

CONNECTING CLASSROOMS

Creating a culture for Inclusion

Delhi

Pete Hall Jones



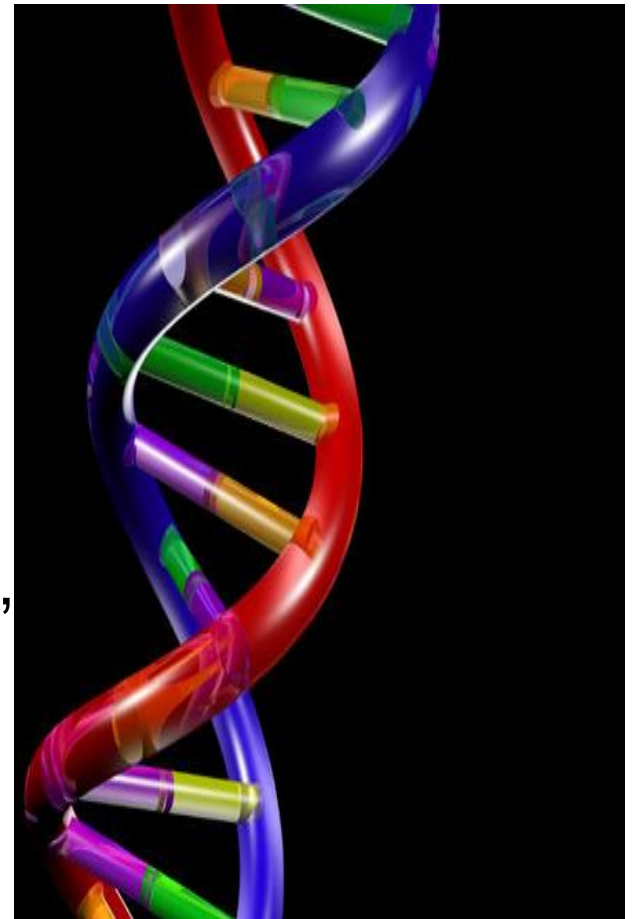


Changing Culture to support inclusion

Peter Hall Jones



- What do we mean by culture?
- Some 'theory' on changing culture and behaviours.
- Practical ideas and proven ways of changing culture and behaviours towards inclusion
- The importance of aligning leadership, team, communication and practice with values
- Summary
- Q and A





What do we mean by Culture? and a little theory on changing culture.





