



AWESOME LEARNING ADVENTURE

Continuing Professional Development (CPD)
Diploma Tutor Action Learning Pathway Plan
with **Permaculture Association** and part of a
Post-Doc with **Permaculture Academy** mentor Larry Santoyo



Art Lindy Kehoe @lindykehoeart

"Your heart knows the way. Run in that direction." - Rumi

Grateful to my dear wifey for lifey Grace, my ultimate permie partner. Together we grow and learn, sharing our learning in articles, videos, podcasts, books, games and tools.

Awesome Learning Adventure

Delvin Solkinson

Design Dates : January 18 - March 2

This design is stacked into my
Continuing Professional Development (CPD)
Diploma Tutor Action Learning Pathway Plan
with Permaculture Association

and part of a

Post-Doc with Permaculture Academy
with mentor Larry Santoyo

I am the client and need to create a 2023 Action Learning
Plan for my own journey and to inspire others to create
Action Learning Plans for themselves.



TABLE OF CONTENTS

Framework : Design Web

Growth Phase - Survey

Vision

- Design Brief

Helps

Limits

- Flipped limit

- Reframe

Design Criteria Summary

Exploratory Phase - Analyze

Patterns

Principles

Ideas

- *Ritual as design tool*

Productive Phase - Design

Integration

- Core Needs

- Flip Limit

- Golden Keys

Momentum

Action

Reflective Phase - Implement, Evaluate, Maintain

Reflection

- On content

- On process

Pause

Evaluation

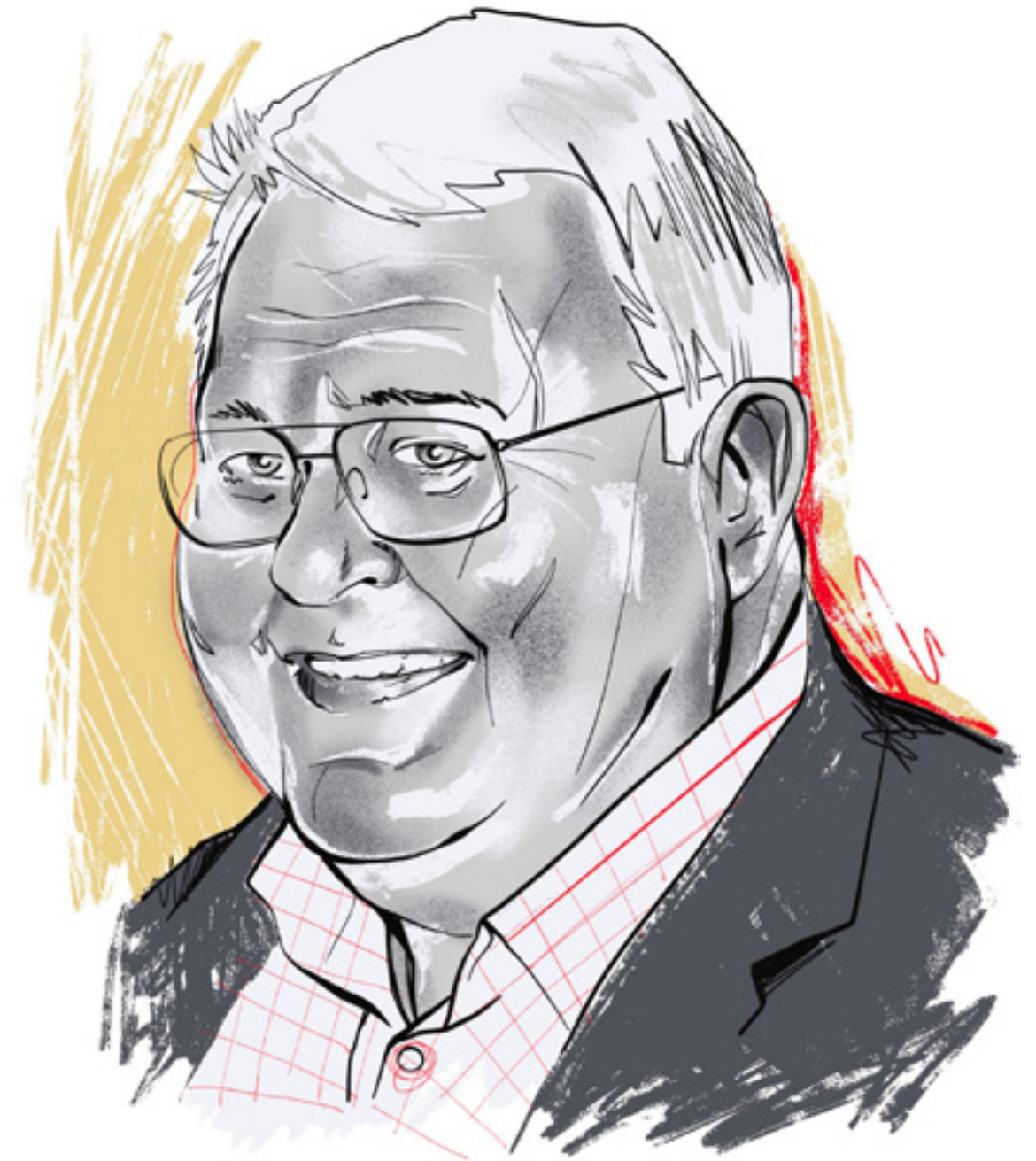
- Top Tips

Appreciation

Appendix

- Principles of Cultural Emergence

- Design Web



Art Den Tour @ben_tour

"Permaculture is a direction not a destination" - Graham Bell

Dedicating this design to beloved permaculture pioneer Graham Bell who transitioned during the course of writing up this design. I will carry his legacy of permaculture and caring onwards, as will so many others.

May his memory be a blessing.



Vision - Dream and Create Goals

To create an effective and creative structure for articulating my Action Learning Plan in a 'clear, concise and connected' way.

Design Brief : A creative design for a simple and structured Action Learning Plan. Intending to inspire others to creating an Action Learning Plan in their own unique way while fulfilling the core criteria for any Diploma Design.

Helps - identify resources we have to support our vision

