

What are you learning now?

A new awakening is needed if we have to make every experience of life a source of learning

The 'interesting times' we are in, underscores the value of enterprise learning for adaptability, more than ever.

The survival (and evolution) of the enterprise (as an organismic entity) is tied to its ability to adapt. And no such entity is going to adapt rapidly unless its building blocks – the people – are agile in their learning.

The nature of this learning is not tactical, directed towards individuals to excel in certain roles. Bringing people to a level of competency isn't enough because of the changing nature of the business landscape.

This learning is more strategic. It is more about 'how' things are done, what works and what doesn't and what could be done innovatively to release fresh value into the system.

This learning does not happen in the classroom. It happens on the floor through an informal learning process – by deconstructing and examining collective experiences, by exploring and reflecting on the innate causes and by thinking inductively on how could some of these innate potentials uncover and address certain dormant opportunities out there.

The pre-requisite to such learning is the readiness to learn. One cannot anymore afford to put the agenda of learning on to the back burner, the excuse being, there are other more important priorities to attend to. It presumes every touch-point; every experience of life becoming a source of learning as learning becomes a way of life. And this calls for a new awakening – an awakening to the fact that learning is essential for living!!

While most of us will cognitively agree with the significance of learning for living a life (not just making a living), the paradox that continues to baffle us for ages is why doesn't learning come to us naturally? Why is it so difficult to come out of frozen habits to respond to the changing habitats? Why is it that we prefer to stay stuck with concepts of right-wrong and good-bad and are completely at a loss when life presents itself with its glorious uncertainties?

The prevalent reality is that we are either lost in a dream of comfort and not wanting to wake up or dreaming of waking up and therefore never being able to wake up, in reality. **We are blissfully stuck with the myth of comfortably and passively 'learning' by acquiring conceptual knowledge which is becoming obsolete by the moment.**

Learning is a process that brings unto light all that we have chosen to hide in the dark, including ourselves. It is the process of knowing, by which we come out of the darkness of ignorance.

By Indraneel Mukerjee



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The challenge to the process of learning is not ignorance but resistance to get over it. As if there is some treasure that is hidden in this ignorance which we are trying to preserve.

Learning-to-learn is the process by which we get over this resistance,

become naturally responsible not only for ourselves but our existential realities too and make ourselves available to participate in the process of continuous learning. It is a process by which we uncover and become conscious of our innate gift of learnability. It is also the process by which we begin to learn as we live – every instant, every moment.

In the process of learning-to learn we are able to:

- Understand the nature of our unconscious resistance to learning.
- Identify the blocks that come in the way of our awakening
- Experience the pain of self-encounter
- Emerge as more accepting and responsible towards the process of learning and
- Discover in ourselves a potent resource for enabling learning unto others.

In the current context, when the illusion of security is getting shattered and making us feel vulnerable to the vagaries of changing economic climate, learning-to-learn will enable us to free ourselves from a victim identity and help us stay relevant amidst uncertainties.

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