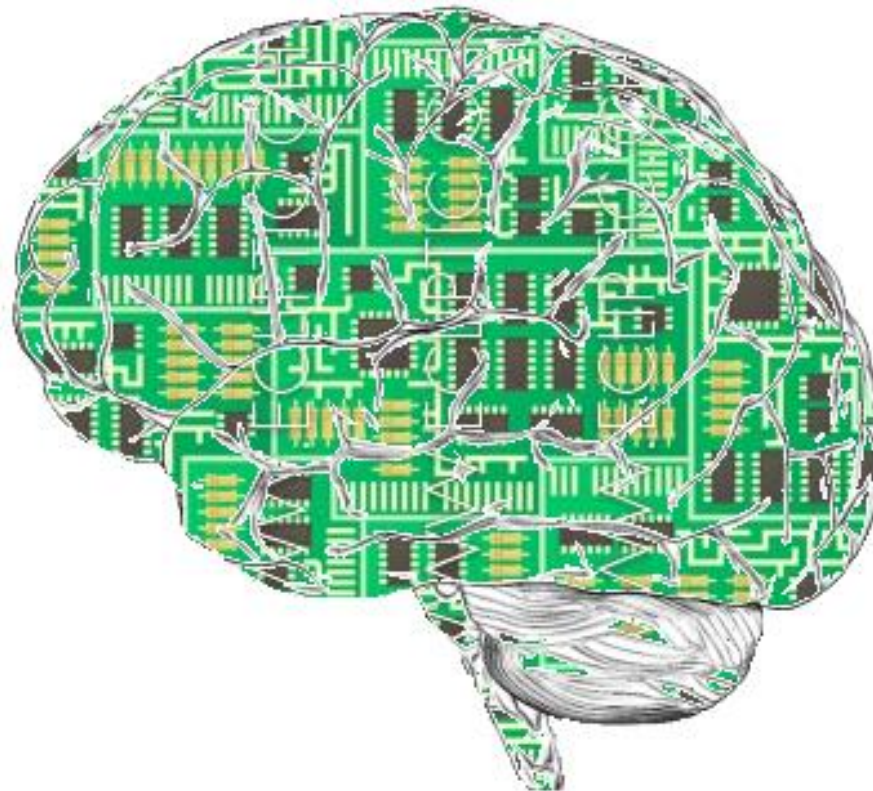
Culture

**What happens when the boss is not around.
What happens when we are not consciously
thinking.**



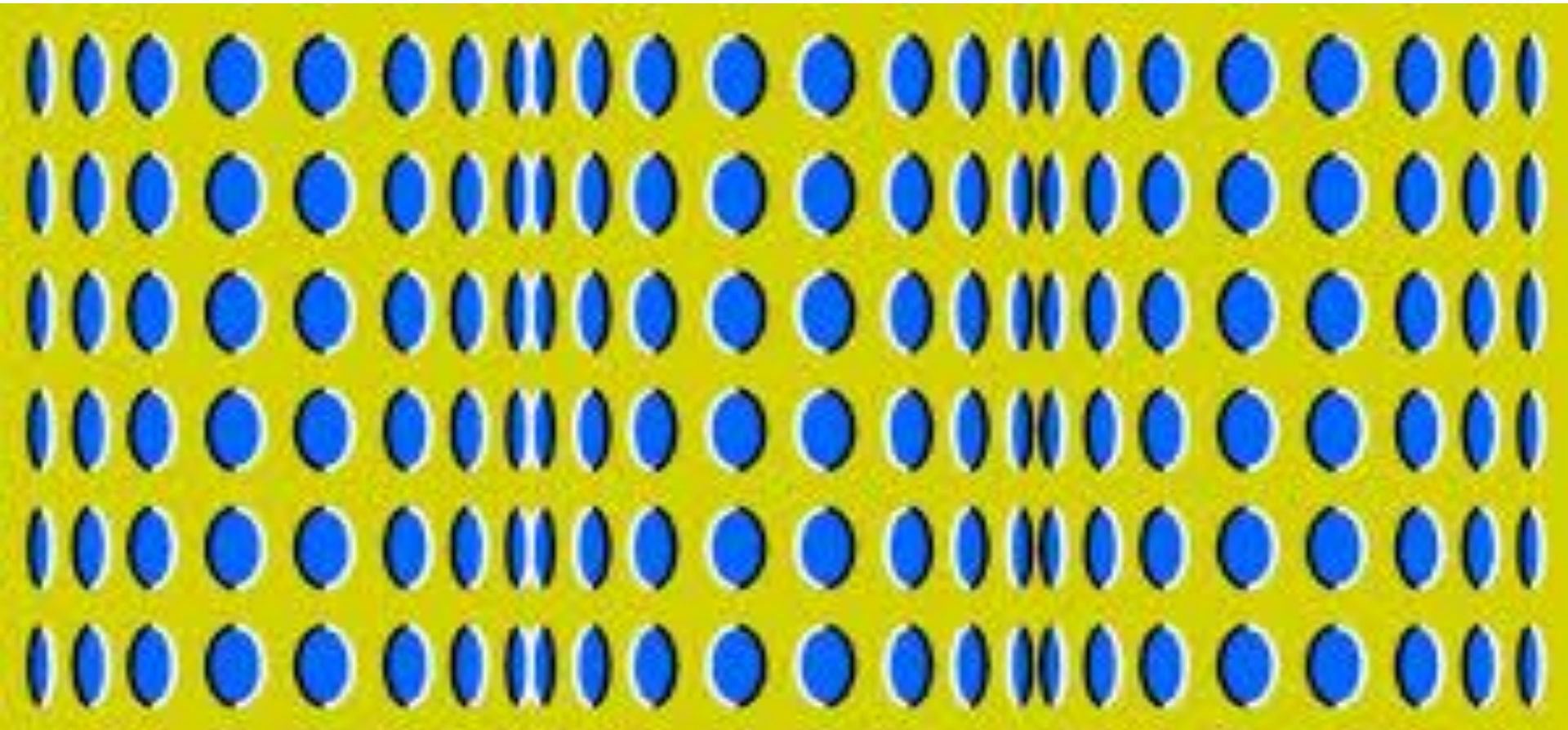


People, groups and organisations behave subconsciously in the way they do for a reason