Criteria Summary Document collaboration with Kt Shepherd, Wilf Richards & Hannah Thorogood

Clear Categories, Aims and Goals
Specific Actions that are achievable
Fit within available resources

Group Diploma Adventure - awesome to journey together with a bunch of other people, setting goals and being able to share the design with others
CEED Course - great to do a design in the 8 week timeframe
CEED and Group Diploma Adventure participants and their ALP designs

People & Permaculture + Cultural Emergence Book
My past Action Learning Pathways
Grace Solkinson, Looby Macnamara, Larry Santoyo

Surveying and researching all the things I could do opened up possibilities

Cultural Emergence principles which appear in italic and quote marks like '*move the tools*' are a massive help to my design life and practice

AWESOME LEARNING ADVENTURE

Limits - identify what might block your path

Time - Money - Resources

My own limited thinking about what is possible.
My own blocks to receiving abundance

My tendency to complicate things.

My own internal feeling of being called to so many projects and visions and dreams. The visionary life being so empowering and expansive while also risking overwhelm or burnout.

Flipped Limit

I can get out of my own way and open myself up to manifesting the miraculous and creating the conditions for miracles to happen.

I can start simple and always scale up later.

Reframe

Some of my passion and drive comes from how precious my time is. My limits push me to constantly become better.



Design Criteria Summary 2023

Text by Delvin Solkinson

Illustration by Kt Shepherd

Guidance by Wilf Richards & Hannah Thorogood

- * **Clear Beginning** includes : Design Title, Your Name, Start Date and End Date of Design, Start date of Diploma.
- * **Design Brief** : Write an introduction to the design summarizing what you are doing and why, the aim of the design and goals. Remember to credit and acknowledge people appropriately throughout the design.
- * **Identify the Client** : Who is it for and what are their needs?
- * **Share the Design Framework / Process** you are using. Name the stages of the Design Framework as you go through them in the design.
- * **Permaculture Ethics** : Refer to all 3 of them.
- * **Permaculture Principles** : Use at least 3 in the design.
- * **Design Tools** : Utilize at least 3 at anywhere in the design.

