

Moving beyond legal compliance to self control

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Change orientated learning for wetland sustainability



THE GAP

“Awareness of a problem, accessibility of extensive **information** of its origins and impacts, and even stated **concern** about it, do **NOT guarantee action** or imply that if taken, the action(s) will be appropriate or **effective.”**

Harold Glasser, 2007

COMPLEXITY OF DECISION MAKING

- Wetlands are complex - **social-ecological**
- Many stakeholders + wide ranging views = potential **conflict**
- How does one make **decisions & support** people to work better together, in situations that may be rich in conflict, have varying social contexts, **different values, interests, beliefs, inequities & authority?**

TRIAD OF CONTROL

3 perspectives influence relationships people have with society, each other, and their environment:

1. Environmental controls

2. Social controls & compliance

3. Self control

SUSTAINABILITY = CONTINUAL IMPROVEMENT PROCESS

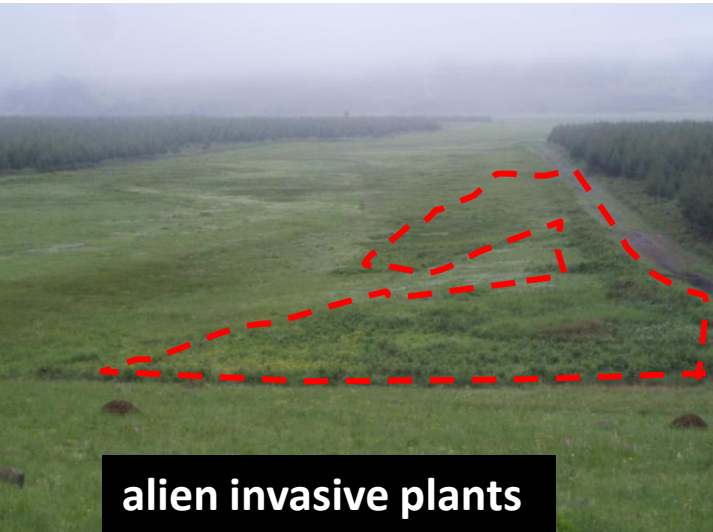
“...sustainability as a social learning *process* is more interesting than sustainability as an expert pre-determined transferable *product* (i.e. as a policy, code of behaviour, standard)”

Jickling & Wals, 2008

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MONDI WETLAND SUSTAINABILITY

1. What **barriers** inhibited wetland management?



2. Can **expansive learning** address barriers improving sustainability practices?

Methodology: Expansive Learning Cycle

Change orientated informal adult learning processes supporting self control

- discussion & debate
- dissonance
- safe learning spaces
- critical reflection
- Co-learning
- Collaborative practice
- interactive comms
- relational agency



➔ continually moving goal posts

CONTRADICTIONS OR BARRIERS

- prevent transformation
- culturally & historically located
- institutional & contextual
- generative



ALTERNATIVE WAYS OF WORKING & LEARNING

1. Strengthening formal **learning** structures
2. Encouraging staff **collaboration & relational** agency
3. Stimulating staff **dialogue & informal** learning
4. Gaining senior **management** commitment to projects

MONDI WATER STEWARDSHIP JOURNEY



- Reduce water **risk**
- Reduce water **footprint**
- Improve water **security**
- Change **culture & practice**



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