

“Collaborative Learning Blocks and How to Bust Them - a Perspective”

By

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Collaboration Imperative

It has been found out that Collaborative Teamwork is one of the most important attribute of a successful team. But, it does not mean Collaborative Teamwork guarantee you Success.

THREE ANECDOTES ABOUT GREAT TEAMS IN SPORTS

1999 World Cup teams



German Soccer Team

"Football is a simple game. Twenty-two men chase a ball for 90 minutes and at the end, the Germans always win." - Gary Lineker (Golden boot Winner, 1986 world cup)

<http://praseedp.blogspot.in/2014/07/gary-linekar-was-right.html>



An Indian success story!



All that was in Sports, What about others?

- Great Corporations
- Community meetups
- Startups
- Organizing Events
- SIGs (Special Interest Groups)
- Universities & Colleges

Learning Hindrances For the Individuals

- Bottom up Learning
- Individual Learning Blocks

Bottom up Learning

- Learn Fundamentals, go to the lowest level of abstraction, iteratively learn more and more advanced topics to reach “Knowledge Bliss”
- Excellent for learning things, when you do not have people around who knows what you are learning
- A method apt suited for creating future “Scientists”, where as most of the people are “Craftsmen” (Artists and Engineers)
- Satisfies the need for “Cognitive Closure” and a Self satisficing exercise
- Was good during the pre-internet era and schools and colleges emphasize it

Individual Learning Blocks

- Mental Blocks are there for everyone!
- Framing, Fundamental Attribution Errors, Loss Aversion etc.
- Religious and Cultural Bias
- Aversion to certain things because of past experiences
- Lack of a “Stupidity Ring”
- Lack of Peer Pressure

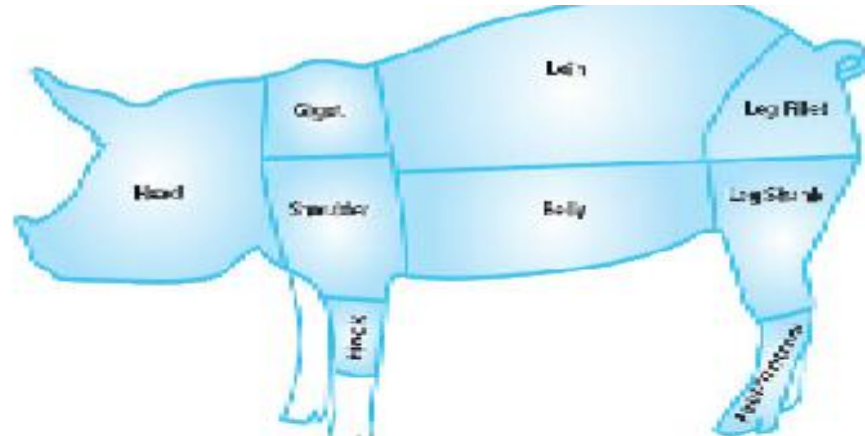
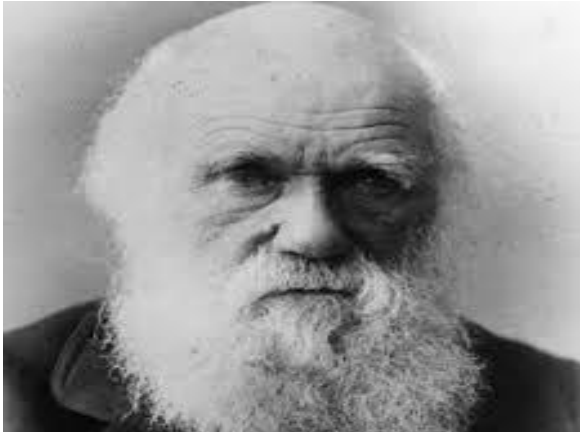
Mental Blocks



