

## Our Learning Model

The learning model we have adopted at the Smart Leader Academy is based on the maxim of Xunzi (340 - 245 BC), a Confucian scholar.

**“What I hear, I forget. What I see, I remember. What I do, I learn.”**

Each of the four modules: Lead Self, Lead Team, Engage Team, and Build Team, are based on the Xunzi maxim. They are applied as follows:

1. **Introduction and Overview** — video to connect and build a sense of trust in the people running the course.
2. **Audio-Visual Tutorials** - slides to read supported by voice to hear. *Hear and See style learning.*
3. **Reading Material** - setting out the narrative in the audio-visuals as reference material, for those who learn best by reading and perhaps adding their own notes.  
*Read and Write type learning.*
4. **Quizzes**- to confirm understanding of principles and application.  
*Double-Loop Learning.*
5. **Case Studies** - to apply learning.  
*Learn by Doing and Writing.*
6. **Reflection Journal** - writing down key points and insights.  
*Sense Making and Reflective Learning.*
7. **Blogging** - sharing learning bites, relevance, joy of learning.  
*Enquiry-based Learning.*
7. **Coaching Clinics** - clarifying, experience sharing, learning from experts and other students in the learning community network.  
*Enquiry-based Learning.*

Collectively, these seven integrated learning processes provide Constructivist, Collaborative, Integrative, Reflective, and Enquiry-based pedagogies.. In essence, “the Full Monty” of best practice education and online learning.

Online learning is widely used now for executive education, even among the best universities. This includes MBA and Doctorate DBA degrees. Smart Leader have involved online learning experts to adapt our processes and optimise learner experience and engagement.