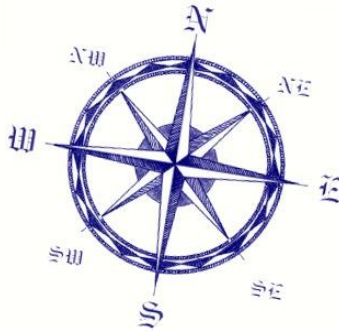


Pocket Wisdom for Organizations:

Creating an Organizational Culture Responsive to Change

Excerpt

MAIN Course Study Guide



Written by: Richard Jorgensen, PhD (hc)

Presented using the eMod Learning Systems™ Format



**Electronically Published By:
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Welcome to Life Skills U

Welcome Learners!

We at Life Skills U are excited to present this unique software-courseware in eMod Learning Systems™ format (“eMods”). You will find that the **“Pocket Wisdom for Organizations: Creating a Culture Responsive to Change” eMod excerpt** offers you an effective learning process to optimize your learning experience, so you can create a healthy and successful culture within your organization.

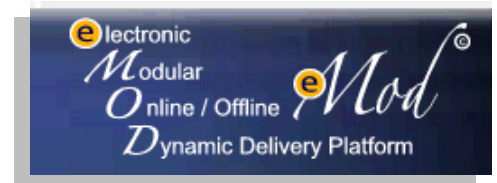
Discover the phenomenon that is eMod! eMods make for effective learning with lasting results, enabling individuals from all walks of life to sit back, relax and watch information come alive! eMods are built with the Personal Learning Technology (“PLT”) format and integrate multiple content and media dimensions, such as existing text, videos, graphics, audios, html, flash, adobe and more, you can comprehend faster, remember more and better apply concepts.

eMods support a variety of professional learning theories and create a true “learning state” for the gifted to the challenged and all those in between:

- The 8 Multiple Intelligences
- Bloom’s Taxonomy
- Differentiated Instruction
- Johari’s Window
- Right Brain / Left Brain Balanced Learning

The eMod learning experience includes:

- Computer Viewings
- Study Guides with questions and exercises
- Feedback Self-Assessments
- Online Classes



Feel free to contact us at support@lifekillsu.org if you have any questions or comments. In this opening Study Guide you will find the instructions to proceed with your eMod software-courseware.

We hope you enjoy this unique form of learning as much as we at Life Skills U have enjoyed preparing it for you.

Thank You and Enjoy!

eMod Learning Infrastructure

eMod Learning Systems™ Technology (“eMods”), powered by Personal Learning Technology (“PLT”), assists people in discovering and enhancing their personal learning personality.

This powerful yet simple system integrates a magical blend of theory and design and communicates all modes of thinking, thus enabling all learners to discover and experience their true learning potentials, ranging from the gifted to challenged and everyone in between, including those individuals with ADD, ADHD, Dyslexia and Autism.

Let’s look at some background on the methodologies and technologies included in this educational experience.

eMods are a total system that help create an **Information Experience**

- **Information Understanding**
- **Information Confidence**
- **Information Application**

Information Understanding:

- **Computer Viewings** – Information is displayed on your computer through a Teletype style text, symbols and music that expand the learning experience, offering real, effective and lasting change. The courseware uncovers and discovers the causes behind the destruction of teams (personal, family, recreational, and organizational), their individual members and their leaders. It also includes a unique process for empowerment for individuals as well as for the team. These Computer Viewings have been proven to dramatically enhance assimilation and retention of material as it supports all 8 Multiple Intelligences and simultaneously helps you to unlearn old and relearn new mental habits by creating a balance of right brain and left brain during the learning process.

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- **Personal Programmed Learning Study Guides** – The personal programmed learning Study Guides are printed from within the eMod and act as your guide to the educational process. The Study Guides are used in conjunction with the Computer Viewing Screens and enable you to gain a sense of control and ownership of the process. Using a highlighter, you will read and highlight every word as you read through the chapter guides and answer the questions located at the end of each chapter. This strategic process will enable to mind to revisit the information just learned and express thoughts and ideas via writing expression.
- **Video Facilitations** – The video facilitations run directly from within the eMod (no Internet connection needed) and were created from previously videotaped group facilitations. They include supporting graphics that further illustrate and summarize the information in the video portion. The Video Facilitations give you an overview and summary by the author where he clearly defines the highlights of the material.