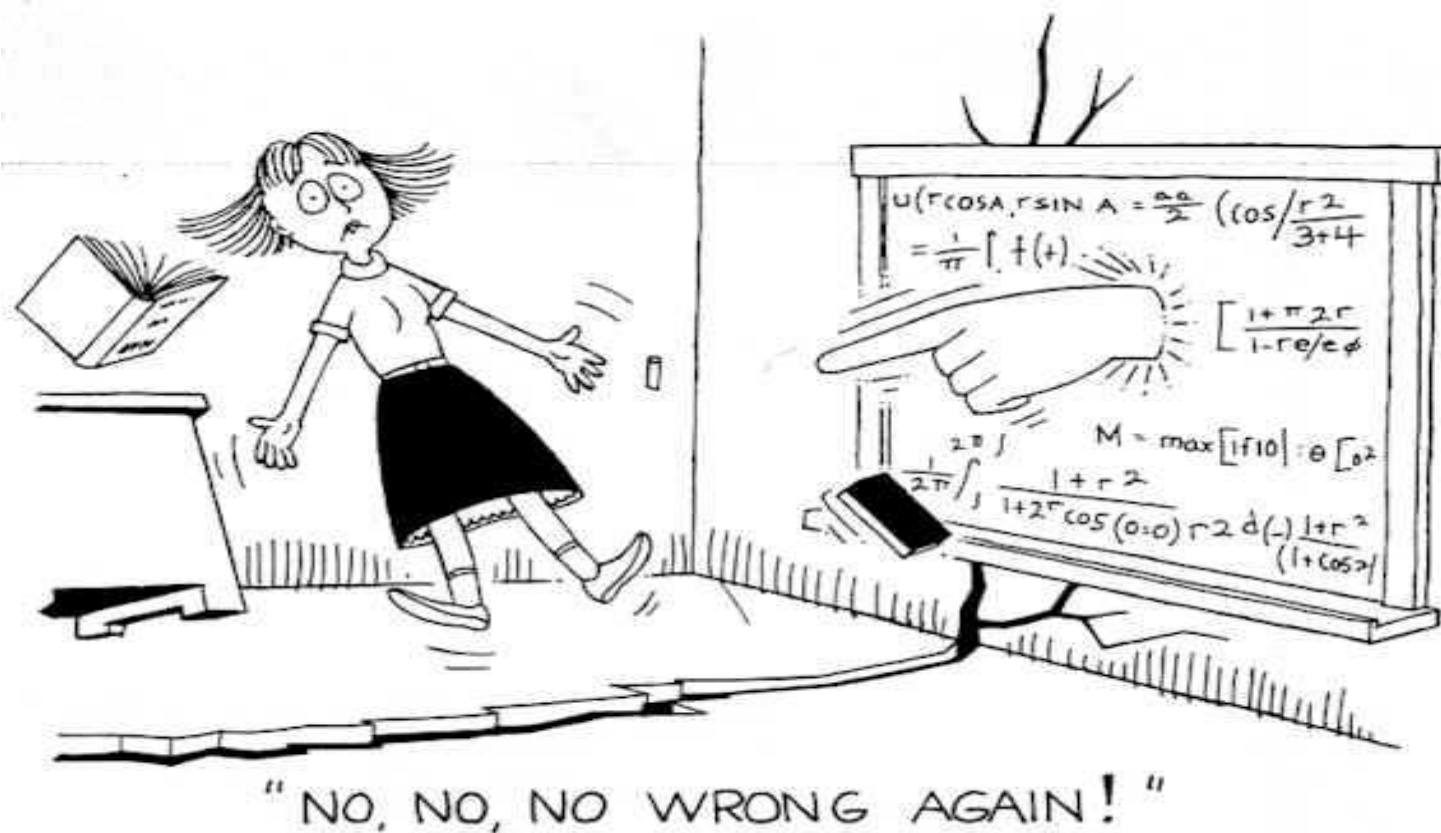
Biases and Fallacies



Religious and Cultural Bias



Haunted! - MathoPhobia



Stupidity Ring

<http://praseedp.blogspot.in/2014/09/you-know-about-stupidity-ring.html>



Peer Pressure



How to Overcome Individual Learning Blocks

- “Top Down” Learning
- Learn By Doing approach
- Identify and try to bust the blocks

How Can an Individual stretch beyond his limit?

- Join forces with like minded people to form teams
- Collaborate with Others to improve the odds for success

“Kerala Law of Intellectual Collaboration”

- <http://praseedp.blogspot.in/2013/03/kerala-law-of-intellectual-collaboration.html>

"A and B can collaborate in intellectual pursuits, only if there is mutual incompetence between them on their respective areas of Interest and subjects can be acquired by each other without much investment in time or effort"

Factors which Prevent Collaboration

- Lack of Intellectual transparency
- Better People Syndrome
- Intellectual Caste System
- Nihilism
- Rank Holder Syndrome
- Intra group Politics
- Lack of a stated Goal

Better People Syndrome

- <http://praseedp.blogspot.in/2010/03/better-people-syndrome.html>
- **“When Netherlands and Korea Play soccer, it is expected that Dutch will win every time. Give One extra player to the Korean team. The Korean team will win more times. (As the differential between players at international level is small)”**

Intellectual caste system

- Harvard/Sloan/Stanford Management Graduates
MIT/Stanford/Brown/Ivy league Graduates
IIM
IIT
NITs
Govt run state colleges (CET,GEC etc)
Private Elite institutes
Donation Colleges
Polytechnics
Automatic Graduates
ITIs

“Rank Holder” Syndrome

- <http://praseedp.blogspot.in/2014/10/rank-holder-syndrome-and-software.html>



Intra-Group Politics

- What is Politics?
 - Politics is ethics applied to a group of people.
 - Human Beings are inherently Political.
 - Politics is good!
 - Capital can overcome everything

