

Practice development: research, change and professionalization in a learning community

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Master of Social Work

Master Social Work program: why?


- Starting in 2008: 4 similar programs in NL (2 related)
- Transitions towards participation society
- Complex problems (system, aim, transformation)
- Renewed focus on humanitarian values
- Senior professional/ practice developer
- Practice wisdom → ← scientific knowledge
- Middleman micro, meso and macro levels

Master Social Work program: what?

- 60 ECs/ 2 years / 4 masterclasses/ part-time
- Minimum 3 years experience, average is 10 years
- Studying professionals
- Develop their own practice (1)
- Within the nexus of three dimensions (2)
- With a supporting curriculum (3)
- In a professional learning community (4)



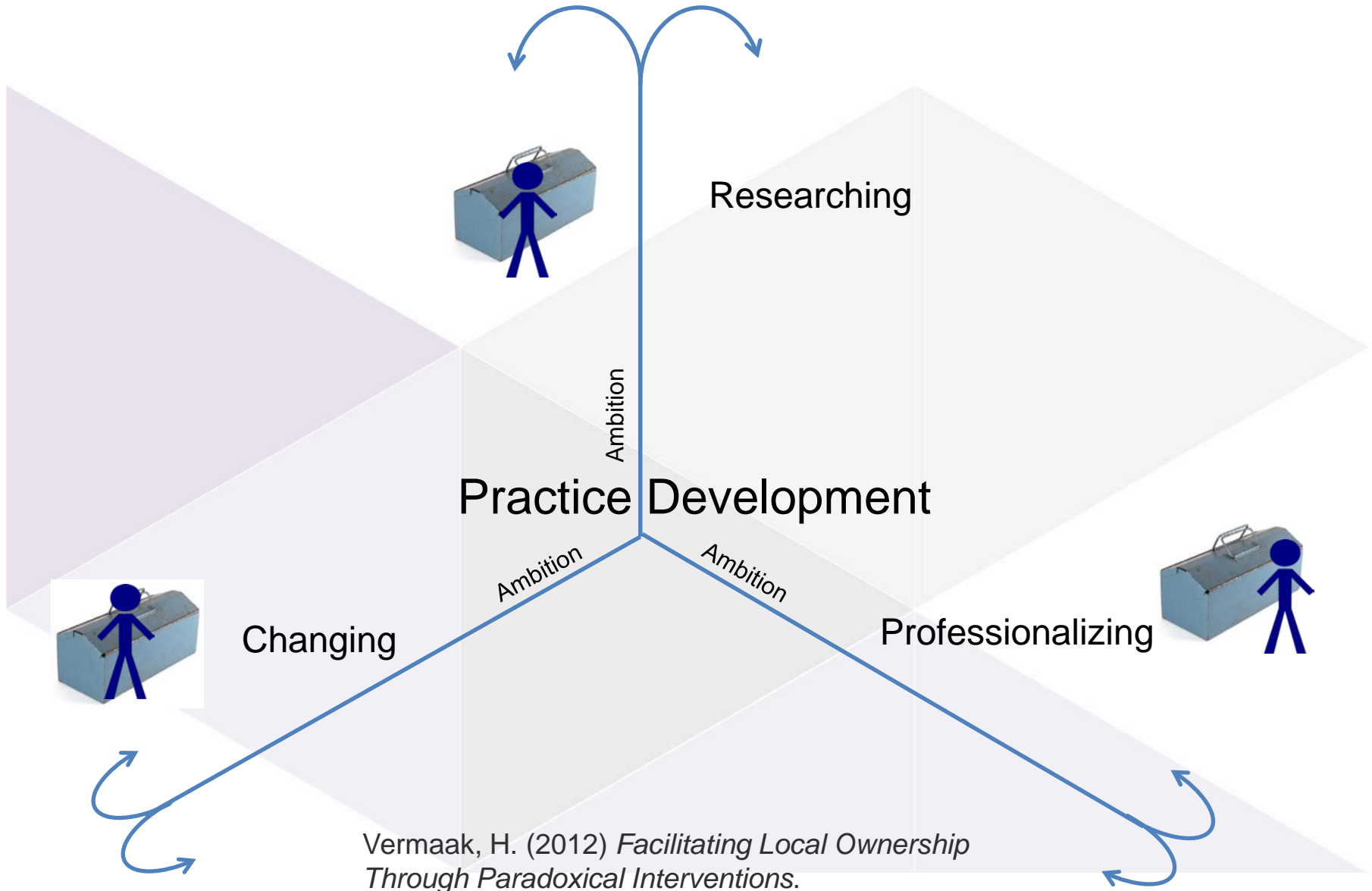
Collective learning w.r.t. complex problems (1)



