***Learning and Adapting in Complex Times:***
*Bringing the Principles and Practices of Emergent Learning into Your Work*

The Emergent Learning Community Project is announcing a six-month program that introduces the Emergent Learning (EL) principles and practices. It provides foundation, nonprofit and consulting professionals a way to put EL into practice as they confront complex social change environments. The Emergent Learning Community Project (ELCP), a project of the Global Philanthropy Partnership.

This intensive program will introduce you to EL principles and practices designed to strengthen your thinking and accelerate your learning and results. This year's cohort will be divided into up to three to four sections to accommodate people in different geographies and time zones. Each section will have 20-25 participants.

In 2024 we will continue to offer the majority of this program in a virtual format ending with an in-person session. Participants will meet for a 2-hour online section meeting and then two weeks later meet in a smaller 4-5 person coaching group.  The entire Cohort will meet for a final session on June 24th and then join Alumni of the Emergent Learning Community for our annual two-day learning Summit. Participants will be responsible for their own travel and accommodation, but other costs are built into the program fee. Following our in-person session there will be a final coaching session 1-3 months after the program concludes, on dates to be determined by the small-group coach.

We are still finalizing the site for our in-person meeting, but it will likely be held in the Midwest or on the West Coast.

We are seeking participants to join us in this highly participatory program that **will require you to bring your real work to the table** in order to learn how Emergent Learning can help improve the results of your teams, organizations and networks. This will not be a passive series of webinars but, rather, is a highly participatory program where you will use your real, current goals, challenges, and work. Outcomes of the program include:

● Learn the principles and practices of Emergent Learning by applying them to your work
● Discover how linking strategy, evaluation and learning creates opportunities for teams to improve results for themselves and their beneficiaries
● Help your teams use just-in-time learning to get better at what they do
● Apply fit-for-purpose, practical approaches to capture learning as it emerges
● Hear how other mission-oriented individuals are confronting challenges and increasing their impact
● Use peer support to think through how to apply Emergent Learning in your unique context

**Registration Fee:**  Amounts listed are in U.S. dollars.
    $3,300 for independent consultants
    $3,900 for staff of organizations with operating budgets less than $2.5 million[1]
    $5,000 for staff of organizations with operating budgets greater than $2.5 million

The fee includes:

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[1] Please email a copy of the organization's most recent IRS Form 990 to deanna@emergentlearning.org at registration.

- Participation in one of the sections of the program,[2] including five two-hour cohort sessions — focused on the principles and the practice of Emergent Learning
- Five 90-minute group coaching sessions – You and three to four other participants will work together with one faculty coach to explore your questions and experiment with new approaches to your immediate work goals and challenges

| | Cohort Sessions | | | |
|---|---|---|---|---|
| | **Section A** | **Section B** | **Section C** | **Section D** |
| | Tuesday 1:00 -3:00 ET | Wednesday 11:00 -1:00 ET | Tuesday 1:00 - 3:00 ET | Wednesday 2:00 - 4:00 ET |
| Cycle 1 | Feb 6 | Feb 7 | Feb 13 | Feb 14 |
| Cycle 2 | Mar 5 | Mar 6 | Mar 12 | Mar 13 |
| Cycle 3 | Apr 2 | Apr 3 | Apr 9 | Apr 10 |
| Cycle 4 | May 7 | May 8 | May 14 | May 15 |
| Cycle 5 | June 4 | June 5 | June 11 | June 12 |
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| In Person | June 24  (program only) June 25 & 26  Full Day Learning Summit | | | |
| 90 minute Coaching Sessions | Two weeks following the Section meeting - scheduled once cohort is registered | | | |

- One individual 30-minute call with your prospective coach to think together about your starting point and context
- Three Day in-person session June 24 - June 26. Program only first day; Alumni Learning Summit days 2 & 3. Accommodations and travel will be at participant's expense
- Access to case studies from practitioners, published articles, videos and unpublished working papers in the Emergent Learning Community Resource Center
- *4QP[3] Guide to Emergent Learning* — A 150-page introduction to the tools and thinking that support Emergent Learning practice
- Newly published *Guide to the Principles of Emergent Learning* – a 200 page introduction to the core principles that underlie Emergent Learning practices
- A detailed syllabus that supports application of the principles and practices throughout the program
- If a participant is unable to attend the in-person program, they will be offered a make-up session with others who could not attend in person.

**Time Commitment:** Participants should expect to devote two hours each week to active participation and self-study. Application of the practices and principles in your current work will allow you to both practice or see a principle in action, and to see improvement in your thinking and results.

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[2] While you will be registered for one section, you are welcome to switch another section for individual sessions.
[3] 4QP refers to Fourth Quadrant Partners, the former consulting group of the current Co-Directors of the Emergent Learning Community Project.

**Scholarship Assistance:** The ELCP is committed to creating a truly diverse community of practitioners. Thanks to the generosity of our funding partners, we have limited scholarships available to reduce the fee for BIPOC practitioners whose organizations are not able to meet the full registration fee. Please contact Jim Stiles at [jim@emergentlearning.org](mailto:jim@emergentlearning.org) for more information.

**Teams Welcome:** We welcome registrations of teams either from a single organization or teams of partners working towards similar goals. If you have a colleague with whom you would like to take this program, please share this invitation with them.

**All People Welcome:** This program is meant for Program Staff, Evaluation and learning professionals, consultants, non-profit leaders, operations staff and all people seeking to address needed social change.

**This is a time-sensitive request:** Registration is open and will close when we have reached capacity. Given the demand for our prior programs and limitations on size, we expect our 2024 program to fill quickly. To participate, please register **as soon as possible and no later than Friday, December 1** by clicking here:

## [Learning and Adapting in Complex Times Registration](#)

**Faculty:** 2024 faculty will include Marilyn Darling, Jillaine Smith, Jim Stiles, Yen Chau, Brittney Gaspari, Ray Gordezky, and Veena Pankaj; additional faculty may be added.

**For more on Emergent Learning,** see *Emergent Learning:  A Framework for Whole System Strategy, Learning and Adaptation*, by Marilyn J. Darling,  Jillaine S. Smith, Heidi Sparkes Guber, & James E.M. Stiles, *Foundation Review*, March 2016.

Once you've completed registration and paid for the program, Deanna Sullivan ([deanna@emergentlearning.org](mailto:deanna@emergentlearning.org)) will send you the *two Guides referenced above.*

Questions about the program? Please contact Jim Stiles ([jim@emergentlearning.org](mailto:jim@emergentlearning.org)).