

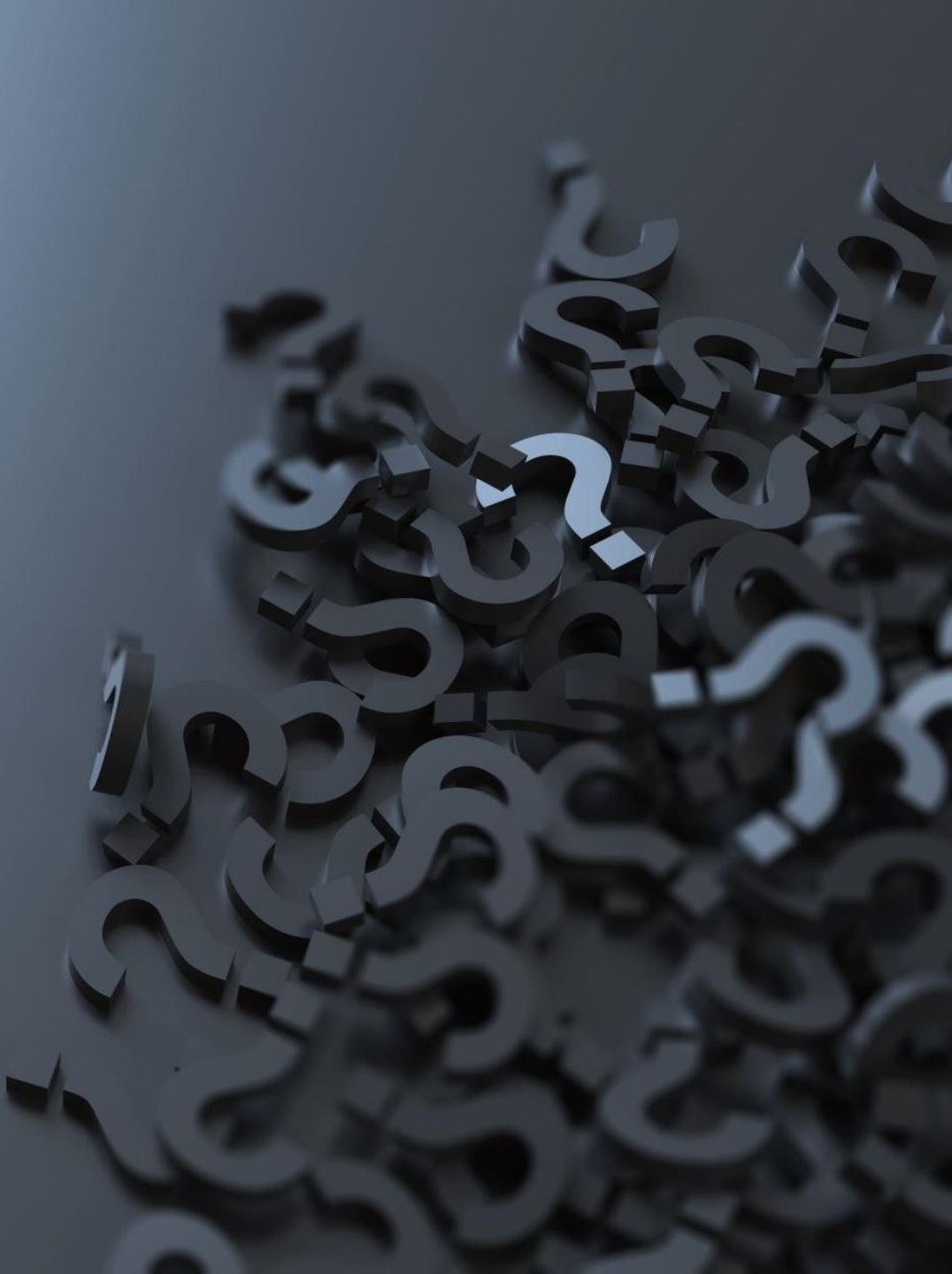
Educating flexibility within organisational structures and norms

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Do you feel that your education prepared you for public management?

- Since 2008, the public service mantra has been 'doing more with less'.
- This places burdens on organisations and also burdens on the staff.
- Having to do more often entails operating across multiple roles and skillsets which requires a lot of flexibility.
- However, organisational and political boundaries, cultures and norms may not be flexible.
- My question is 'are we educating for this situation and do we need to educate differently to prepare staff for public management?'



Neuroplasticity – A couple important implications about learning

- “Fired together, wired together.” The more frequently a connection is made, the more likely it will be made in the future.
- Though neural networks are constantly being revised and refined, well-established patterns are far more difficult to change. What we already know, or believe, affects how we interpret new experience — in other words, what we are prepared to learn.

