

LINDENWOOD  
UNIVERSITY  

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LEARNING ACADEMY

*Issue 14 • February 2021*

# The Learning Log

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# **The Learning Academy's Innovative Pedagogies Series**

Last month, the Learning Academy launched a new series on innovative pedagogies to spotlight inventive or cutting-edge things instructors are doing in their course design, assignments, classroom strategies, use of teaching technologies or other pedagogical tools in order to facilitate unique learning experiences for students. We hope that hearing about what your colleagues are doing will inspire you to try something new or to share your own innovative pedagogical approach!

This month, we feature Marcus Smith, Assistant Professor of History and Gillian Parrish, Assistant Professor of Writing.

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## ***Role Playing History with Reacting to the Past***



Sometimes the best way to learn history is by stepping into it. Reacting to the Past is a consortium of teachers that provides role-playing games for classrooms. Last semester, Dr. Marcus Smith's European History class stepped into 1791 France and his students found out what it was like for conservatives and radicals, peasants, and clergy to fight for their desired outcomes in the midst of The French Revolution. This type of game or simulation provides students a chance to interact intimately with historical characters, empathizing with their perspectives and struggles in memorable ways. [Join us](#) on March 11<sup>th</sup> from 3:30-4:30 pm to hear from Marcus and two of his students about how role-playing helped them rethink history.

Want to see “reacting to the past” in action? View [this short video](#) that will leave you wanting to join in. You can check out the catalog of “reacting games” [here](#). You might find one or more relevant for your course even if you don't teach history. To play (and win) these games, students must research, write, develop and deliver speeches, solve problems, negotiate, make tough decisions, and demonstrate leadership. If these are skills you're looking to develop in students in your course or program, the reacting games could be worth a look!

Of course, the “reacting games” are not the only types of simulations or immersive experiences that can be used to engage students. Some publishers or education companies offer discipline-specific simulations. If you’re interested in exploring what resources might exist in your discipline, contact a Lindenwood librarian.

Even if there aren’t ready-made simulations or role-play games available for your discipline, you could consider using scenario-based learning activities or projects or virtual reality as form of immersive learning. On [this page](#) of the LLA website, you will find an Authentic Assessment tutorial that will provide some guidance and ideas on scenario-based assignments as well as information on using virtual reality as a teaching tool (in case you missed last month’s feature, LU has equipment that you and your students can use!).

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## ***Boosting Student Motivation through Connected Reflection***



As one of last year’s Faculty Fellows, Gillian Parrish brought her focus on contemplative pedagogy to several of her colleagues through presentations, one-on-one consultations, guest-spots in classes and, most recently, by creating an informative guidesheet with clear and practical strategies any instructor can implement in order to facilitate student motivation and metacognition and build learning communities. Gillian continues this work in her own courses and by working with other instructors and, we’re very proud to say that Gillian translated the guidesheet into a

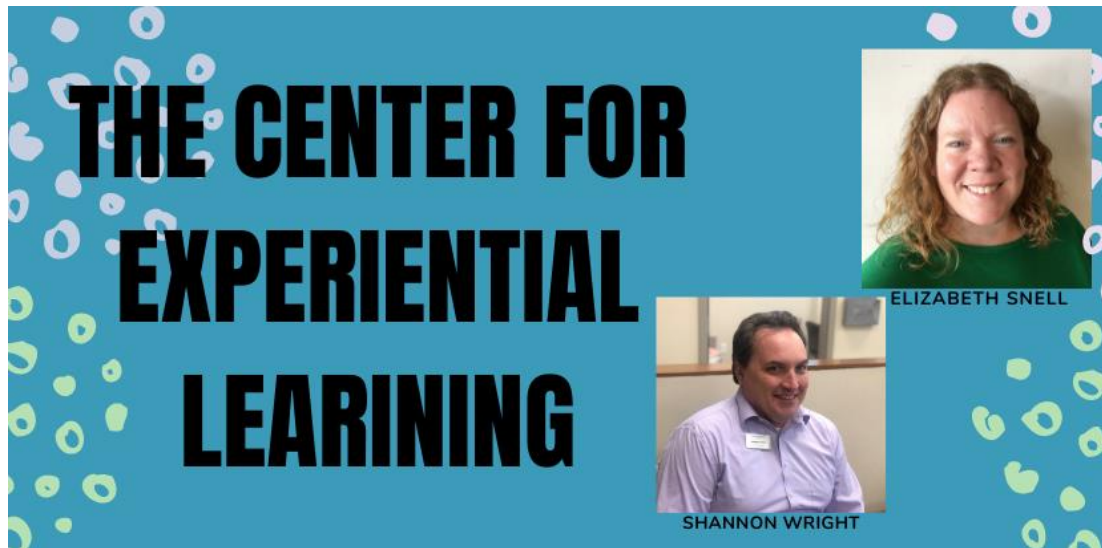
[Faculty Focus article](#) that was published this month! Gillian, your commitment to the craft of teaching and to sharing your pedagogical wisdom with others gives us all something to which we can aspire!

