

Paradigm Change

The beginning for Learning

Dr.K.Tirupataiah,IFS
Additional DG MCRHRDIAP

Source: Signature programme on the 7 Habits of Highly Effective People



Structure of the session

- Success
- Paradigm
- Conditioning
- Habits
- Paradigm shift
- See-Do-Get cycle
- Effectiveness
- I Know All

There is no **real excellence** in all this world
Which can be separated from **right living**


David Starr Jordan

Source: Signature programme on the 7 Habits of Highly Effective People



What does success mean to you?



Character Ethic	Personality Ethic
Integrity	Public image
Humility	Attitude
Fidelity	Behaviour
Temperance	Skills
Courage	Techniques
Justice	
Patience	
Simplicity	Public relations
Modesty	Positive mental attitude
Golden Rule	“attitude determines altitude”
Benjamin Franklin Autobio	

The way we see the problem is the problem

- Perceptions govern the way we see
- The way we see governs our behaviour
- **Expectancy Theory and self-fulfilling prophecies-
“pygmalion effect”**
- We must look at the lens through which we see
- That the lens itself shapes how we interpret the world
- The way we see, understand and interpret the world around us



Power of Paradigm

- Mental map
- Take a map of Pune and search for Abids
 - Behaviour-Try hard, double speed , reach wrong place
 - Attitude- be positive, reach wrong place
- With correct map (first and important need)
 - Behaviour- diligence makes difference
 - Attitude- helps overcome obstacles
- Map is not the territory but explains it. Paradigm is akin to map,
- Attitude and behaviour flow out of paradigm



Paradigm

- We have many maps in our head
- **Two types of maps**
 - Of the way things are- reality
 - Of the way things should be- values
- We assume and interpret everything through these
- Seldom question their accuracy
- Even unaware that we have them
- **Attitudes (thinking) and behaviour (actions) emerge out of these**







Source: Signature programme on the 7 Habits of Highly Effective People



What is the result?

- If 10 seconds of seeing something has such influence
- What about life time conditioning? Family, school, college, office, neighbours, friends
- Congruency- you think and act only as you see cannot be different
- We think we are objective others are not
- We do not see the world as it is but as we are
- Others see differently- something wrong with them
- There are facts- they have no relevance outside of interpretation
- More aware- test them, be open, get larger picture and far more objective view



Effects of Conditioning

- We see what we are conditioned to see,
 - We are conditioned by our up-bringing, environment and experience
- “ If you want small change, work on your behavior; if you want quantum-leap changes, work on your paradigms”

-Stephen R. Covey

Train Journey Example!

Source: Signature programme on the 7 Habits of Highly Effective People



We are what we repeatedly do,
Excellence, then, is not an act, but a habit.

Aristotle



Idea-Destiny Link

Sow a thought, reap an action;
Sow an action, reap a habit;
Sow a habit, reap a character;
Sow a character, reap a destiny.

- Samuel Smiles

- Idea ad!