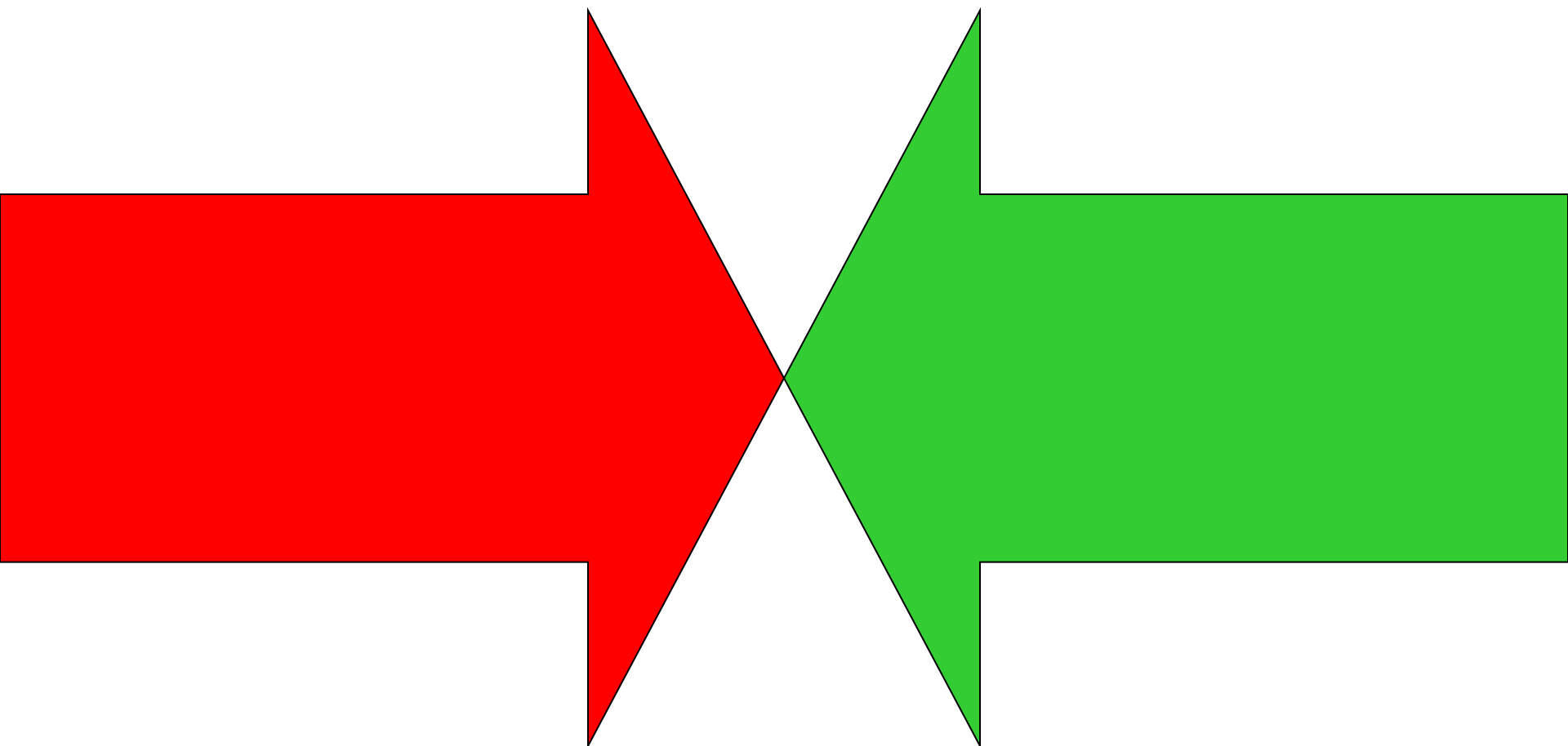


Culture as a default or dominant belief





Changing cultural beliefs is hard but is possible