If you are doing something unique in your classrooms – big or small – and would like your innovative pedagogy to be considered for a series spotlight, please let us know! Send an email to [knorwood@lindenwood.edu](mailto:knorwood@lindenwood.edu) and provide a description of what you've tried and why you believe it should be featured.

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# 2021 Q2 Going the Distance Award Winners

Thank you to all who submitted a proposal to the 2021 Q2 Going the Distance Award program. The selection committee is very excited to announce the winning department.



In their submission, Shannon Wright and Elizabeth Snell detailed a plan to organize an experiential learning group. The proposed project group will be composed of faculty, Center for Experiential Learning (CEL) staff, and “at-large” staff from around the university. In addition to the inclusion of faculty and staff, the group will aim to bring on student representatives as well as outside organizations to create a community effort to increase experiential learning opportunities. After its formation, the team will develop an experiential learning symposium and dedicate themselves to “increasing participation in learning in and outside of the classroom as well as in virtual settings.”

To bring new, high-impact experiential learning opportunities to campus, the team members will acquire membership with the National Society for Experiential Learning. As members of the NSEL, the taskforce will have access to new resources and be invited to attend NSEL conferences, which will grow the university’s experiential learning network.

Shannon Wright, Assistant Director of Career Development, wrote, “We are excited to bring together students, faculty, staff, and community partners to further expand experiential learning opportunities at Lindenwood. Through this diverse group we will

gain a range of perspectives to help our students achieve real success through real experience.”

Colleagues interested in experiential learning should look for forthcoming information from CEL about this project.

Congratulations the Center for Experiential Learning. We appreciate the “real experiences” you bring to our students and the university and are excited to see your Going the Distance project develop.

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## **The Learning Academy Partners with DDI**

The Learning Academy has partnered with Development Dimensions International (DDI) to provide leadership development content. Click below to view some of the best on-demand resources from 2020.

[How to Build a Coaching Culture](#)

[How to Design a Virtual Learning Journey](#)

[How Leaders will keep Employees Engaged: Empathy and EQ will Make the Difference](#)

[How to Turn Your Managers into Great Interviewers](#)

After viewing the resources, don't forget to [log your time in Workday!](#)

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# A Leadership Secret We Should All Know: Facilitation

*"You will never find an opportunity without a problem in front of it." - John Maxwell*

In March of 2020, the attention of every organization was on ensuring their employees had the tools to be productive while working from home. In record speed, fortune 500 companies and institutions of higher learning discovered what it looked like to work, teach, and learn remotely. The quick success organizations achieved in providing people the tools to work from home, has led many of us to now shift our attention to the *people* of our organizations rather than technology. Here at Lindenwood, the Learning Academy wants to partner with you as you increase and refine your skills to realize your fullest potential.

Facilitation is a strategy that can help you gain success while solving problems and enhancing processes within your departments and divisions. At a recent ATD conference, Sardek Love, co-author of the book [Speak for a Living](#), talked about how leaders at all levels can use facilitation methods as a powerful weapon for inspiring peak performance in people, regardless of whether they are in person or remote. He stated, "A great leader understands that change is a very personal, individual thing, and no one goes through change at the same pace. You need a strategy to encourage people to stay with you as you lead change." Love said there are three key facilitation



skills, having a curious mindset, being process driven, and results focused.

### **Curious Mindset**

Fostering a curious mindset can be as simple as looking at an obstacle and asking open ended questions. Michael Marquardt, in his book [Leading with Questions](#) said, “Questioning helps people gain perspective and understand the perspectives of others. As they see issues and problems from different points of view, they gain an appreciation for their complexity—and also expand the range of possible solutions.” Leaders do not need to control the conversation, they can contribute by facilitating with a curious mindset.

### **Process Driven**

Leaders examine conversations by *listening* in order to determine how to best steer discussions. Love’s research found that 90 percent of the time individuals who have direct interaction on the front line and are involved in the day-to-day execution know what is broken and how to fix the issue at hand. This is exactly what the [Q2 Process Improve Task Force](#) does, we go straight to the source of broken processes and ensure the right stakeholders are at the table to define the problem and innovate until solutions are delivered.

### **Results Focused**

When the people in an organization are focused on getting the best results, it doesn’t matter who’s job it is to “*fix*” the problem. Innovation strategies can be used at any level of the organization and it is the way forward to achieve results needed for future success. Look at obstacles as opportunities to achieve what no one else dreamed possible. Take the time needed to observe and define issues before you jump straight to solutions, but always keep the end goal in mind.

Facilitation is the secret we should all carry in our arsenal of leadership strategies. The

more mature we become in our leadership journey, the more we will begin to understand just how little we know and how we need to lean on the experts closest to any given issue or obstacle. Be curious and listen, ask the right questions, use processes, and achieve results! To read more on the topic, view Webb and McElroy's article [here](#).

