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PERMACULTURE LEARNING DESIGN 2021

CONTINUING PROFESSIONAL DEVELOPMENT (CPD)
DIPLOMA TUTOR LEARNING PATHWAY PLAN & PORTFOLIO OF PRACTICE
DIPLOMA TUTOR TRAINING WITH **PERMACULTURE ASSOCIATION** TUTOR LOOBY MACNAMARA
POST-DOC WITH **PERMACULTURE ACADEMY** MENTOR LARRY SANTOYO



One of my most treasured Diploma graduates, Paul Myers wrote about the alchemy of design in his insightful permaculture book called 'The Ground of Our Being'

"We are learners,
 apprentices of life and of the land.
 St. Augustine said, "solvitur ambulando".
 'It is solved by walking.'
 The questions of how to live by that vision are resolved
 when we just begin to step forward.
 In the everyday doing of the work
 that grows slowly but inexorably,
 it is there that we learn."



Blessed to share the journey with my permaculture partner and dear wife
 Grace Solkinson
 to whom this learning journey is dedicated.

Portrait : 'The Solkinsons' by Lindy Kehoe

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"Change can come from anywhere and happen very fast,
come be part of the solution on the side of life."
- Rosemary Morrow



INTRODUCTION SHARING INTENTIONS

Grateful to be on the permaculture path, a learning journey of evolution, service and meaning. This document symbolizes my commitment to becoming better as a designer, tutor and mentor. It represents core work being done primarily in the context of training as a Diploma Tutor through the Permaculture Association with Tutor Looby Macnamara, as part of a Post-Doc in permaculture education with Larry Santoyo of the Permaculture Academy, and training as Diploma Mentor through the Permaculture Institute. Highly recommend the Diploma along with any other design driven learning pathway with permaculture for those seeking flexible structure to deepen their practice of permaculture in life, landscape or livelihood.

As we move into 2021, I intend to use permaculture tools, frameworks, principles, ethics and practices to help me consciously design my learning journey as a student, teacher, mentor, tutor, designer and creator. May this work serve as an open template to inspire you to become a better designer. Take this structure with its core topics and reflective questions to a new level by making it your own, selecting, remixing and adapting it to your own needs. Delete all of my own text and just leave some of the headings and the questions. Remix the heading and the questions then write in your own content.

CORE VISION

To be in service to the permaculture movement and global community. Inspiring, uplifting and supporting new and existing designers to apply permaculture to their life, landscapes and livelihoods.

CORE MISSION

Generating and providing free access to resources and toolkits supporting learners and teachers of permaculture. Serving as a teacher, tutor and mentor.



FOUNDATIONS DESIGN GUIDANCE

KEY PRINCIPLES

Feed what you want to Grow : Design work supports the growth and evolution of the systems being designed. Through my design, I want to become a better designer and supporter of others on this journey as well.

Obtain a Yield : Get tangible results by a living an effective life. May this design bring clarity in how to achieve this.

Work Where it Counts : Facing limits of time, energy and money I want to be strategic in where I invest what I have for the best outcome. Intending for this design to bring focus to my work.

Create Conditions : Looking at my own personal cultural context and lifestyle, my intention is to design a holistic context to support the fulfilment of my vision and mission with permaculture. This work includes designing my personal culture.

Find the Others : To network, make friends and build community with like minded allies. Sharing this design may connect me with others who could benefit from my gifts and bring me benefit from their gifts.

From Cultural Emergence

Be attentive to shifts, openings and opportunities : To emerge new design literacy using Cultural Emergence with its core routines & principles. May this design bring me to a new level of pattern literacy.

Presence in the Process : Maintain an effective focus on the present moment.

Make Progress Visible : Share my gifts and journey in a way that helps others.

Beauty in Completion : Set and complete goals. Design for success.



ETHICS

EARTH CARE

*"Our mission is to repair, conserve and regenerate the Earth."
- Larry Santoyo*

Living and modelling a nature connected lifestyle that cares for the Earth.

- Healthy Diet
- Exercise
- Green initiatives at work and home
- Spending money on green goods and services



ETHICS

PEOPLE CARE

*"Our mission is to seek peace and guard human rights everywhere."
- Larry Santoyo*

Caring for and supporting people in my life as well as offering support for many others to become better permaculture designers.

- Sharing permaculture resources freely to all
- Supporting local organic farms and businesses
- Hiring friends and colleagues
- Right livelihood



ETHICS

FUTURE CARE

"Our mission is to invest all capital intelligence, goodwill and labour to Earth Care and People Care."
 - Larry Santoyo

Creating legacy offerings to support future generations of permaculture practitioners.

- Training a new generation of teachers
- Creating legacy documents, games and cards sharing an essentialized form of permaculture design
- Serving as a Diploma mentor and tutor to support learning journeys
- Working at CoSM Chapel of Sacred Mirrors, a non-profit arts organization

Ethics icons designed by Alexa Spaddy



"Join with the Earth and each other, to bring new life to the land, to restore the waters, to refresh the air, to renew the forests, to care for the plants, to protect the creatures, to celebrate the seas, to rejoice in the sunlight, to sing the song of the stars, to recall our destiny, to renew our spirits, to reinvigorate our bodies, to recreate the human community, to promote justice and peace, to love our children and love one another, to join together as many and diverse expressions of one loving mystery, for the healing of the Earth and the renewal of all life"
 - Martin Luther King Jr.



MAKING A MAP ARTICULATING THE JOURNEY

DESIGN FRAMEWORK

G.o.S.A.D.I.M. (e.t.c.)

Source : Graham Burnett

Goal setting : *What do you want?*

Media

- Complete work on new edition permaculture toolkit : book, card deck & game
- Make new podcasts, videos & articles on my own and with teachers including Susun Weed, Looby Macnamara, Larry Santoyo & Rowe Morrow

Training

- Continue to train up with Permaculture Association as a Tutor, completing registration and accreditation level training
- Complete Design for Resilience online course
- Do seasonal checkin's with Looby Macnamara and study online with her

Teaching & Mentoring

- Upgrade email updates every 6 weeks for Diploma participants and network
- Set up an advanced permaculture class online to support those doing the Diplomas or advanced students

Designing

- Continue work on this Learning Design
- Upgrade design for 'The Peoples Diploma' with the Permaculture Institute in collaboration with Jason Gerhardt
- Design for Social Media success & Design for Visionary Permaculture at CoSM



DESIGN DRIVER USING A FRAMEWORK

Land

- Work towards paying off debts to manifest a permaculture homestead
- Care for doorstep garden and farmhouse rental
- Map 40 acre property and continue design charrettes for it

Survey : *What have you got?*

Websites

- www.permaculturedesign.earth
- www.visionarypermaculture.com
- www.permaculturedesign.ca

Instagram

@visionary_permaculture

- Role as Diploma Program Co-ordinator for the Permaculture Institute with 'The Peoples Diploma' set up to offer a low-cost, low-commitment option for people wanting to do a Diploma
- Role as Diploma Tutor with the Permaculture Association offering lots of professional development opportunities for me to do and creating great structure providing motivation to do this design
- Role co-facilitating visionary permaculture program at CoSM Chapel of Sacred Mirrors with my permaculture partner and dearest wife Grace Solkinson
- Graphic design, video and podcast support from technical allies

Analysis : *What are your limiting factors and potential resources?*

- Limits of time. Need a considered and strategic design to make this use of what time I do have
- Seeking ways to support more people at once with my work
- Best potential resources are teachers, mentors, colleagues and collaborators & amazing infrastructure of offerings from the Permaculture Association



CHARTING A PATH LEARNING JOURNEY

DESIGN FRAMEWORK

G.o.S.A.D.I.M. (e.t.c.)

