

Opening Up Transformative Innovation

Transforming Professional Learning
in
Scotland's colleges

17 November 2011



International
Futures Forum



Skills for Learning Professionals



Education
Scotland
Foghlam Alba

Transforming lives through learning

Objectives

Explain the *Three Horizons* approach

Use the *Opening Up Transformative Innovation* kit to support strategic conversations

Envision the future of professional learning

Process

Introduce the *Three Horizons* approach

Phase 1: strategic conversations that envision the future

Phase 2: identify the changes/innovations needed

Consolidate and think about **next** stage

Outcomes

Understand the *Three Horizons* approach

Have a vision of the **potential future** of
professional learning

Begin to identify the **changes/innovations**
needed

“Our debate seems stuck between those who want to dismantle the system and those who would defend an indefensible status quo .”

Barrack Obama

“The surface is agitated and turbulent, while the ocean floor is calm and serene. Policy churns dramatically, creating the appearance of major changes while deep below the surface life goes on largely uninterrupted.”

Larry Cuban

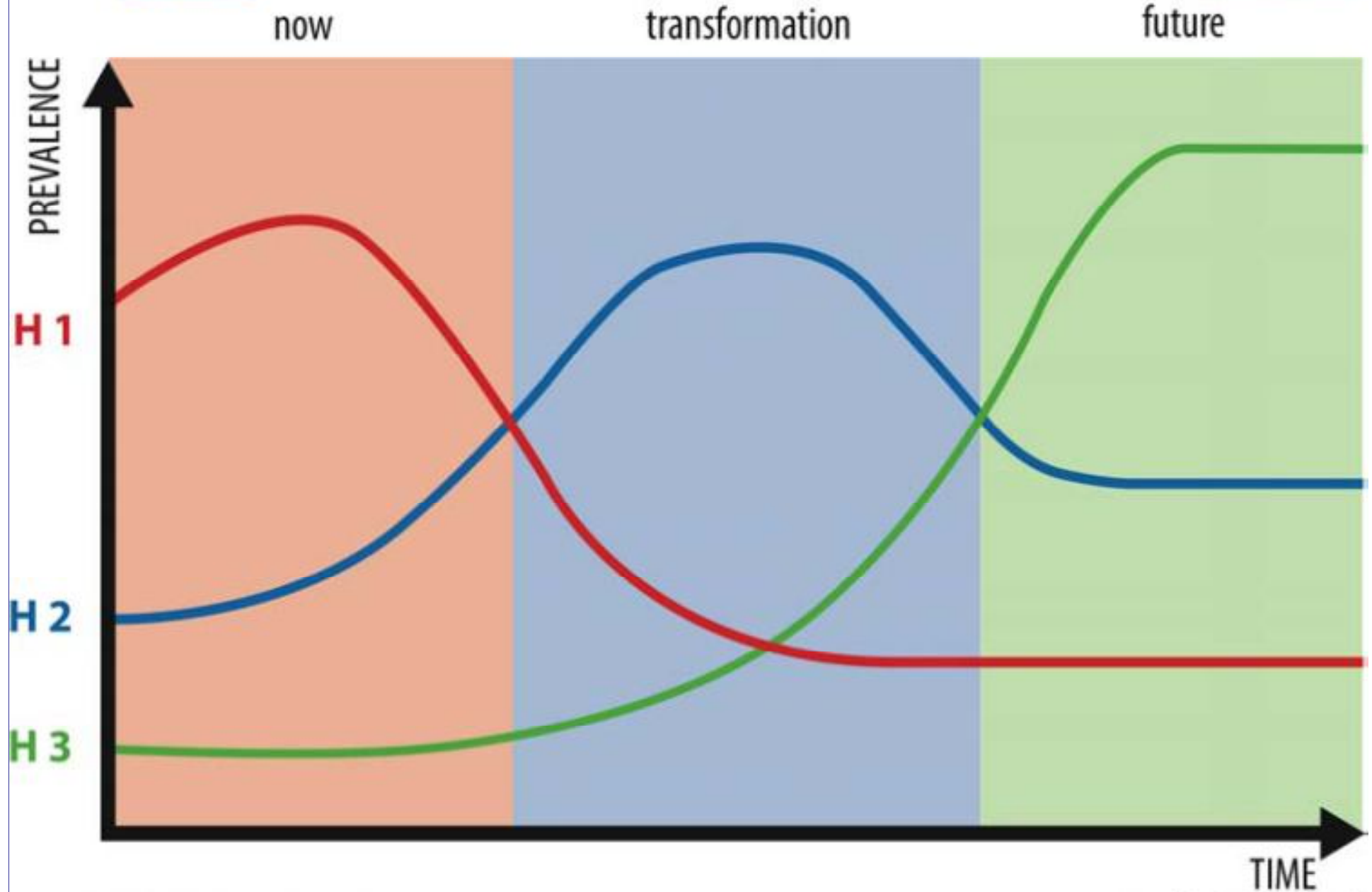
Structural myopia

“...the structural elements of reform take precedence over the cultural dimensions.”