Learning result	Learning domain	Learning Category	Learning level
Improvement	Rules	Have to & allowed to	1 st order
Renewal	Insights	Know & understand	2 nd order
Development	Principles	Want & to be	3 rd order

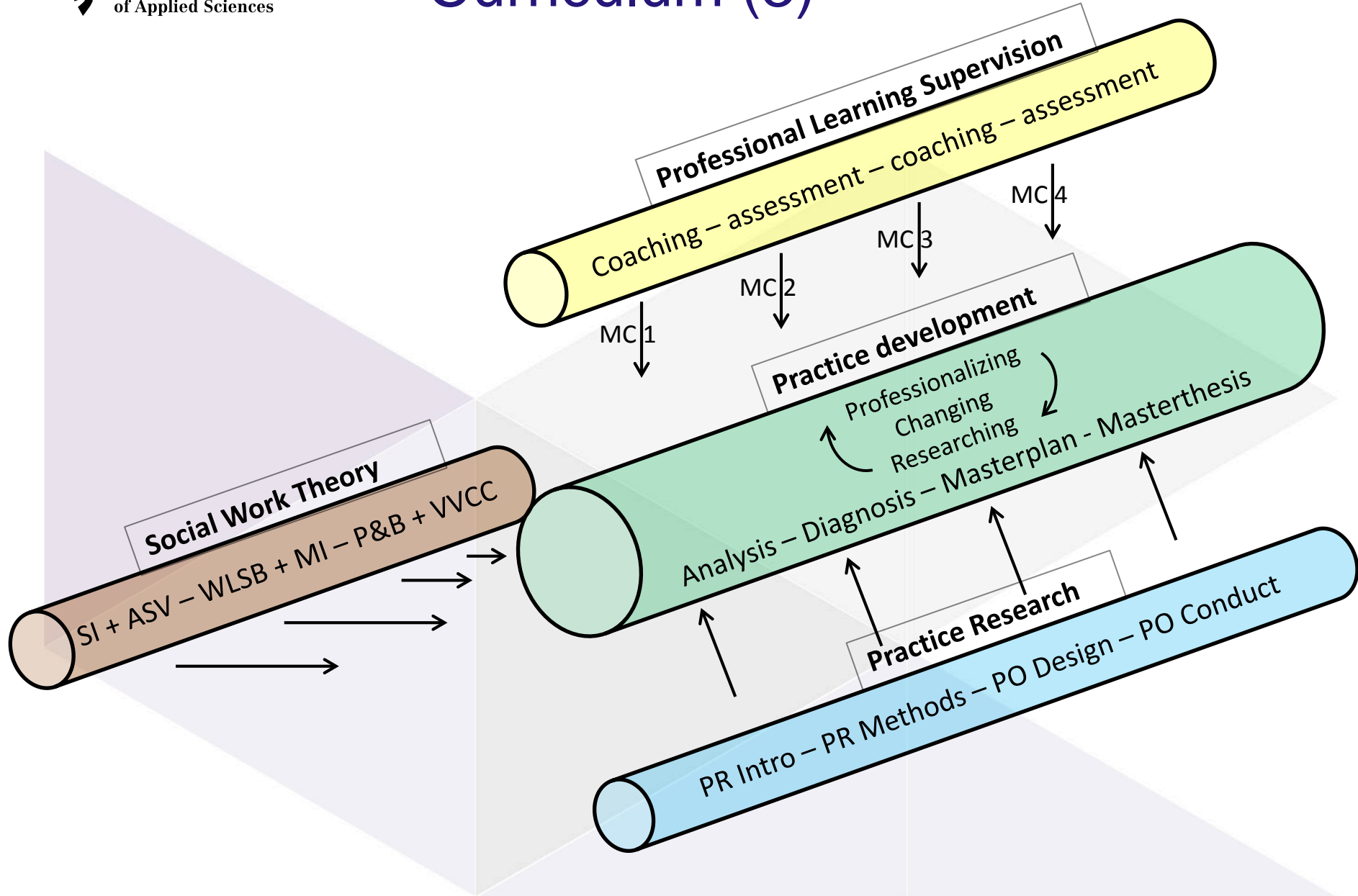
Wierdsma, A. (2004). *Beyond Implementation: Co-creation in Change and Development.*

Space for exploration (2)