Source : Graham Burnett

Decision Making : *What do you need to change?*

- Build more momentum in my permaculture practice
- Design more to become a better designer
- Create an online course
- Take my permaculture offerings to a new level
- Upgrade my social media presence
- Continue to learn and grow including taking courses, reading books and getting mentorship from permaculture pioneers & elders

Implementation : *How will we achieve that change?*

- Creating the structure and positive patterns to support success in making time for all the projects and goals that I have
- Using ical and email to give me reminders and create accountability

Manage : *How will you continue to manage and maintain your project?*

- Using the Wheel of the Year, I intend to reflect, check in, assess, evaluate and upgrade my learning design as well as sharing something of my work with others each 6 weeks on : Samhain, Winter Solstice, Imbolc, Spring Equinox, Beltane, Summer Solstice, Lughnasadh, Autumn Equinox



DESIGNING A WAY FORWARD HARNESSING INTENTION

Evaluate : *Get feedback on what's working and what's not working so well.*

- It's great to receive feedback from mentors and mentees to assess successes and failures with my learning design
- I intend to use the tool : Roses (successes), Thorns (challenges) and Buds (next steps) especially in discussions with other people

Tweak : *Make minor changes and alterations based on feedback.*

- I will benefit from being essential, using less words to make my designs more effective and to model what makes other peoples designs more accessible for me to engage with

Celebrate, *then go round the cycle again...*

- Doing a design is a kind of celebration, supporting the cultural emergence principle of 'Beauty in Completion' and encouraging me to share and celebrate my successes as well as getting support to integrate my challenges

DESIGN TOOL

Needs & Expectations Mapping

Needs : support from mentors, mentees to support, networking with permaculture community, inspiring new media and content to share

Wants : contribute globally to permaculture, support people in their permaculture journey, encourage more people to do diplomas

Expectations : have free time for self-care and health practices, ability engage and focus on full time job without being stressed by permaculture to do list



CULTURAL EMERGENCE LIFE DESIGN

Inspired by Cultural Emergence, developed by Looby Macnamara as a design framework, I look to design an increasingly effective, healthy and holistic permaculture life. The three phases of Cultural Emergence are helping to guide and inform my design, bringing it more into balance.

NOURISH AND EMPOWER

"Nurtures and maintains our personal energy resources, and encourages our ability to be our full selves...Focus on our own fuel and energy; we resource ourselves for our journey forward: replenishing, connecting and caring."

- Looby Macnamara

- 10,000 steps a day
- Morning yoga
- Smoothie with nourishing herbal infusion
- Reading everyday
- Eating a holistic permacultural diet
- Relaxing time at the end of each day
- Nature connection time
- Gardening
- House cleaning
- Collecting new music
- Audiobooks
- Time with friends
- Ritual
- Medicine work
- Hot springs and baths
- Watching movies



INTENTION SETTING ACTIVATING THE NEXT LEVEL

CHALLENGE AND AWAKEN

"Our eyes are opened to new perspectives, and we realize that culture...is dynamic...This time of being challenged and awoken is needed to explore what's below the surface, to examine the depths of our personal culture, surface our beliefs and shine a light on our patterns...a way of initiating change"

- Looby Macnamara

- Taking Classes with Susun Weed, Dina Falconi, Looby Macnamara, Landmark
- Listening to podcasts like Permaculture Podcast, Making Permaculture Stronger
- Learning new skills like video editing, podcast editing, project management software, becoming a more effective teacher, mentor and designer.
- Teaching classes could include a new APDC online in 2021
- Writing articles with Looby Macnamara, Susun Weed, Larry Santoyo

MOVE AND INVIGORATE

"Builds momentum for conscious change...This phase supports us to see the opportunities within the challenges, and to be proactive in creating the lifestyle, relationships and life path that we wish for. This provides momentum and confidence for future changes, creative spirals of transformation and growth"

- Looby Macnamara

- Permaculture Design Notes completion and release
- Permaculture Design Elements Game new edition release
- Permaculture Design Notes : kickstart and design new edition
- Be on other peoples podcasts like one with Susun Weed and Dennis Mckenna
- Design new APDC program and promote
- Complete Visionary Field Guide for CoSM program
- Make new Visionary Permaculture Design book
- Do monthly online videos with CoSM Full Moon Broadcasts
- Remake some short micro-videos sharing teachings from pioneers



CULTURAL EMERGENCE CORE ROUTINES

CORE ROUTINES CHALLENGE & AWAKEN PHASE

Pattern Disruption

"Pattern disruption is essential for change" - Looby Macnamara

- Continue to design, upgrade and adapt patterns for health, work, life, and relationships using creativity to bring in many new systems & keep things fresh

Thinking Differently

"The ways of thinking...come from a distillation of the shifts that occur with permaculture" - Looby Macnamara

Abundance Thinking

- Grateful to be immersed in opportunities to become a better mentor and tutor and engaging professional development with the Permaculture Association

Solutions Thinking

- Working within, and expanding, my circle of influence by creating podcasts, videos, articles and taking on more Diploma apprentices and mentees

Systems Thinking

- Applying my permaculture design life, post-doc work, tutor training and ministerial training to continually evolve my diploma mentoring and tutoring

Thinking like Nature

- Synching up with natural time, sunrises and sunsets, full and new moons, and the Wheel of the Year with its greater (seasonal starts) & lesser (mid-season) Sabbats

Co-operative Thinking

- Networking and opening up working relationships and collaborations with others in the field of higher education in North America, Europe and Oceania



CORE ROUTINES CULTURAL EMERGENCE

Thinking for the Future

- Encouraging diploma mentees and apprentices to learn to teach. Consider more formally offering or participating in permaculture teacher trainings

From Thinking to Doing

- This design is a manifestation rite, helping me articulate my intentions and invoking accountability for myself and from those reading this