Information Confidence:

- **Feedback Assessments** – The online interactive assessments helps you instantly see what you currently **know** and **don't know** about yourself and your life. It is a way for you and the instructor to realize what needs to be addressed and what progress has been made. This unique online approach makes the interactive testing process a part of the true learning experience:
 - i) Read the first question and type in your answer
 - ii) Click on “submit.”
 - iii) You are given the opportunity to edit.
 - iv) Upon submitting your final answer you will immediately see the question, your answer, and the instructors answer (instant feedback).

The effect of the Feedback Assessment process presents you with the fullness of the answer in a moment when you are optimally open and curious to learning about that specific concept. The window of real learning is open at the moment that the answer to the test questions is

displayed. This allows the information, as originally taught to be re-presented, and thus giving you an optimum experience where you can determine:

- What you understood and to what depth.
- What you did not understand or capture, and to accept the missing pieces into your understanding while in this state of readiness.
- And helps you connect the various pieces of the information into the large picture of cause and effect.

Information Application:

- **Online Voice Driven University Facilities** – This feature comes complete with crystal clear voice-based technology, White board, Polling and File transfers for immediate distribution of material, Multi-media Presentation Capabilities such as Program Share, Public and private text chat for questions or comments and Accessibility, via the Internet, so you can participate from home, office or any location, worldwide where an Internet connected computer is available.

Additional Facilities Available to You

- **Facilitation in Online Meeting Rooms, Classrooms or Auditorium** – The facilitation in the online rooms allows for reviewing the material in an interactive discussion environment with a Facilitator and the participants regardless of their location. You can greatly expand your understanding of the material by listening to the perspectives of others and hearing them express their own perspective of the material, while enjoying features such as Interactive Whiteboards and Crystal Clear VoIP.
- **Online Support with full Courseware Library Index** – This feature is available to you once you have completed the Introduction for the Pocket Wisdom for Organizations eMod Course. The benefits include both the reference library that contains content

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from all the available courses as well as live interaction in study groups to assist with questions that may arise.

- **Online Student Knowledge Base** – This critical piece of the process is where you will learn from yourself and others. Each student learns from a different perspective. It is that “different perspective” that provides diversity. This diversity creates a ripple effect of knowledge that exponentially grows and replicates itself into thousands of ideas and experiences that will change the world.

These perspectives are posted onto a password-protected bulletin board that is restricted to participating students only. The Student Knowledge Base is where you and other students share their unique perspective of wisdom in postings that are structured through the use of specific writing tools to provide a common language that can express diverse thought. The result is the capturing of a diverse universe of the intuition, creativity and spontaneity of the human experience.

... and much more!!!

Through this learning process, your creativity emerges, grows and becomes a normal part of your process. Thus, all these components of the eMod Learning System come together resulting in real learning and tools for lasting change. The courses, the delivery methods and the facilitation are all principle-based and so applicable to any subject or situation and can be taken over and over again so you can continue discovering more about yourself and what makes teamwork and self-esteem really happen in all areas of your life.

***With eMods, real learning with lasting results
occurs for people at every level, background and age.***

Main Course Excerpt eMod Prescribed Sequence

Please reference the following Prescribed Sequence along with the information supplied within the Chapter Study Guides, online streaming videos and your class syllabus.



1. Offline Video / Audio

2. Offline Viewing Selections

3. Offline Viewing Selections

4. Study Guide Selections

5. Feedback Self-Assessment

6. Online Activity Access

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eMod Learning Systems™ presents information in a prescribed sequence:

