My normal +1 manageable microchanges that move us
Challenge

• **Challenge** Draw a high back chair
• **Time** 30 seconds
• **Location** Paper or digital
About us

- **Presenters** George & Jessica Handley
- **Role** Instructional designers
Great things are not done by impulse, but by a series of small things brought together.

Vincent Van Gogh
Goals

1. *Use* creative thinking to innovate
2. *Apply* small changes to course elements
3. *Identify* strategies for managing change
Divergent thinking

Let’s take a look at your drawings!
Innovation

Discovery is seeing what everybody else has seen and thinking what nobody else has thought.

Albert Szent-Györgyi
Play-Doh

Shape your IMAGINATION
Murphy bed
The fun theory
Functional fixedness
Repurposing
Strategies

Anthony McCaffrey’s Obscure Features Hypothesis

Sakichi Toyoda’s 5-Whys Analysis

Edward de Bono’s Random Input

Harvard’s Project Zero – Thinking Routines

Alex Osborn’s SCAMPER

Shoji Shiba’s 7 Step Problem Solving
In the classroom

**Valuable assignment:** Interview a professional in the field

**Issues:** Superficial interviews, poorly formatted reports, grading bottleneck

<table>
<thead>
<tr>
<th>Pre</th>
<th>Test run: Practice using the selected interview tool for class introductions</th>
<th>Milestone: Have students submit their interview question set for feedback</th>
<th>Practice: Require students to use terms to speak/write like disciplinarians</th>
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<tbody>
<tr>
<td>Peri</td>
<td>Provide: Great resources might include: a template, checklist, models...</td>
<td>Clarify: Use student questions to refine your instructions</td>
<td>Annotate: Ask students to show how their work addresses the rubric</td>
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<tr>
<td>Post</td>
<td>New tool: Consider audio/visual feedback tools</td>
<td>Stems: Keep a set of model feedback stems ready to use</td>
<td>Pacing: Assign in batches to match unit themes; publish</td>
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Approaching change

- The Change Cycle™
- Co-founded by Ann Salerno and Lillie Brock
- changecycle.com
The measure of intelligence is the ability to change.

Albert Einstein
Managing change

Model for Managing Complex Change

- Vision | Skills | Incentives | Resources | Action Plan | Success
- Vision | Skills | Incentives | Resources | Missing | False Starts
- Vision | Skills | Incentives | Missing | Action Plan | Frustration
- Vision | Skills | Missing | Resources | Action Plan | Resistance
- Vision | Missing | Incentives | Resources | Action Plan | Anxiety
- Missing | Skills | Incentives | Resources | Action Plan | Confusion

Q&A
Change happens
one person at a time.

Michelle Obama
*Parks and Recreation S6 E21*