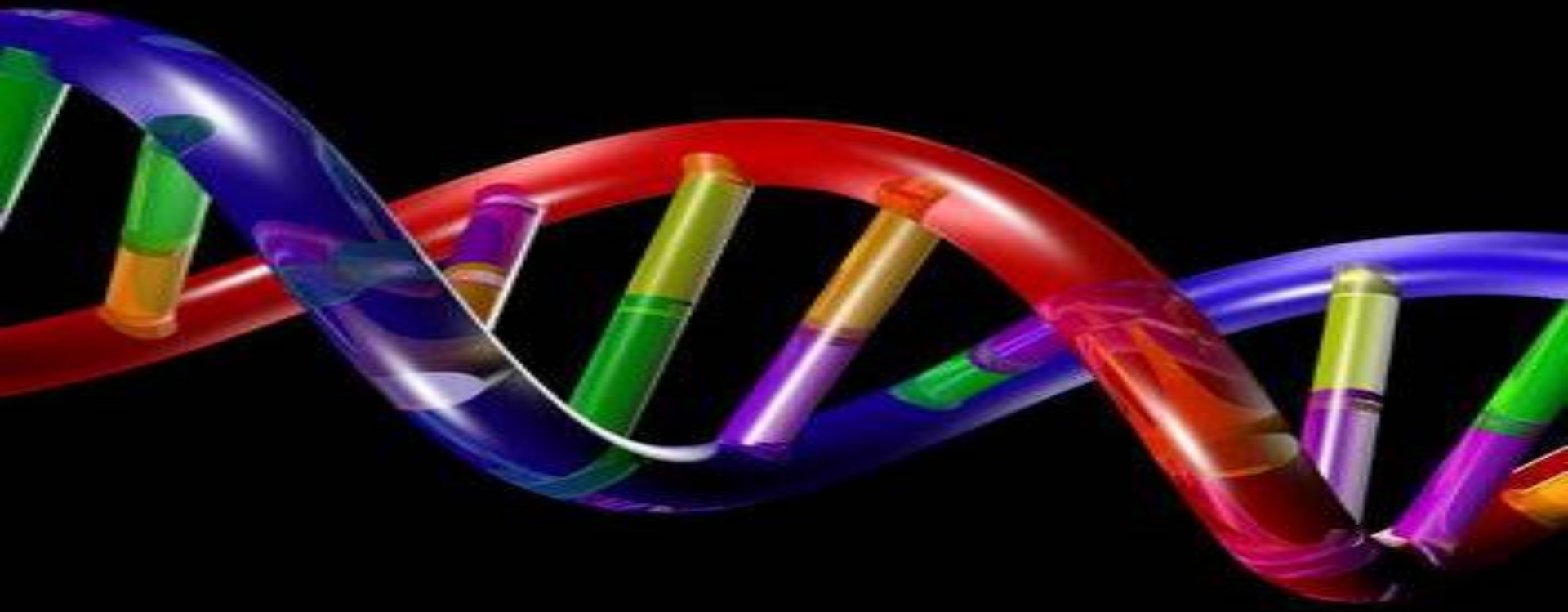


Changing culture is to create a new norm or dominant image