- I. This Main Study Guide
 - a. Print (if you are reading this from a screen), read and highlight this opening portion of the Main Course Study Guide
 - i. Note the “Your Personal and Team Goals” at the end
 - b. Complete the “Feedback Self-Assessments” after reading this Study Guide - Button 3 (Internet connection needed).
 - i. The password is: **feedback-demo**
 - ii. Select Your Class: **Organizational Culture LSU**
 - iii. Select a Test: **TC-01-Intro-Workbook**
(The “Intro-Workbook Self-Assessment” is the correct Self-Assessment for this Main Study Guide/Workbook.)
 - iv. You will be asked to enter in Your First and Last Name plus your PIN and email
 - v. For further details watch the video on [Feedback Assessments](#) (6.5 min)
2. From the eMod Course Menu, select and watch “Start Here - Opening Viewing” in the 1st button.
3. Next “Opening Presentation Video (Excerpt)”
 - a. Watch “Opening Presentation Video” from the 1st drop down list below the title “Please Select an Excerpt.”
 - b. Then Complete the Feedback Self-Assessment for this Opening Class Video. Button 3 “Feedback Assessments”
 - i. Password is: **feedback-demo**
 - ii. Select Your Class: **Organizational Culture LSU**
 - iii. Select a Test: **TC-02-Intro-Opening-Presentation**
Note: this Self-Assessment is for the complete Video not just the excerpt and therefore has questions on material not covered in the excerpt, so feel free to ignore these questions.
 - iv. You will be asked to enter in Your First and Last Name plus your PIN and email
 - v. For further details watch the video on [Feedback Assessments](#) (6.5 min)
4. Then select and watch Main Chapter 2 Course “Faces of Control” from the 1st drop down list below the title “Please Select an Excerpt.”
 - a. Note: You do not need to memorize study, agree or disagree with the information.
 - b. Try to focus on the bottom portion of the screen and simply glance at the graphics and illustrations above

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- c. **Be sure to write down the password at the end of each viewing**, in order to open your Study Guide for that chapter. These chapters need to be done in sequence to obtain the necessary passwords to proceed.
5. Please select and print the corresponding Main Chapter 2 Course Study Guide using the 2nd drop down list below the heading “Please Select Your Document”:
 - a. The unique password for printing each Study Guide chapter is given in the last screens of the Chapter’s Computer Viewing.
 - b. Take your highlighter and pass it through **ALL OF THE TEXT** as you read the information. When you complete your highlighting, your whole page will be colored.
 - c. Answer **ALL** the “How Does This Information Apply” Questions.
 - i. Think about your life as a whole while answering these questions. Consider all of your relationships.
 - ii. If you do not have an answer to a particular question write, “I don’t know” or “I am unsure at this time.” These are valuable answers.
 - d. Read and highlight ALL the information presented in the “Comments and Discussion” section
 - i. The “Comments and Discussion” section provides a continuous thread of information connecting each chapter to the next.
 - ii. It is suggested that the “Comments and Discussion” sections be read aloud and highlighted.
6. Next select and watch Main Chapter 2 Video Review using the drop down list below the heading “Please Select an Excerpt.”
7. Your next step is to click on the “Feedback Self-Assessments” Button.
 - a. Password is: **feedback-demo**
 - b. Select Your Class: **Organizational Culture LSU**
 - c. Select a Test: **TC-11-Stop-Ch-2-Control**
 - d. You will be asked to enter in Your First and Last Name plus your PIN and email
 - e. For further details watch the video on [Feedback Assessments](#) (6.5 min)
8. Repeat steps 4 through 7 for “Main Chapter 5 Fellowship-Leadership”
9. Select and watch “Pay It Forward” using the drop down list below the heading “Please Select an Excerpt.”

