

Creating Communities of Thought: Enhancing Social Capital



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Purpose

Participants will:

Develop a definition of social capital and understand its importance in improving in student learning

Explore ways to enhance social capital in your work settings

Capital

Capital relates to one's own or group worth, particularly assets that can be leveraged to accomplish desired goals

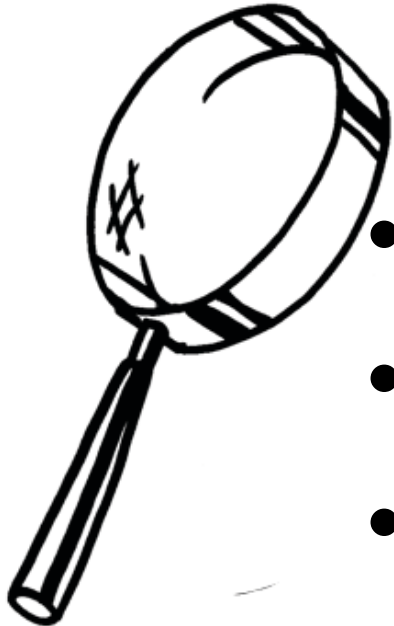


Human Capital

Cumulative abilities, knowledge, and skills developed through formal education and on-the-job experience

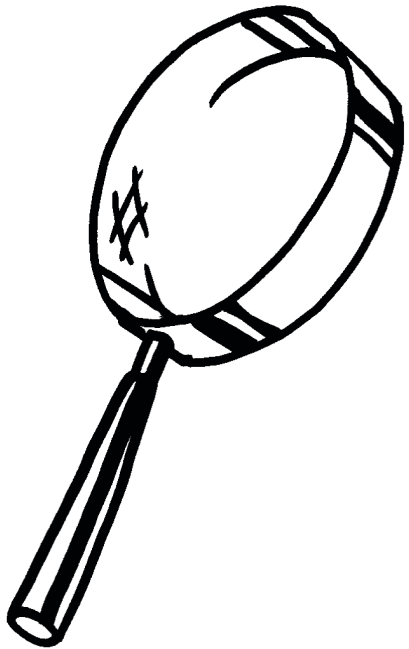


Human Capital – Expert Teaching



- Knowledge of the structure of the discipline
- Knowledge of self
- Knowledge of teaching skills and strategies
- Knowledge of learners and learning

Human Capital – Expert Teaching



- Knowledge of the structure of the discipline
- Knowledge of self
- Knowledge of teaching skills and strategies
- Knowledge of learners and learning
- Knowledge of Collaboration

Social Capital

The form and content of relationships among actors in the system.



Social Capital

Three elements:



Social Capital

Three elements:

- Structural



Social Capital

Three elements:

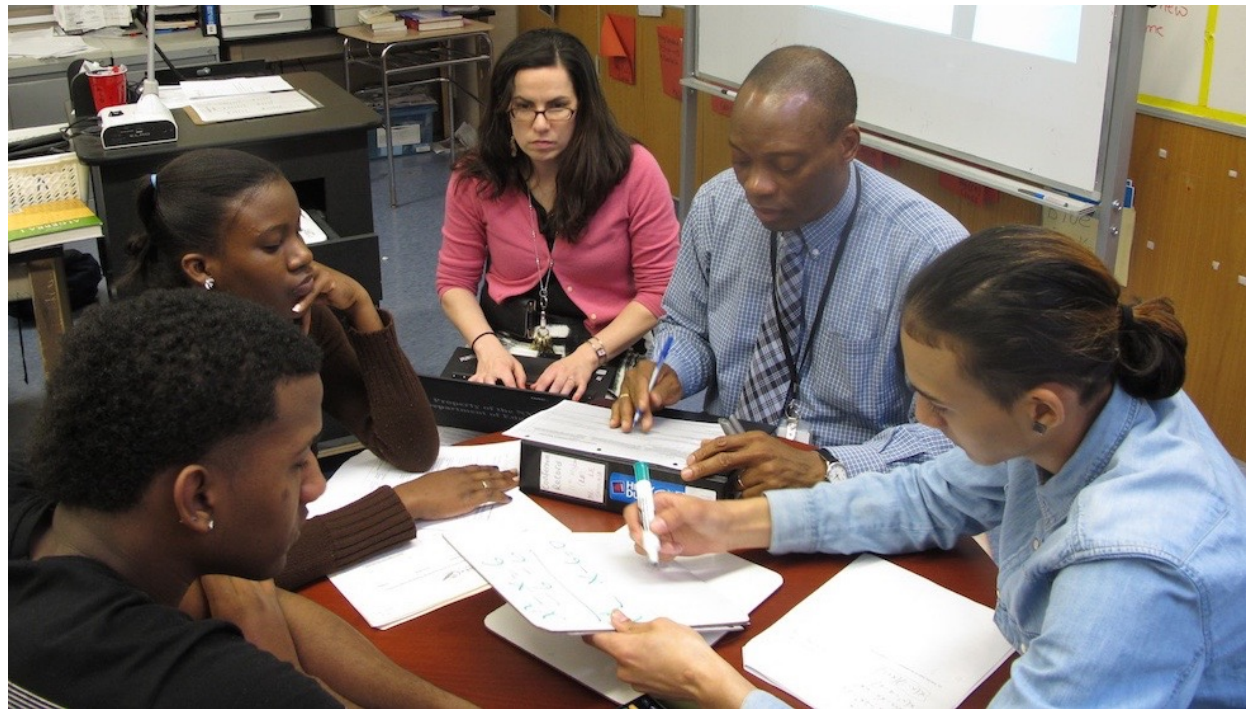
- Structural
- Relational



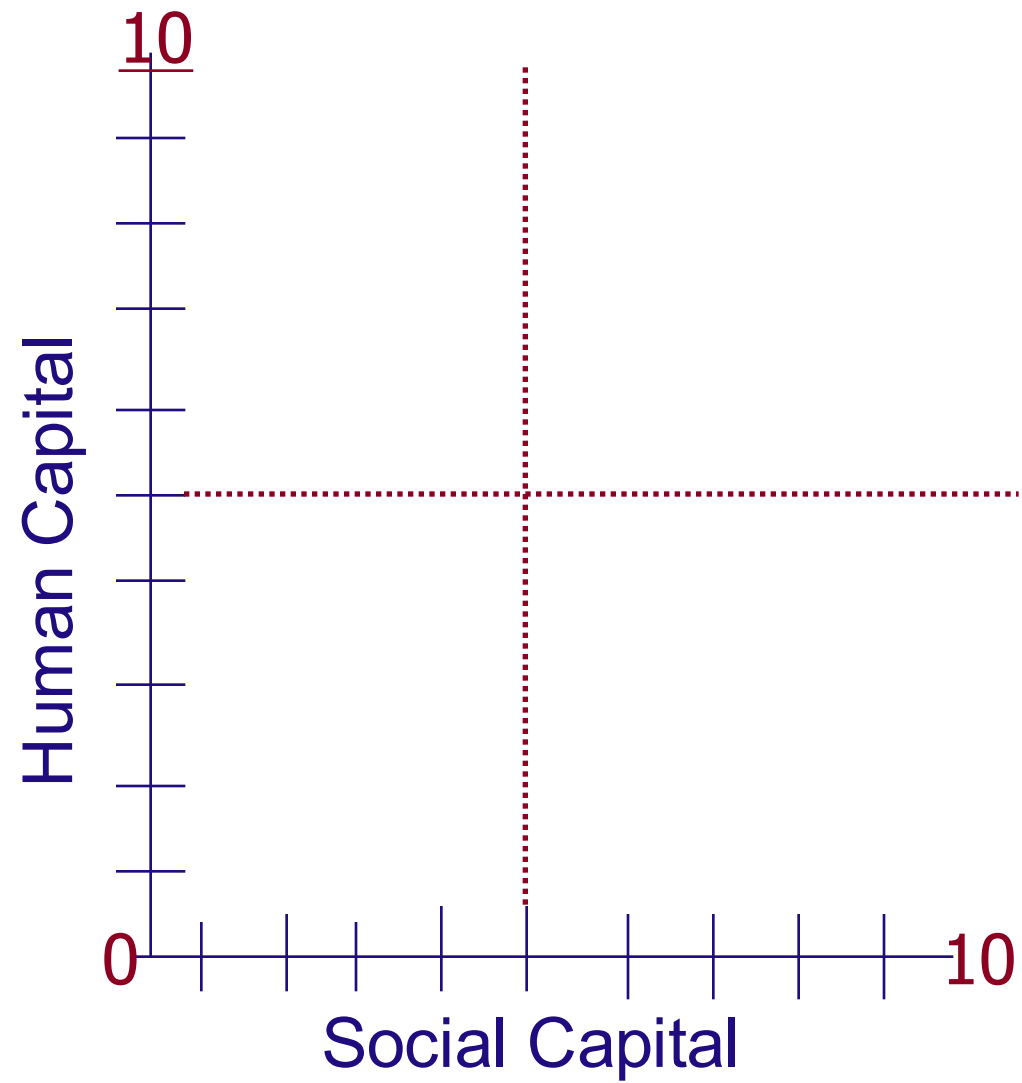
Social Capital

Three elements:

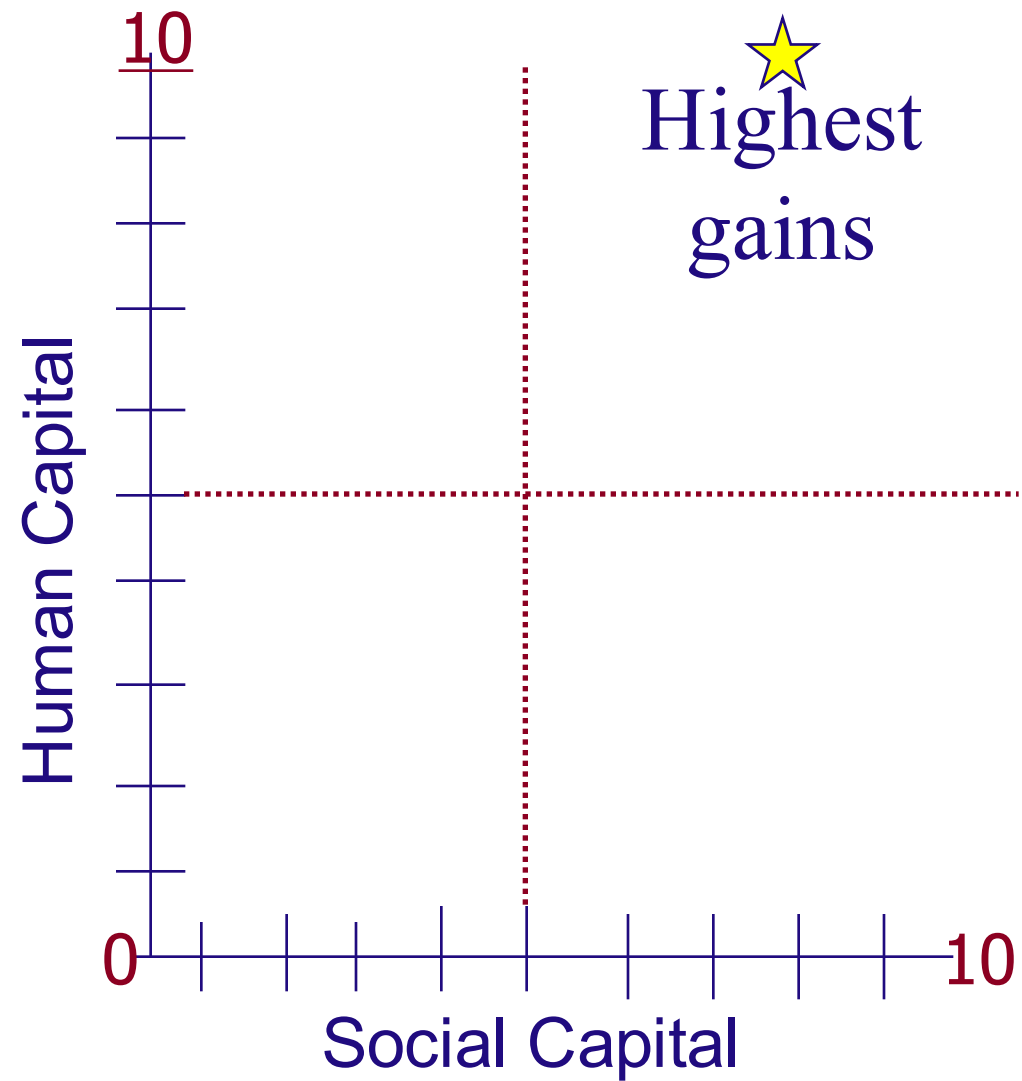
- Structural
- Relational
- Cognitive



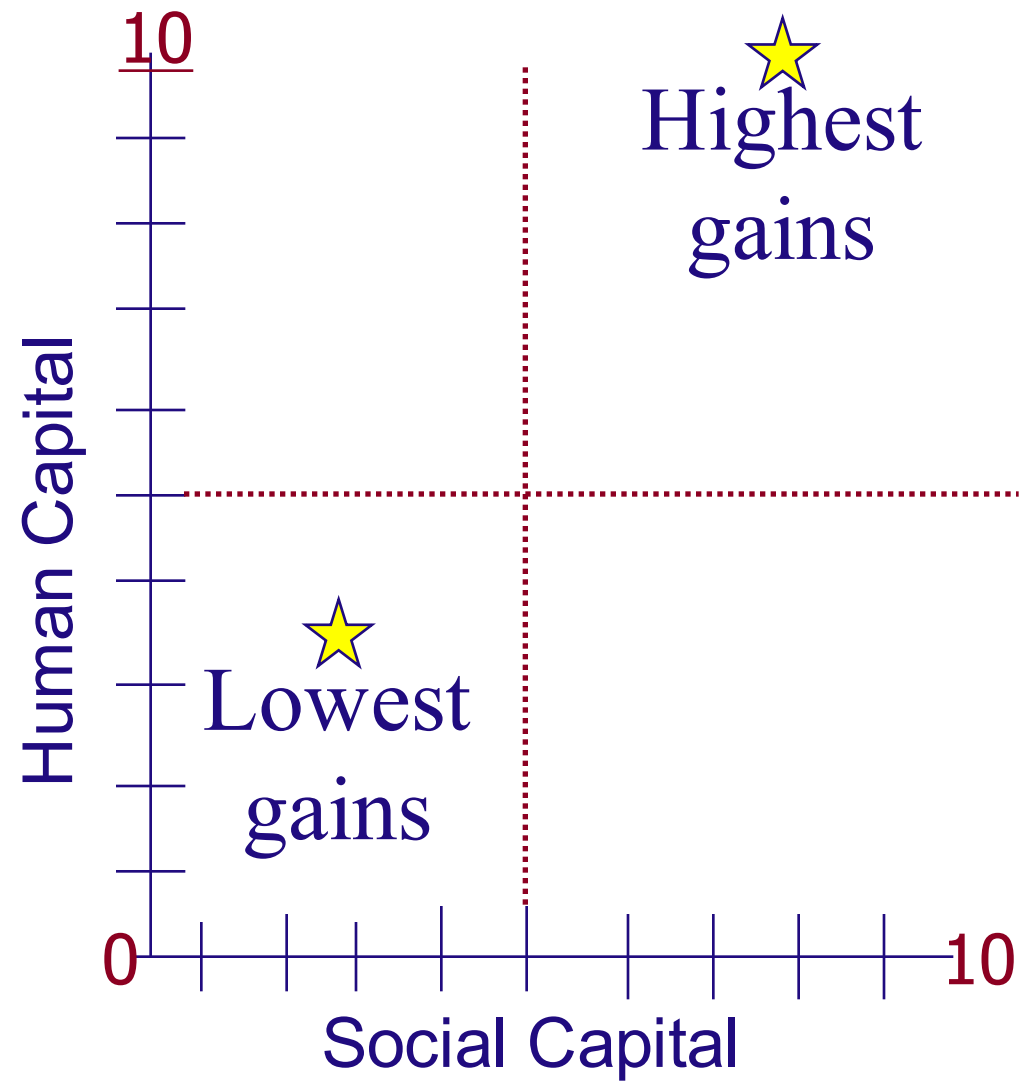
The Matrix



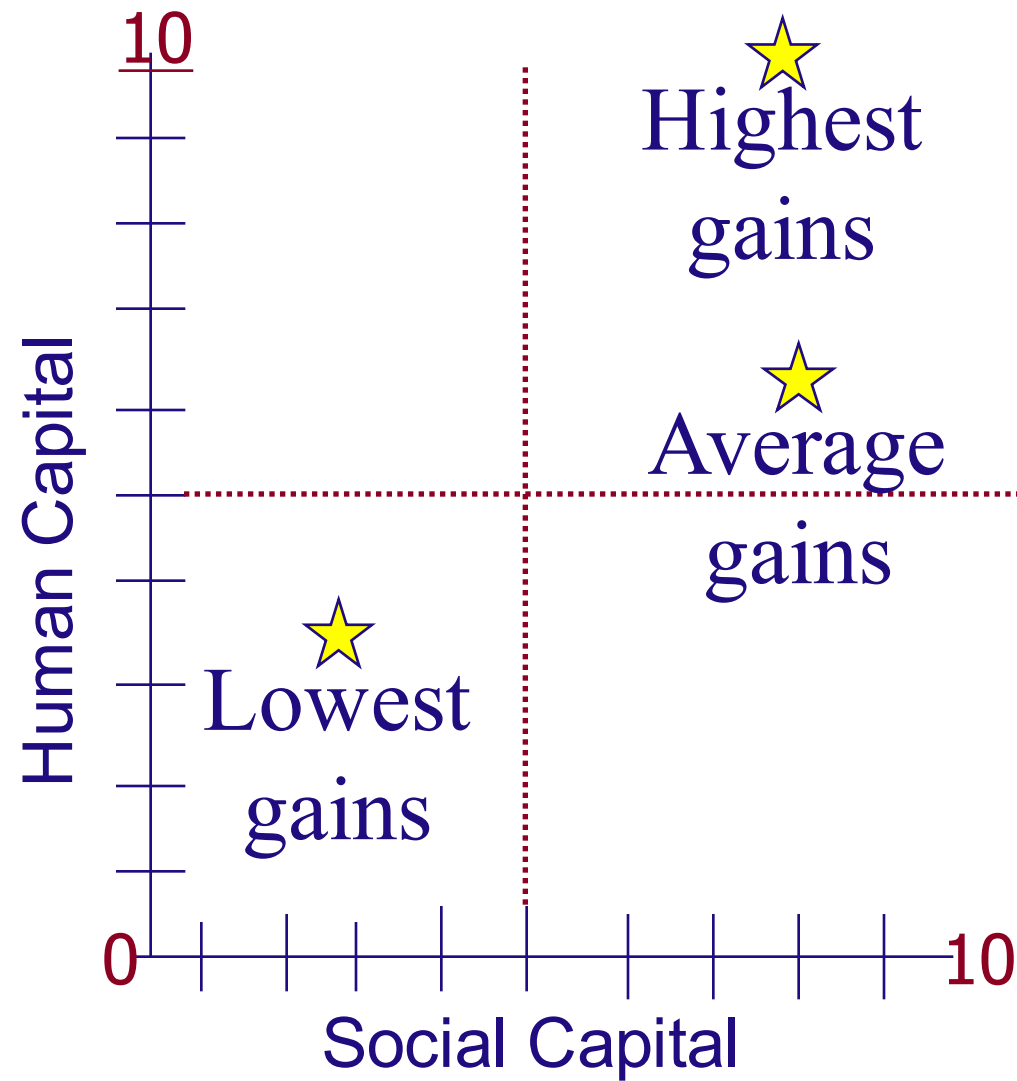
The Matrix



The Matrix



The Matrix



Communities of Thought



Five Essential Questions

1. What is a community of thought?
2. Why communities of thought?
3. What makes thinking interdependent?
4. How are capacities for interdependent thinking developed?
5. How are communities of thought sustained?

1. What is a community of thought?

Community

Common

Communicate





The Commons

