# Learning Times

**Professional Development for Faculty & Staff at UW Tacoma**

One Year Anniversary Edition, October, 2018

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## Welcome to UWT!

The following new leaders have joined UW Tacoma this summer.

- **Director of Faculty Personnel**, Casey Byrne
- **Assistant Chancellor for Equity & Inclusion**, James McShay

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## News Story

THE LEARNING TIMES is one year old this month. This newsletter format was created as a way to encourage learning and development across the UW Tacoma campus, by showing the workshops, facilitation services and training options offered by Professional Development.

*Here's to another year together!*

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## Upcoming Workshops:

**Sign Up Here**

- **Inside/Out Coaching Skills**
  - Oct. 16th
- **SafeCampus**
  - *Required Training*
  - Nov. 7th
- **Courageous Engagement Series Returns!**
  - Oct., 26th & Nov., 2nd, 9th & 16th

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## Featured Workshop

**Boost your skills and knowledge at your own pace**

Subscribe to **POD’s Leadership Advantage** to access short videos, book summaries and other targeted content.

Tracks include:

- Project Management
- Customer Focus
- Managing Conflict
- Goal Setting
- Strategic Thinking

*NOTE: There is an annual cost for this program.*

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## Tool of the Month

Take a look at the newly updated UW Tacoma **Professional Development Website**.

It provides easy access to a wide range of professional learning opportunities, such as:

- Upcoming workshops
- Online modules
- Faculty Development
- Teaching resources

...and other professional development news and information.

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## Whole U News

**New audio meditation series with UW experts**

Experience any of the eight meditation sessions to help reduce stress, increase calmness and promote happiness.
Would you like to:

- Re-energize your teaching?
- Talk with colleagues about their teaching practices?
- Ignite your passion for teaching?
- Reflect on your own teaching practices?
- Seek a space to nurture and support ideas for scholarship in teaching and learning?
- Observe other instructors in the classroom?
- Create collaborative connections with faculty members in other disciplines and across campus?

then participate in the UWT Teaching Squares Program!

The purpose of the Teaching Squares program is to further develop teaching skills and build community through a non-threatening process of classroom observation and shared reflection. "Squares" are usually comprised of four faculty members from diverse disciplines who observe each other's classes. Participants observe the practices of their square-mates and reflect on those practices to improve their own teaching. The process involves the best aspects of peer evaluation — observation and discussion — while excluding judgment and evaluation.

Nearly 30 of your colleagues in SIAS participated in our pilot program during the 2017-18 academic year. We visited each other's classes, reflected upon effective teaching techniques, and shared these reflections (and our plans for how these observations may impact our own teaching) in a meeting at the end of the quarter. This program has been very successful at many colleges and universities around the country. We hope to continue the momentum here and welcome faculty from other units to join us. Attached is our summary report from the 2017-2018 academic year.

In addition, here is a short video in which you'll hear reflections by a few faculty who participated in Teaching Squares last year: https://youtu.be/xmnDUf29lyA

By participating in Teaching Squares you will have an opportunity to:

- Observe, analyze, and celebrate good teaching,
- Increase your understanding of and appreciation for the work of your colleagues, and
- Enhance your own teaching based on the shared observations and reflections of your Square partners.

If you are interested in participating in the UWT Teaching Squares during Autumn quarter 2018, please complete the following Google form by 5 pm **Monday, October 1, 2018**: https://tinyurl.com/y763eyem (Be sure to be logged in to your UW Google account when accessing the Google form)

For an article on Teaching Squares, click here: https://www.facultyfocus.com/articles/faculty-development/teaching-squares-cross-disciplinary-perspectives/

Best wishes for a successful 2018-19 academic year!

Jutta Heller & Jacob Martens
Co-chairs of the Teaching Squares Pilot Program
FURTHER READING

PRACTICE DELIBERATELY: 7 STEPS FOR YOUR JOURNEY TO SUCCESS

BY GREG BELL

After a presentation, many people come up to me and say something like, "That was great, you are so gifted" or "You are a natural on stage." While I appreciate the compliment, it does undervalue all the hard work I have put into my craft. I have spent years on continuous improvement, practicing my message, storytelling, and making sure audiences are moved to unleash their potential and make their lives better. Don't get me wrong, I do want people to feel that I am a "natural" so that my presentation style is not a distraction to the impact my message can have on their life and work. It's hard for me to imagine that anyone is a "naturally gifted" presenter, surgeon, sales person, musician or anything else when you consider the hours of training and practice that is required to be great.

Malcolm Gladwell made popular the idea that it takes 10,000 hours to be great at a particular skill; without a doubt I have spent well over 10,000 hours practicing my presentation skills. Perhaps it is just psychological or promotional, but I prefer to think of this time as Watering My Bamboo – 10,000 hours sounds so arduous. In fact, a client, who I presented to almost 10 years ago, recently re-engaged my services and the feedback they provided reminded me of the importance of deliberate practice. They loved the presentation I gave at their first event, which is why they hired me again, but they were surprised by how much I have improved in those 10 years.

Success in any field depends more on focus and drive; rely on deliberate practice vs. "natural talent."

After years of studying and researching successful leaders and peak performers, I have found that they all use "deliberate practice", a term coined by psychologist Anders Ericsson, whether they know it or not. Deliberate practice is not about performing a skill in the same old way. Instead, it's working on a skill, or an aspect of a skill, that you don’t quite have yet. Deliberate practice involves pushing yourself beyond your comfort zone, getting feedback on your performance, and doing lots of repetitions from a variety of angles until you get it right. Ideally, the skill you work on should be connected to some part of your ultimate goal.
Practice does not make perfect, it makes permanent

Deliberate practice works for any improvable skill, be it listening, communicating, teaching, negotiating, accounting, presenting, managing people, and more. Below are seven steps you can take to start practicing deliberately.

1. Identify the skill you want to improve.
You must have a road map to guide you to your desired destination; be as specific and detailed about your chosen skill as possible.

2. Search for experts in your area.
Interview them and learn as much as you can from them. What have they done to become successful? What qualities do they possess?

3. Practice in your 'stretch zone', not your comfort zone.
Deliberate practice often requires you to take on a new perspective—continuing to use a skill the way you have in the past won’t lead you towards your ultimate goal.

4. Design a practice plan.
Find the time in your day when you are most alert to practice.

5. Work with an experienced coach.
Work with an experienced coach who can give support and critical feedback. Great coaching and support can accelerate your growth, and you want feedback now while you are in practice mode, rather than later when it's time to perform,

6. You will plateau.
Your job is to push beyond it, and practice as diligently and specifically as ever.

7. Have faith.
Have faith that incremental improvements will lead to success. It takes many nights of hard work to become an "overnight success."

Successful people are not born, they're made after years of focused practice and experience.

To find out more about how you can use deliberate practice to reach your maximum potential, read chapter 14, Practice Deliberately, in Water The Bamboo®: Unleashing The Potential Of Teams And Individuals.