

Course: Time to reorganize! Understand organizations, act and built a meaningful world.

Assignment 1: Describe a situation

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#### Describe a problem

I was facing difficulties in testing a hypothesis for my thesis on recognition on prior learning (RPL) in the EU. As someone who has learned a lot outside the formal educational system, I am very interested in this topic. Believing improving RPL practices was good and facing difficulties with the recognition of my learning made me choose this topic for my thesis as part of my master in educational science. In this thesis I developed a classification of various ways could learning can be recognized. In order to test this classification, I would like to interview some experts of the EU to see what they thought about my idea. These interviews would help to validate the classification and would benefit me in completing my thesis. However, I had trouble finding the right experts as I did not have a network/connections on the EU level. This made it hard for me to connect to people I could interview.

In order to solve this problem, I turned to the European Region of the World Organization of the Scout Movement. This organization is aimed at creating a better a world by empowering young people. One of the logics of action they use is providing peer learning opportunities for young people through non-formal education methods. As RPL has a strong focus on non-formal education and it gave me an opportunity for peer learning (most of the volunteers are under 30 and I am 25) provided a match between my path of action (improving RPL through research) and that of the organization (improving RPL though advocacy). The organization provided me with help in selecting the right experts and setting-up interviews with them. The fact this organization has a strong legitimacy in the field of youth and RPL helped me to solve my problem. Their large membership base (8 million young people in Europe), their long history (over 100 years old) and its active role in the educational and youth policy fields is where this legitimacy is derived from.

#### Use the week 4 matrices

Using the re-engage matrix I was applied to this problem. Both axes are relevant in in this problem. The horizontal axis is relevant because there were more than one organization whose logics of action I needed to adhere to. First there was the logic of action of the university where I was studying whose logic it was to develop new kinds of knowledge. Secondly, there was the Scout Movement where I was a member of, whose logic it was to educate young people. Both logics are highly coherent.

The vertical axis was relevant as both organizations do have a high degree of durability; the university I studied at is over 100 years old as is the Scout Movement. Both organizations are very stable and provided highly durable. Combining the two axes in the matrix moved me to the upper-right quadrant were a consolidate strategy is advised. Using this strategy, I would need to consolidate my adherence to both organizations to solve my problem. This was exactly what I did: I became an external representative for the Scout Movement and used this position to gain access to EU experts.

#### Reflection

The solution proposed by the matrix is doable as it allows for the merging of the logics of action into one person. By doing so the best of both organizations is then combined which, added together, brings great results. I actually implemented this solution by becoming an external representative for the Scout Movement. This allowed for a broader sharing of knowledge I had gained at the university and access to EU expert which I was lacking before.