4-Step Process



Offline eMod Courseware

✓ Supports Information Awareness



Offline Companion Workbooks

✓ Supports Information Understanding



Online Feedback Assessments

✓ Supports Information Confidence



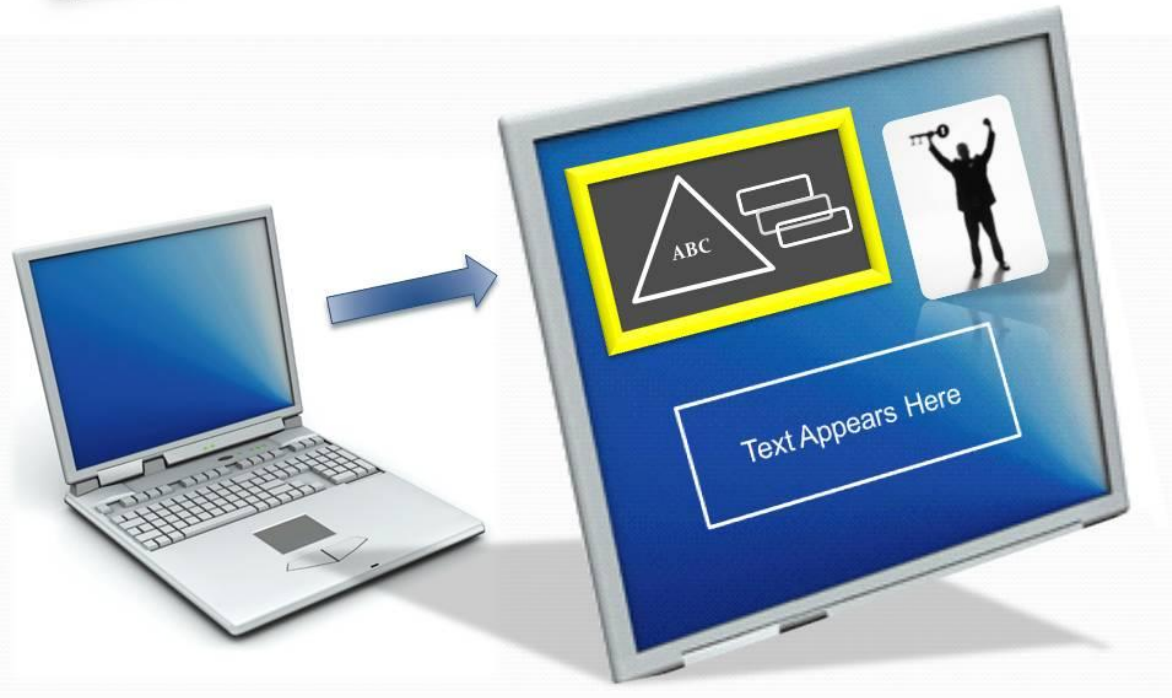
Online Voice Driven Discussion

✓ Supports Information Experience



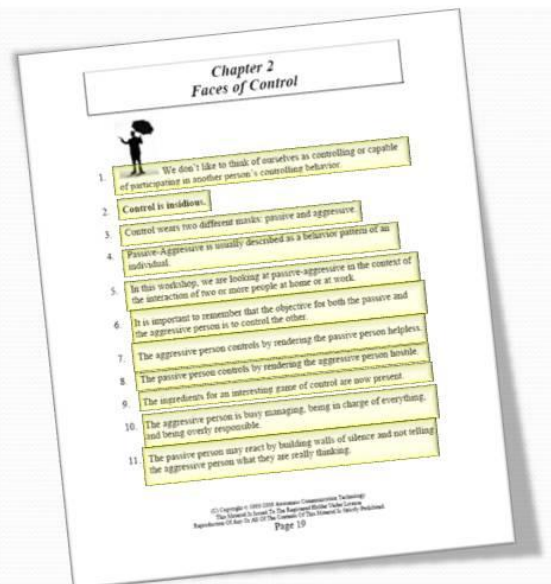
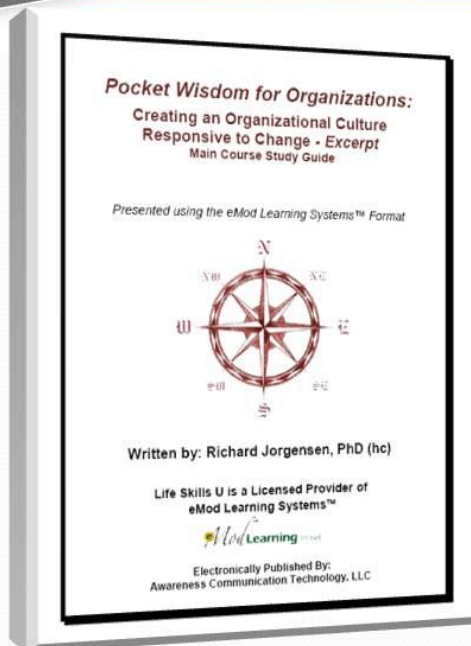
Offline eMod Courseware

✓ Supports Information Awareness



Offline Companion Workbooks

✓ Supports Information Understanding





Online Feedback Assessments

✓ Supports Information Confidence



Online Voice Driven Discussion

✓ Supports Information Experience



Back to Basics

Foundation Life Principles

The Pocket Wisdom Series helps us integrate proven and Life Principles that have been around for many centuries into an educational process that includes both learning and personal interaction. It explains the 'cause and effect' of HOW and WHY we experience life and offers a clear understanding of how to create successful and fulfilling experiences within our cultures at home, school, work, worship and play.

