to access, study, research, and teach the phenomena of being a leader and the effective exercise of leadership as first-person phenomena – that is, as these are actually lived and experienced.



A critical phenomenological concept

1. a person's way of being and way of acting are actually two aspects of one thing (rather than one a cause and the other an effect); and
2. that as one thing, those two aspects (a person's way of being and acting) are an in-a-dance-with correlate of the way in which what one is dealing with occurs for one.



The source of effective action as natural self expression

- The context is decisive.
- The context is made up of
 - Those aspects of their worldview that shape the phenomenon at hand
 - Their specific frames of reference for the phenomena.
- When brought into a situation this create a clearing for what occurs and thus the naturally correlated ways of being and ways of acting.



Transformational Learning

- Provide an opportunity to examine and eliminate the grip of their everyday common sense worldview and frames of reference (received ideas, beliefs and unexamined assumptions).
- Provide an opportunity to create for themselves a context which is effective



Implications?

- Maybe we do this over our programs. Or we intend that that happen.
- Would it make a difference to be more overt about it?
- Would it be sensible to think about this as our pedagogical aim?
- Is this what we mean when we turn Learning Outcomes to actionable verbs? When we say ‘students should be able to apply basic knowledge’ do we mean something close to ‘students should be used by ... as a natural self expression?’



Reference

- Erhard, W., Jensen, M., Granger, K., (2013)
Creating Leaders and
Ontological/Phenomenological Model
<http://ssrn.com/abstract=1681682>