Skillful groups create and sustain an intellectual and emotional commons



Collaborate

A process through which parties who see different aspects of a problem can constructively explore their differences and search for solutions that go beyond their own limited vision of what is possible.

Barbara Gray

Collaborating: Finding Common Ground for Multiparty Problems

Emotional Challenges of Collaboration

I might not know

I have to think in public

I might be wrong

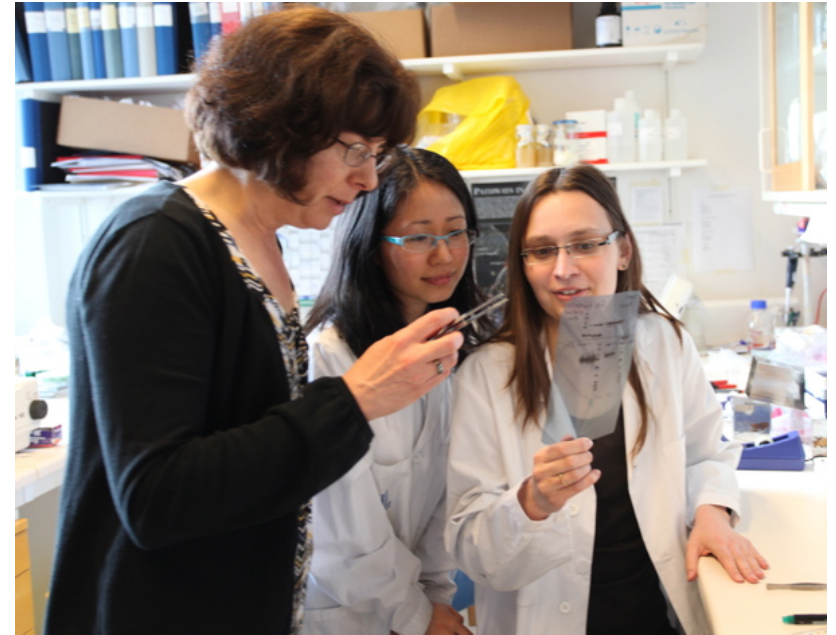
I might be judged by others



2. Why communities of thought?

The lone genius is a myth.

