The Emergent Learning Community Project

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

> *What if you could make a bigger impact in your work? What if you had the tools to help your team, organization, and community get better at what they do, faster?*

The **Emergent Learning Community Project** invites you to join a transformative, six-month journey designed to help you do just that. This isn't a passive webinar series—it's a hands-on, deeply collaborative program where you'll learn to apply the principles and tools of Emergent Learning (EL) directly to the social change work you're already doing. Emergent Learning is a powerful approach that helps people work together more effectively to achieve and accelerate their results over time.

Keeping Your Work at the Center

This program is built around **your work**. You'll be using your current projects as a laboratory for change. We believe that true learning happens when people focus on the "Why" at the center of their work – what you are really trying to accomplish – and discover more equitable and effective ways to do it.

You will be identifying existing opportunities to apply the principles and tools. Participants who get the most out of the program play with the principles and tools during the program with work that is happening now. Throughout the program, you'll:

- **Apply EL principles and tools** to your everyday work.
- **Gain skills** to help your team use learning to improve performance and get better at what you do.
- **Discover practical approaches** to capture insights as they emerge.
- **Connect with a diverse group** of mission-oriented individuals, sharing challenges and celebrating successes.

You'll learn to ask powerful questions in a meeting or invite colleagues to "rub stories together" – small changes that can lead to big breakthroughs. You'll become familiar with principles of Emergent Learning and how to apply them with easy-to-use tools that, together, can transform your learning practice.

Program Structure and Offering

We've designed this program to be highly interactive and supportive. Here's a look at what you'll experience:

- **An intimate cohort:** You'll be assigned to one of four cohorts of 20-25 participants. Cohorts will have four highly participatory 2-hour sessions where we'll dive into the EL principles and tools.
- **Small group coaching:** Two weeks after the large session, you'll meet with a coach and four other participants to share your experiences and explore how you're applying the principles and tools.
- **An in-person convening:** A three-day in-person session in Minneapolis. This is an opportunity for deep connection and learning. Meeting costs and meals are included in your program fee. Accommodation and travel will be at the participant's expense. A virtual alternative will also be available for those who cannot attend the Minneapolis program.
- **Access to a wealth of resources:** You'll get two comprehensive Guides to the Principles and to the Tools and Practice of Emergent Learning and access to the Emergent Learning Community Resource Center – an online hub of case studies, articles, and videos.

Join a vibrant community: Once you complete the program, you'll become a lifelong member of the broader Emergent Learning Community of nearly 600 practitioners. You'll be invited to regular and ad hoc community conversations and have an ongoing network of support.

Who Should Join

This program is for anyone committed to social change, regardless of your role. We've welcomed people from a wide range of roles – from strategy and program management, from evaluation, communications and operations, both internal staff and consultants – and they've applied EL to everything from large-scale initiatives, to new grant program plans, to issues of parenting!

We especially **welcome teams** from the same organization or from your partners within your own ecosystem. The learning is even more powerful when you go through the program together.

Ready to enroll? Click ONE of the links below to register on the Emergent Learning Community's Program site:

- **You work in an organization - register here**
- You **are an independent consultant** - you work for yourself, **register here**

Payment of the invoice secures your spot in the program.

Cohort Sessions

	Cohort A	Cohort B	Cohort C	Cohort D	Coaching Sessions*
	Tuesday 12:00 -14:00 ET	Wednesday 10:00 -12:00 ET	Tuesday 12:00 -2:00 ET	Wednesday 14:00 - 16:00 ET	Tuesday or Wednesday
					Jan 12 or 13
Meeting 1	Jan 26	Jan 27	Feb 2	Feb 3	Feb 16 or 17
Meeting 2	Mar 2	Mar 3	Mar 9	Mar 10	Mar 23 or 24
Meeting 3	Apr 6	Apr 7	Apr 13	Apr 14	Apr 27 or 28
Meeting 4	May 11	May 12	May 18	May 19	June 1 or 2
In-Person Meeting	June 22 (starts with lunch), June 23 (full day) & June 24 (ends with lunch)				Final Session TBD
Virtual Sessions for those unable to attend In-person Program			June 30	Jul 13	

* Coaching groups to be set after registration is complete.

Registration Details

- **Membership in the Emergent Learning Community:** The fee includes all aspects of the program and successful completion confers membership in the ELC – a benefit that stays with YOU as an individual. **Time Commitment:** Expect to dedicate 2-4 hours each week to active participation and self-study.
- **Reduced Fee/Scholarships:** While we are a small nonprofit of individual consultants, the ECLP is dedicated to ensuring that people have equitable access to the program. Because of this, we offer a limited number of scholarships (of up to $2,000) to reduce the financial burden of participation. Please register before you apply for a fellowship. Select to create an invoice, if you are awarded a scholarship, we will amend the invoice. If you are not awarded the scholarship, you are under no obligation to attend and pay for the program. Scholarships will be awarded on a rolling basis beginning September 30, so we encourage you to apply early after completing the registration process. You are welcome to reach out to Jim or Yen with any questions.

