

#NoLearning

June
2014



 emergn



WHY CHANGE?

VALUE, FLOW, QUALITY

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<http://marcin.floryan.pl>



@mfloryan



Sergei
head of IT



@mfloryan

£³ comparethe
market.com™

Are you paid
exclusively to learn?



#NoLearning

I cannot teach anybody anything. I can only make them think

Socrates

For the correct analogy
for the mind is not a
vessel that needs filling
but wood that needs
igniting

Plutarch





Primed



Deliberate

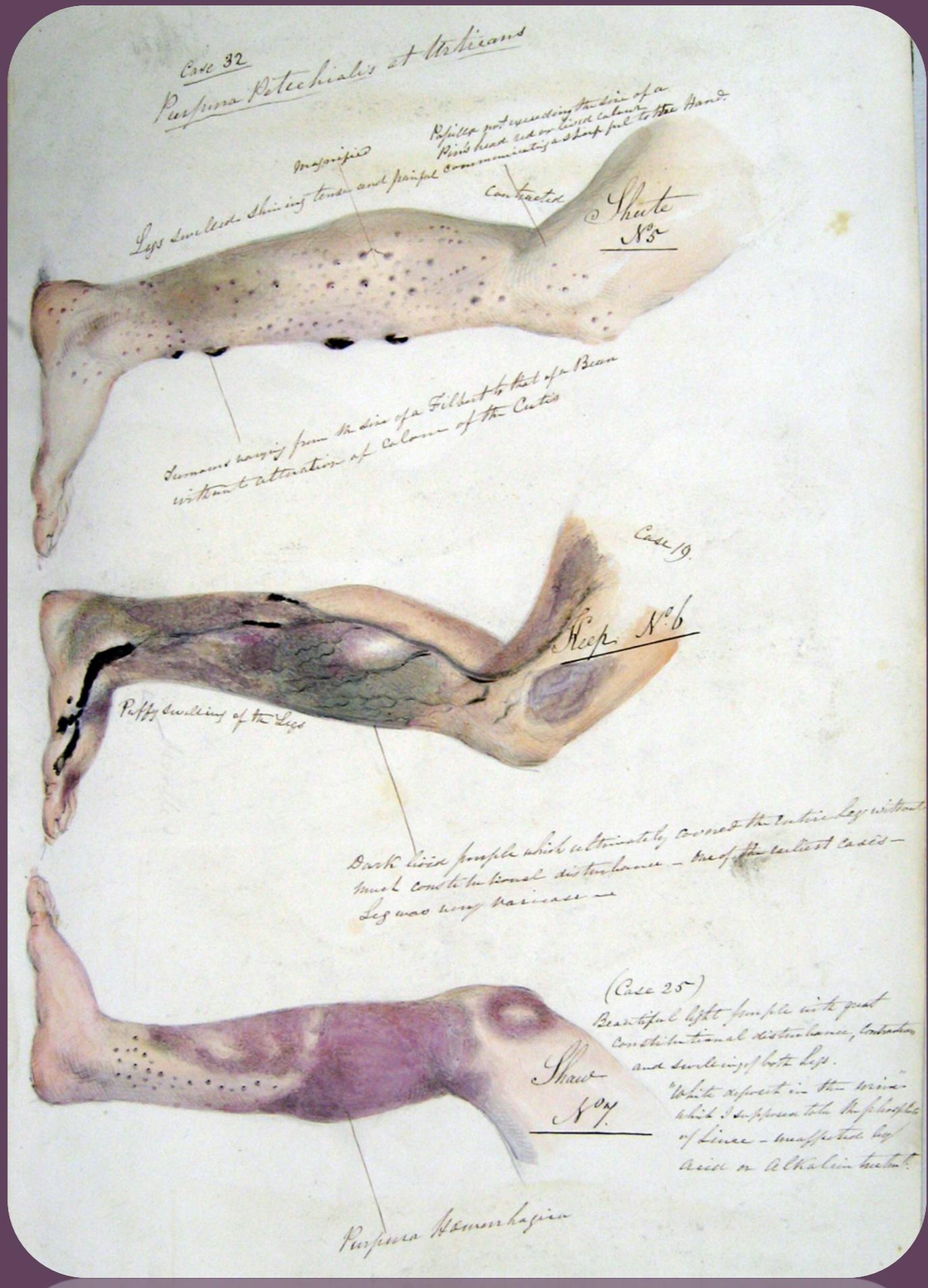


Validated



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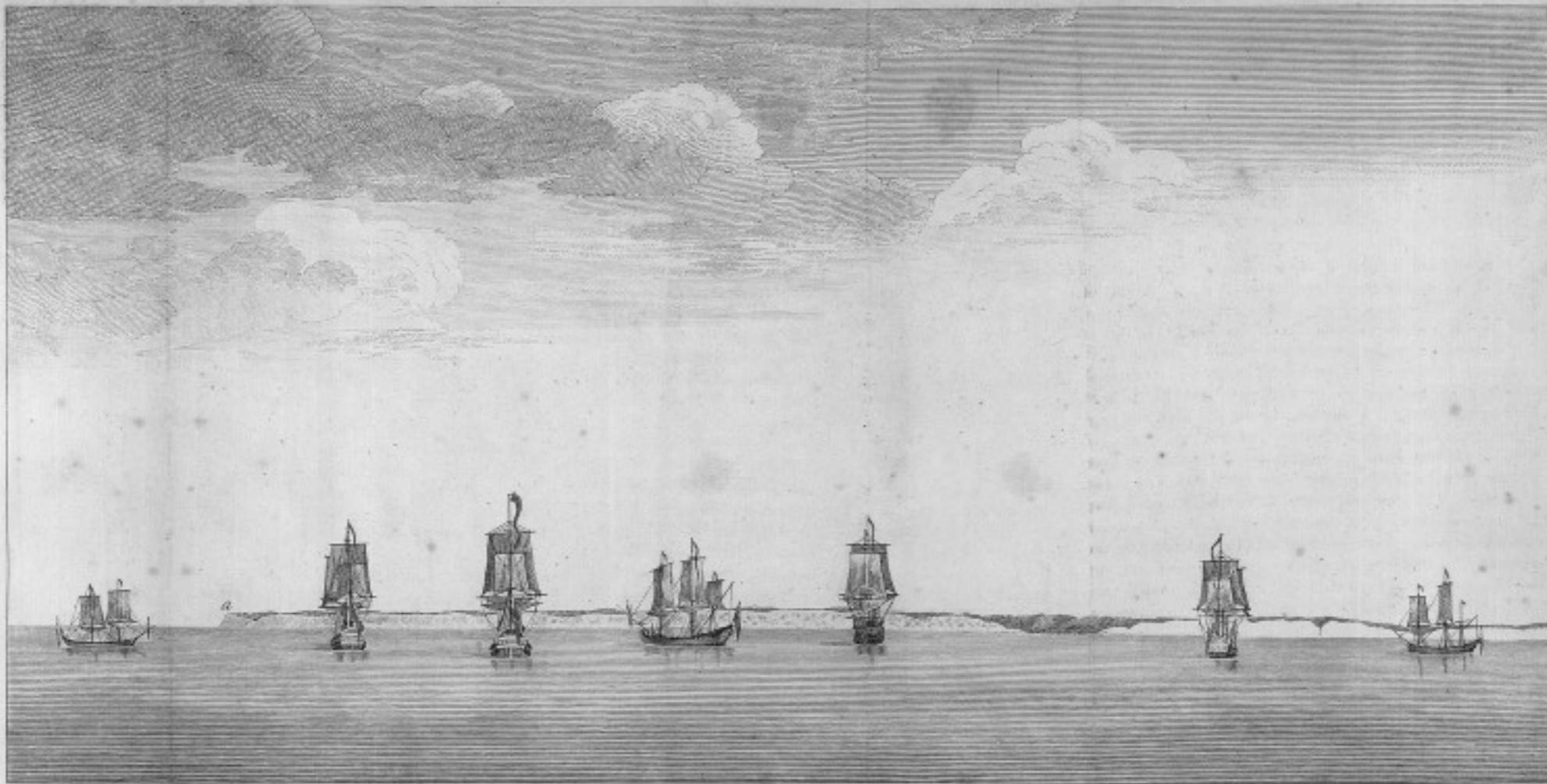