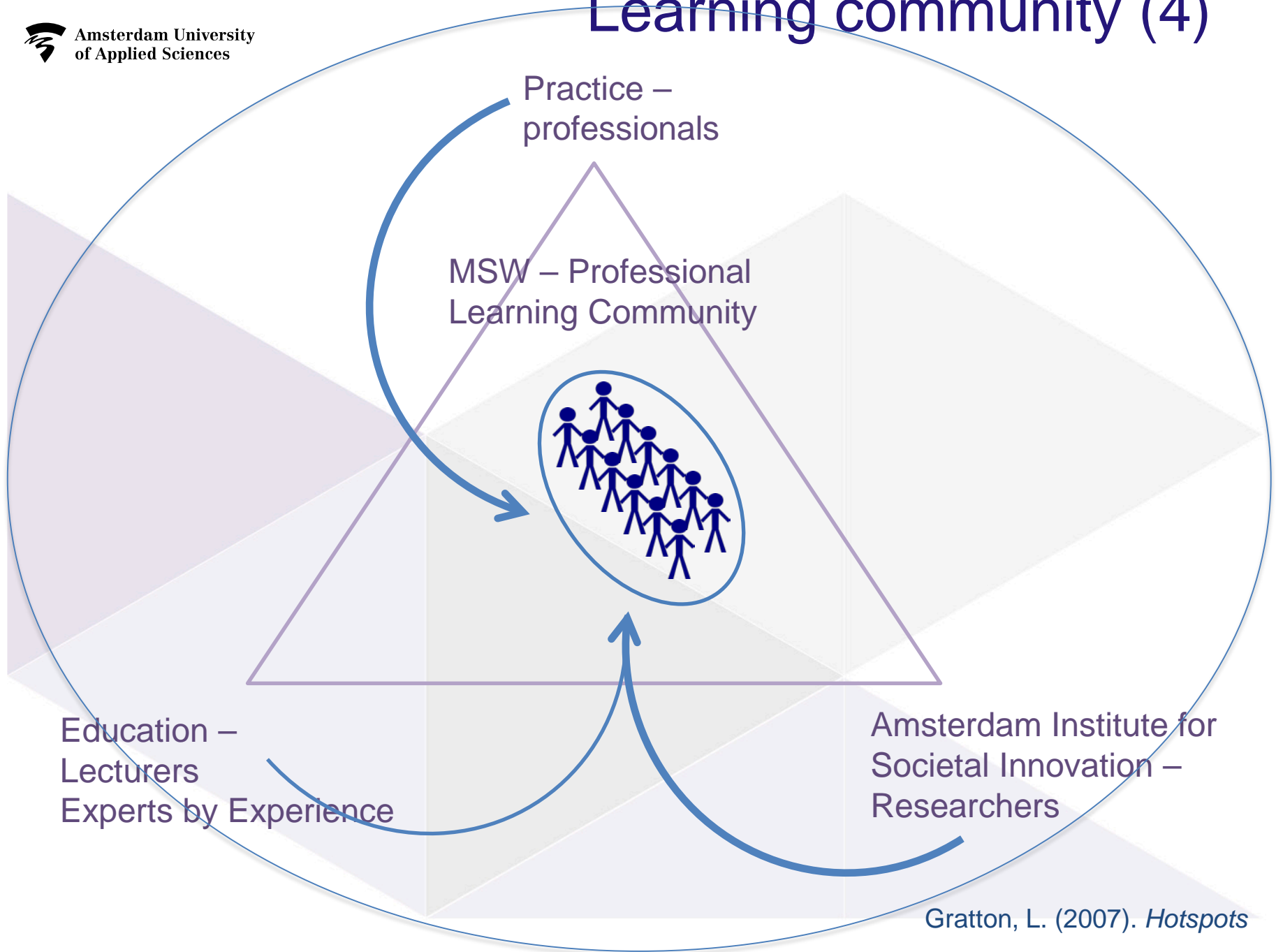


Vermaak, H. (2012) *Facilitating Local Ownership Through Paradoxical Interventions*.