MOVE & INVIGORATE PHASE

Engaging Imagination

- "Open up possibilities, pathways and solutions" - Looby Macnamara*
- Create magicians circles, visioning sessions and design charrettes

Collaboration and Co-creation

- "Effective collaboration is the art of creating beneficial relationships and directing these flows...to create an emergent space for co-creation"*
- Looby Macnamara*
- Affirm existing working guilds to collaborate with and create new connections

NOURISH AND EMPOWER PHASE

Surfacing Gifts

- "Within every person are numerous gifts, strengths and talents that make each of us unique" - Looby Macnamara*
- Do self exploration and create space for passion driven life design processes

Appreciate & Celebrate

- "Appreciation invites us into the moment" - Looby Macnamara*
- Integrate gratitude into meals and to start meetings, classes and sessions



Work co-designing 'The Peoples Diploma' with Jason Gerhardt from foundations established by Scott Pittman has given me the opportunity to learn and grow with permaculture while practicing and receiving feedback from people. It is a perfect part of my Post-Doc work. I am the Diploma Program Co-ordinator for the Permaculture Institute supporting a number of mentees in the program.

www.permaculture.org



Grateful to be doing a Diploma Tutor Training pathway through the Permaculture Association. This Continuing Professional Development is a huge support for my practice. Currently I am a registration level Diploma Tutor with one apprentice as I do observed sessions and train. My goal is to become an accreditation level tutor. Thanks to Looby Macnamara and Graham Bell for the tutoring.

www.permaculture.org.uk



Honored to be doing an experimental Post-Doc in permaculture education. This is helping to give structure and motivation to my journey and creates continuity between all the different projects I do.

www.permacultureacademy.com



"Increase our design skills so it becomes part of our second nature."

- Looby Macnamara

Guided by permaculture pioneer Looby Macnamara, I am ever grateful for her outstanding support as a tutor, mentor, teacher and guide. Our seasonal check-ins compliment watching her videos, reading her books, reviewing her designs and taking her online classes. She is supporting my Continuing Professional Development (CPD) and Diploma Tutor Training.



"True riches is having something to contribute, having the time to be creative and being in love with everything again."

- Larry Santoyo

Supported by permaculture pioneer Larry Santoyo whose guidance, mentorship and teaching have inspired me to choose permaculture as a path. His outstanding presence in this work is a core inspiration and motivation. Larry is supporting me to do a pilot project Post-Doc in Permaculture Education of which this Diploma Tutor Pathway is a part.

LEARNING WISDOM



"Decide what is sacred to you, and put your best life energies at its service. Make that the focus of your studies, your work, the test for your pleasures and your relationships. Don't ever let fear or craving for security turn you aside".

- Starhawk

"It is a challenge to educators to revive the meaningful geometries, songs, and dances that gave us, and our work, meaning."

- Bill Mollison

"Tell me and I forget. Teach me and I remember. Involve me and I learn."

- Benjamin Franklin.

"It is in fact a part of the function of education to help us escape, not from our own time - for we are bound by that - but from the intellectual and emotional limitations of our time."

- T.S. Eliot

"Come forth into the light of things, let nature be your teacher"

- William Wordsworth

"Network of learning (81) has established the importance of a whole society devoted to the learning process with decentralized opportunities for learning. This network of learning can be greatly helped by...treating the learning process as a normal part of adult life for all people in society"

- Christopher Alexander

"The most important application of permaculture ethics and principles is to the self, through a process of self audit of our needs, wants, dependencies, creative and productive outputs and byproducts of our very existence. Getting grounded in this way is the start of a personal retrofit or redesign process which does require that we wait until we own land or are with the right crowd."

- David Holmgren

HOPELESSLY DEVOTED TO YOU



"You do not need to know precisely what is happening, or exactly where it is all going. What you need is to recognize the possibilities and challenges offered by the present moment, and to embrace them with courage, faith and hope."

- Thomas Merton



BEST PRACTICES FROM REGISTRATION LEVEL TUTOR TRAINING

Best Practices & Top Tips for Tutoring and Mentorship

- Tutoring is a new communication skill that requires practice
- Give time to arrive and "Wipe off the road dust" - Jon Young with a check in at the beginning
- Connecting with passions, skills and life context
- First ask 'How was it for you?' before telling them what you felt
- How they have been successful?
- What are areas of improvement?
- Boost confidence
- Clear guidance and direction
- Constructive and gentle feedback
- Focus on action taken and work done rather than the person
- Be accurate, honest and specific
- Suggest how improvements can be made
- Be sensitive
- Avoid 'buts'
- Inspire and motivate
- Pair up apprentices into guilds for accountability and support
- Encourage apprentices to integrate the diploma into their lives.
- Welcome drafts of designs in early stages to get feedback
- Encourage scaling down if things feel like too much
- Encourage pauses and breaks
- Set reminders to send out communications
- Keep standard session plan for each format that can be modified
- Take notes and encourage note taking by mentee / apprentice
- Make sure to mention confidentiality
- At end, return to the 'what did you want to get out of this session?' including identifying some achievable short term goals with a timeline that are "chunked and specific"
- Having own designs ready in hand to share and show people examples in the session effectively



TOP TIPS PATTERN LITERACY

Best Practices & Top Tips for Tutoring and Mentorship

- Keeping time well
- After session, ask apprentice or mentee for feedback about how it was, making sure they are fulfilled and happy and reflecting on how to do it better next time and customize the session to them
- Sandwich session with email before about preparation and reminder, and email after encouraging follow up work
- Design trap : resist temptation to follow paths of interest for tutor instead of focusing on what is of interest of apprentices
- Deep listening
- Stretch edges with new frameworks and tools
- Guide into what might be appropriate
- Setting up with appropriate challenges to overcome
- Be a friend
- Identify and celebrate what apprentices are doing well
- Identify barriers to learning
- Highlight them and bring them out into the light
- Encourage skill building
- Identify goals
- Find opportunities to design and implement designs
- How they will engage in their own learning?
- How will they make time to document
- How will they make time to design
- Develop a learning pathway



BEST PRACTICES TOP TIPS

Top Tips for Apprentices

- Value what you bring
- Be prepared before the session
- Do self assessment before session
- Have designs handy
- Be prepared to share some things you want to get out of the tutorial
- Be curious and open to what may be offered
- Be prepared to take the lead
- Be clear on what you need and ask for what you need
- Consider why you are struggling with any resistance, or challenge in the design
- What might you be most excited to get feedback on?
- Learn design processes, frameworks and tools
develop your own custom design toolkit
- Consider day after tutorial to be an extended part of it
- Book time to focus on diploma immediately after session

Design Top Tips

- Clear structure, good titles, index when appropriate
- Cover page with introduction and illustration or photo
- Introduction includes an overview of the design process used
- Clear order
- Balance between text and illustration
- Highlight design tools, ethics, principles and key words
- Expression of emotion
- Variety of representation styles between designs
- Include feedback from clients
- Caption photos
- Base maps include title, orientation, author, date, and scale
- Include evaluations and reflections
- Include practical hands on application

WHEN I GET THAT FEELIN', I NEED
GARDENING HEALING



... it makes me feel so fine ...