Lord Anson





Cape VIRGIN MARY at the north entrance of MAGELLANS STREIGHTS.

CAPE VIRGIN MARY AT THE NORTH ENTRANCE OF MAGELLAN'S STRAIGHTS.





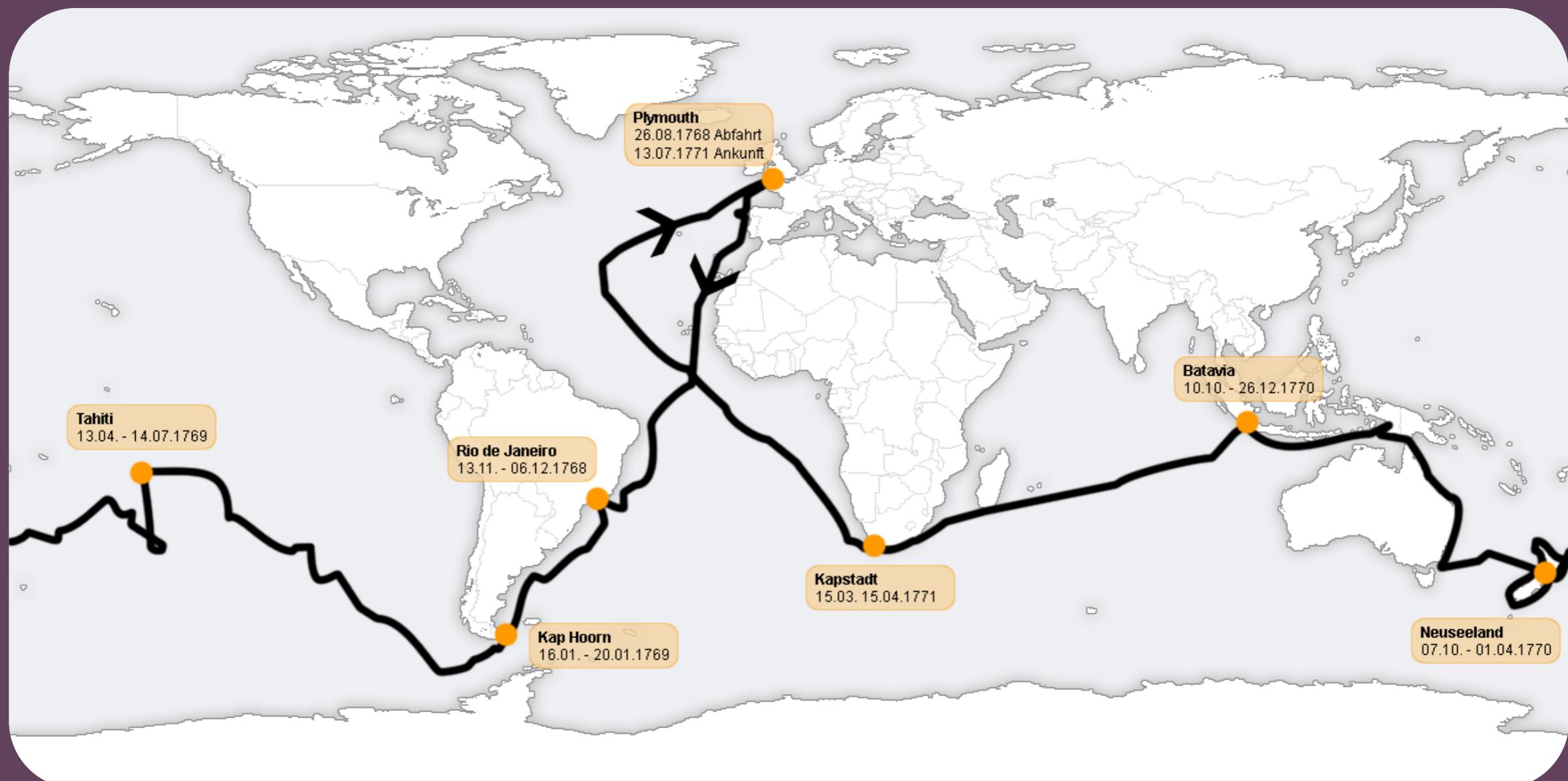