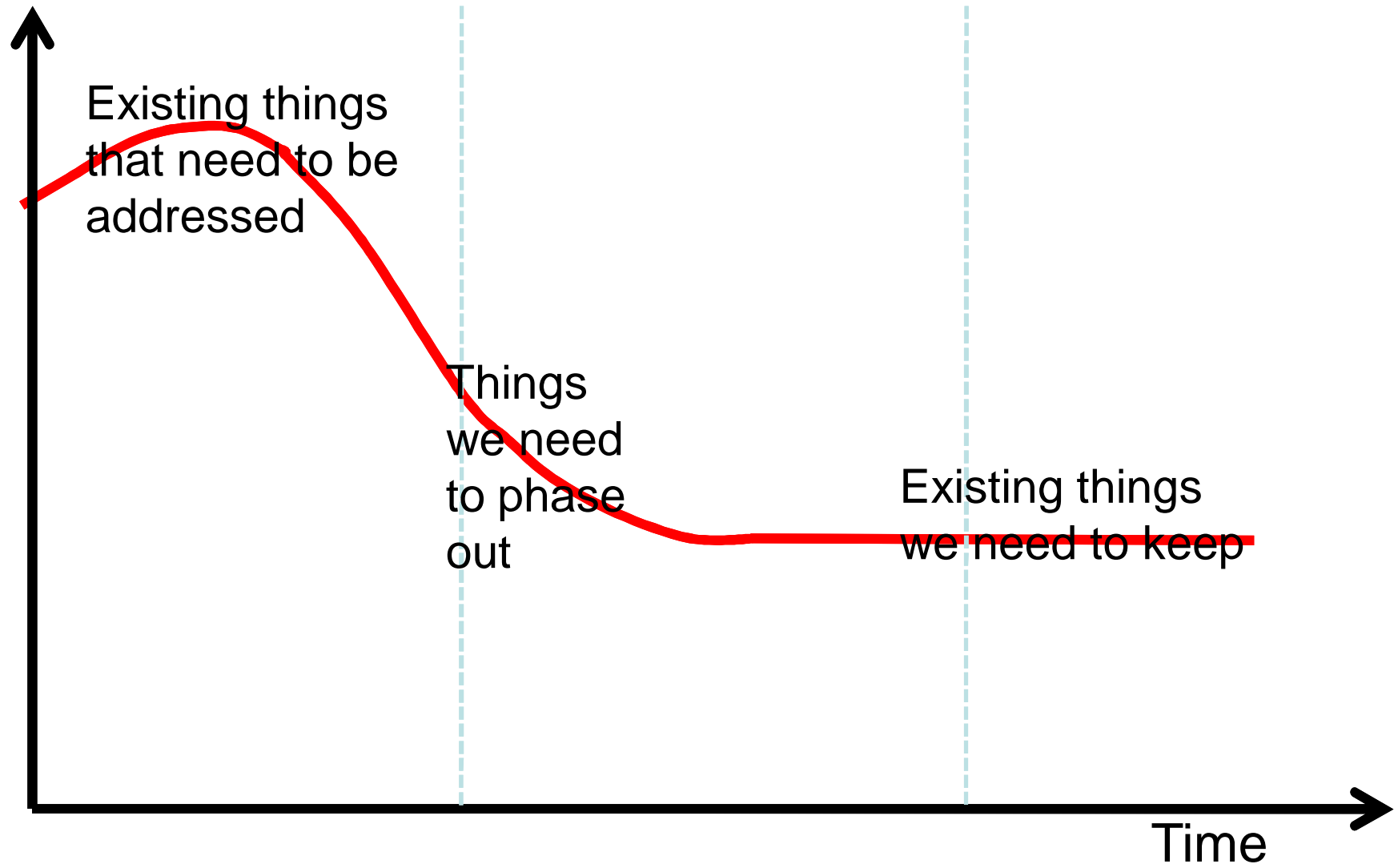
Alma Harris