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# LinkedIn Learning Feature

## *Facilitation Skills for Managers and Leaders*

Leaders wear many hats. Sometimes you need to manage; sometimes you simply need to facilitate-to empower your teams to excel on their own. Executive coach Prakash Raman explains how facilitation skills can help you create high-performing, autonomous teams. He outlines how to develop the core skills of a facilitative leader, such as developing your emotional intelligence, active listening, asking powerful questions, engaging productive conflict, and being flexible in your own thinking so as to make room for your team's input. He concludes by outlining the most common challenges that leaders and managers face when using facilitation skills with their team.

### **Learning objectives**

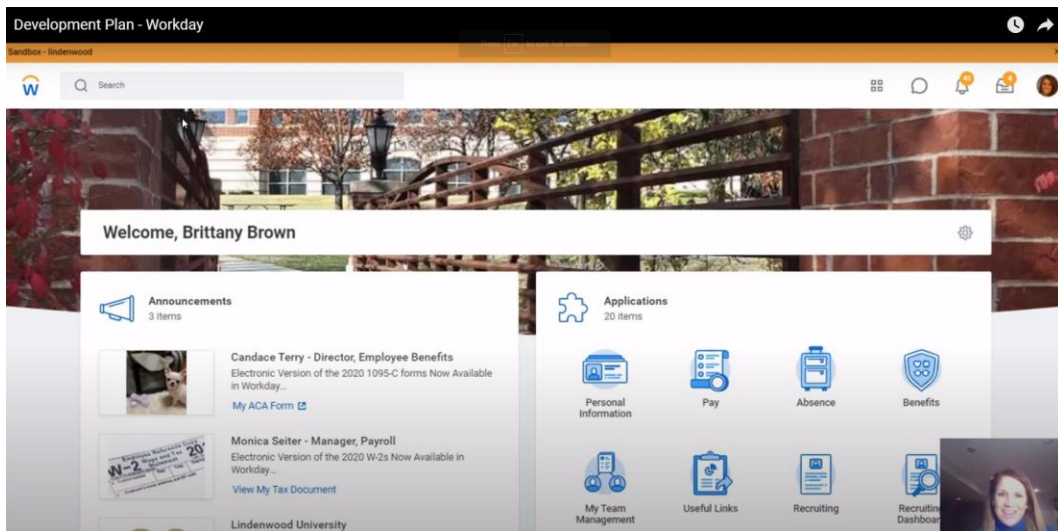
- Recognize the activities that differentiate facilitation from management.
- Identify the signs of groupthink during a facilitation.

- Explore methods for engaging conflict in a productive manner.

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# Creating a Development Plan

In the [December issue](#) of the Learning Log we discussed creating a development plan using the GROW model. We have updated the Workday process and created a quick [5 minute video](#) for you to see what's new.



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# The Power of Positivity

Kindness  
is  
Magic

# Sarah Leassner – Q2 Staff Fellow

- Calendars
- Random Acts of Kindness
- It's not too late to become a Power of Positivity participant

The month of February is the designated month to celebrate kindness. The Power of Positivity (POP) program believes that by starting a kindness effort in the month of February, one can begin to create a habit that can last throughout the entire year. Over the month of February, the POP program challenges the university community members to participate in at least one Act of Kindness effort. Here are a few resources to do so:



## Acts of Kindness Calendars

Whether at home or in the office we each have the opportunity to engage in little acts of kindness throughout the entire month. These Kindness Calendars can help assist you in engaging in acts of kindness each day! [HOME – Edition](#) [WORK – Edition](#)

## Random Act of Kindness Day

February 17<sup>th</sup> served as the annual day to celebrate random acts of kindness. If you performed acts of kindness, please share them anonymously [here](#).

## Power of Positivity Program – Group Presentations

Having the ability to interact with others at Lindenwood who want to have a heart for positivity has been personally and professionally life changing. One of the most popular and rewarding aspects of the POP program has been when I have been

invited to departments, classrooms, and organizations to discuss the Power of Positivity. I would love to come and speak to more groups, to book a time please contact me at [Sleassner@lindenwood.edu](mailto:Sleassner@lindenwood.edu).

The POP program would like to leave you with this quote, in hopes it will motivate folks to be mindful of the concept of kindness and the impact it can have in our community!

*“No kind action ever stops with itself. One kind action leads to another. Good example is followed. A single act of kindness throws out roots in all directions, and the roots spring up and make new trees. The greatest work that kindness does to others is that it makes them kind themselves.” - Amelia Earhart*



The Day of Dialogue is dedicated to supporting the educational mission statement of the University, by providing a space outside of the classroom to support the academic and intellectual inquiry of challenging ideas, telling narratives, and dialoguing across culturally divisive topics. On this day, we expand the classroom to the entire campus by coming together and considering concepts and narratives that are not often explored as an entire campus collective, with the goal of creating a more inclusive campus for all members of the Lindenwood community. As an institution of higher

learning, a pause of regular classes to extend learning beyond the classroom provides the entire Lindenwood community (students, faculty, and staff) the educational opportunity to learn from different perspectives in an engaging way. [Register today!](#)

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**[Check out our webpage!](#)**

LARC 009

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