Within the Design **Framework**, or anywhere in the design, make sure you show that you

- * **Survey** : Share documentation showing how you recorded your observations, did research and mapped the design site.
- * **Analyze** : Share design options and possibilities. Show that the solutions you came up with address challenges and needs are relevant and appropriate.
- * Share important **Design Decisions** and how or why they were made.
- * Include evidence of an **Action Plan** showing how the design will be Implemented.
- * Explain how the design will be **Maintained**.
- * Show **Documentation** of the design being **Implemented**.
- * Include **Evaluation** of the Design. Did you fulfill your aims? What worked? What didn't?
- * **Reflect** on the Process / Framework / Tools / Principles / Strategies you used. Share highlights of your Lessons Learned and how you have progressed as a designer



Art Kt Shepherd @ktshepherdpermaculture



EXPLORATORY PHASE

HOW CAN YOU EXPLORE POSSIBILITIES?

Patterns - Identify helpful and unhelpful patterns

'Stacking functions' by attending courses with doing interviews for videos and magazine articles is a successful pattern.

Visiting and touring permaculture sites can be paired with taking pictures and doing social media posts that become part of my newsletter update is a helpful stacking pattern as well.

Taking on too much can result in feelings of overwhelm or even bailing on things. Underpromise and over deliver. Temper my wild passionate fantasies with practical and realistic thinking.

Doing this learning design yearly is a huge help in getting organized and letting my past self help inform my future self to stay on the learning path and keep moving forward.



FEED TO GROW

Feed what you want to grow. Invest time, energy and money to cultivate the best possible life. Put attention and effort into things that support health, happiness and abundance. Focus on positive media, friends, learning and projects that represent the life you are passionate about.

How can you best feed the things in your life that you want to grow?

Source: Michael Becker
 Envoy: Delvin Solkinson visionarypermaculture.com
 Art: Brenna Quinlan brennaquinlan.com
 Design: Alexa Spoddy alexaspoddy.com



EXPANDING THE DESIGN

GOING DEEPER

Principles - Look through the lens of each one

Have fun - consider learning opportunities that include friends and adventure

Feed what you want to grow - continue trainings especially related to teaching, mentoring and tutoring

Find the Others & Relocalize - rediscover people and places in my bioregion to host classes

Work where it counts + Tipping points - time is a precious resource, look for leverage points and places I can learn while also meeting other life goals. Where can I learn that I can also teach?

Put your house in order - after being on the road for a year, create achievable goals this year with plenty of time to jump start this new chapter of life

Everything Teaches - consider ways in which my everyday life provides learning opportunities instead of always planning to leave and go away to learn

Plan then flow + Leave space for emergence - avoid master planning with this design, do some flexible planning but leave room for flow

Come into the Light + Emergence happens in relationship - attend some in person and online classes as both a teacher and participant

Ideas - Gather inspirations

Start with the patterns and fill in the details later.

Books : We are the Ark by Mary Reynolds, Robin Clayfield new book

Movies : Seeds of Vandana Shiva

Sites to visit : Applewood Permaculture Centre

People to learn from : Looby Macnamara

Courses to take : PA Tutor Continuing Professional Development

People to interview : Looby Macnamara, Dennis Mckenna

Articles to write : Robin Clayfield, Craig Gibsone, Graham Bell, Dennis Mckenna

Designs to do : Design for Crowdfunder

Classes to Teach : Pacific Rim Diploma, Group Diploma Adventure, Course with Looby at Applewood, PDC at Earth Wisdom Centre
Activate Permaculture Advisor Program
Intro Day with Kym Chi Online and In-Person
Pilgrimage to UK and teach and teach with Looby