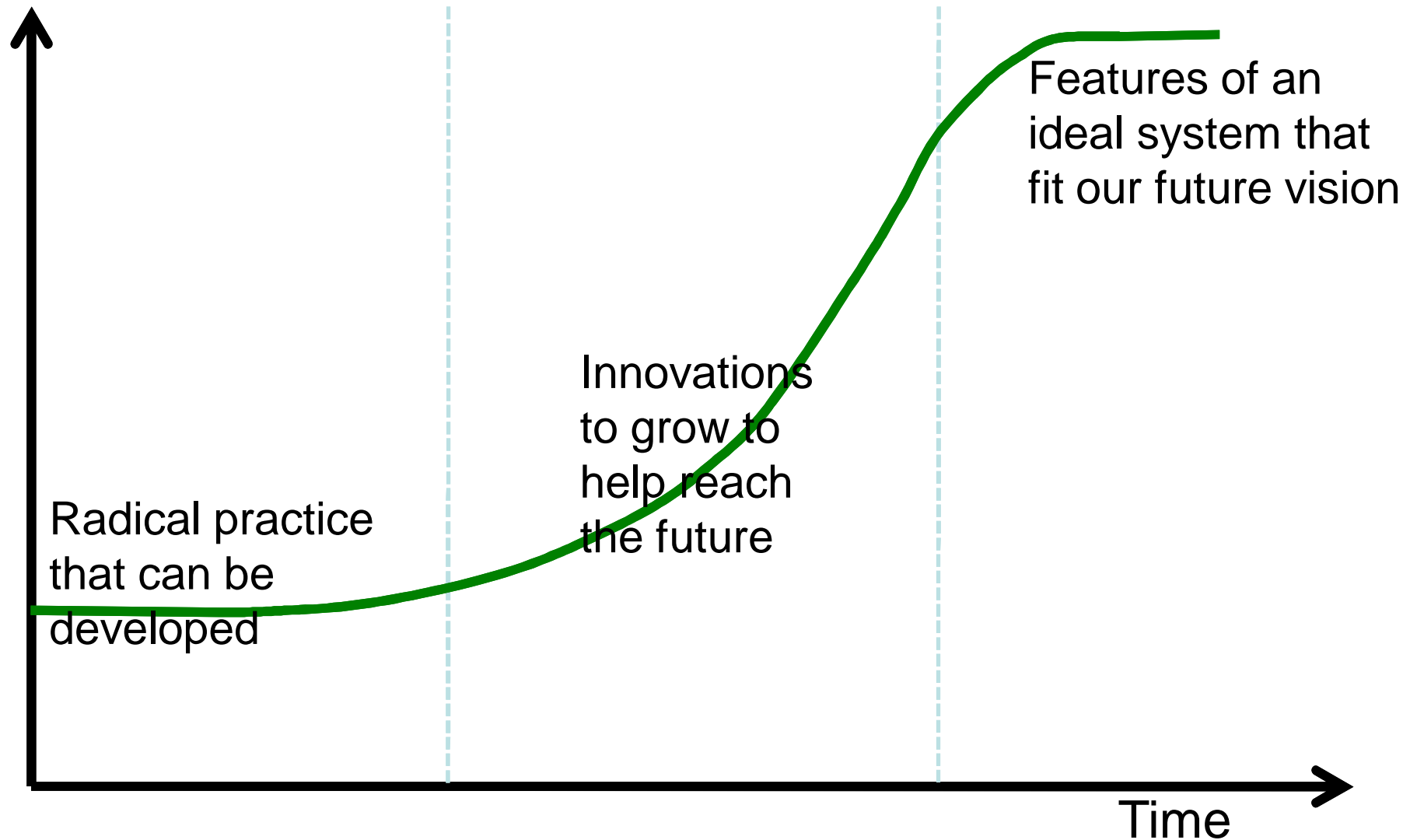
Three Horizons Chart