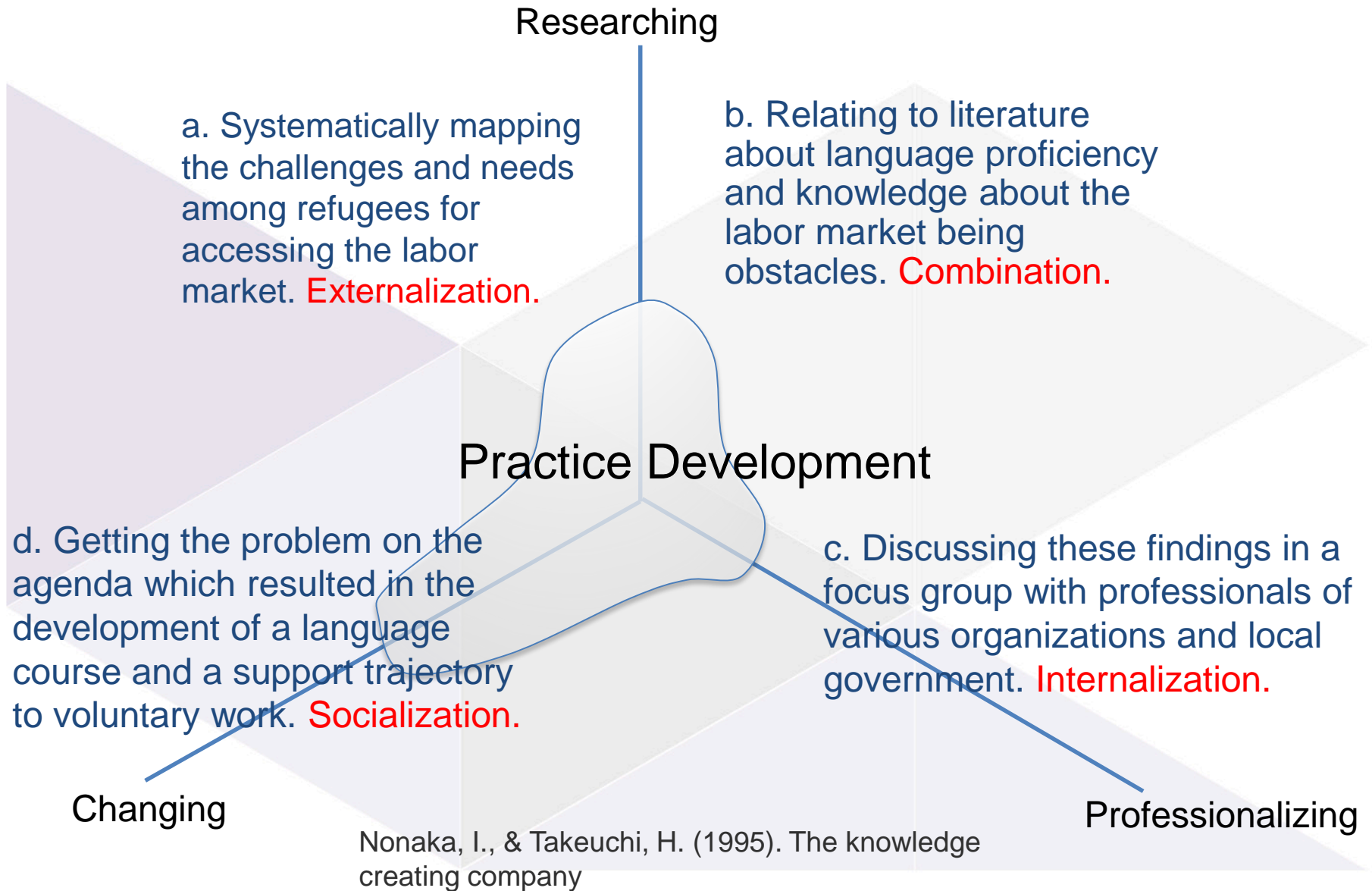
Curriculum (3)



Learning community (4)



Example Sandra Dikkerboom



Challenges

- Support of studying professionals in unruly practice
- Mixing systematic approaches with the chaos of change
- Time management of various participants
- Making connections with stakeholders for learning community

Literature

- Wierdsma, A. (2004). Beyond Implementation: Co-creation in Change and Development. In J. Boonstra (Ed.), *Dynamics of Organizational Change and Learning* (pp. 227–258). West Sussex: John Wiley & Sons..
- Vermaak, H. (2012). Facilitating Local Ownership Through Paradoxical Interventions. *The Journal of Applied Behavioral Science*, 48(2), 225–247.
- Nonaka, I., & Takeuchi, H. (1995). *The knowledge creating company: how Japanese companies create the dynamics of innovation*. New York: Oxford University Press.
- Gratton, L. (2007). *Hotspots - Why Some Companies Buzz with Energy and Innovation - and Others Don't*. Harlow: Prentice Hall.