Learning and Adapting for Social Change
Bringing the Principles and Tools of Emergent Learning into Your Work

The Emergent Learning Community Project (a project of the Global Philanthropy Partnership) is announcing a six-month program that introduces the Emergent Learning (EL) principles and tools. It provides individuals with a base to develop and/or incorporate EL into their learning practice and culture as they advance social change. Emergent Learning is an approach and a learned craft to help people work together *in the service of achieving and accelerating their results.*

Over the coming months, you will learn to use a set of principles and the tools designed to help you, your team, organization, networks, and the communities you work with to advance the results you all aspire to. Outcomes of the program include:

- Learn the principles and tools of Emergent Learning by applying them to your work
- Help you and your teams to use learning to get better at what you 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

Keeping Your Work at the Center

We think learning happens when a group of people focus on their work and experiment with how to do that work more equitably and with greater visibility for all of the people involved in the work. This is a program that keeps your work at the center. You will be identifying existing opportunities to apply the principles and tools, and participants who get the most out of the program play with the principles and tools during the program with work that is happening now. What will it take to improve our results in the opportunities that we have right now?

As you use each of the EL tools, you will come to see how they fit together and how you can bring elements of each into your everyday activities — e.g., asking a particular question in a meeting or inviting colleagues to "rub stories together." We want you to gain familiarity with and comfort in using each of the tools, develop familiarity with the principles that undergird them, and lean into your agency to apply them to your work.

Program Structure and Offering

This year's program will be divided into up to four cohorts to accommodate people in different geographies and time zones. Each cohort will have 20-25 participants.

The program is highly participatory. It is not a series of passive webinars or didactic lectures. You will be in large groups and small groups throughout the program. You will be engaged with the EL Principles and tools **in support of your work**, not in addition to it. Each session presents principles and/or tools and while each tool can be used discreetly, the Emergent Learning principles offer a web to support people trying to make social change happen.

- **Connecting with your Coaching Group.** The program begins with an initial meeting of the coaching group on January 14 or 15 (depending on your assigned group. This is one week before Cohorts A & B have their first session.

- **Four 2-hour larger group sessions over zoom.** Each session focuses on a few Principles and Tools.

    - You will have some preparatory reading from the two guides or stories from prior participants.

    - At the end of each session, you will have an assignment that requires you to apply what we have shared.

- **Small coaching groups over zoom.** Two or three weeks later, you will be in **a small group coaching session** to share how you are exploring the principles or tools.

- **In-person session** The program includes a two day in-person session. Meeting space and meals are included in your program fee. Accommodation and travel will be at participant's expense.

- **Access resources and materials.**
    - **Case studies** from practitioners, published articles, videos and unpublished working papers in the Emergent Learning Community Resource Center
    - *Guide to the Principles of Emergent Learning* – a 200 page introduction to the core principles that underlie Emergent Learning Tools
    - *4QP[1] Guide to Emergent Learning* — An introduction to the tools Emergent Learning practice
    - A **detailed syllabus** that supports application of the principles and tools program.

- **Community and additional resources.** After you have completed the program, you will be part of a diverse and vast community with nearly 500 individuals. You will also be invited to join additional community conversations posed and hosted by the community where individuals share and wrestle with timely issues.

Cohort Sessions

	Cohort A	Cohort B	Cohort C	Cohort D	Coaching Groups to be assigned
	Tuesday 12:00 -2:00 ET	Wednesday 10:00 -12:00 ET	Tuesday 12:00 -2:00 ET	Wednesday 7:00 - 9:00 pm ET	Meet Tuesday or Wednesday
Meeting 1	Jan 21	Jan 22	Jan 28	Jan 29	Jan 14 or 15
Meeting 2	Feb 25	Feb 26	Mar 4	Mar 5	Feb 11 or 12
Meeting 3	Apr 1	Apr 2	Apr 8	Apr 9	Mar 18 or 19
Meeting 4	May 6	May 7	May 13	May 14	Apr 22 or 23
In Person Meeting	June 11 (starts with Lunch), June 12 (full day) & June 13 (ends with lunch)				May 27 or 28

Who Should Join

This program is meant for individuals who are seeking to address social change regardless of role. Past participants have included individuals from learning and evaluation, program, strategy, operations, communications, etc. We've had people apply EL to everything from strategy refresh and evaluation to family vacation planning.

To learn more about the program, we invite you to attend one of four one-hour **Program Preface sessions** with the co-conveners. We'll introduce you to the principle 'Keeping Work at the Center', illustrate some of the structure that you will experience throughout the program, and answer your questions about the program. In your registration, you can choose from one of four dates. Although these sessions are not mandatory to

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[1] 4QP refers to Fourth Quadrant Partners, the former consulting group of some of the Core team of the Emergent Learning Community Project.

enrollment, they are highly encouraged. Program Preface sessions are listed below and you will have a chance to choose one in the registration process.

You will then receive a Zoom invite to that session of the Program Preface:
- Oct. 24, 11:00 a.m. - 12:00 p.m. ET
- Nov. 13, 1:00 - 2:00 p.m. ET
- Dec 3, 4:00 - 5:00 p.m. ET
- Jan 7, 7:00 - 8:00 p.m. ET

Time Commitment: Participants should expect to devote two to four hours each week for active participation and self-study. Application of the tools 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.

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.

Registration Fee: Amounts listed are in U.S. dollars.
$3,500 for independent consultants
$5,300 for staff of most organizations

The fee includes all aspects of the program and successful completion confers on you membership in the Emergent learning Community. A benefit that stays with you should you leave your current organization.

Scholarship Assistance: The ELCP is committed to creating a truly diverse community of practitioners. Because of this we offer limited scholarships 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 or Yen Chau (yen@ninefold.com) for more information.

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 2025 program to fill quickly. To participate, please register **as soon as possible and no later than Thursday, December 5** by clicking here:

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Faculty Co-Convenors: The 2025 program will be co-convened by Jim Stiles or Yen Chau. Additional Faculty for this program will include Fellows of the Emergent Learning Community Project. A final roster of faculty will be available in December.

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) will send you the *two guides referenced above.* Questions about the program? Please contact Jim Stiles (jim@emergentlearning.org) or Yen Chau (yen@ninefold.com)