- **Program Fee:**
    - $5,900 for staff in organizations
    - $3,700 for independent consultants
- **This is a time-sensitive request:** Given the demand for our prior programs and limitations on size, we expect our 2027 program to fill quickly. To participate, please register **as soon as possible and no later than Monday,** November 23.

Program Prefaces

If you want to learn more about the program, we invite you to attend a one-hour Program Preface session with the co-hosts. 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. Although these sessions are not mandatory prior to enrollment, they are highly encouraged. Program Preface sessions are listed below and you can register by clicking on one of the dates and times, that will create an email invite that you can add to your personal calendar.

- ~~Wed, Sept 16 2:00 pm ET/12:00 MT/11:00 PT~~
- ~~Thurs, Oct 8 1:00 pm ET/11:00 MT/10:00 PT~~
- ~~Tues, Oct 27 12 pm ET/10:00 MT/9:00 PT~~
- Tues, Nov 17 2:00 pm ET/12:00 MT/11:00 PT

Co-Hosts: The 2027 program will be co-hosted by Yen Chau and Jim Stiles. Additional coaches for this program will include coaches drawn from the Emergent Learning Community and Fellows of the Emergent Learning Community Project. A final roster of coaches 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 paid for the program, Deanna Sullivan (deanna@emergentlearning.org) will send you the Guide to the Principles of Emergent Learning and the Guide to the Practice of Emergent Learning.

Questions about the program? Please contact Jim Stiles or Yen Chau.

Schedule for Open Enrollment Program						
Week starting On Monday	**What**	**Cohort A Tues 12:00 - 2:00 ET**	**Cohort B Wed 10:00 -12:00 ET**	**Cohort C Tues 12:00 - 2:00 ET**	**Cohort D Wed 14:00 - 16:00 ET**	**Holidays/ Conferences**
Jan 11, 2027	**Coaching Sessions 1/12 or 1/13**					
Jan 18, 2027						MLK Day
Jan 25, 2027	**A&B Session 1**	**Jan 26**	**Jan 27**			
Feb 1, 2027	**C&D Session 1**	Applcation in your Work		**Feb 2**	**Feb 3**	
Feb 8, 2027		Applcation in your Work				
Feb 15, 2027	**Feb 16 or 17 all coaching groups**					President's Day
Feb 22, 2027	Prep for next Session					
Mar 1, 2027	**A&B Session 2**	**Mar 2**	**Mar 3**			
Mar 8, 2027	**C&D Session 2**	Applcation in your Work		**Mar 9**	**Mar 10**	
Mar 15, 2027		Applcation in your Work				
Mar 22, 2027	**Mar 23 or 24 all coaching groups**					
Mar 29, 2027	Prep for next Session					Easter
Apr 5, 2027	**A&B Session 3**	**Apr 6**	**Apr 7**			
Apr 12, 2027	**C&D Session 3**	Applcation in your Work		**Apr 13**	**Apr 14**	
Apr 19, 2027		Applcation in your Work				Passover 4/21-4/28
Apr 26, 2027	**Apr 27 or 28 all coaching groups**					
May 3, 2027	Prep for next Session					
May 10, 2027	**A&B Session 4**	**May 11**	**May 12**			
May 17, 2027	**C&D Session 4**	Applcation in your Work		**May 18**	**May 19**	
May 24, 2027		Applcation in your Work				GEO Learning EID
May 31, 2027	**June 1 or 2 all coaching groups**					Memorial Day
Jun 7, 2027						
Jun 14, 2027						Juneteenth
Jun 21, 2027	Program **Session 5**	June 22-24	**Tues start with Lunch**	**Wednesday all day**	**Thur end with lunch**	
Jun 28 & July 11	**Virutal Meetings for those unable to attend in person**			June 30	Jul 13	
TIme Conversions						
Cohort Meeting beg	**Coaching beginning Times - last 90 Minutes**					

	Cohort A Tues 12:00 - 2:00 ET	Cohort B Wed 10:00 -12:00 ET	Cohort C Tues 12:00 - 2:00 ET	Cohort D Wed 14:00 - 16:00 ET
CET	**Eastern**	**Central**	**Mountain**	**Pacific**
16:00	10:00	9:00	8:00	7:00
18:00	12:00	11:00	10:00	9:00
20:00	14:00	13:00	12:00	11:00
22:00	16:00	15:00	14:00	13:00

Coaching beginning Times - last 90 Minutes

CET	**Eastern**	**Central**	**Mountain**	**Pacific**
16:00	10:00	9:00	8:00	7:00
18:00	13:00	12:00	11:00	10:00
22:00	16:00	15:00	14:00	13:00