Principles vs. Rules



The Pocket Wisdom eMod Series uses a unique blend of principles that are drawn from writings dating back thousands of years. Each writer had a unique view of the world. Each has come, left a profound message, and left in bewilderment, amazed at man's inability to grasp, embrace, and apply these principles to their life. Over time, these principles became rigid rules. Principles are taught from a vibrant life process perspective and not static rules about life situations. The Pocket Wisdom Series is built upon a foundation of universal principles that have been around for centuries. These principles offer a perspective of life that creates clarity, understanding, and harmony.

Process vs. Event



Each of the messages delivered in this eMod are taught as a process, as compared to many other educational programs that are taught as an event – as having a beginning and an end. Event-based programs are used on occasion but not truly integrated into one's life process. The Pocket Wisdom Series offer an educational experience that is a true process and is meant to give the your the tools to integrate these Universal Life Principles into your everyday life process for fulfillment and success. It begins to assist you to move from living life from **event to event**, to an understanding of **cause and effect**. The concepts and principles in the eMod have been developed and are presented in an unfolding fashion, as each chapter builds upon the previous one—just like the books of the great writers and like the lotus flower, slowly revealing more of its fragrant and beautiful blossoms.

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Learning Systems vs. Teaching Systems



The Pocket Wisdom eMod Series is a true learning system and not a teaching system. The focus is on providing you with ALL the learning modalities in a single package. It allows for whether you learn from the big picture to the specific pieces or if you need the pieces one at a time to come to a big picture conclusion. The eMod courses assist you in overcoming learning challenges such as ADD, ADHD, and dyslexia to name a few. It is the philosophy of and experience of **how we are taught** is as important as **what we are taught**, because how we are taught is how the information will be applied in our lives. Teaching Systems assist the Teachers in presenting the information where Learning Systems focus on supporting the student's learning process.

Conscious vs. Non-Conscious



eMods deliver the information on both a conscious and non-conscious level, starting with the left-brain (logical), through the decision process, and then into the right-brain (emotional). This process is unlike most teaching styles that only delivers information to the conscious mind. The conscious mind is NOT where all our learned behaviors reside. For instance, we no longer have to think about driving a car. eMod Learning Systems™ talks with the part of the mind that has that original learning stored, where as other teachings can only talk with the conscious mind that is **reacting** to the learned patterns of perception, attitude, thinking and behavior. This is why motivational and other teachings often fade away after time, and are very difficult to integrate into our lives.

If you choose to integrate the Universal Life Principles into your life, you will experience a dynamic process that will help you gain fresh insights into achieving success, purpose and peace in life. You will experience more choices, expanded clarity of your self-identity and self-esteem, and greater self-authority that will allow you to fulfill your own Personal Vision, Mission, and Life Goals.

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3 Session Excerpt Syllabus

Session 1: Online or Onsite Opening Facilitation – 1 Hr – (Live)

Offline Introductory Course Assignment – Approx. 2.5 Hrs:

- Watch “Start Here” - Button 1
- Print and Read Opening Study Guide Pages
- Introductory Study Guide Online Feedback Self-Assessment
- Opening Presentation - Video Facilitation
- Opening Presentation - Online Feedback Self-Assessment
- Chapter 2 Computer Viewing and Study Guide
- Chapter 2 Online Feedback Self-Assessment

Session 2: Online or Onsite Facilitation – 1 Hr – (Live)

Offline Introductory Course Assignment – Approx. 2 Hrs:

- Chapter 5 Computer Viewing and Study Guide
- Chapter 5 Online Feedback Self-Assessment
- “Pay It Forward” Computer Viewing

Session 3: Online or On-site Facilitation – 1 Hr – (Live)

- Begin on-going Student Knowledge Base Participation
- Begin Referencing the Pocket Wisdom Library Topic Summaries
- Join a Weekly Student Online Study Group
- Visit the Online Coffee Shop

Please Note:

- All classes, coaching, study groups, and seminars take place in online, web-based meeting rooms that are fully equipped with crystal clear voice, public and private text chat, document exchange, HTML, and PowerPoint presentations.
- All these online features come with **the best** technical support available online today!
- All eMod Course Computer Viewings and Video Facilitations are installed as part of the software and can be done offline (there is no need to be connected to the internet to complete these steps).