The most interesting mysteries lie at the intersection of minds.



Accountability grows out of co-creation

Collective Intelligence

Emerges from:

The equality of conversational turn taking



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Emerges from:

The equality of conversational turn taking

No dominators / no speeches



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The ability to read & respond to other's social signals



Collective Intelligence

Emerges from:

The equality of conversational turn taking

No dominators / no speeches

The ability to read & respond to other's social signals

Women are typically better at this



Social Brains



The ability to think socially is a core capacity of the *Homo sapiens* brain

Connection

Mindreading

Harmonizing



Social Sensitivity



Working Group Size Poll

What is your typical team or working group size?

- A. 2-3
- B. 4-6
- C. 7-12
- D. 12+

Dunbar's Number



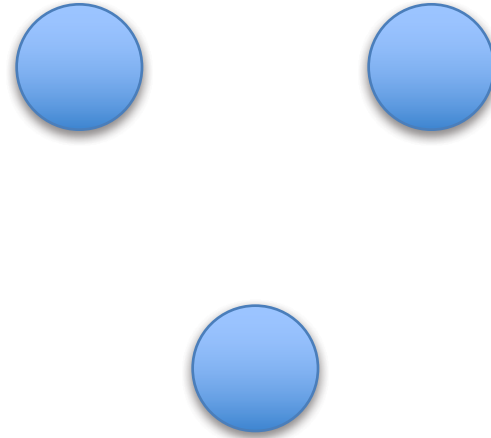
Determining the “Relational Load”



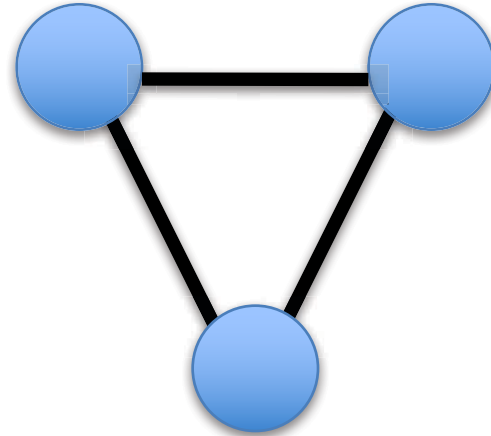
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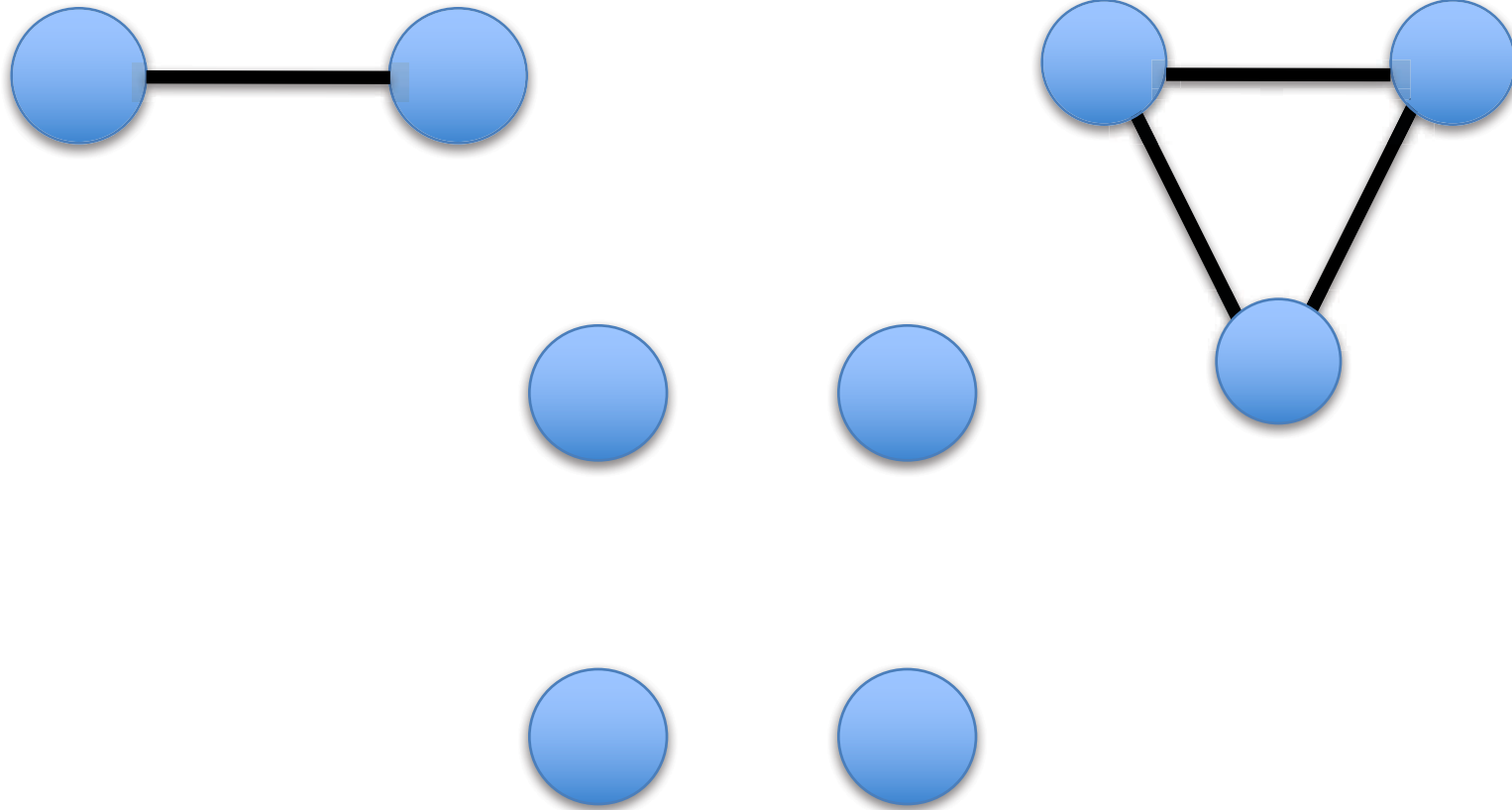
Determining the “Relational Load”



