Yoga as a Metaphor for ID

ID = Instructional Design

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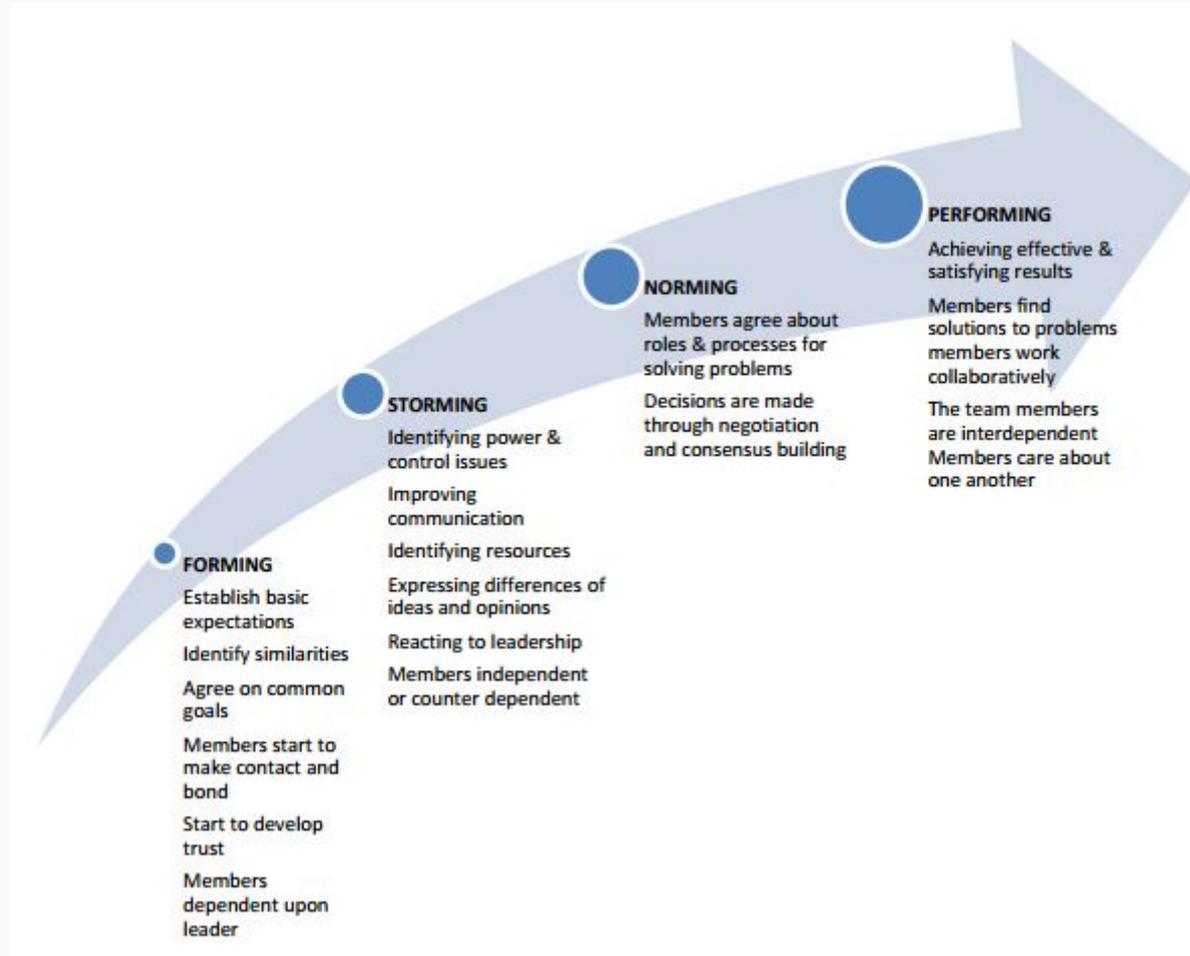
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Yoga

What do metaphors do?

"Ladder of Team Development"

Bruce Tuckman, "Developmental Sequence in Small Groups," *Psychological Bulletin* 63(6), (1965), 384-399.

Judith Stein, "Using the Stages of Team Development," Learning & Development, HR at MIT

FORMING
Establish basic expectations
Identify similarities
Agree on common goals
Members start to make contact and bond
Start to develop trust
Members dependent upon leader

STORMING
Identifying power & control issues
Improving communication
Identifying resources
Expressing differences of ideas and opinions
Reacting to leadership
Members independent or counter dependent

NORMING
Members agree about roles & processes for solving problems
Decisions are made through negotiation and consensus building