"When we contemplate the whole globe as one great dewdrop, striped and dotted with continents and islands, flying through space with other stars all singing and shining together as one, the whole universe appears as an infinite storm of beauty"

- John Muir



Diploma Tutor Learning Pathway Plan 2021

*What experiences do I have (CV)
2020 Accomplishments
Design Web Design
What Experience do I need to fill in gaps?
What skills do I want to have acquired?*

Timeline with Goals

*Where do I want to be in two years' time?
What permaculture and diploma related work do I want to be doing?
What do I want to be better at doing?
How do I want to interact with my peers?
How can I become a more effective diploma tutor?
When have I and when will I be attending CPD days?
When have I observed tutorials delivered by other tutors?
What further tutorials do I need to observe?
What design work have I carried out as a Tutor?
Would my design work fulfill existing Diploma criteria?*

Facilitating learning & development for apprentices and engaging them in their own learning

*How have you used what you know about how people learn and develop?
What learner motivation processes have you identified in your apprentices, and
how have you designed this into your support for them?
How did you help apprentices to identify their objectives?
How did you help apprentices to identify and overcome their barriers?
How did you engage apprentices in their own progress and review of learning?
What examples have you got of adapting how you work with apprentices to meet
their specific and individual needs?
How are you finding being a tutor and mentor is working for you, and is there any
difference for you in these roles?*



Assisting the apprentices through their diploma learning pathway

*How do you encourage your apprentices to take responsibility for their own
learning and development? Specific information and advice?
How have you helped apprentices find opportunities to apply their knowledge in
practical contexts?
What activities have you found most helpful for apprentices to use to keep a
record of their own learning and practice, and why?
How do you arrange to review progress with them, and what can you do to
develop this?*

Skills in feeding back to apprentices

*How have you selected things to feed back on, and how did you ensure it is
constructive and motivational for your apprentices?
What did you do to review their progress and how far they have achieved their
own goals, as well as the requirements of the diploma?
What guidance have you given about developing and adapting the Diploma
Learning Pathway for their next steps?*

Engaging apprentices as learners in the learning and development process

*How have you worked with apprentices?
What have you learned?
What do you still want to do?*



DIPLOMA TUTOR LEARNING PLAN

Diploma Tutor Learning Pathway Plan 2021

Appendix

Reflect on being a tutor, using the 4 Questions formula "what's gone well", "what can be done differently", "what's your vision" and "what's your next steps".

Get a CPD Pathway timeline going, so that as you cover each tutorial, you can tick it off and add it to the portfolio.

Start with how you have worked with one apprentice, and think of the events you have run with them. Include a separate reflection on the development of your own tutor pathway, so that you can identify your own learning and practice needs. Log what you have done including feedback and advice.

Include copies of your notes and feedback and their work.

Think systematically about your interests and requirements and to trawl your networks to see how you may satisfy these.

Your plan will always be a working document & as such should be updated and regularly reviewed by your peers.

STRATEGIES FOR AVOIDING BURNOUT



"Live in each season as it passes;
 breathe the air,
 drink the water,
 taste the fruit,
 and align yourself to the influence of the earth"
 - Henry David Thoreau



LEARNING JOURNEYS EXPERIENCES I HAVE

What educational experiences do I have?

1992 Seycove Secondary School : Graduated with Honors
 1997 Liberal Arts Baccalareate Degree : Simon Fraser University
 2001 Liberal Arts Post-Baccalareate Degree : Simon Fraser University
 2002 Permaculture Design Certification : Permaculture Visions
 2002 Permaculture Design Certification : Permaculture Visions
 2003 Permaculture Design Certification : Australian Correspondence School
 2003 Permaculture Diploma : Bill Mollison of the Permaculture Academy
 2006 Permaculture Teacher Training : Tom Ward & Jude Hobbs
 2007 Permaculture Teacher Training : Bullock Brothers with Michael Becker
 2007 Food Cycles : Robin Wheeler : Sustainable Living Arts School
 2010 Advanced Permaculture Principles Course : David Holmgren
 2010 Permaculture Design Certification : Geoff Lawton & Bill Mollison
 2010 Up, Close and Personal Advanced Course : Bill Mollison
 2010 Masters Degree in Permaculture Education :
 Permaculture Institute (Tasmania) : Bill Mollison
 2011 Teacher Training and Facilitators Course : Robyn Francis
 2011 PDC Teacher Training Course : Geoff Lawton
 2011 Dynamic Groups, Dynamic Learning : Robin Clayfield
 2011 Creative Community Governance and Decision Making : Robin Clayfield
 2011 Permaculture Design Certificate Teacher Training : Rosemary Morrow
 2011 Advanced Permaculture Principles : David Holmgren
 2012 Turning your Garden into Gaia's Garden : Toby Hemenway
 2012 Permaculture Design Certification : Toby Hemenway
 2012 Permaculture Teacher Training : Scott Pittman & Larry Santoyo
 2012 Permaculture Diploma : Scott Pittman & Larry Santoyo Permaculture Institute
 2013 Permaculture Teacher Training : Michael Becker
 2013 Urban Permaculture : Toby Hemenway
 2013 Social Permaculture : Starhawk
 2014 Permaculture Teacher Training : Scott Pittman and Larry Santoyo
 2015 Permaculture Training of Teachers : Rosemary Morrow & Looby Macnamara



EDUCATIONAL TRAINING SKILLING UP

2015 Dynamic Groups, Dynamic Learning : Robin Clayfield & Looby Macnamara
 2015 Social Permaculture : Looby Macnamara, Robin Clayfield, Robina McCurdy, Starhawk, Peter Cow
 2015 Permaculture Design Course : Rosemary Morrow & Tina Lymberis
 2016 Advanced Permaculture Design Course : Doug & Sam Bullock, David Boehnlein & Paul Kearsley
 2017 Permaculture Master Class and Teacher Training : Larry Santoyo & Scott Pittman
 2017 People Permaculture Facilitator Training : Looby Macnamara & Peter Cow
 2018 Permaculture Teacher Training : Robyn Francis
 2018 Advanced Permaculture Planning & Design Process : David Holmgren & Dan Palmer
 2019 Doctoral Degree in Permaculture Education : Larry Santoyo : Permaculture Academy
 2020 Diploma in Applied Permaculture Design : Tutor Looby Macnamara and Final Review by Aranya : Permaculture Association

From the Elphinstone Rainforest of British Columbia, I helped bring permaculture into the local elementary school system and set up a series of community gardens including the Heart Gardens, a permaculture demonstration site specializing in plants with a history of use by the Coastal First Peoples. I serve as the Diploma Program Co-ordinator for the Permaculture Institute and a Diploma Tutor with the Permaculture Association. Beyond the garden, my passion is creating curriculum, making media and crafting free, open source learning and teaching tools. I work at CoSM Chapel of Sacred Mirrors in the art ministry. With my beloved wife Grace Solkinson, I help run the Visionary Permaculture Program at CoSM. Collaborating with artists, designers, educators and leaders, I work with Grace on a core mission to create uplifting educational opportunities for the global community.