Some 'theory' on changing culture and behaviour



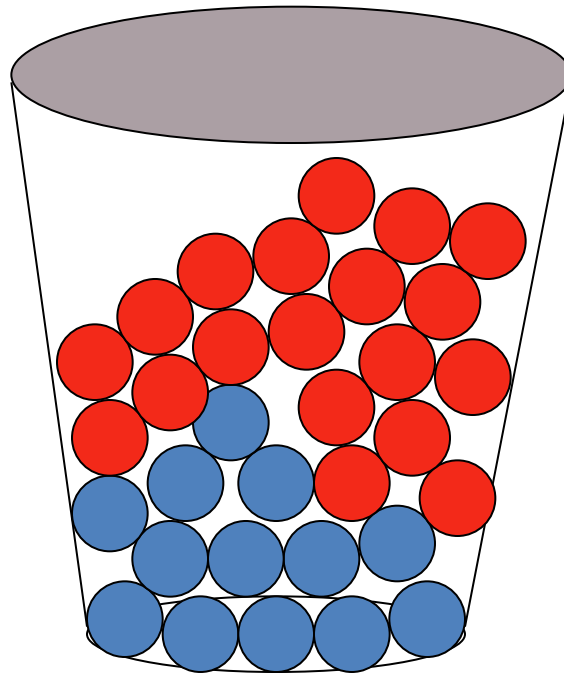


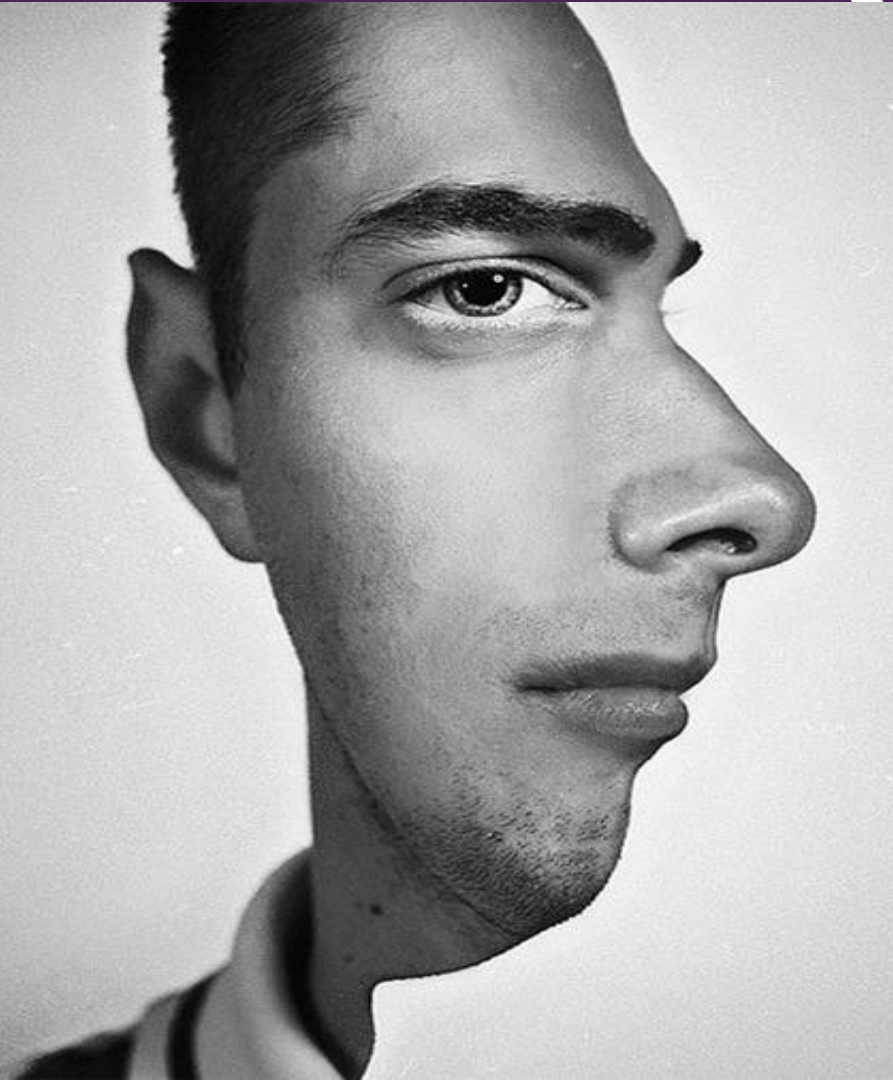
E x S = B(B)