James Lind

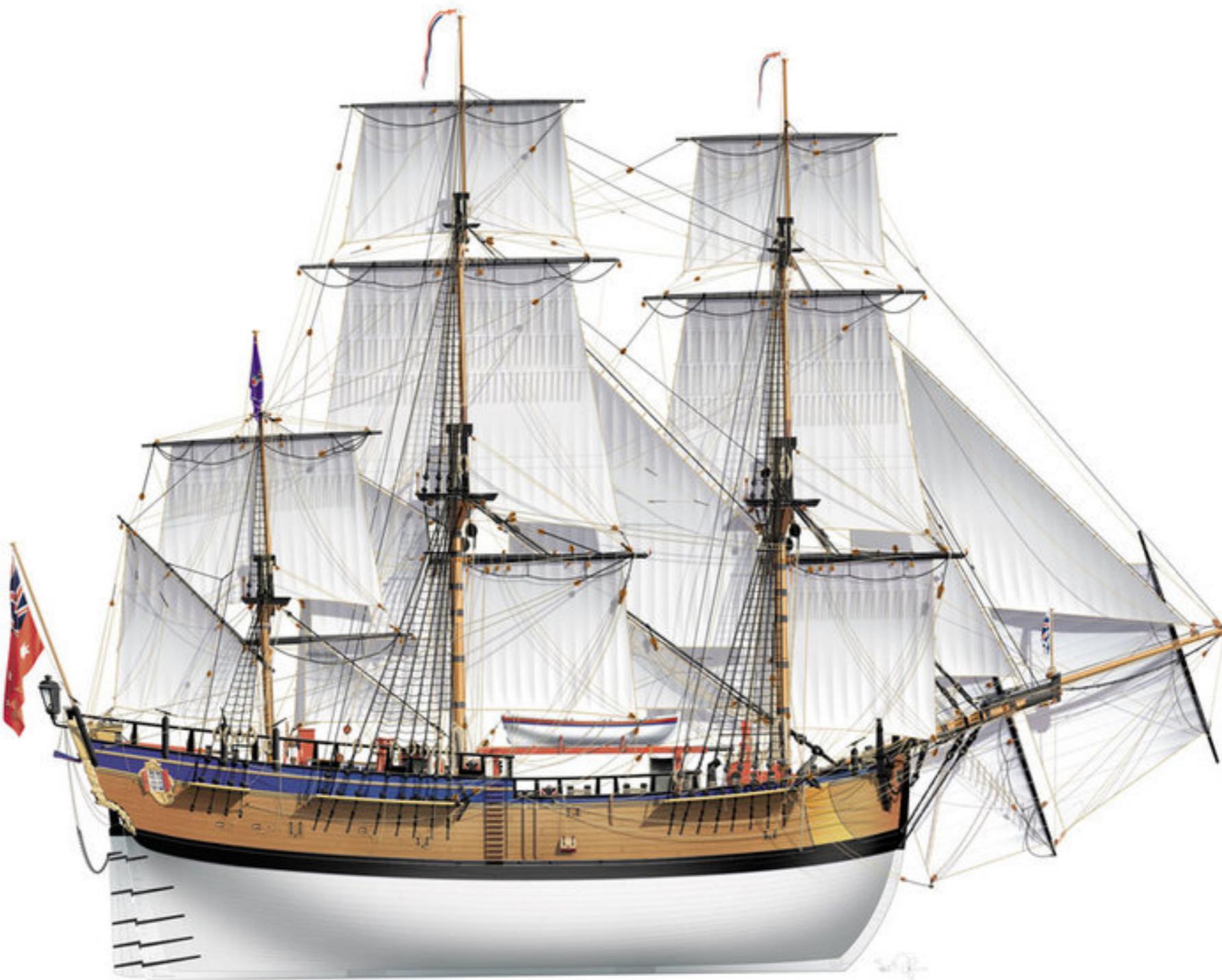




James Cook







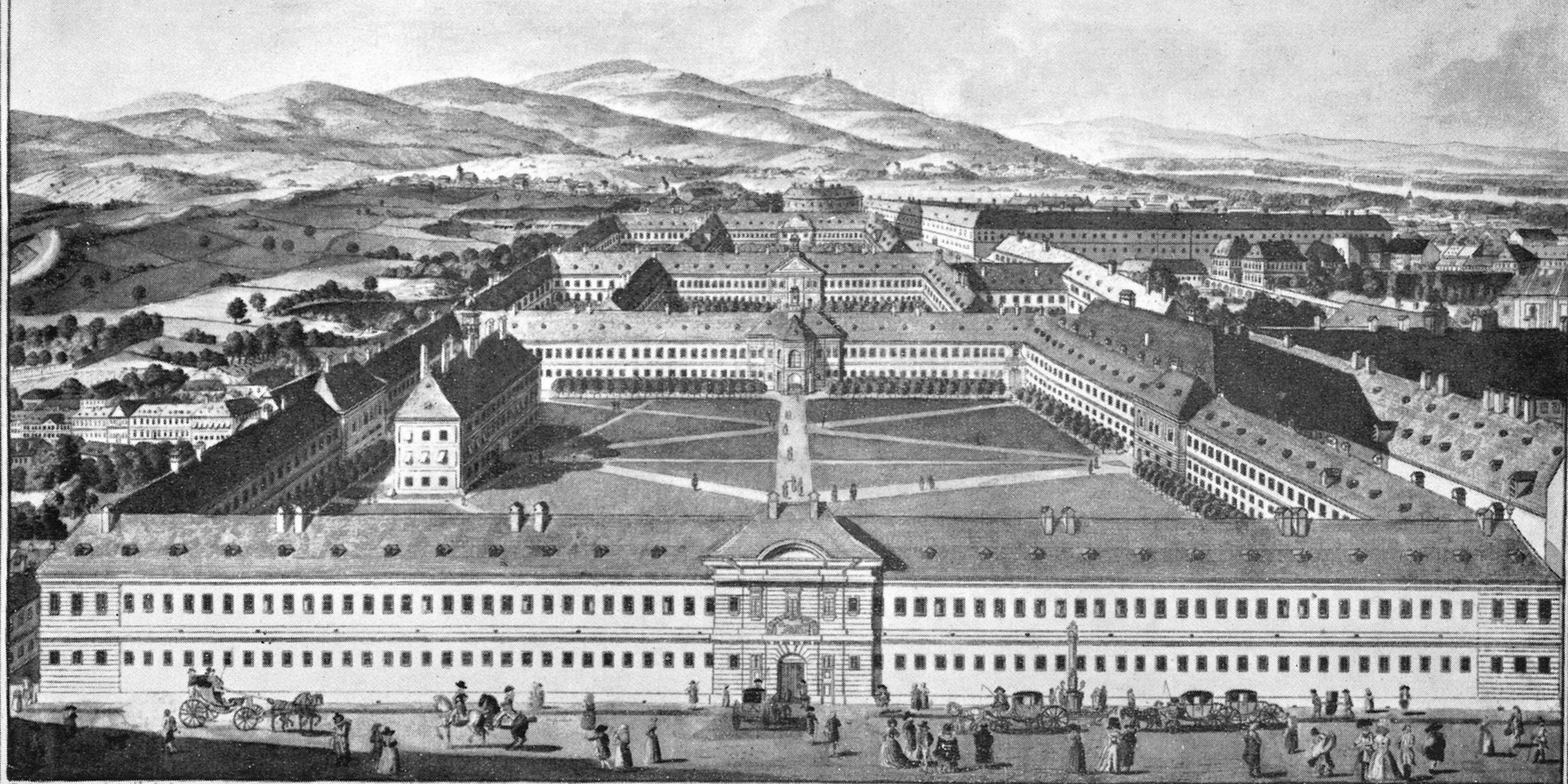
HMS Endeavour





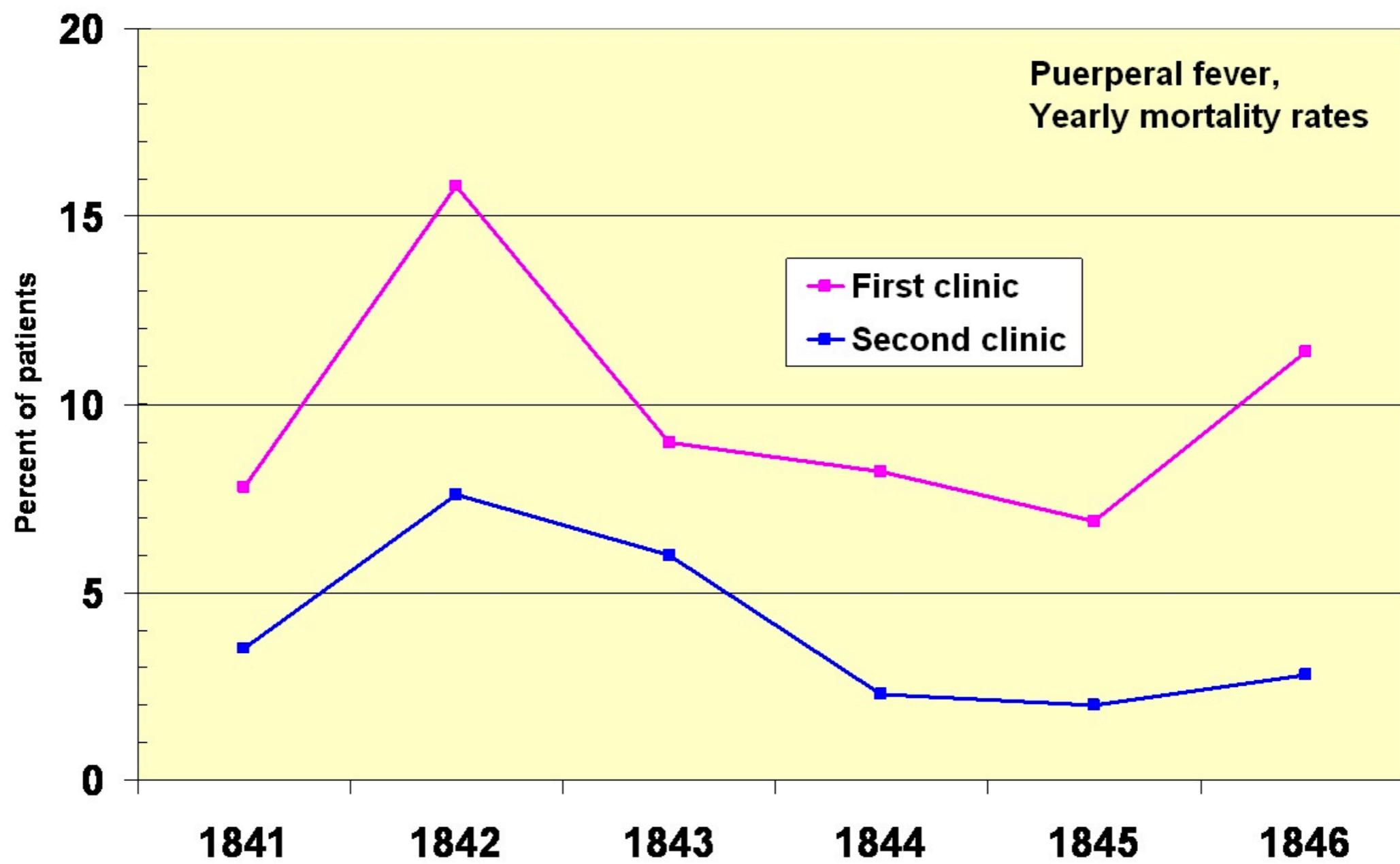
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Ausficht des allgemeinen Krankenhauses

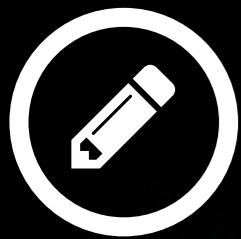
Vue de l'Hôpital General à Vienne
In Wien bey Artaria Compz