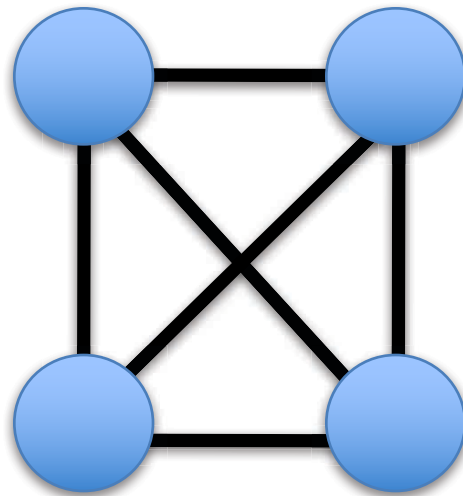
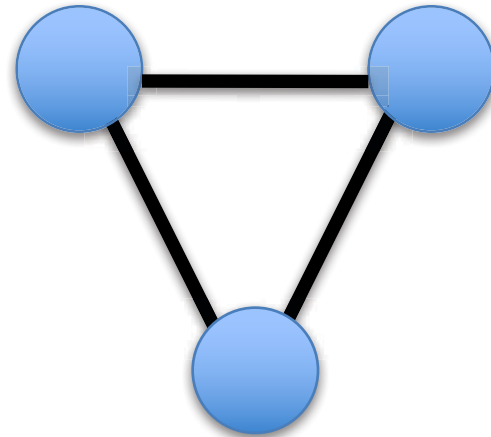
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Determining the “Relational Load”

$$\frac{N \times (N-1)}{2}$$

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$$\frac{N \times (N-1)}{2}$$

Group of 2 = 1

Group of 3 = 3

Group of 4 = 6

Group of 5 = 10

Group of 6 = 15

Group of 7 = 21

Group of 8 = 28

Five orders of intentionality

According to Robin Dunbar's research on the social brain and its limitations. Human brains can track 5 orders of intentionality.

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“I want you believe that Fred understands that we want him to be willing to do something...”

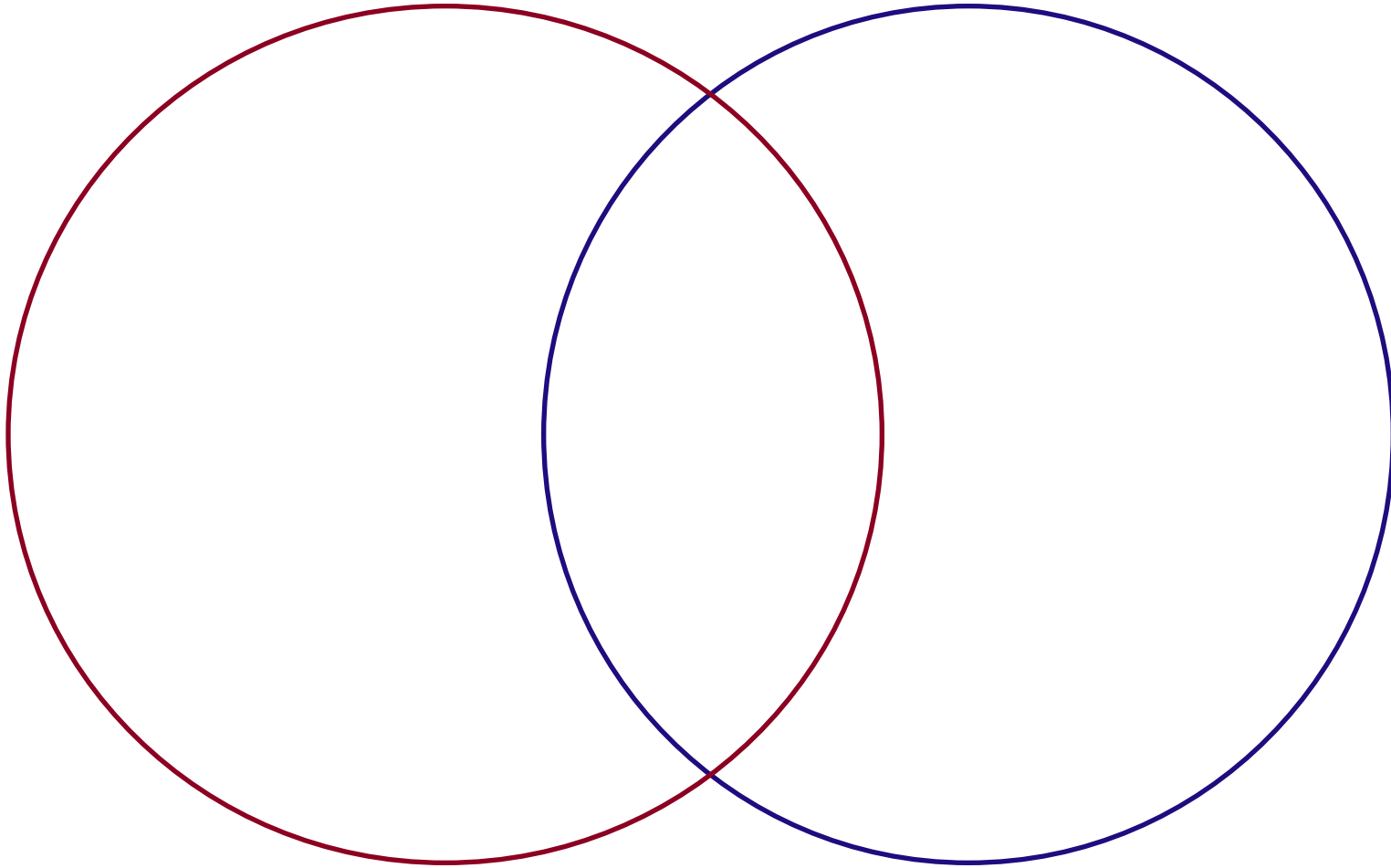
3. What makes thinking interdependent?