Source: Signature programme on the 7 Habits of Highly Effective People

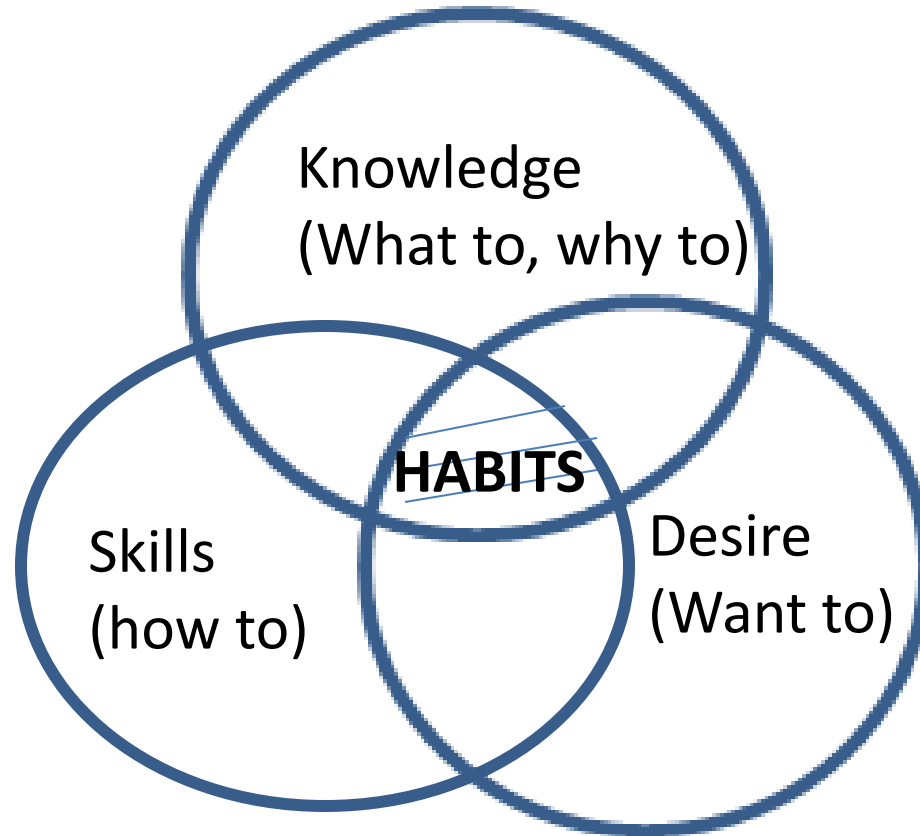


Habits

- Character is a composite of our habits
- Habits are Powerful factors in our lives
 - Consistent often unconscious patterns
 - Constantly, daily expresses our character and produce our effectiveness or ineffectiveness



Effective Habits



Internalised principles and patterns of behaviour



Examine your Paradigms

- Individuals are products of learning and experience
- No two individuals share the same knowledge base or the same set of experiences.
- Consequently, no two people share identical paradigms.

Think of a time or an event in your life in which you experienced a **Paradigm Shift** (e.g., experienced a role change, witnessed a dramatic event, saw someone in a new light, learned new information).



Paradigm Shift

1. What was the event or circumstance?

2. What did you learn that changed your paradigm?

3. How did that Paradigm Shift affect your behavior?

4. What results did you get?

Source: Signature programme on the 7 Habits of Highly Effective People



Paradigm Shift

Introduced by Thomas Kuhn in “The Structure of Scientific Revolutions”- all significant breakthroughs a result of break with tradition, old thinking



Power of Paradigm Shift

Ptolemy	Copernicus
Earth centre of universe	Sun centre of the universe
Newton	Einstein
Physics a Clock work paradigm	Relativity paradigm
A New lens is created	
The 'aha' feeling, seeing the unseen	
The tube rail example	
Instantaneous or slow and deliberate process	