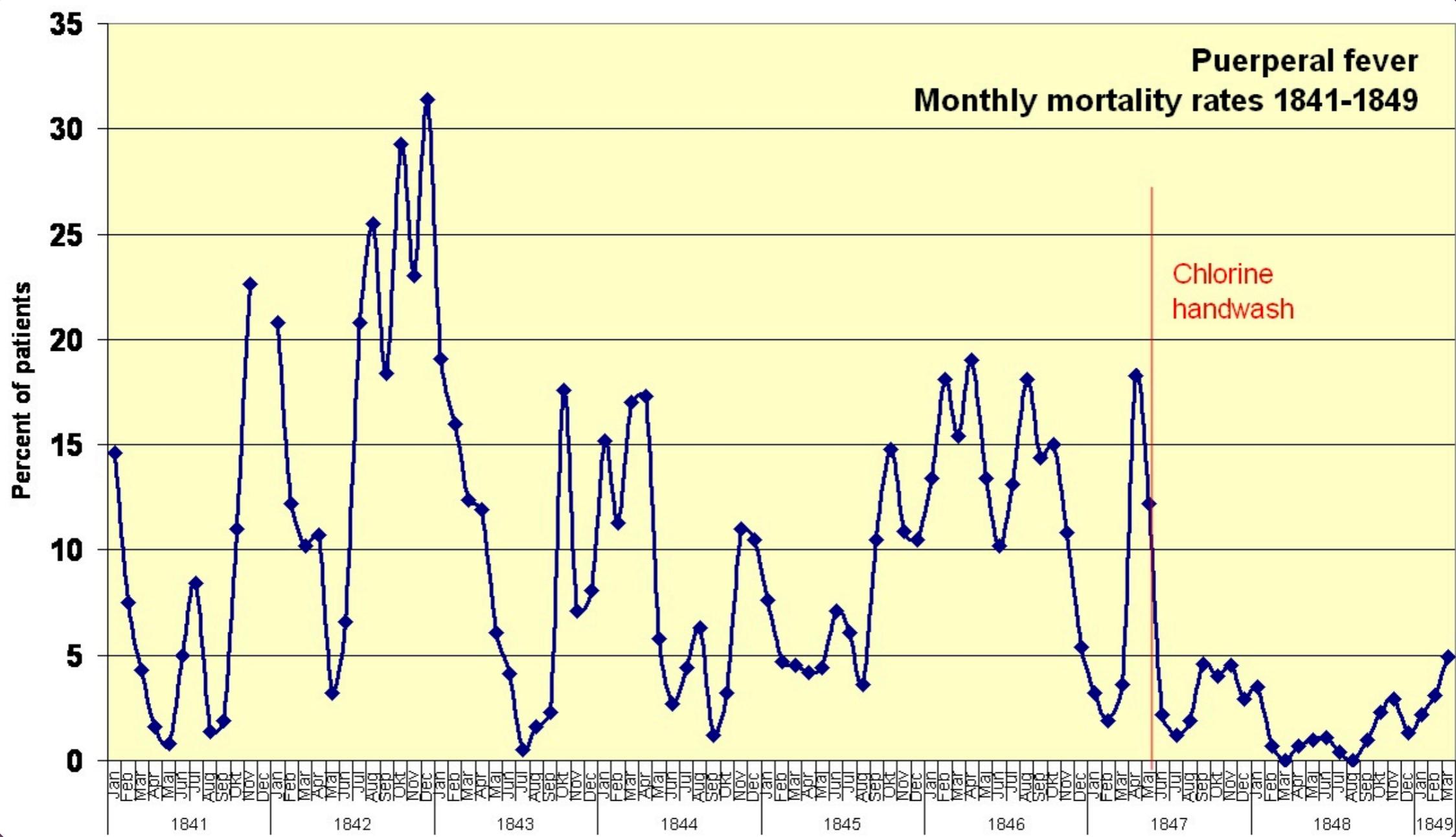




Ignaz Semmelweis



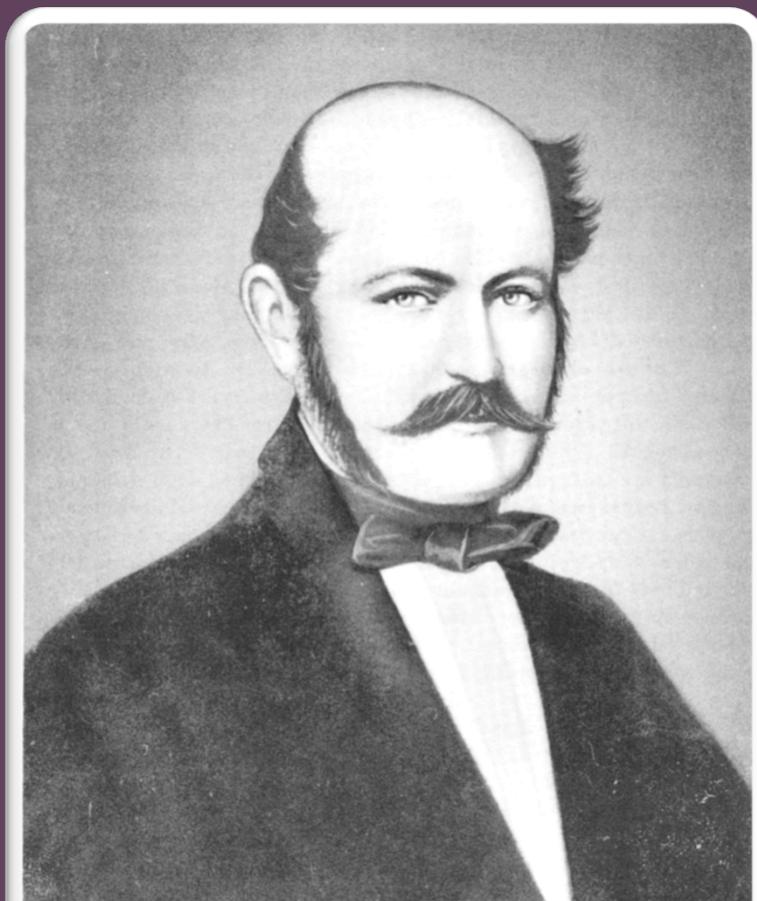




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Semmelweis reflex



Semmelweis



In spite of their conceptual and mathematical elegance, functional programming languages never caught on for commercial software.

Kent Beck



It is impossible for anyone
to begin to learn that
which he thinks he already
knows.

Epictetus



Primed
Prepared
Planned



| | | Back Matter | |
|---|------------|-------------|--|
| | Conclusion | | |
| Champfrogs Checklist and Moving Motivators | | | |
| Yay! Questions and Celebration Grids | | | |
| Merit Money | | | |
| Salary Formula | | | |
| (TO DO: Structure) | | | |
| Work Profiles and Project Credits | | | |
| (TO DO: Meetings) | | | |
| Metrics Ecosystem | | | |
| Problem Time | | | |
| Improvement Dialogues and Copilot Programs | | | |
| Feedback Wraps and Unlimited Vacations | | | |
| Business Guilds and Corporate Huddles | | | |
| Exploration Days and Internal Crowdfunding | | | |
| Identity Symbols | | | |
| Value Stories and Culture Books | | | |
| Work Expo | | | |
| Delegation Boards and Delegation Poker | | | |
| Personal Maps | | | |
| Kudo Box and Kudo Cards | | | |
| (TO DO: Hiring) | | | |
| Introduction | | | |
| Front Matter | | | |