YEAR IN REVIEW HIGHLIGHTS

Permaculture Pioneers MicroVideos 2020 (5,559 direct views in 99 countries)

- Rosemary Morrow : *Earth Restoration*
<https://vimeo.com/permaculturedesigns/rosemarymorrow>
- Dave Boehnlein : *Effective Design*
<https://vimeo.com/permaculturedesigns/daveboehnlein>
- Doug Bullock : *Skill Up*
<https://vimeo.com/permaculturedesigns/dougbullock>
- Rosemary Morrow : *Permaculture in Service*
<https://vimeo.com/permaculturedesigns/rowemorrow>

Full Moon Permaculture Design Drops 2020 (95,974 direct views)

- *Design Web* 15,934 views
<https://youtu.be/H9Vf71JLguk>
- *7 Ways to Think Differently* 17,601 views
<https://youtu.be/MvIMN4tdSYU>
- *Roses, Thorns & Buds* 18,170 views
<https://youtu.be/tWy4FQZVuhg>
- *Deep Ecology* 15719 views
https://youtu.be/fhg-k_85IOc
- *Cosmolocation* 13,785 views
<https://youtu.be/9QH1A7nWCO0>
- *What is Permaculture?* 14,764 views
https://youtu.be/f8kKVyl_I5A



2020 ACCOMPLISHMENTS SKILLING UP

Online Presentations

- *Doctoral Presentation (2020 updated version)* (2,200 direct views)
<https://vimeo.com/permaculturedesigns/doctor>
- *Diploma Presentation* (429 direct views)
<https://vimeo.com/permaculturedesigns/permaculturepractice>

Podcasts 2020

- *CoSM Podcast with Tyler James Burger : What is Permaculture*
<https://soundcloud.com/delvinsolkinson/cosm-podcast>
- *Looby Macnamara : Cultural Emergence*
<https://soundcloud.com/delvinsolkinson/looby-macnamara>
- *Permaculture Podcast with Scott Mann : Permaculture Education*
<https://www.thepermaculturepodcast.com/2020/empowering-permaculture-delvin-solkinson/>
- *Geoff Lawton : Permaculture Education*
<https://soundcloud.com/delvinsolkinson/geoff-lawton-podcast>

Articles

Permaculture Magazine Summer 2020 Edition
Designing a Learning Garden with Mark Lakeman
<https://www.permaculturedesign.earth/articles>

Permaculture Magazine Winter 2020 Edition
Diversity & Community with Larry Santoyo
<https://www.permaculture.co.uk>



PERMACULTURE DESIGN NOTES BOOK

*"What can educators do to foster real intelligence? ...
We can attempt to teach the things that one might imagine the
Earth would teach us: silence, humility, holiness, connectedness, courtesy,
beauty, celebration, giving, restoration, obligation, and wildness." - David Orr*

PERMACULTURE DESIGN NOTES

This book contains an essential synthesis of permaculture design from the curriculum of the Permaculture Design Course. It also includes significant sections on seed saving, food preservation, medicine making and green building as well as a teachers manual for teachers of any subject. I entirely volunteer to create this.

After 18 years in development, 2020 gave me the time to take this book to a new level in collaboration with content contributors and editors *Grace Solkinson, Kym Chi, Tamara Griffiths, Annaliese Hordern & Dana Wilson*, illustrator *Brenna Quinlan*, designer *Alexa Spaddy*, proof readers *Niki Hammond & Tes Tesla* and the source inspiration from 24 of my primary teachers and mentors. This year brought help and support from many other people including influential curriculum documents created by the Education Working Group (EWG), a voluntary group of members of the Permaculture Association with special thanks to *Graham Bell* and *Chris Evans* for taking time to help me with some stickier points. Thanks also to the Permaculture Educators Guild (PEG) especially *Graeme George* and colleagues for sharing a comprehensive Syllabus for Permaculture Design in South Eastern Australia and offering some key corrections and upgrades for the book.

Appreciated support from the Permaculture Association including *Andy Goldring, Jemma Findley, Ryan Sandford-Blackburn, Wilf Richards* and *Catherine Marsh*. Thanks to Permaculture Australia including *Virginia Solomon, Keri Chiveralls* and *Kym Blechynde* for further support. This book is the culmination of my work with permaculture and would not have happened without the structure and motivation provided by my formal learning pathways shared in this design. Will release this book in spring 2021 as printed edition and free download.

www.permaculturedesign.earth/permaculturedesignnotes

OFFERINGS



@brenna_quinlan

PERMACULTURE DESIGN NOTES

DELVIN SOLKINSON & GRACE SOLKINSON, KYM CHI
TAMARA GRIFFITHS, ANNALIESE HORDERN, DANA WILSON



*"The core of permaculture is design and the working relationships and connections between all things."
- Bill Mollison*

PERMACULTURE DESIGN DECK

A creative card deck sharing a collection of permaculture principles, strategies, attitudes, ethics and design methods. Over 230 cards to support permaculture practice, learning, teaching, designing and consulting. Inspired by teachings of Robin Clayfield at Crystal Waters including her incredible permaculture card decks and games. Art by Brenna Quinlan, design by Alexa Spaddy.

In 2020 a new upgraded edition of the cards were made as a free download online. We also managed to sell out of the limited edition of 500 printed decks made in 2019. The project came out \$3600 in debt but many decks were gifted out to teachers, mentors and Board of Directors for Permaculture Institutes and Associations.