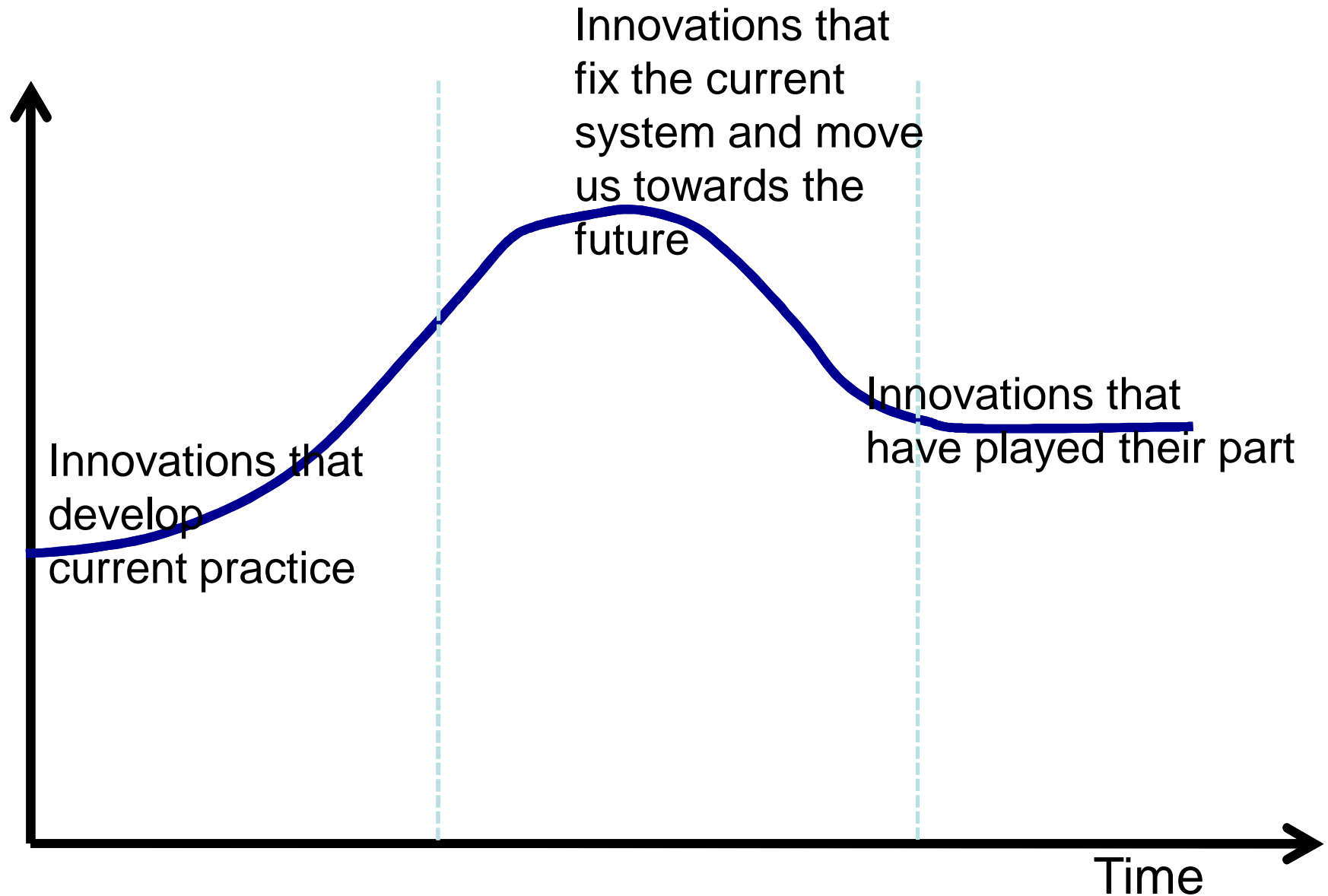
Three horizons: horizon one - current scenario

