

ON OUR WAY TO THE LEARNING ORGANIZATION WITH XTREM READING

by Yoan THIRION

LEARNING ORGANIZATION

The Fifth Discipline:
The Art & Practice of the Learning Organization



by Peter Senge (1990)



VS



Deliberately **shape**
the **future** it wants

Rather than be a **victim**
to circumstances

5

Disciplines

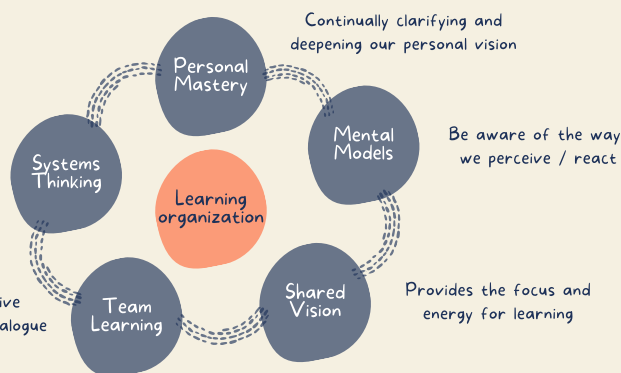
Ability to understand how elements
impacts the others



Culture



Appropriate processes



"From 'I learn to survive' to 'I learn to generate, create and bring out new things'."

Story of a Team Learning practice

How could we stimulate "Team Learning" in our organizations ?



How do we learn ?

"Even in an ultra-digitized world,
reading remains one of the most
used means to expand individual's
knowledge, develop new skills or
discover new subjects."

READING



#1 Practice for individual learning



How to make this solo activity a **collective** one ?



Experiments



Iterate

XTREM READING

Read 2 books in 1 hour and cultivate your collective intelligence

HOW TO ?



A facilitator
(or rather a timekeeper)



A space / room
(virtual or physical)



Some Books
(More than the number of participants)

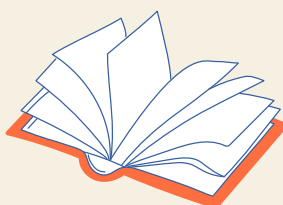


Volunteers
(from 2 people minimum to infinite)



This infographic

1) EACH VOLUNTEER BRINGS A BOOK



Invite volunteers to bring a book
(often the one lying on their bedside table)

2) SHARE CHOICES



I hope to find ...
in this book



Invite participants to **share** their choice

3) CREATE GROUPS OF INTERESTS



Participants **organize themselves** into
interest groups for books of 2 to 3 people

4) READ 2 BOOKS

Read 1st book



Change book
With someone else from their group



Read 2nd book



During 2 iterations of 15 to 25 minutes
participants **read** 2 books



Clear objective



Unlearn Reading



Read what you want
no matter the order



Analyze book structure



Find the Key Chapter



Use Speed Reading Techniques



Use visual guide
to focus our eyes



Read in chunks



Avoid
subvocalization



Take notes



Use Mind Maps for example

5) SHARING



Our learnings



How could we use
this learning?



Within each group, 5 to 10 minutes
per book to **share** what has been discovered



Strong collective reflection
through dialogue



Lots of discoveries



Teams experimentations

6) APPRECIATE

★★★★★

★★★★★

★★★★

★★★

★★

★



Book readability

Recommendation

Each reader **can write down** his/her
feelings about those 2 aspects

LESSONS LEARNED

After more than 400 different people, in different contexts / countries



We are all **Clark Kent**

- All able to read 2 books in 1 hour
- BUT differently from what we first think



Improves book **memorization**

- Reading with sharing in mind.
- Creates emotions around books



Creates a lot of **learning**

Each participant learns something new



A very **rich** experience

- We all have different systems of thinking
- We see and retain different things



Discover **unsuspected topics**

Discover topics you would not have
thought you would like



Break silos and **connect** people

- Everyone is concerned
- Break down every silos (vertical / horizontal)

LIMITS

"anytime, anywhere, anyone, any topics"



You lied to me,
I have not really
read 2 books

Do not read **fully** 2 books

Ask **open questions**

"Which value did you see in today's exercise?"
"What have you learned from this session?"

Another approach to reading



Do **not work** for **fiction** books

Ruin the pleasure of discovering the characters and their evolution



Be aware of **confirmation bias**

- Mix people during this kind of session to manage it
- From different fields / cultures / ...

Beware **Dunning-Kruger** effect

Remind that spending time on a book don't make us experts



REMOTELY

Communication

- Create groups
- Global communication



A FEW TOOLS

Virtual Library

- Listing books
- Select them
- Share them
- Appreciate them



A different experience but as rich as physical

Chaotic the first times

- Book files formats issues
- Tools usage
- Access rights on the different tools
- Global communication