This was possible thanks to my core team *Grace Solkinson, Kym Chi, Dana Wilson, Annaliese Hordern & Tamara Griffiths* who have been on the journey with me all these years. Also thanks to my teachers who taught me about permaculture and were the source of the learning I share in my own words in this deck : *Bill Mollison, Rosemary Morrow, Robin Clayfield, David Holmgren, Geoff Lawton, Michael Becker, Toby Hemenway, Larry Santoyo, Susun Weed, Tom Ward, Jude Hobbs, Starhawk & Looby Macnamara. Rob Hopkins, Dave Boehnlein, Max Lindegger, Graham Bell, Richard Wallner, Mark Lakeman, Doug Bullock, Andrew Faust, Penny Livingston-Stark, Ian McHarg and P.A. Yeomans.* Extra special thanks to *Tamara Griffiths* for core support in identifying principles in early editions.

www.permaculturedesign.earth/designdeck





PERMACULTURE DESIGN ELEMENTS GAME

"The core of permaculture is design and the working relationships and connections between all things." - Bill Mollison

PERMACULTURE DESIGN ELEMENTS GAME

Identifying the different technologies, resources and elements that may fit on your design site can help you discover the most appropriate ones to integrate. With the goal of an effective, efficient and ethical design, a design charrette can help you to consider the placement of parts in relation to the whole. At the Bullocks homestead on Orcas Island, *Michael Becker* emphasized the value of having a map with movable parts for designing, consulting and teaching permaculture. This is a super fun way to learn and apply design principles and concepts.

160 card deck and a selection of large printable game boards large are a free download in black and white. The deck was also produced as a full color printed edition of 100 over 90 of which went out as gifts or purchases in 2020.

This year I worked with artists and illustrators *Brenna Quinlan*, *Martin Bridge* and *Ben Tour* to expand this 18 year project to a new level. 8 new basemaps were designed along with the deck by *Alexa Spaddy*. A breakthrough this year was working with permaculture allies to elevate the translation to a new level including spanish from *Aline Van Moerbeke*, portuguese & italian from *Jorge Barbosa*, german from *Claudia Dörr* and french from *Arnaud Fâche*. The newly translated edition is already a free download online and will be reprinted in 2021 for further dispensation. I was joyed on my birthday to hold the only in person permaculture design charrette activation of the year at CoSM, Chapel of Sacred Mirrors with our sequestered skeliton crew of staff (image shown).

www.permaculturedesign.earth/elementscards





"Where permaculture stands out from the crowd as a design system is in its capacity to integrate the intellect with ethics. It can teach us to 'think' with the heart and respond with the head. By combining pragmatism with philosophy, we can create a greater synthesis"

- Maddy Harland



"Good design depends on a free and harmonious relationship between nature and people, in which careful observation and thoughtful interaction provide the design inspiration."

- David Holmgren



DESIGN WEB FRAMEWORK

The CPD design I did in 2020 used the Design Web from Looby Macnamara as a framework. The web strengthens the more that is it used and so I remixed and upgraded the design work I did using these 12 anchor points.

APPRECIATION

"Gratitude brings us into connection." - Looby Macnamara

So grateful to the world for giving me this miraculous gift of life. Deeply thankful to my teachers, mentors and guides for their extraordinary support on this learning journey including Bill Mollison, David Holmgren, Rosemary Morrow, Robin Clayfield, Scott Pittman, Larry Santoyo, Toby Hemenway, Mark Lakeman, Looby Macnamara, Susun Weed, Chris Evans, Geoff Lawton, Michael Becker, Doug Bullock, Sam Bullock, Jason Gerhardt, Jenny Pell, Penny Livingston-Stark, Peter Cow, Patricia Michael, Jude Hobbs, Tom Ward, Robyn Francis, Starhawk, Maddy Harland, Graham Bell, Robin Wheeler, Alex Grey & Allyson Grey. I intend to continue to learn from many of them during my ongoing Diploma Tutor Learning Pathway and experimental Post-Doc in permaculture.

Heartfelt appreciation for my wife and permaculture partner Grace Solkinson. We dream of having a small permaculture homestead and learning site of our own. I see how central personal relationships are to any design. Certainly 'team work makes the dream work'. Thanks to my team including Kym Chi, Dana Wilson, Tamara Griffiths, Annaliese Hodern, Martin Bridge, Brenna Quinlan and Alexa Spaddy. Epic appreciation for my current mentees and apprentices who are also my teachers, this is for you more than anyone else, including Peter Simon, Alex Trapp, Colin Eldridge, Ilyusha Mann, Ken Shaw, Marie Poulin, Tom Voss, Brad Armstrong, Caroline Edenforest, Nick Adamson-Jones & Martin Bridge.

I intend to build in rituals and regular periods of appreciation for myself, my life team & apprentices to upgrade my personal culture & enhance my relationships.



EXPANDING THE DESIGN GOING DEEPER

VISION

"When we dare to dream big and give voices to our goals and visions we give them a chance to become reality." - Looby Macnamara

What is your vision for Diplomas as a whole?

- That there will be a diversity of accessible programs that suit a wide variety of needs and styles. Support for people who have completed a PDC to apply permaculture directly into their lives in their own unique way.

What is your bigger vision for Permaculture as a whole?

- Address climate change, save remaining species and bring peace to humanity.

What is your bigger vision for our world?

- May the Earth be returned to health and harmony, a place that supports the evolution of life.

What is your vision for your learning pathway?

- I am supported on my path of service with permaculture, living healthily and being able to surface and share my gifts effectively with the world. I intend to sustainably support many people on their journey with permaculture.

What is your vision for supporting Diploma mentees and apprentices?

- Empower independent learning, self-motivation, skill building, designing for success and cultivate upward mobility with spirals of abundance.



DESIGN WEB FRAMEWORK

HELPS

*"When we identify the resources we already have around us we can then direct them in the ways that are most useful for the design."
- Looby Macnamara*

What resources can you offer mentees and apprentices?

- Educational offerings
- Encouragement and inspiration
- Activating creativity
- My experience doing many diplomas
- My experience mentoring many people through the diploma

What resources are there in the Diploma community that can support you?

- Permaculture Association Monthly Online Gatherings (MOG), Monthly Online Diploma Gatherings, Diploma Tutor online gatherings, Monthly Member Socials,
- Facebook Group
- CPD days and Diploma trainings

How can you be of help to the Diploma Community?

- Offer my tools to support permaculture learning, teaching and designing
- Participate in monthly MOG meetings
- Find more ways to participate in the UK Diploma and Tutor Community
- Having the income from a regular set of mentees

EXPANDING THE DESIGN GOING DEEPER



LIMITS

"Within any problem, difficulty or challenge, there are limits to either overcome or work within." - Looby Macnamara

What are your limits for being a Diploma Tutor?

- Energy cost of being on the phone or zoom
- Time it takes to do good mentorship call and follow up (2 hrs minimum)
- Ability to participate in person with UK Diploma Tutor Community

What are limits for apprentices and mentees?

- Time, energy and money
- Motivation
- Busyness of life
- Lack of ability to prioritize the diploma as its usually a side project
- Lack of interest in documenting
- Feelings of overwhelm

What are limits to permaculture in the world?

- The word is still an elite term
- Associated with hippies

Flip core limits into needs.