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Deliberate Practice





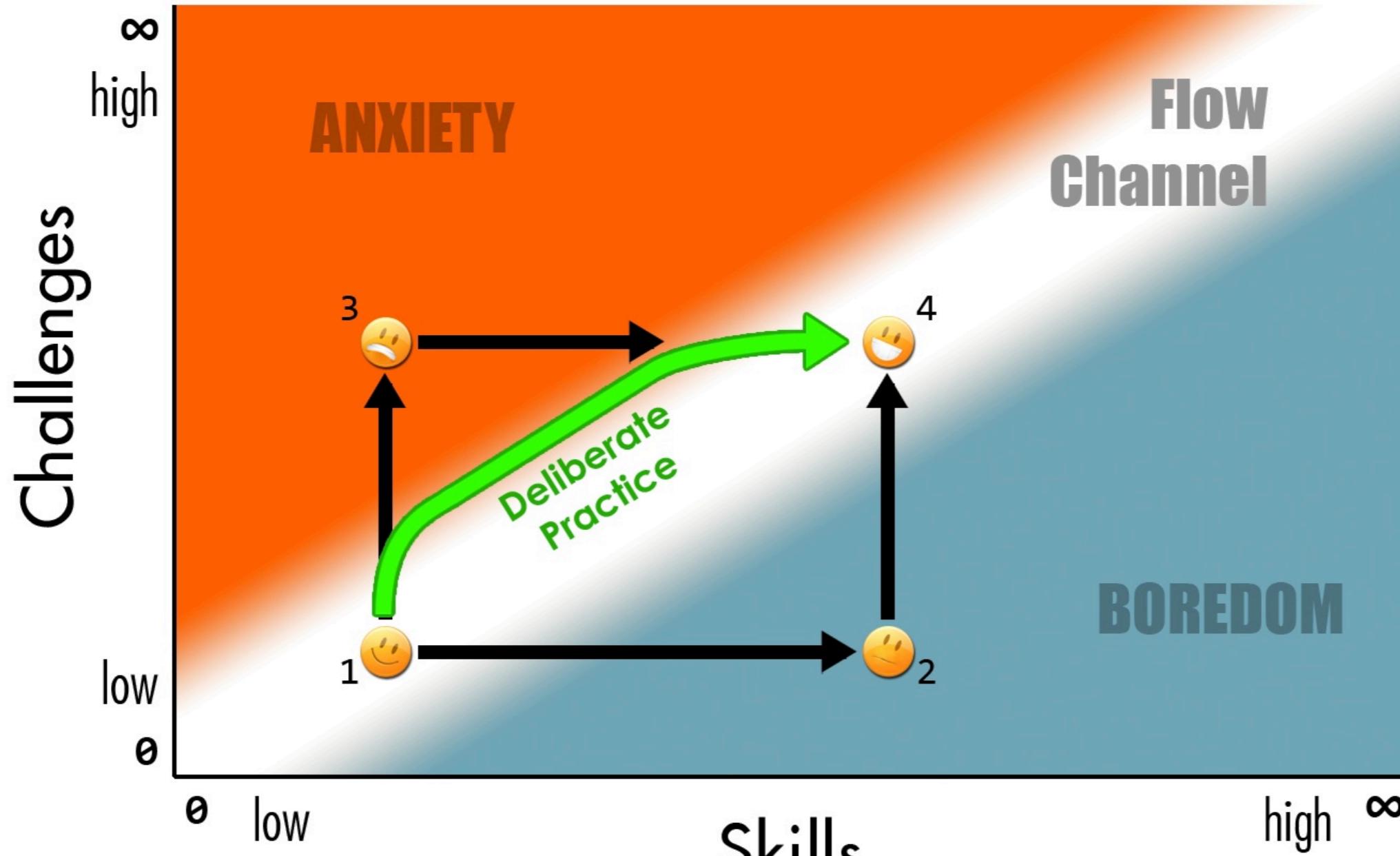
Mihály Csíkszentmihályi



FLOW

Adapted Flow Channel Diagram

by Malcolm McCulloch — www.malcolmm.cc
(based on p74 of Flow by Mihaly Csikszentmihalyi)

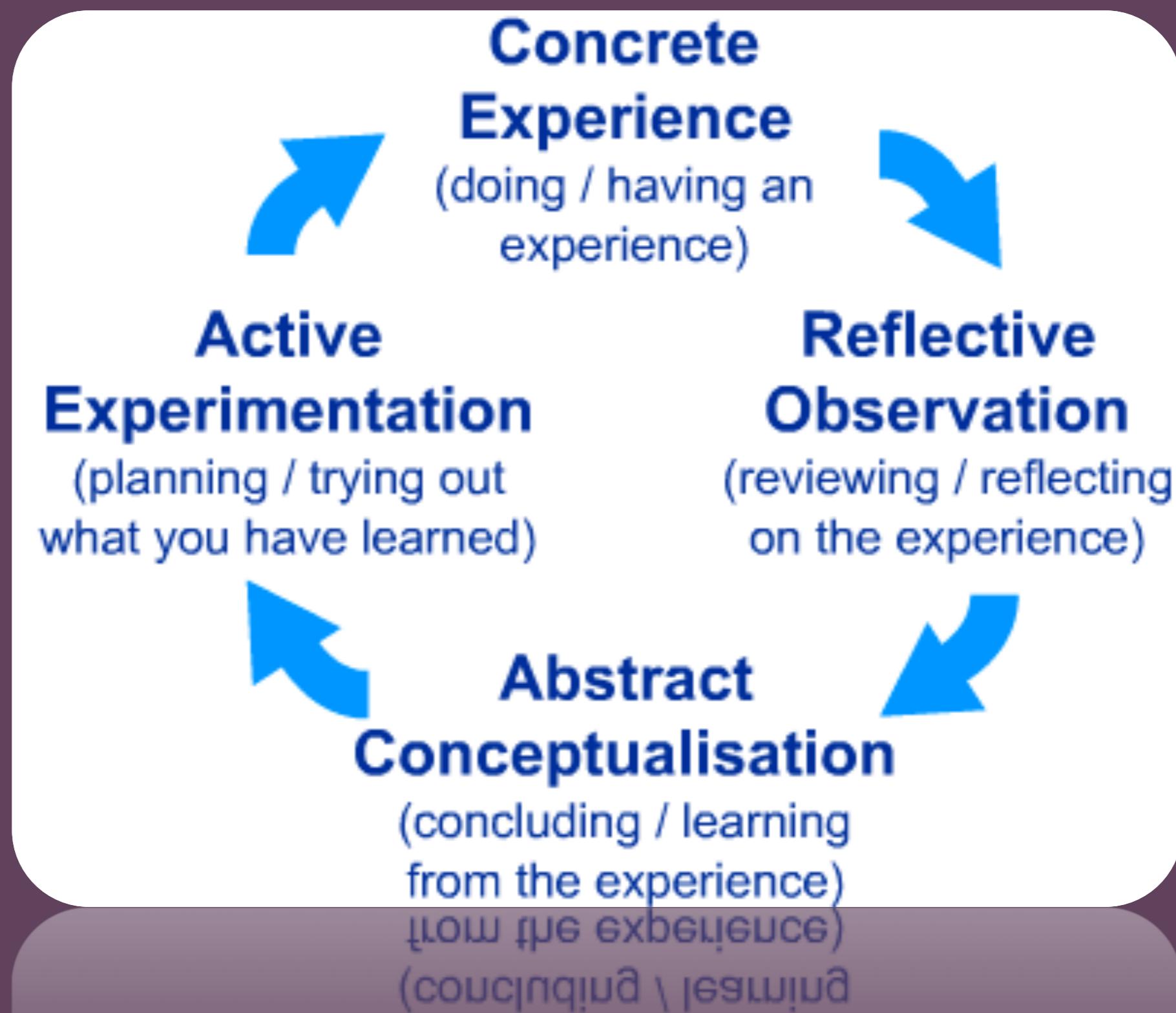


Mastery of the knowledge
alone isn't sufficient

Andy Hunt



Kolb Learning Cycle



Whatever you would make habitual, practice it; and if you would not make a thing habitual, do not practice it, but accustom yourself to something else.

