

January 27-29 janvier 2020
CANNEXUS20
By/Par CERIC

**Discover the Path From Skills
Development to Mastery!**

Presented by Rob Straby



Image source: William Garrett <https://www.flickr.com/photos/billgarrett-newagecrap/1542391102/>

~ Our Agenda ~

- Learning Outcome
- Challenges!
- What do you want?
- Research
- Practice
- Next Steps
- A story



Learning Outcome

To investigate what enables a person to master their craft.

For this workshop

- Consider something you want to learn
- Apply the material shared today to your desired learning project

Learning Challenges

- **What are your learning challenges?**
 - Find a partner
 - Discuss challenges in developing your skills
 - Share your top ideas with the group

10,000 Hours / 10 Years

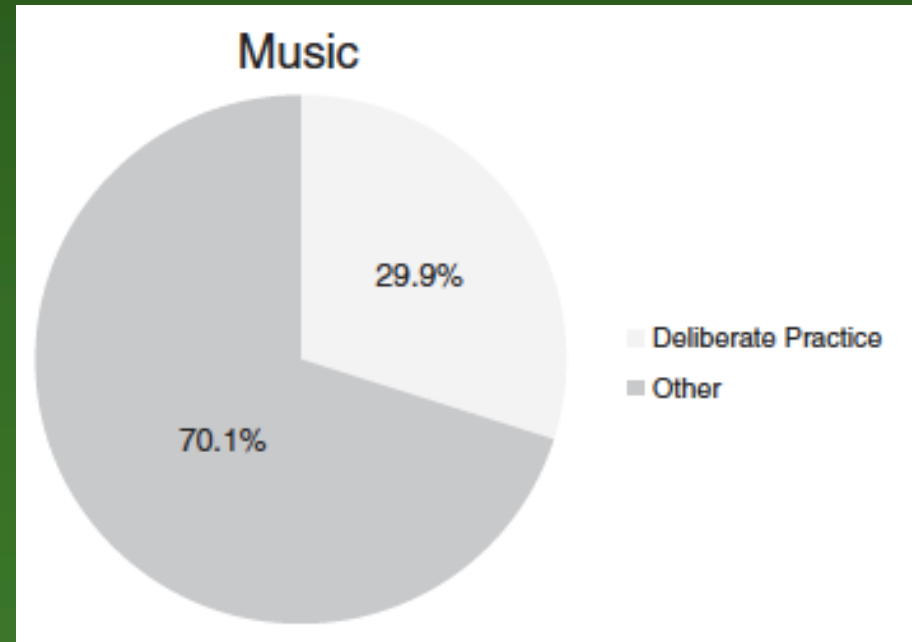
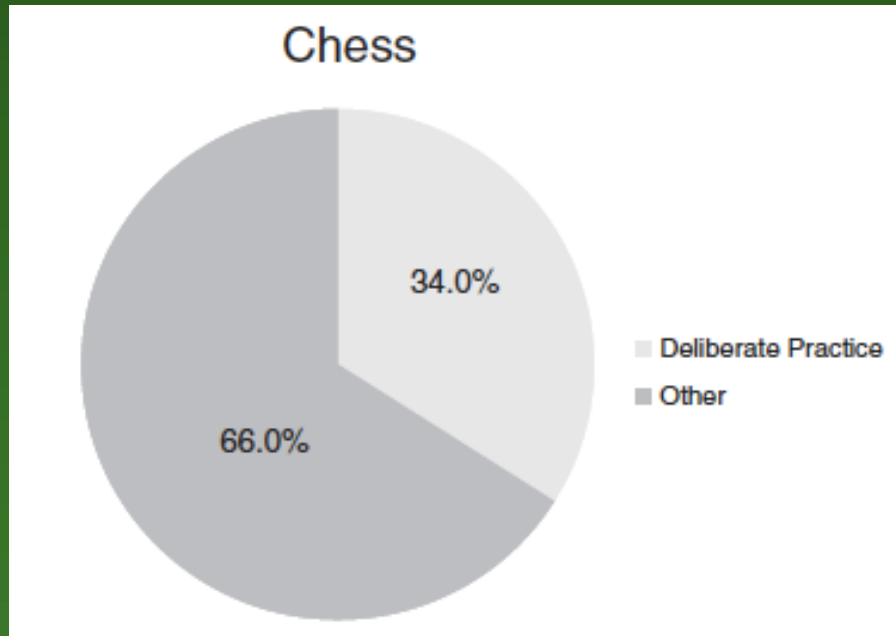
- Ericsson, K. A., Krampe, R. Th., & Tesch-Römer, C. (1993). The role of deliberate practice in the acquisition of expert performance. *Psychological Review*, 100, 363–406.
- Research based on violin players
- Promoted by popular authors including Malcolm Gladwell and Daniel Pink

Nature vs Nurture

Inheritance vs Practice

Hambrick et al. (2013) Deliberate Practice: Is that all it takes to become an expert?