Ways to make effective design

Move to essence and consider what is most important to share
Start again with very essentialized text for CPD as appendix including CV
Remix last years APDC Design
Bring in artwork and pictures to give the design life
Avoid too many details, let those come out later

Ethics

Earth Care : Build learning and teaching garden at home

People Care : Support others to make learning pathways

Fair Share : Share the journey inspiringly with others



Art Autumn Skye @autumnskyeart

Ritual as Design Tool : The Seven Elements Prayer

We put elements into a small heart shaped 'hedge witch magic wish jar' with a bell. This went on our altar to symbolize the design and remind me of my Action Learning Pathway goals and visions.

Brigid of the Earth, bless me with prosperity, bless those I love with prosperity, bless all the world.

Jasmine Blossoms - Money to travel, learn and teach.
Money to get the tools and books to support.
Abundance to support all the other elements of this prayer

Brigid of the Waters, bless me with health, bless those I love with health, bless all the world.

Blue Lotus - Motivation and inspiration to walk more, eat better and be more active to energize and support the actualization of the Action Learning Pathway,

Brigid of the Sun, bless me with beauty, bless those I love with beauty, bless all the world.

Calendula - Create a beautiful Action Learning plan to inspire and motivate me and my wife, and also to inspire and motivate others to create their own Action Learning Plan and learn with us on how to create beautiful learning designs themselves.

Brigid of the Clouds, bless me with wisdom, bless those I love with wisdom, bless all the world.

Sage - Make wise decisions about both manifesting the extraordinary and also being realistic enough not to exhaust resources and to make the Action Learning Plan achievable.

Brigid of the Winds, bless me with vitality, bless those I love with vitality, bless all the world.

Dandelion - Right balance of food, medicine, sleep and exercise to be sparkly and energized people, joyful and playful and full of life.

Brigid of the Stones, bless me with strength, bless those I love with strength, bless all the world.

Garnet - Strength and will to stay focussed and push through any blocks that might limit my Action Learning Plan.

Brigid of the Spirit, bless me with illumination, bless those I love with illumination, bless all the world.

Frankincense - Illuminations and insights about 'tip tips' and 'best practices' for making a learning plan to help illuminate others on this path as well.

Then we pulled **Ogham Staves** where I got

Elder / Ruis
Threshold - Doorway into the new
Releasing the past, welcoming the future
Transformation + Elder Wisdom
"Move forward and embrace the new"

See this as new beginning as well as continuation of the past. Not just do the Action Learning Plan as I have for the last 7 years, but be open to it taking new and creative forms.





PRODUCTIVE PHASE

HOW CAN YOU MAKE DECISIONS AND DESIGN?

Integration - Bring it all together

Identify Needs

Look at Vision for core needs

Specific and achievable
Share in a Creative and Artful way

Flip Limits

To get out of my own way, disrupt old patterns for ALP designs.
Keep things small and simple.

Revisit at other anchor points to identify the needs.

Have Learning Adventures and Pilgrimages - Use design to plan ahead to unlock these possibilities

Work where it counts - Design is a valuable use of my time in manifesting learning opportunities

Come into the light - seek articles, teaching opportunities and podcasts so I can care for others and contribute to the permaculture movement

Beauty in Completion and Celebration - Make sure to mark the milestones

Take Group Diploma Adventure to next level - Can be done by spending time with Looby and some apprentices in person! Yay!

CEED (Cultural Emergence Effective Design) Group Meetup Brainstorm identified guilds of shared learning paths which all work together. I got to thinking about the learning plan as a whole instead of just separate parts

Go back to ideas anchor point and think about what needs each of these ideas would meet

Pilgrimage to UK and teach an Advanced Design Course with Looby
- fulfill need for learning adventures and pilgrimages
- take Group Diploma Adventure to next level
- go deeper with my permaculture design life

Start again with very essentialized text for Continuing Professional Development as appendix including CV - be clear concise and connected

Remix last years Action Learning Pathway Design

Bring in artwork and pictures to give the design life
- to help share in a creative and artful way

Avoid too many details, let those come out later
- making the design more accessible while also practicing 'plan then flow'

Start with a few needs. Brainstorm systems to meet them.