Three types of interdependence

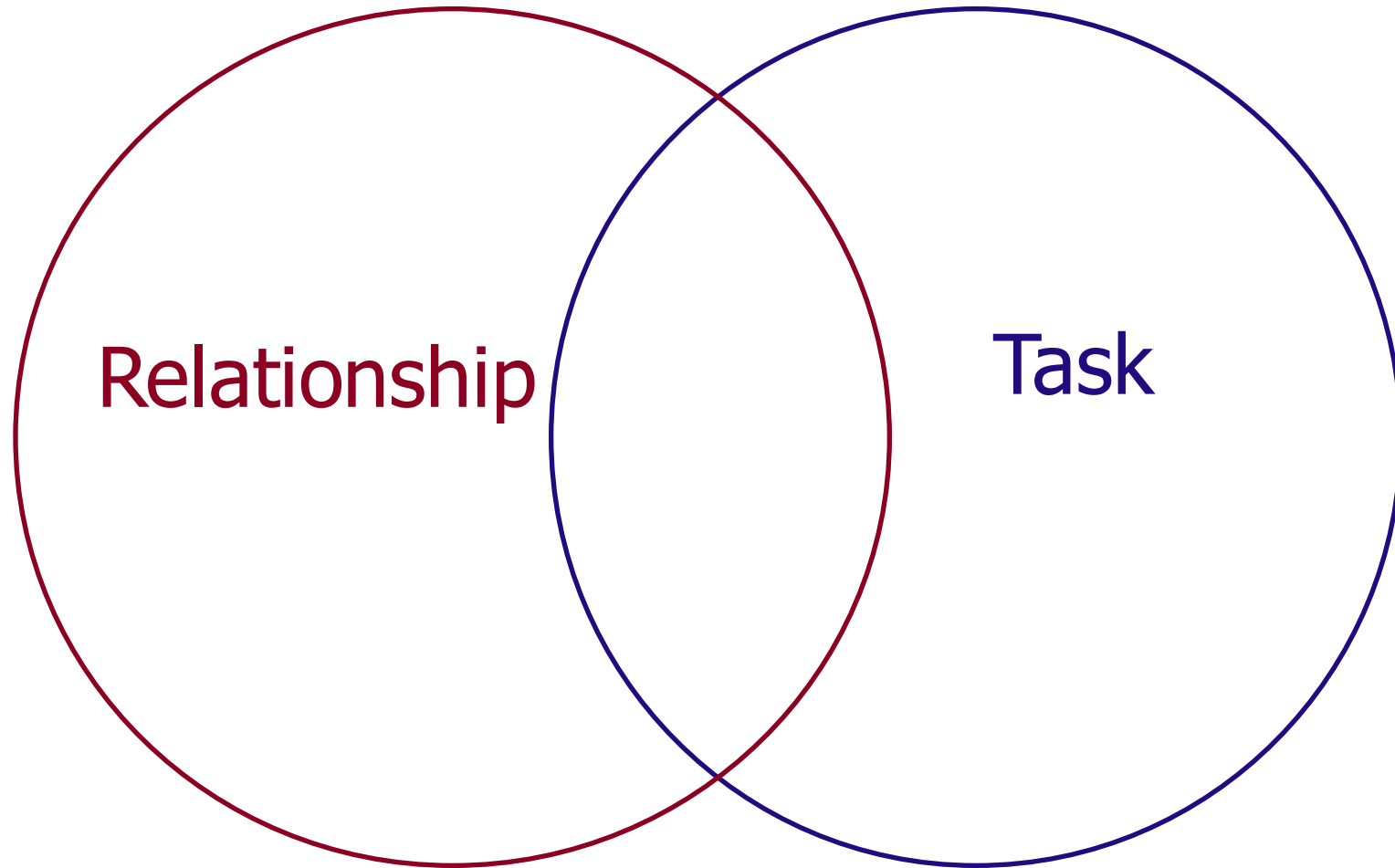
1. Between group members
2. Between the group and its context
3. Between relationship and task



