Fostering a culture for transformative entrepreneurial learning

Purpose:
To conceptualise a Nordic adult learning model, by testing and developing “Transformative learning circles with in-service training”. The aim is to facilitate co-creation of challenges from the participant’s daily practices, and inspire, develop and implement new practice. Thereby enable learner-participants to adopt a more entrepreneurial role and contribute to transformations within their organization and in society.

Conceptual/Theoretical framework:
Nordic Council of Ministers (NCM) has a special focus on maintaining a sustainable Nordic welfare system. NVL- Nordic network for adult learning, a program under NCM, initiated in 2013, a network on entrepreneurship, entrepreneurial learning and innovation. During 2013 and 2014, the network mapped and analyzed innovative practice. Based on this work, the network decided to test and develop “Transformative learning circles” as a learning model. The participants in the three transformative Nordic circles come from cross-sectorial organizations in six Nordic countries, representing Universities, Private Organizations, Municipalities and Networks. The themes are “Inclusion in working life”, “Entrepreneurship in formal education” and “Newly arrived - migrants”.

Design/Methodology
The key idea is to develop new knowhow and perspectives together with the other participants (regarding the theme of the learning circle). Between the meetings, the participants, will implement new ideas into practice in their organizations and networks, obtain new information from various sources and reflect what they have learned. The participants will meet in the Nordic circles during 2016 (some of the meetings online), and we will measure how they can turn the new ideas and knowing in to practice during the process. This will be done through a specially developed evaluation design (based on action research) for this project. We are developing a learning model where facilitation, co-creation, high degree of participant involvement, and challenges from the participant’s daily practices are principles for learning processes.

Results
The conceptualisation of the learning model will consist of a handbook describing the theoretical frame for transformative entrepreneurial learning, general principles in the work with learning circles and implications for effect. A report will suggest possible ways of continuing the work.

Research/Practical Implications
Evaluation reports will be used as learning tools during the project, the reports will be analysed and published to be used by participants, and others interested.

Originality/Value
Key features in transformative learning circles are: Transform/ develop entrepreneurial mindsets and culture, Diversity as increased potential for learning (practitioners, teachers, students, researchers...), learning in reality – not abut reality and facilitate co-creation. Maybe these elements are not unique or new, but the combination of these features is underrepresented in adult learning models. The network has experienced these features all the way – “The project has walked the talk”.

2 Inspired from Lahdenperä, Pirjo (red) Forskningscirkeln – en møtesplats for samproduktion M. högskola