Need to write up a simple Action Learning Pathway
- fulfilled by scaling this down appropriately so I can finish

Need to learn, grow and practice permaculture in person with other people
- fulfilled by jumpstarting my in-person facilitation practice and organizing opportunities for the permaculture learning community to gather

Golden Keys

Advanced Permaculture Design Course with Looby fulfills so many stacked needs including learning and teaching creatively, having learning adventures, interviewing permaculture pioneers, visiting permaculture sites, taking Group Diploma Adventure to Next Level.

Re-naming the design far into process from Action Learning Plan 2023 to Awesome Learning Adventure made it come alive and be more exciting and motivating.

Using Design Web, I arrived at decisions by using the permaculture ethics, principles, tools and framework. By designing in collaboration with permaculture and nature my design had a life of its own.



Integration Anchor Point Image representing the Design is on my altar



Momentum - Consider how to keep going

What support can you give yourself / receive from others during challenging times?

I can give more time in nature, with friends and relaxing. I have been working relentlessly and may want this learning design to not create too much more work for myself and thus less down time.

What kind of maintenance does your project require?

The learning design does not really end till the end of the year so schedule times to revisit it. This builds momentum and keeps it fresh.

Which parts of the project need most attention and how can you make sure that you will have the time and energy for them?

The most energy is needed now to write up the design!

Choose what learning opportunities are the most motivating and inspiring!
The trip to the UK is central.



CONTINUING PROFESSIONAL DEVELOPMENT



PRODUCTIVE PHASE HOW CAN YOU MAKE DECISIONS AND DESIGN?

Action - make a plan for getting things done

SMARTER goals - Specific, Healthy, Measurable, Achievable, Realistic, Time- Bound, Ecological and Rewarding as guideline for deciding on actions.

Winter 2022 - 2023

Write up the design - completing the core goal to have an Action Learning Pathway, as a requirement of my Diploma Tutor Continuing Professional Development and Post-Doc in Permaculture Education. This also means achieving '*beauty in completion*' for the CEED course.

Complete CEED Videos, Group Meetups and Tutorials
Complete synthesis of rough notes into polished design
Add art and creative flairs
Finalize Design Document
Share to CEED Group + 5 minute share to Group Diploma Adventure Guild
Send to Wilf Richards for Assessment

Write article from interview with Graham Bell and submit



Further actions associated with the Action Learning Pathway itself.

Spring 2023

Group Diploma Adventure Cycle 3
Cultural Emergence Design Deck Kickstarter
Article + Video from Robin Clayfield, Craig Gibsone, Gregoire Lamoureux & Dennis Mckenna
Pacific Rim Diploma Teaching
Intro Day at Eden Forest