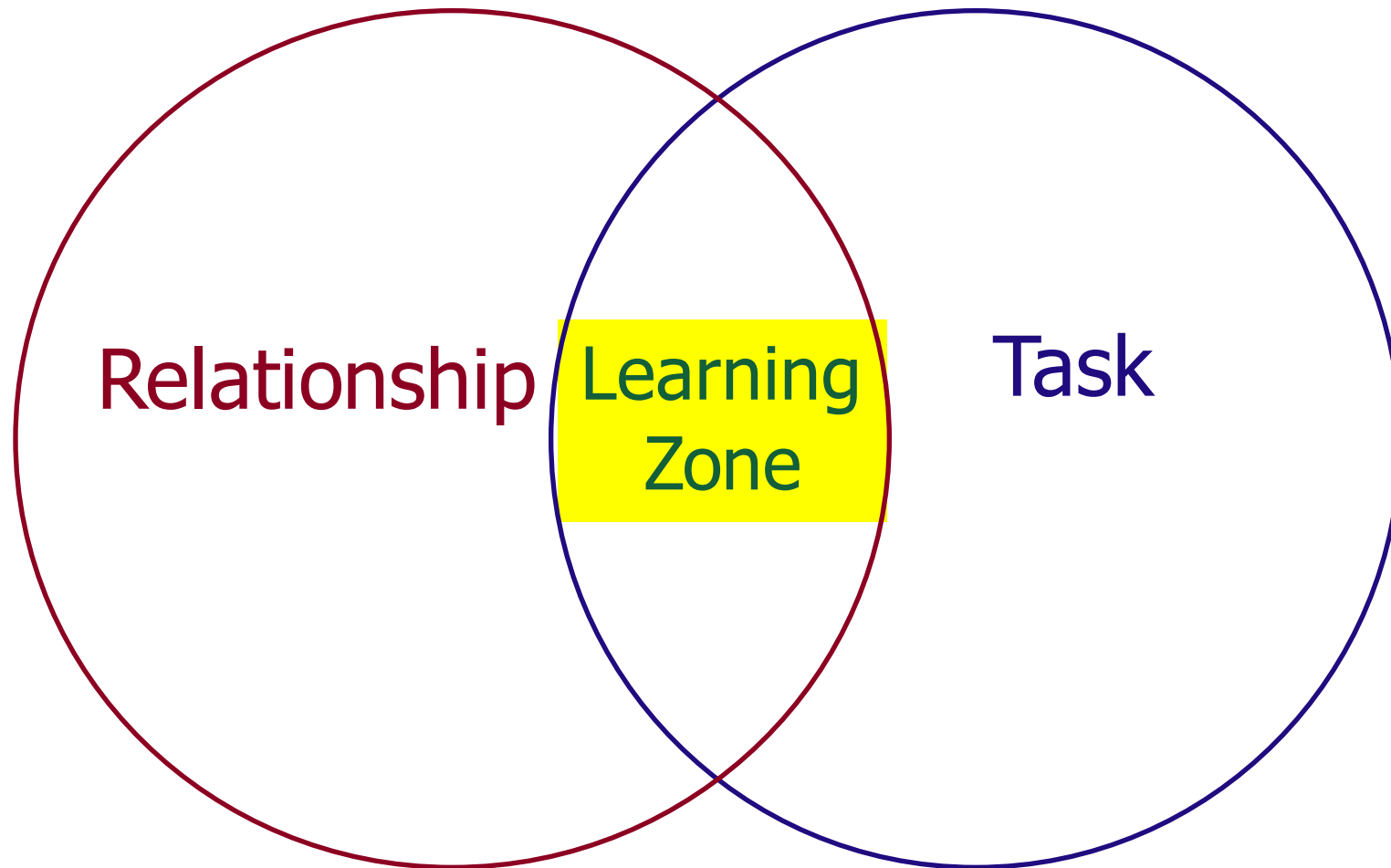
Enhancing Social Capital - Twin Goals



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Enhancing Social Capital - Twin Goals



4. How are capacities for interdependent thinking developed?

Pattern Recognition

Is the current pattern productive or unproductive?

Pattern Breaking

Pattern Making

Pattern Taking



4. How are capacities for interdependent thinking developed?

Five principles of practice

1. Balance the energy



4. How are capacities for interdependent thinking developed?

Five principles of practice

1. Balance the energy
2. Structure for success



Structuring Decisions

Starting the Conversation

Structuring the Conversation

Sustaining Thinking in the Conversation



Structuring Decisions

Starting the Conversation

Structuring the Conversation

Sustaining Thinking in the Conversation



- Group size, composition and length of time
- Interaction patterns, materials and space

4. How are capacities for interdependent thinking developed?

Five principles of practice

1. Balance the energy
2. Structure for success
3. Be explicit



4. How are capacities for interdependent thinking developed?

Five principles of practice

1. Balance the energy
2. Structure for success
3. Be explicit
4. Create a third point



4. How are capacities for interdependent thinking developed?

Five principles of practice

1. Balance the energy
2. Structure for success
3. Be explicit
4. Create a third point
5. Make text or media the expert



5. How are communities of thought sustained?

Because questions are intrinsically related to action, they spark and direct attention, perception, energy and effort, and so are at the heart of the evolving forms our lives assume.

-- Marilee Goldberg, The Art of the Question

Committee or Community of Thought?



Purpose +

Committee or Community of Thought?



Purpose + Participation +

Committee or Community of Thought?



Purpose + Participation + Catalytic Questions =

Committee or Community of Thought?



Purpose + Participation + Catalytic Questions =

A sustainable community of thought
rich in social capital

Reflections

What changes in your work with teams might you envision as you reflect on the ideas presented in this webinar?





*"We create
ourselves by our
choices"*

Søren Kierkegaard

Join Us in Vancouver

We are presenting a pre-conference on this topic at the annual conference in Vancouver, British Columbia on December 4, 2016.

We hope some of you will join us there for an in-depth exploration of these ideas and add to your toolbox for enhancing social capital in your schools and districts.