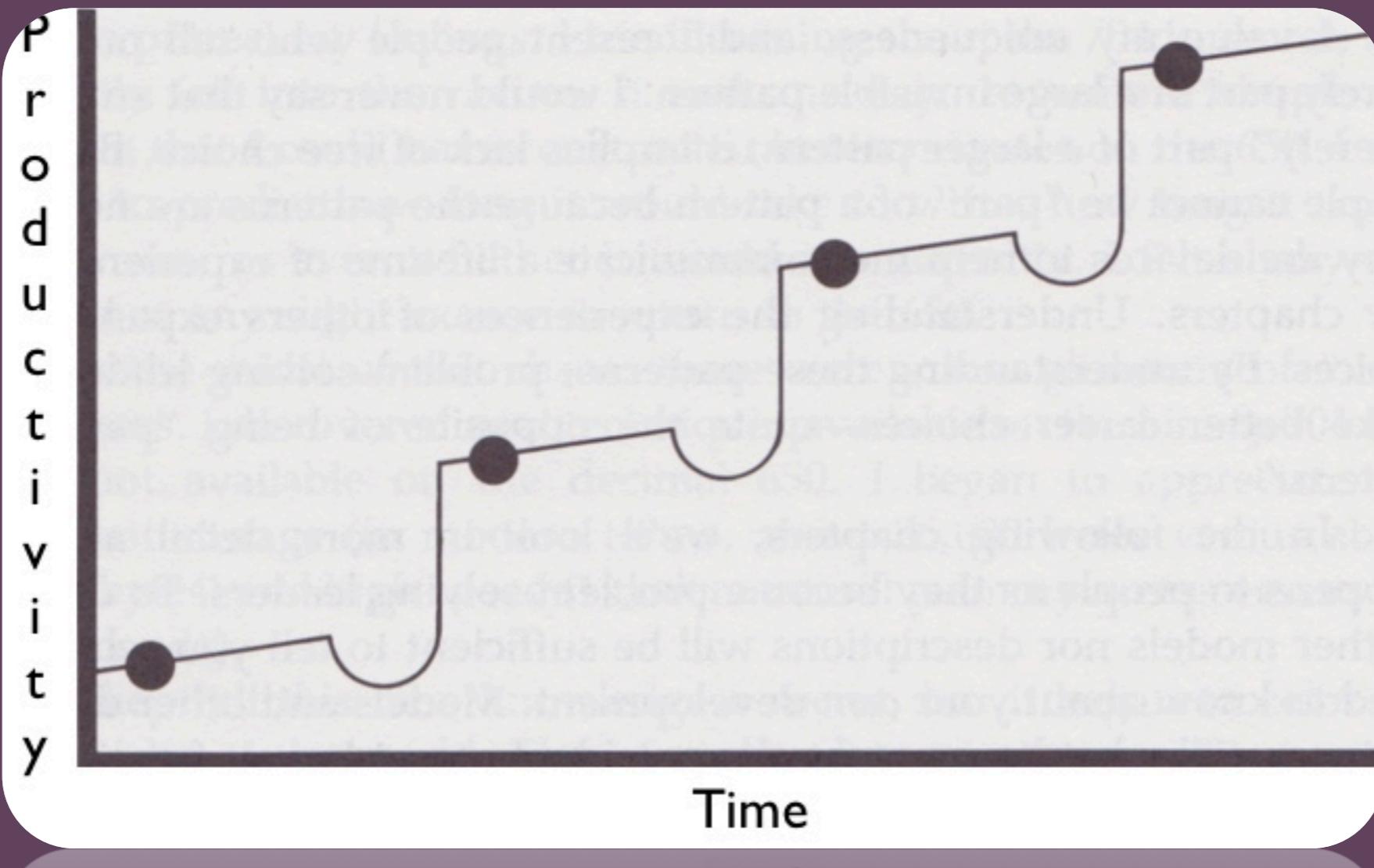
Epictetus











λ
 f



Productivity

Time

λ
 f





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Validated



TONY ROSS

I WANT MY MUM
JAK ZIELY DINIZAUKI



5 wielko
wążem

5

NICK SHARRATT

MITON - MILLION

LOOK WHAT I'VE FOUND

SOLIDORES AND THE THREE BEARS

WALKER BOOKS

WALKER BOOKS

TONI KERR

Who will comfort Toffle?

JUDITH KERR

1001 robaczków do odnalezienia

Emma Helbrough

Tove Jansson

MOC, AND BUNNY

Dr. Seuss

DOCTOR'S ORDERS

Agnieszka Frączek A w moim domu ciepło, cieplutko...

BASIA i poze narodzennie

BASIA i moda

BASIA i identyfika

BASIA i pieniądze

BASIA i telefon

BASIA i Dziadkowie

BASIA i Mama w pracy

Wojciech Wielak Pani Kulecka Spokoju

5 wiele

5 wiele

5 wiele

5 wiele

5 wiele

5 wiele

GRYZMÓŁ

KATHARINE HOLABIRD & HELEN CRAIG

ANGELINA BALLERINA

LISIĆ UD

Kub Kociażka Skociażka Wielka ucieczka Dynka Sie Mongredien

Dorota Gellner

DOM - DZIE

WYDAW

M O D A

WYDAW

Junior Encyclopedia

WYDAW

Barbara Gawryluk

Baltic – pies, który płynął na krze

Barbara Gawryluk

Baltic – pies, który płynął na krze

Charlie and Lola

Whoops! But it wasn't me

Charlie and Lola

My wobbly tooth must not ever NEVER fall out

Charlie and Lola

lauren child

Charlie and Lola

I've won, NO I'VE WON!