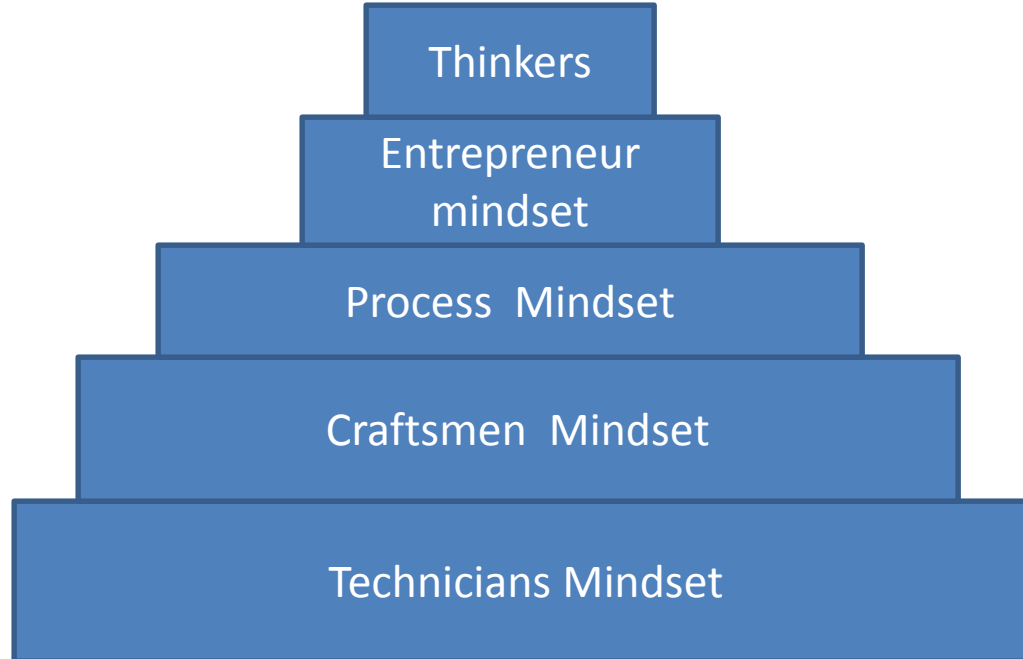


There should be a “GOAL” to stay focused!

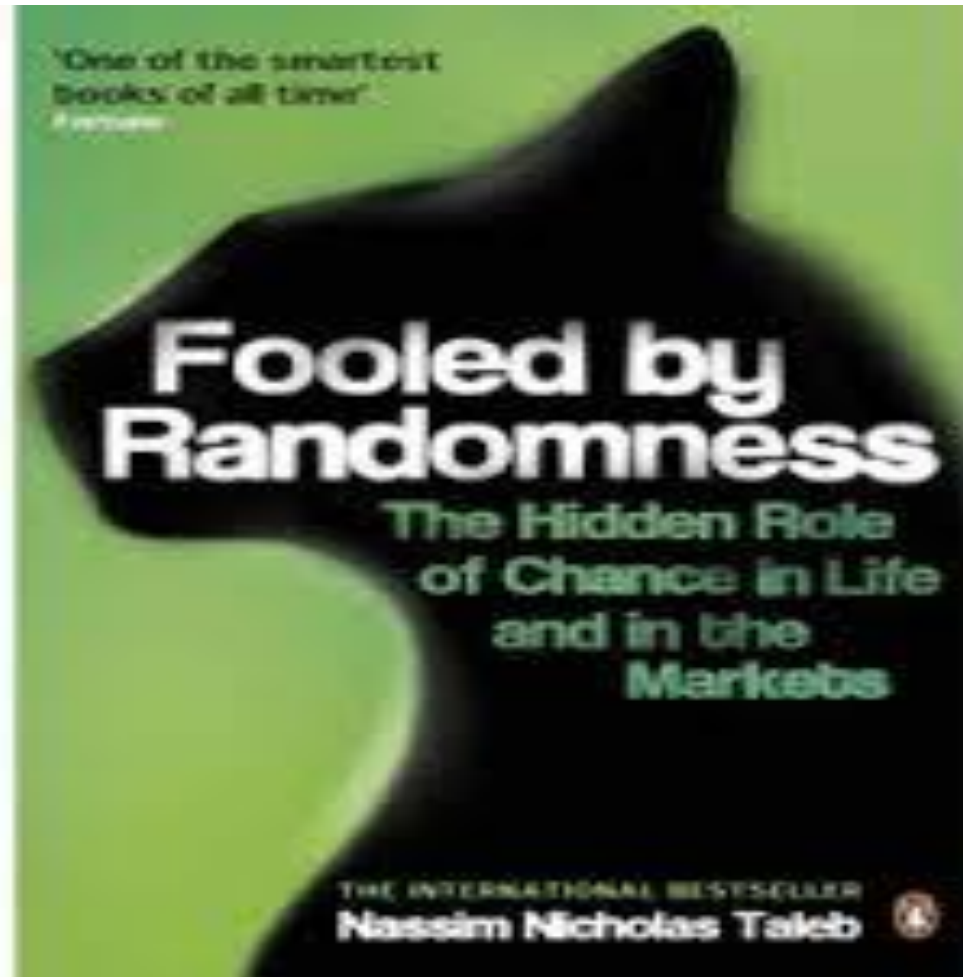


Know what you are doing?

- Five class of “makers”!



REST is



- Thank You