**Experience
X
Sanction
=
Belief**

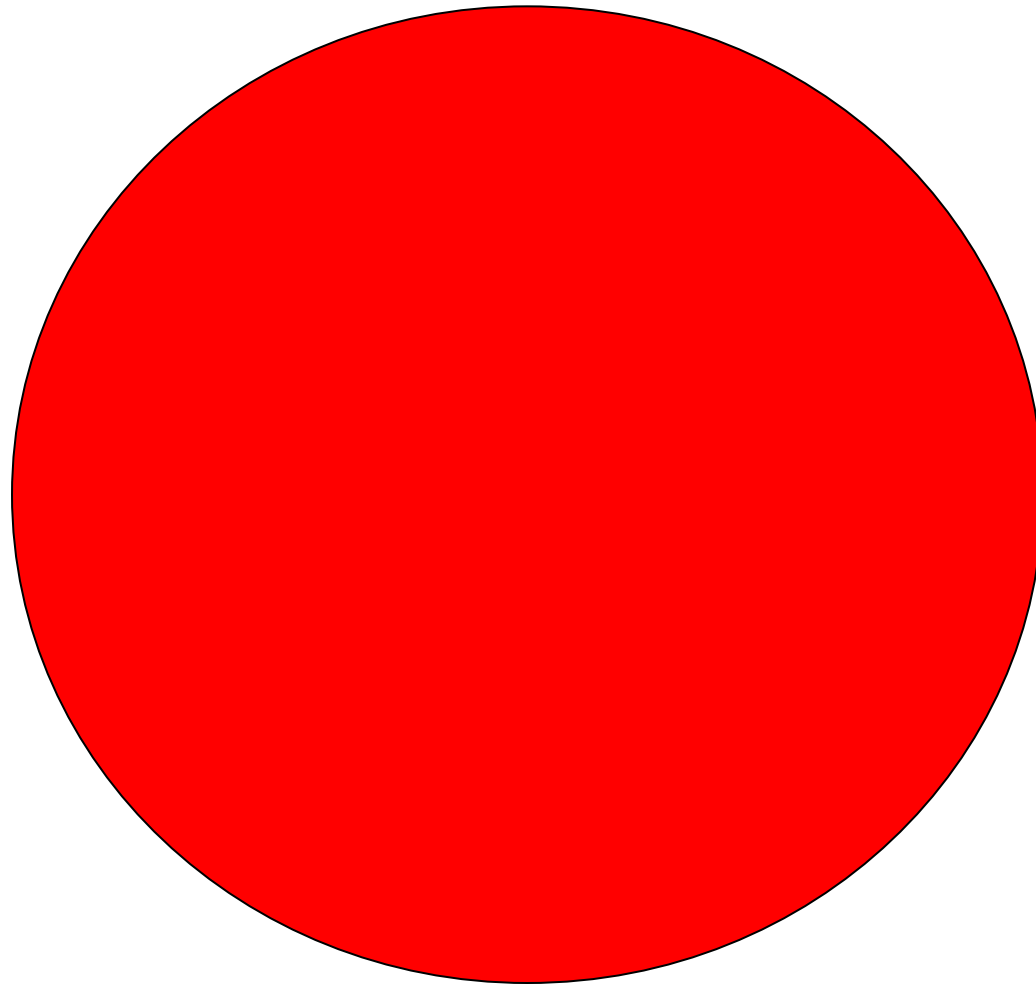
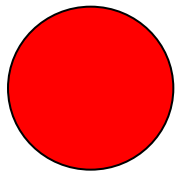
**Behaviour
change**