- Limit of time : need for more scheduling make time for what is important
- Limit of energy : need for exercise, nature time & recharging to stay pumped
- Limit of money : need to reduce costs and increase income



DESIGN WEB FRAMEWORK

PATTERNS

"A chance to observe existing patterns that influence your design, let go of ones that no longer serve and introduce new patterns." - Looby Macnamara

Can you identify spirals of success?

- Doing things in small chunks
- Regular patterns of doing the diploma bit by bit
- Motivating feedback from releasing articles, podcasts and tools

What are spirals of erosion that you or your apprentice may fall into?

- Not taking the time to document or do any work until the end
- Self limiting story that its too much extra work
- Not scheduling enough checkin's, taking on new things before finishing

What are patterns you gleaned from other learning situations? How can you translate those patterns into a design for success as a Diploma Tutor?

- Staying organized, using reminders, creating structure (computer programs like reminders, notes and ical)
- Gentle checkins which are flexible with moving deadlines and goals (build this into the pattern of checkins)
- Celebrating small successes (encourage patterns of sharing on facebook & blogs or to friends & allies)

EXPANDING THE DESIGN GOING DEEPER



IDEAS

"Wild, wacky, adventurous, small, practical, visionary - no censoring at this stage, all ideas are welcome." - Looby Macnamara

What ideas do you have for the Diploma?

- Participate deeper with Permaculture Association diploma meetups
- Offer monthly APDC meetup opportunities
- Read new permaculture books
- Engage more new podcasts
- Consider my CPD / Post-Doc pathway like a diploma: document, design and journal accordingly
- Encourage mentees and apprentices to share their ideas with others
- Organize a group think tank on best practices and share it with the diploma community through the facebook group
- Create a resource list and share widely

What ideas do you feel committed to?

- Becoming a better tutor and mentor
- Upgrading and customizing my session templates all along the journey
- Taking time to reflect on successes and failures and changing my practice accordingly
- Focusing on taking on new mentees through 'The Peoples Diploma' as I go through my Tutor Training with Permaculture Association until I achieve the accreditation level tutor at which time I can better serve apprentices holistically
- Annual design & documentation report shared on websites and social media
- Seasonal mentorship checkin's with Looby Macnamara
- Sharing update newsletter and check in every 6 weeks



DESIGN WEB FRAMEWORK

PERSPECTIVES & PRINCIPLES

"When we look through the lens of different principles we gain further insights, reassurance we are on the right track or an ability to say no to some ideas"
- Looby Macnamara

What principles at the start can help guide you to what is important? (2020) **Accelerated Learning Principles**

Learning involves the whole mind & body
Need : include kinesthetic activities as well as a range of emotional experiences

Learning is creation, not consumption
Need : focus less on reading and more on reflective journaling and design work

Collaboration & interaction amongst learners greatly enhances learning
Need : interactive and engaging sessions, create a learning guild

Learning takes place on many levels simultaneously
Need : engage all types of intelligence and learning styles

Learning comes from doing the work itself (with feedback)
Need : hands on experience and direct practical application to life

Positive emotions greatly improve learning
Need : create an uplifting context supported by positive feedback

The image brain absorbs information instantly and automatically
Need : always integrate art, photographs, symbols. graphs & diagrams

EXPANDING THE DESIGN GOING DEEPER



Midway through your study, what themes are emerging? (2021) **Principles from Cultural Emergence**

Move the tools
Need : use the tools of permaculture, share resources and encourage their use

Be attentive to timing
Need : patiently design sessions, projects, courses and interactions

Be attentive to shifts, openings and opportunities
Need : Stay open and aware and avoid getting lost in too much focus on the task at hand

Come into the light
Need : Participate globally in permaculture with media and online appearances. Write articles, attend Permaculture Association online gatherings. Network

Can you make up your own principles?

Connect, Engage, Inspire
Need : provide an opportunity for transformative learning

Spend more to get more
Need : invest time, energy and money to produce better quality offerings

Experience and Enroll
Need : provide a direct, personal experience that stimulates integral learning from within myself and participants



DESIGN WEB FRAMEWORK

INTEGRATION

"A process of collecting and reordering information, bringing new connections and meaning...synthesis, distillation, commitment and decisions making."
- Looby Macnamara

Look back at what you have already done and...identify the themes, priorities and core needs.

Core intention and goal : contribute to the legacy of permaculture design

Core support : Permaculture Association offerings and opportunities for professional development

Core challenge and reframe : designing to manifest time, energy and money

Core habit : do things one step at a time

Core insight : manifest ways to engage with groups of learners

Core guidance : have the confidence and courage to step into leadership

Core need : continue to actively design, tutor and mentor

Core movement : activate calendar to schedule, remind and create accountability

Core boost : celebrate completion & mark milestones

Core gratitude : deepen relationships with teachers, students, allies, mentees and apprentices

Core lesson : support people to drive their own learning journey

Core recharge : time away from the screen

Optimise systems (to address needs) and look for synergies and flows between them.

- Manifesting a permaculture homestead, garden and food forest with animals brings everything together

EXPANDING THE DESIGN GOING DEEPER



Core Need : Become a better designer

How can you develop and improve design skills?

- Continual improvement and taking classes
- Take online classes
- Doing and documenting designs including Visionary Permaculture Book

Core need : Become a better tutor and mentor

How can you develop and improve tutor and mentorship skills?

- CPD days with Permaculture Association
- direct experience of working with mentees and apprentices

Core need : Contributing to the permaculture movement

How can you bring benefit to permaculture ?

- Actively participate in the work of teaching and sharing permaculture design
- Participate in MOG meetings and professional development

Core need : Model the ethics

How can you grow permaculture ethics in your life?

- Live a permaculture lifestyle

What systems and strategies can you put in place to meet your needs?

- Ongoing professional development
- Create flexible templates to guide mentorship sessions
- Have a longer group program people can go through
- Stay current with permaculture
- Provide resources, media, tools and books and upgrade regularly