Charlie and Lola

We honestly CAN look after your dog

Charlie and Lola

lauren child

Charlie and Lola

Snow is my FAVOURITE and my best

Charlie and Lola

lauren child

DOROTA GELLNER DZIECIOM

Agnieszka Kulek

Piąszydły kota Marmuranda

DOROTA GELLNER DZIECIOM

Grzegorz Nasdeprę

Przygoda kota Marmuranda

Grzegorz Nasdeprę

Przygoda kota Marmuranda

Marcin Brykczyński

Czy pisarzem burczy

Marcin Brykczyński

Czy pisarzem burczy

The Three Little Pigs

Marion Zillman

The Three Little Pigs

Marion Zillman

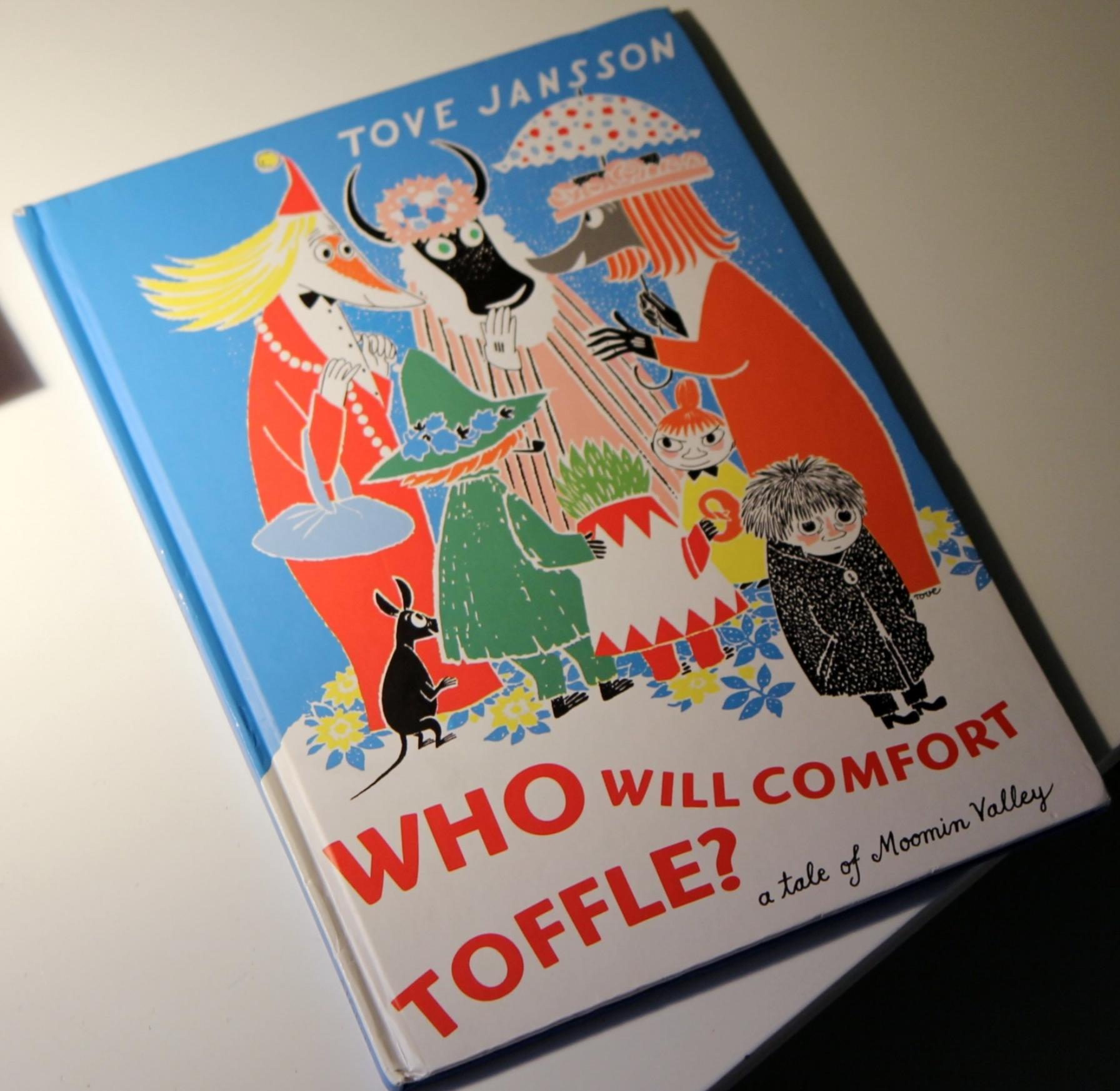
LicyDeko

Wszystko dla dzieci

LicyDeko

Wszystko dla dzieci





Wojna polsko-litewska 1655-1660 r. zakończona
wspomnianym traktatem pokojem w Bydgoszczy, który
został zawarty w dniu 17 lipca 1660 r. na rzecze
Zygmunta III Wazy i Jana Kazimierza, króla
Polski, i króla Wielkiego Księstwa Litewskiego, z jednej
strony, i króla Wielkiego Księstwa Litewskiego, z drugiej,
z jednym z królewskich ambasadorów, Mikołajem
Kopernikiem, i królewskim sekretarzem, Stanisławem
Sobieńskim, z jednej strony, i królewskim sekretarzem
Józefem Radziwiłłem, i królewskim ambasadorem
w Szwecji, Mikołajem Sieniawskim, z drugiej strony.
Traktat ten, po podpisaniu, został przekształcony
w dokument historyczny, tzw. "Traktat pokójny o granicy
Polski z Litwą", który po raz pierwszy został opublikowany
w 1661 r. w Warszawie, a po raz drugi w 1662 r. w Wilnie.
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Polski z Litwą", który po raz pierwszy został opublikowany
w 1661 r. w Warszawie, a po raz drugi w 1662 r. w Wilnie.



confirmation *bias*





Dunning–Kruger effect



Save-on-read



Questions



What
have you
changed?





The Law of Learning Entropy





If you've done something
with what you've learned,
then maybe you know it.

Seth Godin



Primed



Deliberate



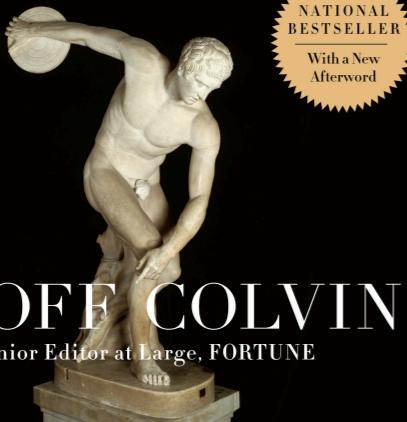
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Maybe...

"Excellent." —*The Wall Street Journal*

Talent Is Overrated

What *Really* Separates
World-Class Performers from
Everybody Else



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Senior Editor at Large, FORTUNE

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Gerald M. Weinberg

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Without Thinking

Malcolm Gladwell

national bestseller

flow

mihaly
csikszentmihalyi

the psychology of
optimal experience
"Important. . . .
illuminates the
way to happiness."
—*New York Times*
Book Review

HARPERPERENNIAL MODERNCLASSICS



robert m. pirsig

ZEN AND THE ART OF MOTORCYCLE MAINTENANCE

An Inquiry into Values

With a New Introduction by the Author

The Pragmatic
Programmers

Pragmatic Thinking & Learning

Refactor
Your Wetware



Andy Hunt