Summer 2023

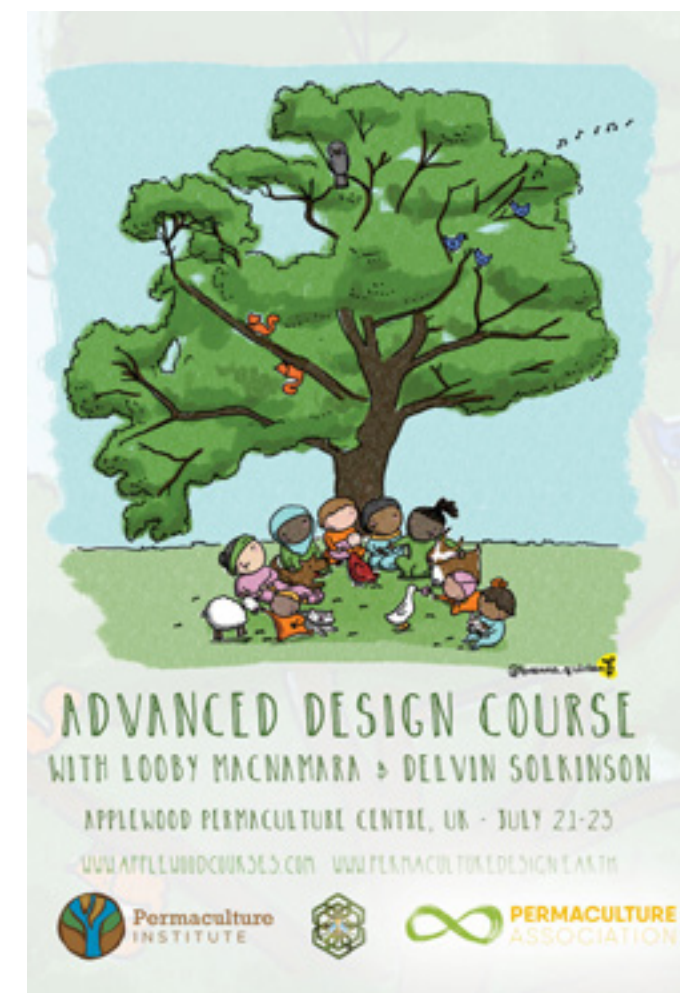
Group Diploma Adventure Cycle 4
Permaculture Design Certificate at Earth Wisdom Centre
Advanced Permaculture Design Course at Applewood

Autumn 2023

Move in to permaculture homestead
Group Diploma Adventure Cycle 4
Pacific Rim Diploma Teaching

Winter 2023

Group Diploma Adventure Cycle 5
New web edition of Permaculture Design Notes Book





REFLECTIVE PHASE FRAMEWORK

Reflection - Evaluate progress

Reflecting on the Content

How is the design connecting me?

Engaging my learning plan and designing opportunities for myself to learn makes me feel connected to my deeper life work and purpose. By learning I feel like I am making my own evolution visible which is incredibly meaningful and motivating. This increases my confidence in myself and the world and gives me energy to be of service to others. Taking classes has always connected me and now its been years since I learned in-person in a class environment with one of my mentors or permaculture pioneers. Excited this design has surfaced that connection opportunity.

How is the design disconnecting me?

The design does make me aware of my limits of time and money to continue taking teacher trainings or to start attending more of the Diploma gatherings in the UK. I will take this as a motivation to work harder.

What are the yields that are emerging? unexpected yields?

So grateful this design surfaced that opportunity to teach and learn with Looby Macnamara at the Advanced Permaculture Course this summer. This will also connect me in a deeper way with those doing the Group Diploma Adventure or those who have been wanting to learn with me and not yet had the chance to. This manifestation was a brilliant surprise yield from doing the design. This opportunity will also support me to do some video and recordings for the online Group Diploma with Looby in person!

This design itself is the documentation of me implimenting my design. I could update it with pictures along the way and add more reflections.

Reflecting on the Process

What its like being a designer?

I learn new things every time I design. It is sometimes hard to make the time but whenever I do, I am so happy that I have. I need to remember the feeling that comes while designing and take that step into action.

What these design tools are doing?

The design web is opening me up to my higher potential, to my ability to live an extraordinary life. A source magic of the Design Web is to uplift and empower people by surfacing gifts and encouraging us all to 'step into the light'. Preparing the 5 minute design share was a great tool to give the design a final polish.

Synchronicities

Two years ago the CEED Design unlocked the co-creation of the Group Diploma Adventure with Looby. Last years CEED Design led me back to teaching in-person permaculture again. This CEED Design has unearthed another permaculture pilgrimage to the UK, yay! Each time the CEED Design has unlocked something powerful for me that supports me to connect to my higher life purpose.

How do I anchor in more reflection?

Revisit this design seasonally to reflect on it more and update it so at the end of the year it reflects all the implementation and reflection over the year

Pause

Writing up the design has been like being in a liminal zone, a pause from following an Action Learning Pathway that was already mapped out. Was refreshing to step out into the 'all possible' and have a flexible path to follow.