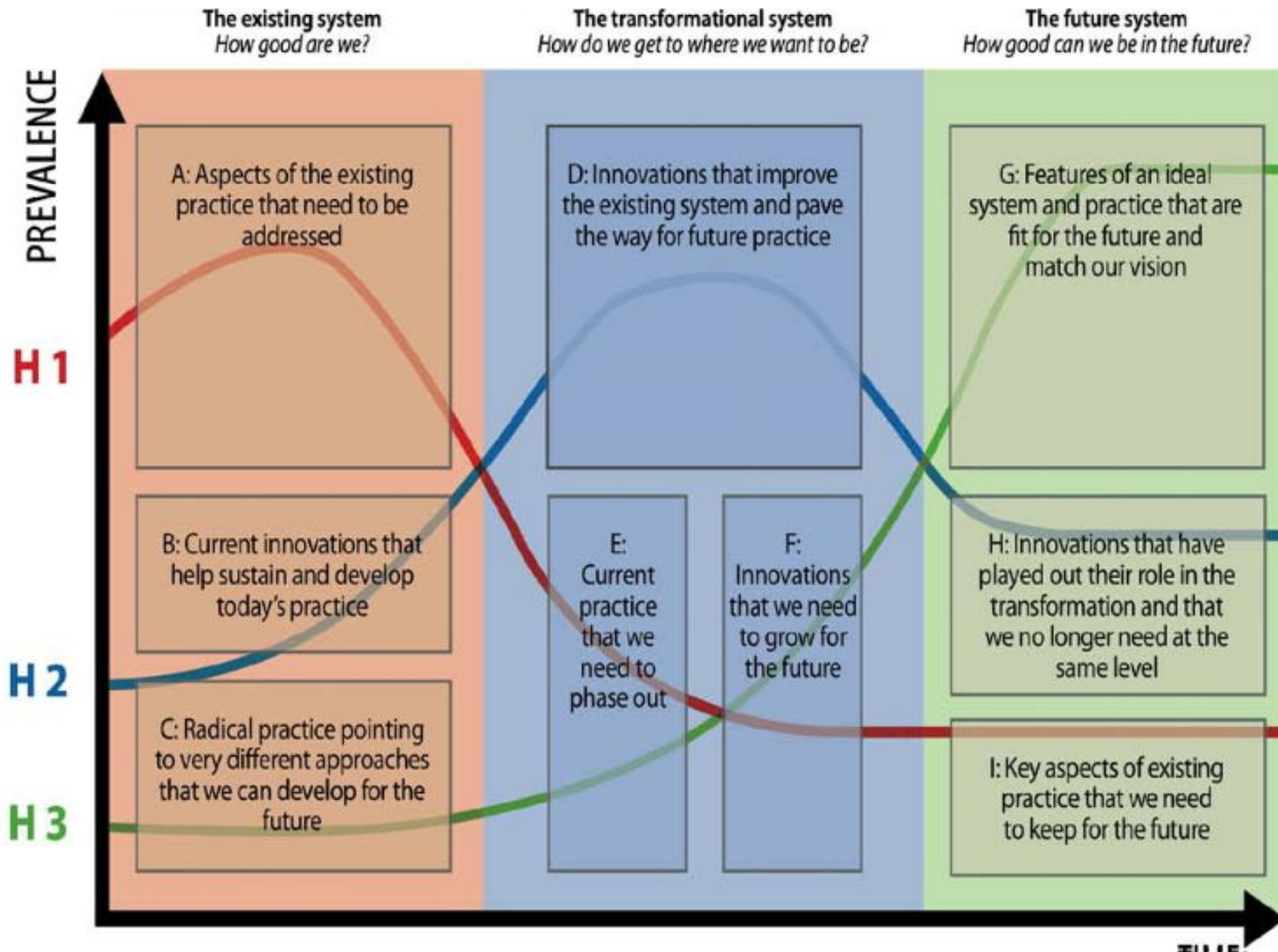


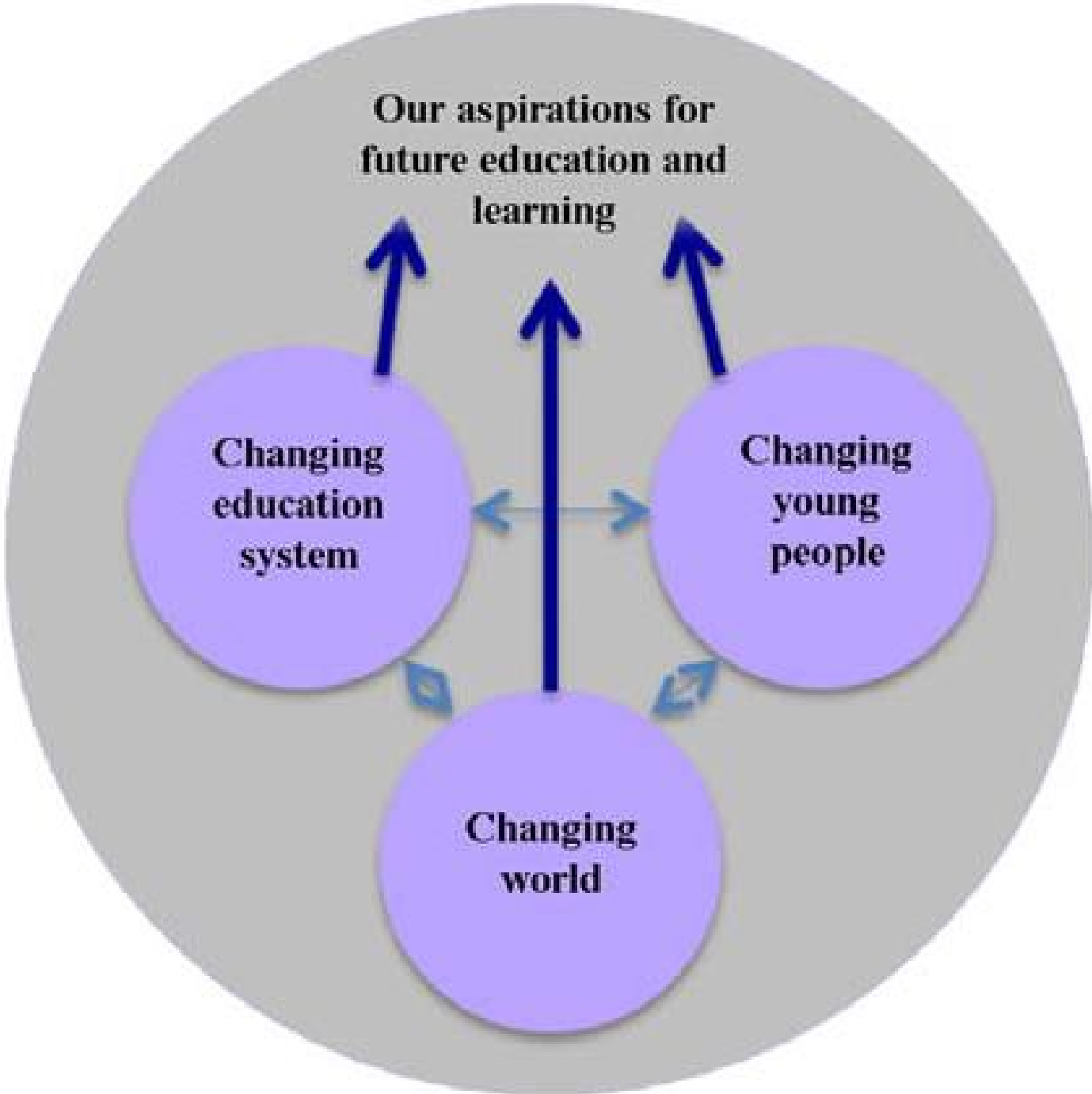
Three horizons: horizon three - future scenario