Intelligence 45 34-45.



Connecting Nature & Nurture

Elements
Goals
Skills
Interests
Beliefs
Values
Environment

Connecting Nature & Nurture

Elements	Examples
Goal:	<ul style="list-style-type: none">• Create my own graphic design shop
Skills:	<ul style="list-style-type: none">• Create internal vision of final product design and then set about to produce the results• Polished written communication skills with creative wordsmithing
Interests:	<ul style="list-style-type: none">• Drawing, writing, designing
Beliefs:	<ul style="list-style-type: none">• I believe that it is time for women to change the world. I can use my art to help change the world.
Values:	<ul style="list-style-type: none">• Artistic creativity & aesthetics
Environment:	<ul style="list-style-type: none">• Described parents as creative and encouraging the arts• Parents enrolled her in art classes as a child

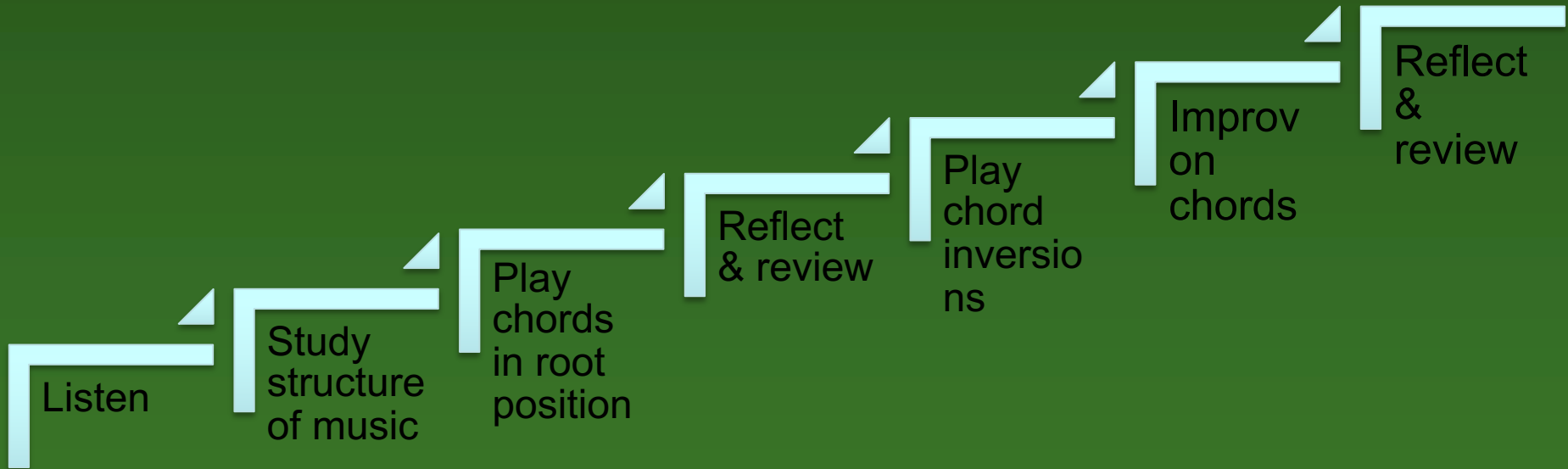
Let's Personalize This!

- What do you really want to learn?
- What's your WHY?
- Write it down!

Step by Step Learning

- Reflect back on your “why”
- Choose a learning project
- Identify the microskills you need to learn

Improvise on “Autumn Leaves”



What are your stepping stones?



Image source: Tim Green <https://www.flickr.com/photos/atoach/2545057633/>

Recommended Reading

Sterner, T.M. (2012). *The Practicing Mind: Developing Focus and Discipline in Your Life*. Novato, California: New World Library.

A story for you...

Thank You!

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