Off to walk in the ancient growth rainforest now before going deeper with this design. Nature connection time seems integral to include in all designs.

Evaluation

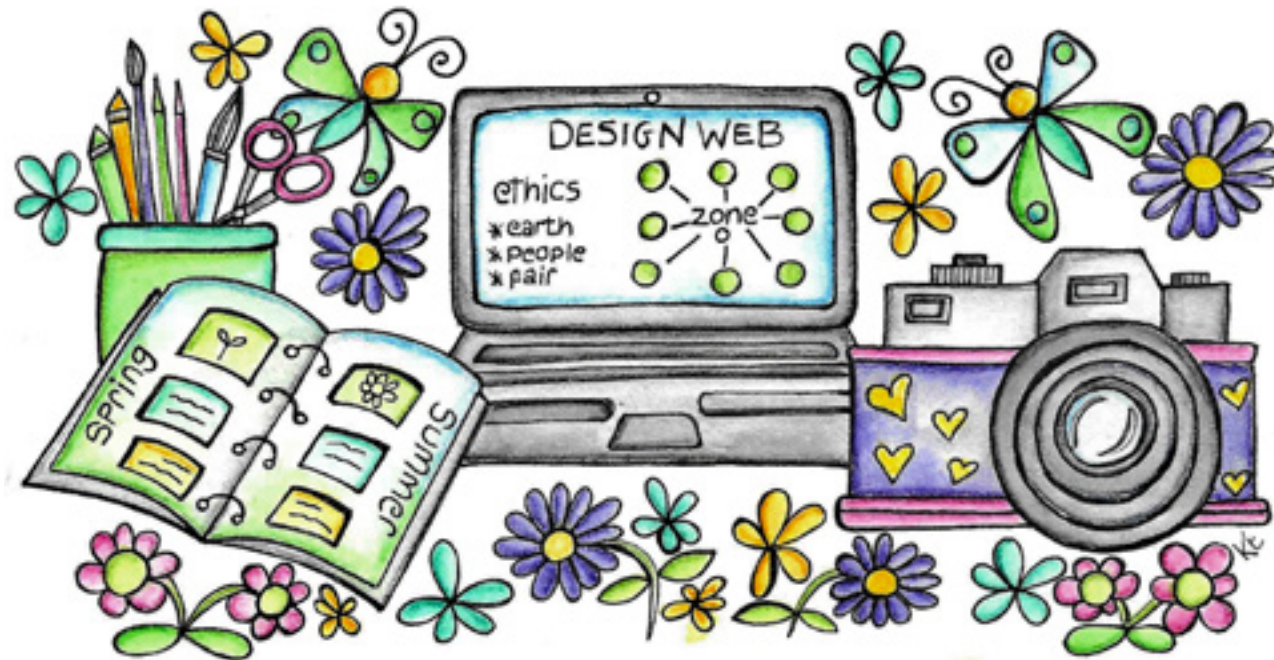
Since my 2022 Action Learning Design actually failed its assessment for meeting all the Diploma Criteria despite since it was a massive, way too long design, I feel this design being more essentialized while still clearly meeting the criteria is a huge success and upgrade from my previous efforts.

By setting goals and visioning possibilities, my learning plan has become so much richer for doing the design write up. In this way the design has been successful.

The design is still longer than I hoped it would be at the beginning, in this way I still have work to do to achieve more skill in really being essentialized.

I will maintain this living design by revisiting it seasonally to add, subtract or upgrade it so its alive within me and helping guide my decisions with the toolkit of permaculture and cultural emergence.

After pouring myself into the design I am highly motivated to move forward with the actions on the timelines to have an 'awesome adventure in learning' in 2023.