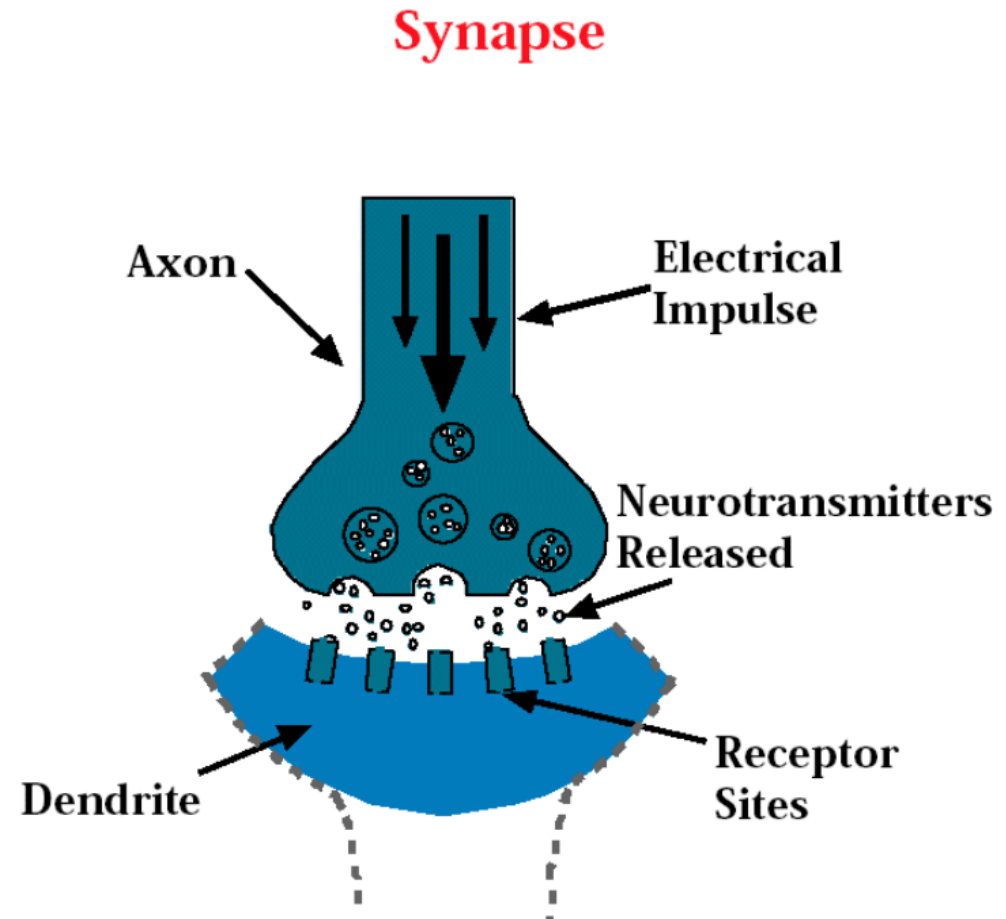


Learning

- Over our lifetimes, our brains continuously construct and reconstruct myriad neural networks made of the raw material of memories, emotions, models, maps, images, metaphors, and analogies that comprise what the brain knows.
- The changes that result from continuously elaborating, linking, and reconstructing patterns of connection are what is called learning.

Practice builds strong connections!

- Special chemicals called **neurotransmitters** carry the electrical signals across the synapse.
- When you practice something, it gets easier for the signals to cross the synapse. That's because the contact area becomes wider and more neurotransmitters are stored there.



Disfluency

When we encounter new information and want to learn from it, we should force ourselves to *do something* with the data...If you read a book filled with new ideas, force yourself to put it down and explain the concepts to someone sitting next to you and you'll be more likely to apply them in your life. When you find a new piece of information, force yourself to engage with it, to use it in an experiment or describe it to a friend.

– Charles Duhigg, Smarter, Faster, Better



vs.



How am I practicing disfluency right now?



Mistakes are essential, because...

- ❑ Making mistakes, and getting feedback so you can correct them, allows you to check the accuracy of the connections in your brain.
- ❑ Be sure to get feedback quickly so you don't practice the wrong thing and build a strong, but wrong, connection!

But we operate
within political
and
organisational
silos, boundaries,
cultures and
norms.





Our Online Roundtables



If you would like to converse with us about the challenges of educating for flexibility within organisational structures and norms then please send us your contact information and we will be in-touch.



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