

LEARNING STRATEGIES

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Learning Strategies are the methods you choose to expose the memory of the learners to the things you have compiled to constitute the desired competence.

The learning strategies are executed through the chosen *learning activities*.

People are pre-programmed to learn by different methods that you can choose from. Each have advantages and disadvantages:

Transmission:

When one person learns from another person showing – you could say, transmitted from one to the other. This is what we traditionally call teaching.

Adv: Efficient, requires few management controls.

Dis: Resource intensive, have few management controls.

Acquisition:

When a person learns something, by him/her self – you could say knowledge is acquired by that person (alone), from, for instance, researching a topic through books or the internet.

Adv: Efficient, requires few resources to execute

Dis: Requires many resources to orchestrate

Accretion:

When a person learns through exposure to patterns – you could say that knowledge adds up over time, from, for instance learning a language by interacting with native speakers, over time.

Adv: Autonomous, requires no orchestration.

Dis: Ineffective. have very few management controls.

Emergence:

When a person learns from reflection and experience. You could say that knowledge emerges from continuous striving to solve a particular problem, for instance, Newton came up with calculus, from a need to determine the orbits of planets.

Adv: Efficient.

Dis: Requires orchestration or a lot of autonomous exposure.

In most course designs you will probably select a strategy that is centered around the Transmission method with regards to learning how to do something; And the Acquisition method with regards to learning about something. But you may also benefit from the other methods if considering the effects of organizational culture or other long term effects.

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