

# Rethinking Age - Opportunities, not obstacles

Pedagogical strategies for educating mid-career learners

Responses to research findings  
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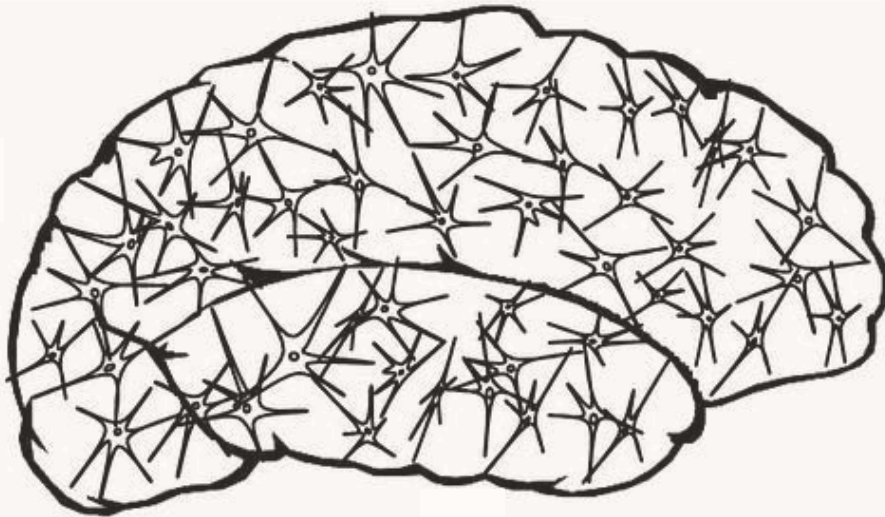


**SURGE CONSULTING**



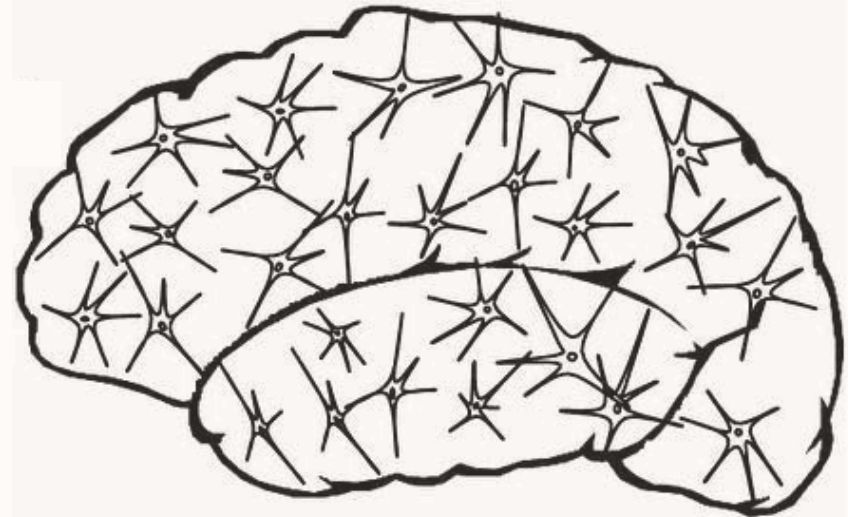
# Positive Neuroplasticity

**Denser neural connections**



# Negative Neuroplasticity

**Sparser neural connections**



*Source: Vance (2009)*

# Plasticity

## **Negative**

= Weakening neural connections

- Stress
- Non-engaging activities
- Social isolation

## **Positive**

= Strengthening neural connections

- Ease
- Cognitive stimulation
- Social interaction

# Positive Plasticity

- Ease / fun
- Engaging
- Social inclusion
- Cognitive stimulation
- Social interaction

meaningful, social, relevant  
active, learner-discovered  
collaborative, accessible  
spaced practice across contexts  
fun collective struggle

# What are we doing as capability developers?

## What are some current guiding principles?

- Push to incorporate blended learning...
- Harness the power of asynchronous learning
- Scaling learning by reducing in-person learning
- Compress learning time and bring the assessment upfront and centre
- Place more learners in smaller classrooms



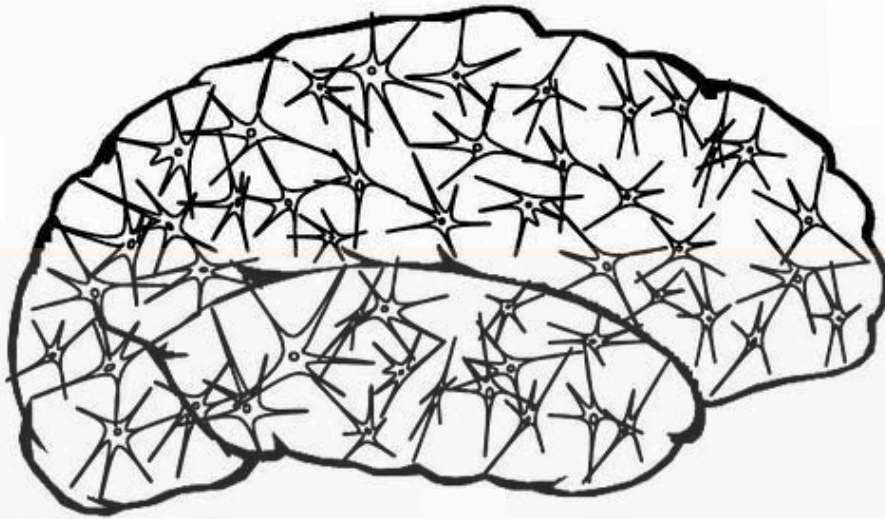
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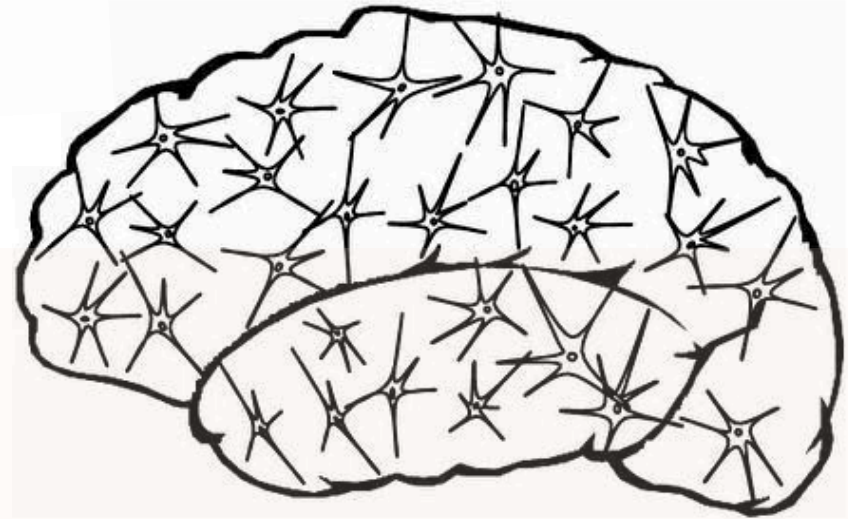
- Push to incorporate blended learning... **meaningful? coherent?**
- Harness the power of asynchronous learning... **engaging?**
- Scale learning by reducing in-person learning... **social**
- Compress learning time and bring the assessment upfront and centre... **stressful?**
- More learners in smaller classrooms... **whole body, movement?**

# Impacting Positive and Negative Neuroplasticity

**Positive neuroplasticity** - denser neural connections



**Negative neuroplasticity** - sparser neural connections



Source: Vance (2009)