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Email: support@lifekillsu.org

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3. That I understand and agree that the Process is educational in nature and is not intended to be used as a replacement for professional services.
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Date

Signature

Print Name

Address

City, State Zip

Phone

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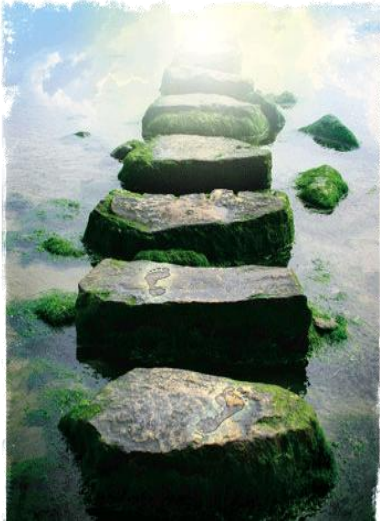


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Getting Started

Your Personal and Team Goals



Reflect and write your **Personal Goals**.

Reflect and write the **Team Goals**, as you understand them at this time.

For team goals to be personally important they must fulfill personal goals as well as the team goal. Take a moment and reflect how achieving the team goals will help you achieve your personal goals.

Your Next Steps

Please complete the following steps:

1st: What: Watch “Start Here-Opening Viewing”

Where: Button 1-“Start Here-Opening Viewing” (No Internet Connection Needed)

2nd: What: Read and Highlight *This* Study Guide

Where: Button 2 – “Opening Study Guide”

- *If you are reading these instructions on your computer screen, please print and highlight as directed.*

3rd: What: Complete the Feedback Self-Assessment for this Opening Study Guide

Where: Button 3 “Feedback Assessments” (Internet connection needed)

- Password is: **feedback-demo**
- Select Your Class: **Organizational Culture LSU**
- Select a Test: **TC-01-Intro-Workbook**
(The “Intro-Workbook Self-Assessment” is the correct Self-Assessment for this Main Study Guide/Workbook.)

4th: What: Watch “Opening_Presentation_Video” - Excerpt

Where: The 1st drop down list below the heading “Please Select an Excerpt”

- (No Internet Connection Needed)

5th: What: Complete the Feedback Self-Assessment for this Opening Class Video.

Where: Button 3 “Feedback Self-Assessments”

- Password is: **feedback-demo**
- Select Your Class: **Organizational Culture LSU**
- Select a Test: **TC-02-Intro-Opening-Presentation**

Note: This Self-Assessment is for the complete Video *not just the excerpt* and therefore contains questions on material not covered in the excerpt.

6th: What: Watch “Main_Ch_2_Faces_of_Control” PLT Viewing

Where: The 1st drop down list below the heading “Please Select an Excerpt”

**At the end of the Chapter 2 Viewing
you will be prompted for
Your Next Step**

<h1 style="margin: 0;">Table of Contents</h1> <h2 style="margin: 0;">Main Course Excerpt Study Guide</h2>

	Minutes	Page#
Opening Class Video – Excerpt	20 min	
 Chapter 2 – <i>Faces of Control</i>		
Computer Viewing.....	10 min	
Study Guide.....		3
How Does This Apply?.....		8
Comments and Discussion.....		15
Your Next Steps.....		16
Review – Video Facilitation.....	18 min	
Feedback Self-Assessment.....		Online
 Chapter 5 – <i>Creating a Team Culture Through Followship – Leadership</i>		
Computer Viewing.....	19 min	
Study Guide.....		3
How Does This Apply?.....		14
Comments and Discussion.....		18
Your Next Steps.....		18
Review – Video Facilitation.....	15 min	
Feedback Self-Assessment.....		Online
 Computer Viewing		
Pay it Forward.....	5 min	