Art Kt Shepherd @ktshepherdpermaculture

EXPANDING THE DESIGN GOING DEEPER



Top tips for designing learning plans That emerged and were reinforced in me while doing this design

- underpromise so its truly achievable
- committing to a few things and sharing with others creates great accountability as they later ask whether I met the goal or achieved the action
- keep to just the most exciting things at the beginning to 'leave room for emergence', this may mean keeping to the general patterns and only filling in a few details Eg. Taking some courses but only listing 1 or 2 to start
- simplify the design for the reader by distilling all the notes and ideas done for the design and just sharing highlights or important moments in the design where things really moved forward
- schedule time to design and just start doing it even if not in the right mood, I was amazed how quickly my emotional mood could change when doing the design
- watching videos about using the Design Web (or any framework) was a helpful guide for me to have momentum going through the design process in a timely way.
- reviewing other peoples Action Learning Plans was also a great inspiration to get different creative approaches to doing this
- **Care for the Future** by sharing designs with others to inspire them to design
- **Care for People** by considering how your design can bring community benefit
- **Care for the Earth** by adding 'nature connection time' to designs as a key design tool and process



"The plants are calling you. They have a rich and diverse vocabulary and speak in many tongues. For the scientist the plant may speak in the complex language of chemicals and isolates; to the medicine person they speak in the multiversed language of healing; to the poet they speak of beauty. No matter what language you speak or comprehend, the plants will converse in a manner that you can understand, though it may take a listening ear to open your heart to hear them."

- Rosemary Gladstar

Appreciation - Focus on things to be thankful for

Deepest of gratitude to Looby Macnamara and Chris Evans. My times with them have been profoundly transformative milestone moments in my learning journey. So appreciate their extraordinary family of Shanti and Teya as well as their animal kin Balou, Casper, Milky and Hiddleston. Excited for my Action Learning Plan to reconnect me with them this year.



"Good actions give strength to ourselves and inspire good actions in others."

- Plato

Profoundly grateful to Larry Santoyo for his extraordinary mentorship which has unlocked so much service and dedication to the learning journey. Without his support in me framing my graduate work as a Post-Doc my learning pathway with permaculture may have ended long ago.



Art Autumn Skye @autumnskyeart



PERMACULTURE
INSTITUTE

Inspired to continually co-design 'The Peoples Diploma' with Jason Gerhardt from foundations established by Scott Pittman. This is the opportunity of a lifetime to fulfill my deeper life work supporting people to practice permaculture as part of their life path. I am the Diploma Program Co-ordinator for the Permaculture Institute supporting a number of mentees in the program.

www.permaculture.org



Love being a Diploma Tutor with Permaculture Association. The Continuing Professional Development provides so many opportunities to grow and evolve, keeping my passion and momentum high. Excited to retake my Registration level training and Accreditation level training this year.

www.permaculture.org.uk



THE
Permaculture
Academy

Deeply grateful to pursue an experimental Post-Doc in permaculture education under the guidance of Larry Santoyo. This is so motivating for my endless volunteer work in permaculture and supports my goal to have permaculture be at the heart of my life work.

www.permacultureacademy.com

Appendix : Principles of Cultural Emergence & Design Web

Principles of Cultural Emergence

Principles for growing inner wisdom

- Your body knows
- Honour the wisdom within
- Tend to your personal culture

Principles for creating fields of encouragement

- Be in courage
- Give encouragement
- Receive encouragement
- Use the intelligence of co-operating hearts

Principles for strengthening co-operation

- Anyone can raise the vibration
- Emergence happens in relationship
- Many minds are better than one
- Weave unity

Principles for aligning

- Respond to life
- Be attentive to timing
- Be attentive to shifts, openings and opportunities
- Synchronise with natural patterns

Principles for inviting flow

- Trust the process
- Step into the unknown
- Use emergence to support emergence
- Plan then flow
- Leave space for emergence

Principles for being proactive

- Move the tools
- Presence in the process
- Make progress visible
- Work to completion
- Beauty in completion

Principles for emerging potential

- Come into the light
- Discover abundance
- Embrace potential
- Allow for the possibility of the seemingly impossible

Anchor points