**How do ‘marketers’
get us to change
and buy
differently?**

Creating dissonance



**Emphasizing
an overwhelming
alternative**





Making change irresistible And the present unsustainable

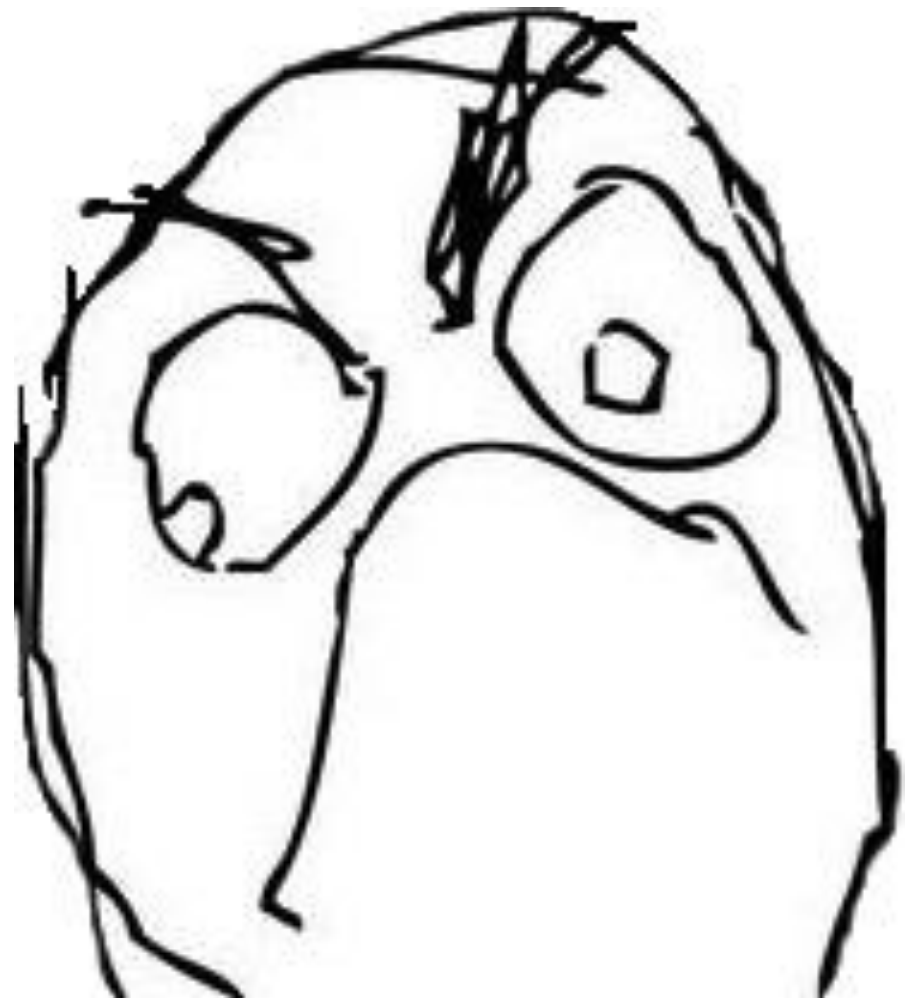




**Selling on
new
heightened
values**



**What's in it
for me?**





Practical examples of how to bring about the change in culture re inclusive practices





Making change desirable

- **UN**
- **Leading schools and Nations**
- **Competition/ association with excellence**
- **Data and evidence**





Making the current position unbearable

- **Inciting discontent in the present / past provision**





- **Selling on new heightened values**
- **Positive consequences**
- **Benefits for all**






1. **Body part maker** - Advances in science will make it possible to create living body parts, so we could need living body part makers, body part stores and body part repair shops.
2. **Nano-medic** - Advances in nanotechnology for creating sub-atomic devices and treatments could transform personal healthcare so we would need a new breed of nano medicine specialists to administer these treatments.
3. **Pharmer** of genetically engineered crops and livestock - New-age farmers will grow crops and keep animals that have been genetically engineered to increase the amount of food they produce and to include proteins that are good for our health. Scientists are already working on a vaccine-carrying tomato and therapeutic milk from cows, sheep and goats.



4. **Old age wellness manager/consultant** - We will need specialists to help manage the health and personal needs of an ageing population. They will be able to use a range of new emerging medical, drug, prosthetic, mental health, natural and fitness treatments.
5. **Memory augmentation surgeon** - Surgeons could add extra memory to people who want to increase their memory and to help those who have been over-exposed to information and need more memory to store it.
6. **'New science' ethicist** - As scientific advances speed up in areas like cloning, we may need a new breed of ethicist who understands the science and helps society make choices about what developments to allow. It won't be a question of can we, but should we?

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- 7. Space pilots, tour guides and architects** - With companies already promising space tourism, we will need space pilots and tour guides, as well as architects to design where they will live and work. Current projects at SICSA
 - 8. Vertical farmers** - Vertical farms growing in skyscrapers in the middle of our cities could dramatically increase food supply by 2020. Vertical farmers will need skills in a range of scientific disciplines, engineering and commerce.
 - 9. Climate change reversal specialist** - As the impact of climate change increases, we will need a new breed of engineer-scientists to help reduce or reverse the effects. The range of science and technologies they use could include filling the oceans with iron filings to putting up giant umbrellas to deflect the sun's rays.



10. Quarantine enforcer - If a deadly virus starts spreading rapidly, few countries, and few people, will be prepared. Nurses will be in short supply. And as death rates rise, and neighborhoods are shut down, someone will have to guard the gates.