The way we see the problem is the problem

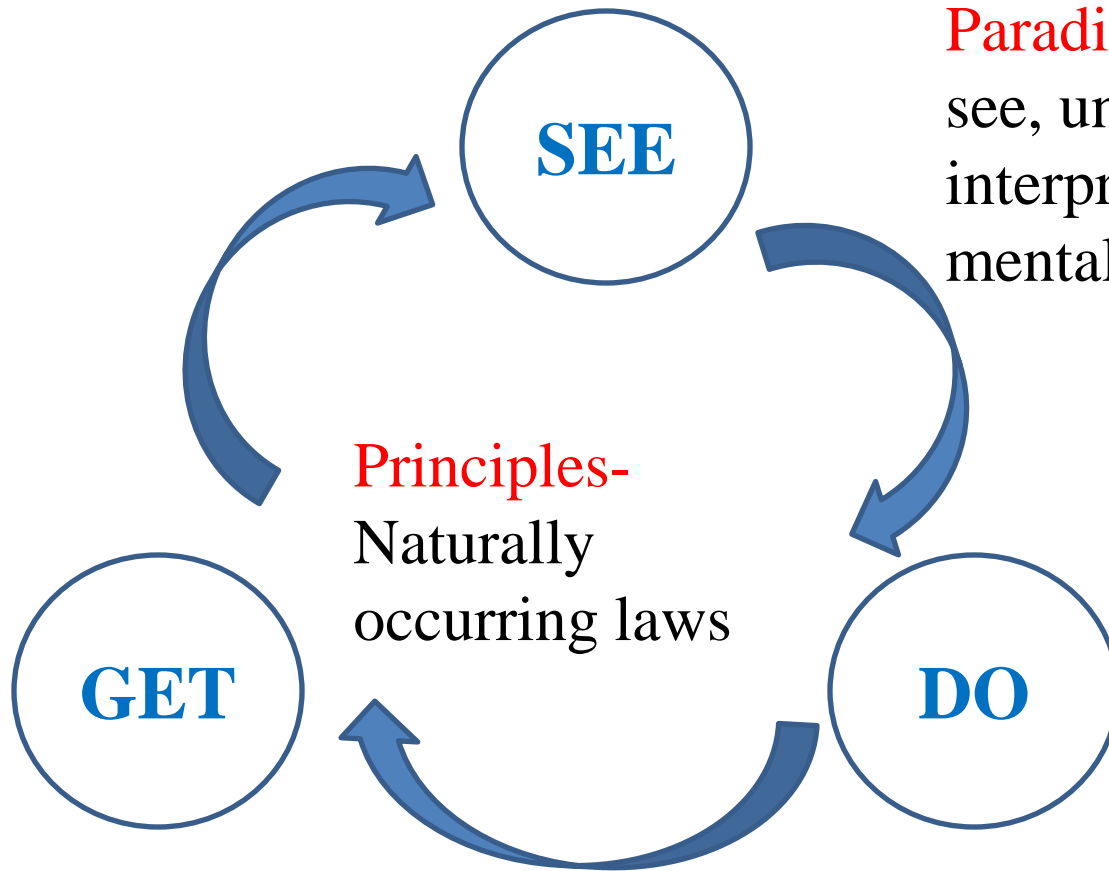
- **Outside- in look**
 - Unhappy people who feel the problem lies ‘there’
- **Inside-out look**
 - Based on natural laws of human growth and progress- leads higher levels of independence and effective interdependence
- The significant problems we face cannot be solved at the same level of thinking we were at when we created them- Albert Einstein
- We must not cease from exploration and the end of all our exploring will be to arrive where we began and to know the place for the first time- T.S. Eliot



Principle centred Paradigm

- Principles are – objective reality
- Paradigms are- subjective reality
- Paradigms to be effective- need to align with principles
- Ship- light house example
- Principles of growth and change
 - Process of growth- no step can be skipped
 - If we try short cut- only disappointment remains- you cannot pretend it gets exposed
 - but in “emotional world?”, relations?
 - Unless you possess, you cannot give it





Paradigm- the way we see, understand and interpret the world; our mental map.

Principles-
Naturally
occurring laws

Behavior,
actions

Results, outcome

Source: Signature programme on the 7 Habits of Highly Effective People



Effectiveness

- It is getting superb results today (production) in a way that allows us to get those results over and over again (production capability).
- Function of a) what is produced(golden eggs) and b) producing asset- producing capability (goose)
- Maintaining, preserving and enhancing the resources that produces the desired results
- Do not sprint the marathon
- What is your P/PC Balance?

Source: Signature programme on the 7 Habits of Highly Effective People



Effectiveness

- Three assets- physical, financial and human
- Physical- don't maintain, have to replace it- Car
- Financial- have you invaded principle to increase standard of living? Decreasing principle decreasing power to produce interest or income
- Human- people control other two assets, is it controlling assets or relationships that's imp?(use position and run down?)
- Authoritarian or permissive does not help in PC

Source: Signature programme on the 7 Habits of Highly Effective People



JOB	Role	Result	Resources
AEE	Maintain Pump House	It should not fail	Electricity, Grease, operator, Fuses
	Write Files	Submit in time	Paper, File pad
	Prepare Estimates	Submit in time	SSR, Datas, Technical advice, computer etc

Source: Signature programme on the 7 Habits of Highly Effective People



Summary

- A new level of thinking needed
- Einstein- the significant problems we face cannot be solved at the same level of thinking we were at when we created them





THANKS FOR YOUR ATTENTION