PERFORMING
Achieving effective & satisfying results
Members find solutions to problems members work collaboratively
The team members are interdependent
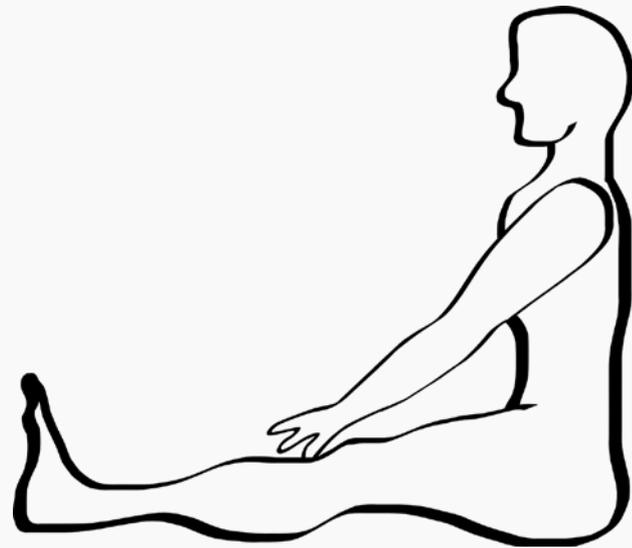Members care about one another

1) Community

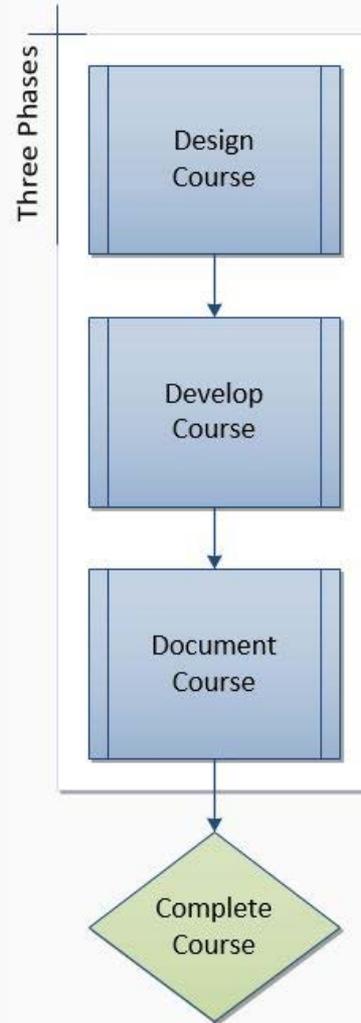# How do we come together?

2) Integration

How do we get started?

3) Energy

How do we work?

Course Project

Three Phases

- Design (Course)
- Develop (Units)
- Document (Alignment)

Three Phases

Design Course

Develop Course

Document Course

Complete Course

Process > People

4) Opening

How do we do share?

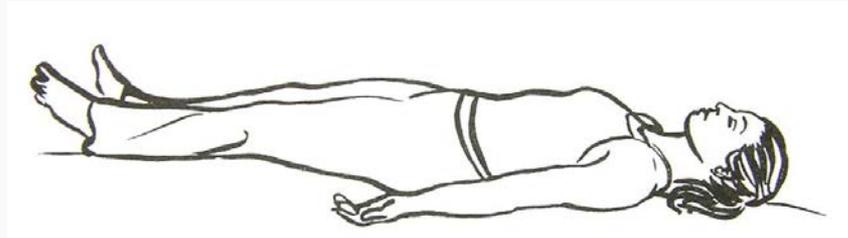# 5) Stability

How do we disagree?

Conflict?

6) Challenge
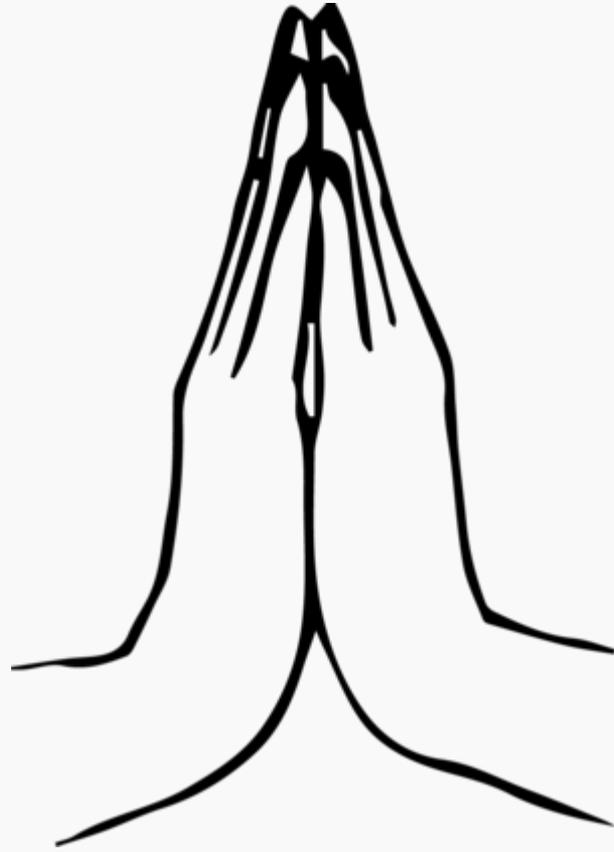
How do we deal with the difficult?

7) Lessons learned

How do we finish?

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