All taken from www.fastfuture.com



Deloitte's predict that in the next 10 to 20 years up to 35% of all jobs will be lost to robots

Check out BBC news – will a robot take your job

Will a robot take your job BBC News 11.09.15

<http://www.bbc.co.uk/news/technology-34066941>

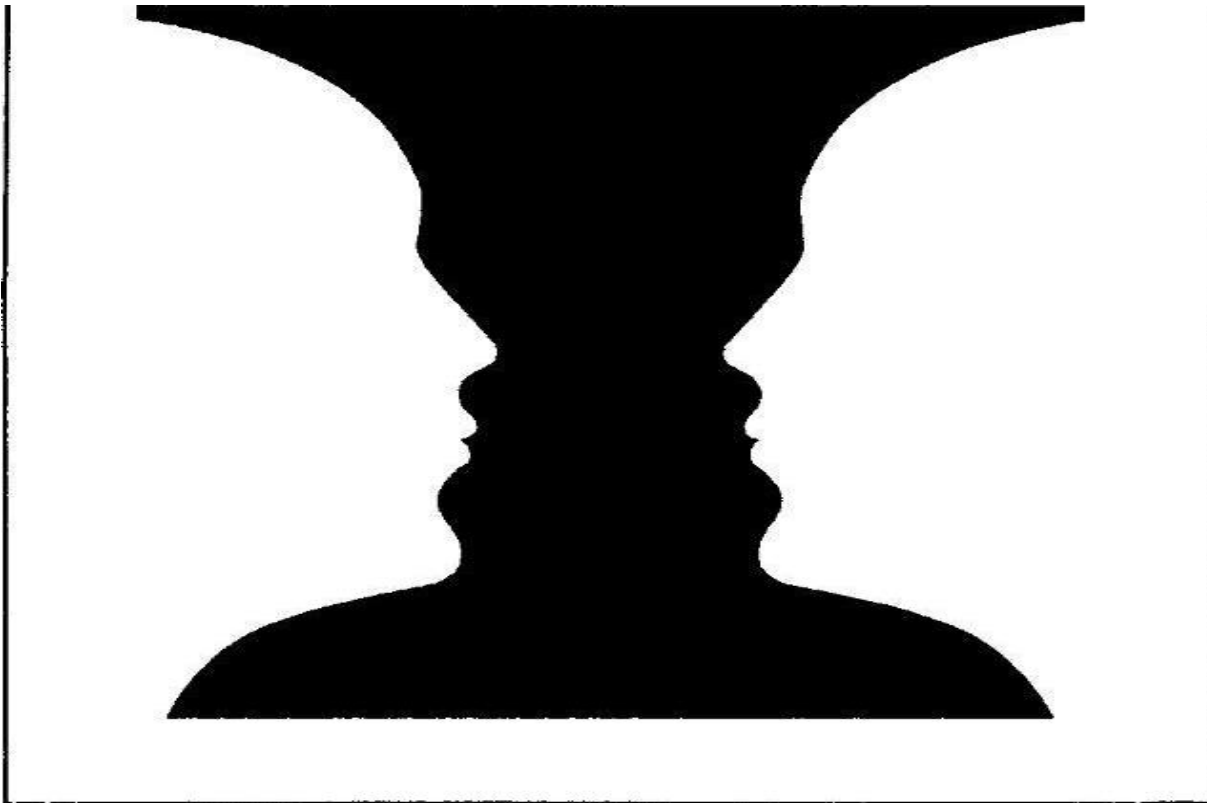


The importance of aligning leadership, team communication and practice with values





Face to face focussed conversations – selling the message





Embedding the new way so that it is sustainable and exponential





Easy wins through strategic and cunning targeting





Working towards and beyond the tipping point contagion





Listening to and controlling the message and language of success





So ... in summary

- **Culture is repeated behaviours based on a set of inert beliefs**
- **Change the beliefs, change the culture change the behaviours**
- **Positive aspirant values**
- **Creating a new norm**
- **Burning the platform upon which present behaviours depend**
- **Use emotion, values, evidence and WIIFM**
- **Practical examples, forum, peer and colleagues – best practice from school and other ‘sectors’**
- **Leadership, alignment and ‘the numbers game**





CONNECTING
CLASSROOMS





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Thank You!