Contents

List of Figures Prelude: Pattern Breaking, Pattern Making		vii ix
PART I	PATTERN FACILITATION	
Chapter 1	Why are Patterns so Important in the Facilitation of Learning?	3
Chapter 2	Designing Learning That Sticks	19
Chapter 3	The Role of the Learning Facilitator	39
PART II	LEARNING SKILLS	
Chapter 4	Pattern Recognition	63
Chapter 5	Pattern Evaluation	81
Chapter 6	The Use of Questions	99
Chapter 7	Challenge, Confrontation and Creativity	125
PART III	TRAINING SKILLS	
Chapter 8	Using Metaphor and Visual Imagery	143
Chapter 9	Simulation: An Opportunity to Rehearse New Patterns	163
Chapter 10	Reinforcing and Applying New Patterns Using Action Plans	177

Chapter 11	Pattern Making in Organisational Contexts	191
Chapter 12	Measuring Lasting and Successful Behavioural Change	211
Conclusion: Developing Effective Learning Strategies Index		219 221