Three horizons: horizon two - transitional scenario







**Our aspirations for
future education and
learning**

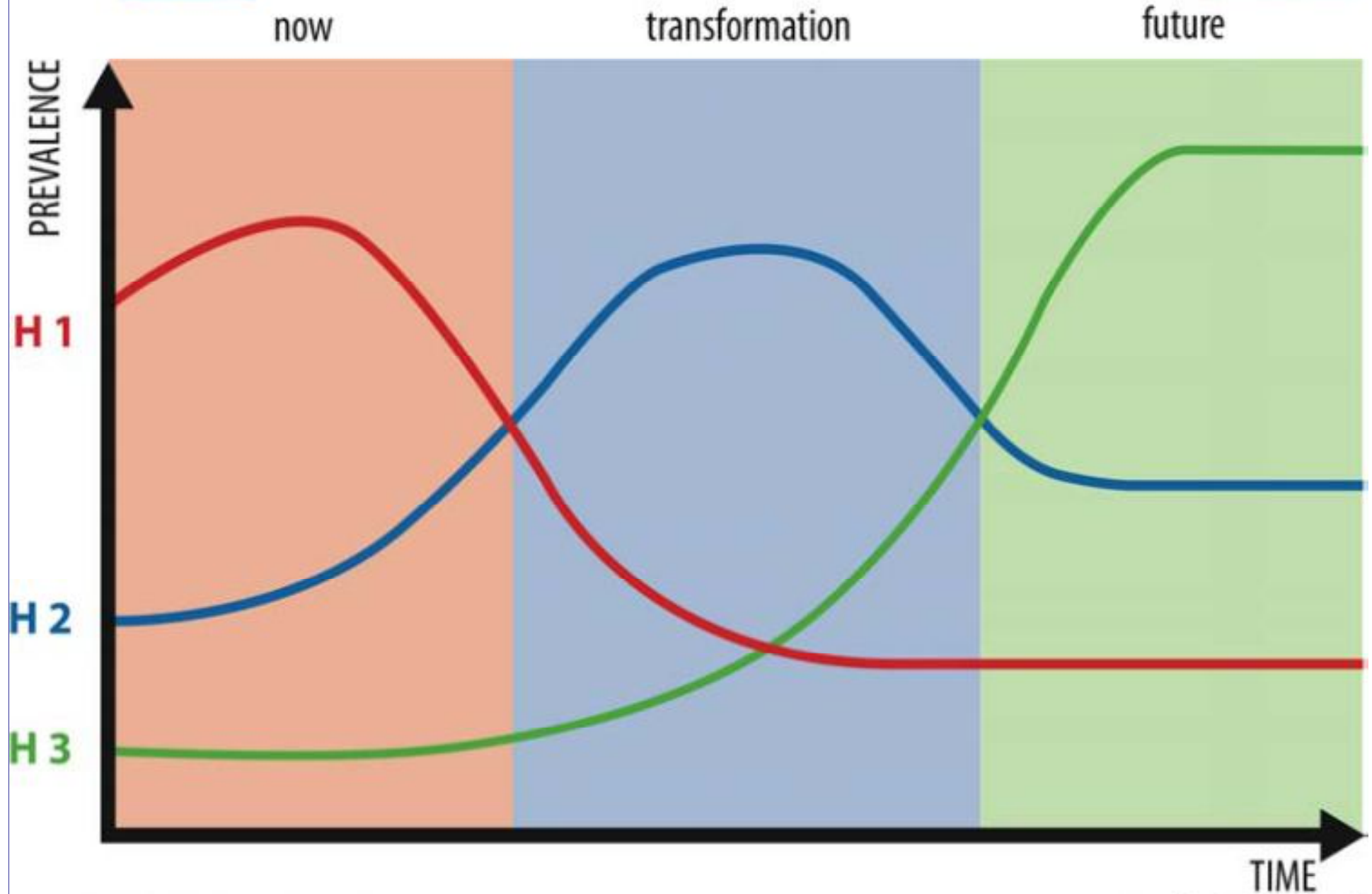
**Changing
education
system**

**Changing
young
people**

**Changing
world**

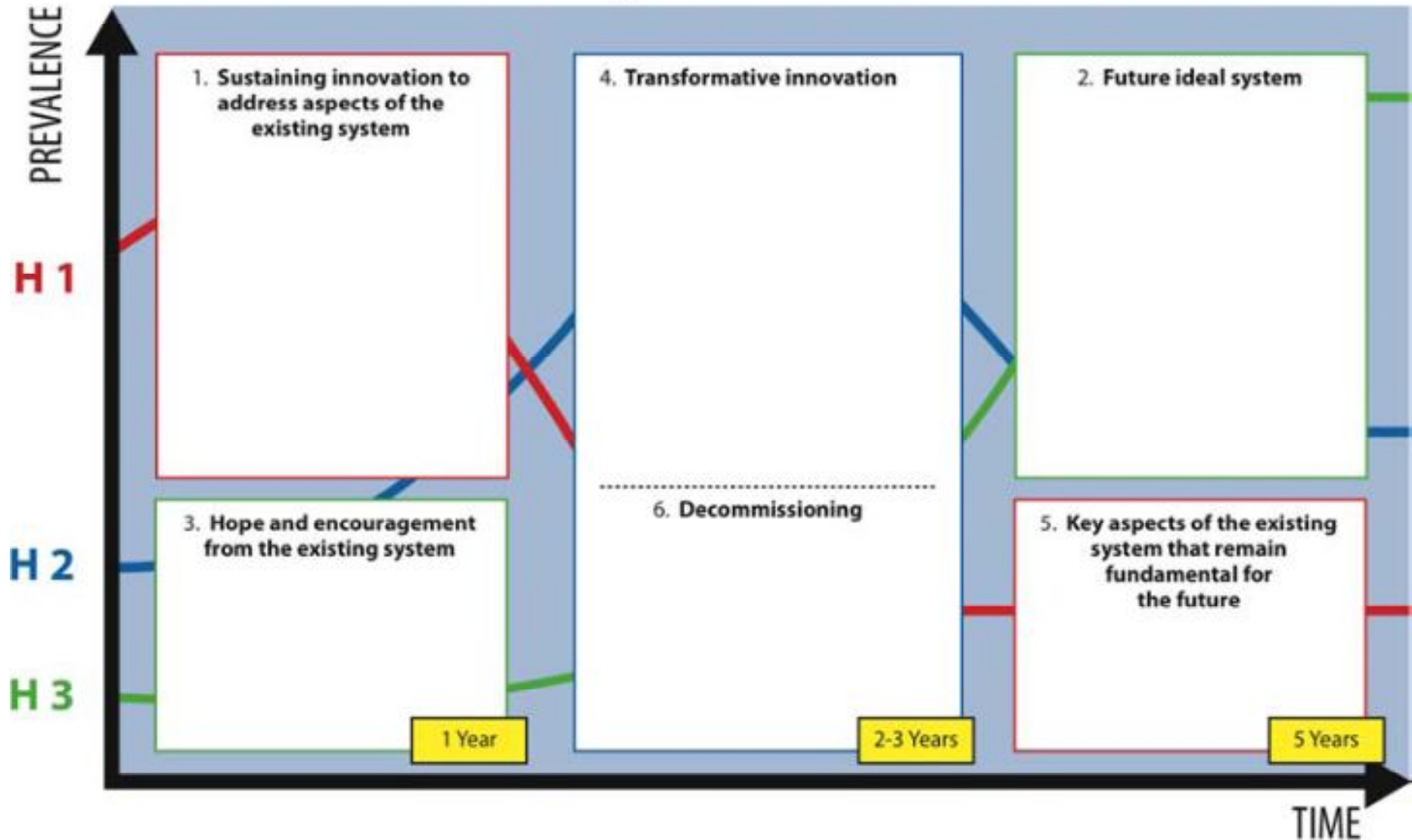


Three Horizons Chart

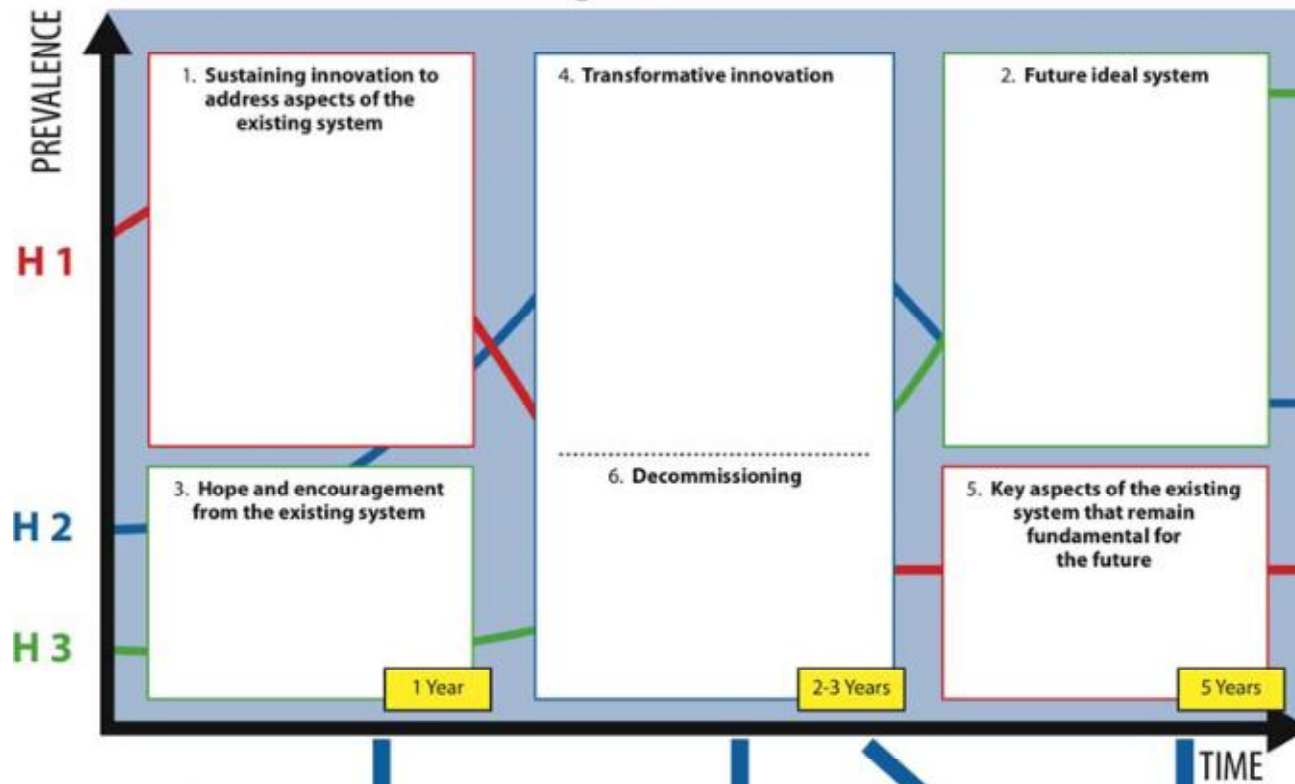




Three Horizons Phase 2 Planning for Transformation



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Reflection,
self-evaluation,
audit that
reports
previous
success

One year
development,
improvement
or action plan

Vision and
longer-term
future plan
(up to five
years ahead)

Three Horizons Phase 2 Planning for Transformation