DESIGN WEB FRAMEWORK

INTEGRATION ANCHOR POINT SYMBOL



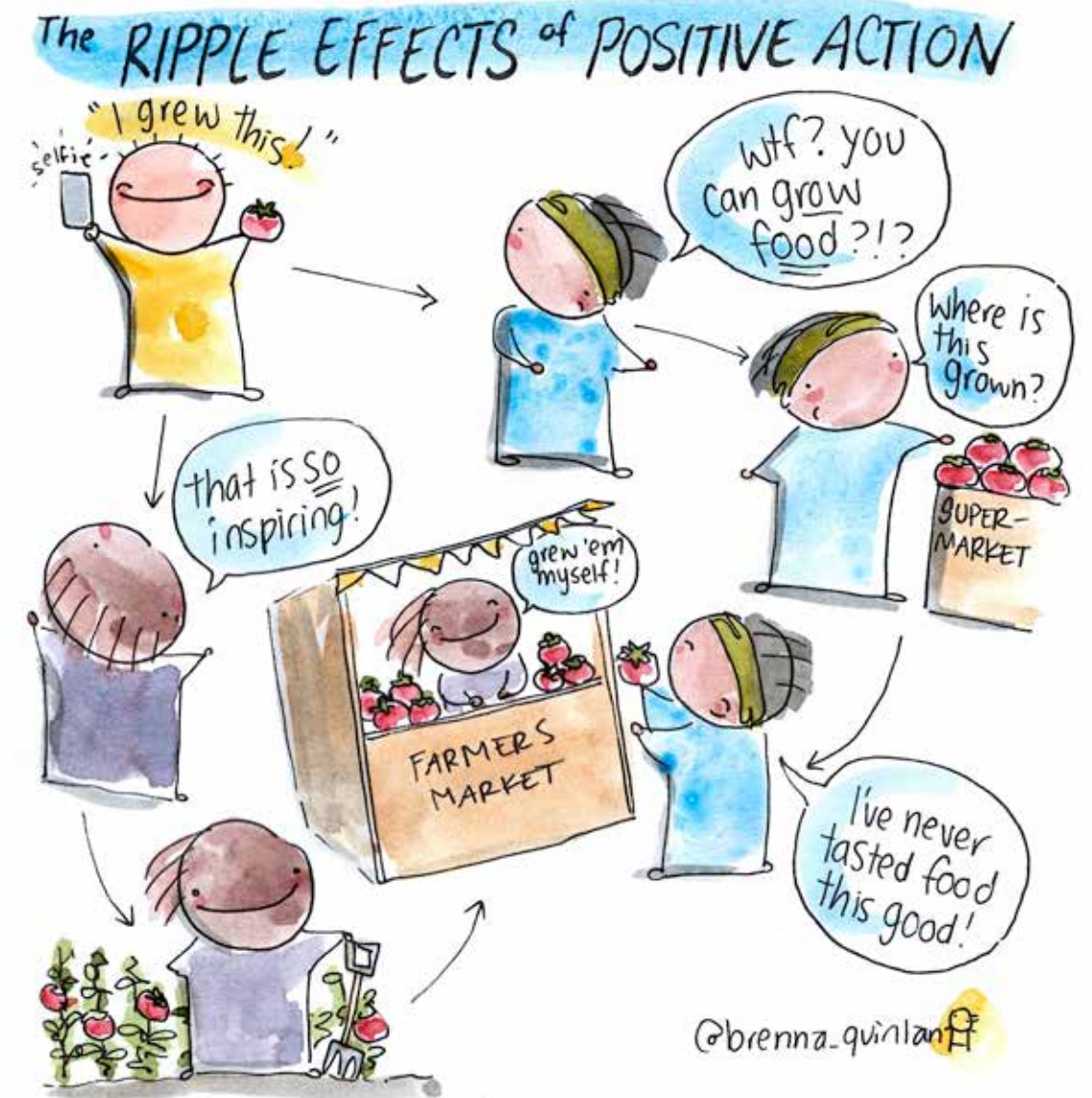
ACTION

"By creating a plan and actually carrying it out we create a pattern of success and build confidence and trust in ourselves and others." - Looby Macnamara

What resources are needed?

- Scheduling time to focus on this learning pathways will be a touchstone
- Advanced notice of trainings and online opportunities
- Planning ahead to take a course in person with Looby Macnamara
- Work hard at paid job to address debts and unlock a permaculture homestead to serve as an educational site
- Affirm existing permaculture guild and catalyze more collaborative projects

DIPLOMA TUTOR LEARNING PATHWAY PLAN



"Dare to live the dreams you have dreamed for yourself."
- Ralph Waldo Emerson



THINKING FOR THE FUTURE NEXT LEVEL PLANNING

"Decide what is sacred to you, and put your best life energies at its service. Make that the focus of your studies, your work, the test for your pleasures and your relationships. Don't ever let fear or craving for security turn you aside." - Starhawk

What educational experiences do I seek to fill in gaps?

2021 Diploma Tutor Registration Level Training (x 2)
2021 Diploma Tutor Accreditation Level Training (x 2)

Online Education Experience

- Design for Resilience online course with Permaculture Association
- Online teacher training by permaculture teachers with online experience
- PEACE course with Looby Macnamara and any online offerings she has

Permaculture garden site

- Upgrade current doorstep garden at rental and work towards manifesting permaculture homestead

Diet

- Continue to deepen commitment to local, organic, seasonal ingredients including plenty of ferments, superfoods and medicinal herbs

What skills do I want to have acquired?

- More competence public speaking
- More articulate being on video
- Better editing skills
- More literate with podcast and video editing software.
- Schooled in creative, dynamic delivery of online education
- Achieve more mastery mentoring people by email, phone and video chat



EDUCATIONAL TRAINING SKILLING UP

2021 Timeline with Goals

Imbolc

- CPD design completed
- Rough design for online APDC

Spring Equinox

- Personal Design Support Tutorial observed by Looby Macnamara
- New Book & Game released
- Kickstart Permaculture Design Deck

Beltane

- Online APDC launch?
- Send new Permaculture Design Deck to print

Summer Solstice

- Registration level Diploma training (take again)

Lughnasadh

- Complete Registration Level Tutor Training Requirements

Autumn Equinox

- Design upgrades to 'The Peoples Diploma'

Samhain

- Begin to design second Permaculture Design Notes Book

Winter Solstice

- Update this Learning Design for Continuing Professional Development



DIPLOMA TUTOR LEARNING PLAN

CONTINUING PROFESSIONAL DEVELOPMENT

Where do I want to be in two years' time?

- Be an Accreditation Tutor with Permaculture Association.
- Have a diploma learning group, a co-facilitated program that supported groups of diploma apprentices
- Have a number permaculture apprentices through the Permaculture Association doing a program that pays me for all the time I put into it
- Have a thriving diploma mentorship program through the Permaculture Institute, supporting people through a lower cost and lower commitment program. This could included having more selection of mentors

What permaculture and diploma related work do I want to be doing?

- Supporting more people doing Diploma's
- Continuing to produce and share media widely including learning and teaching tools, podcasts, videos and articles

What do I want to be better at doing?

- Speaking spontaneously
- Interviewing permaculture pioneers and turning that into articles

How do I want to interact with my peers?

- Through emails, social media and Permaculture Association MOGs and other online opportunities



EDUCATIONAL TRAINING

SKILLING UP

How can I become a more effective Diploma Tutor?

- Learning how to best give design support and accreditation sessions
- Keeping diploma sessions to the time that is being paid for
- Inspiring diploma participants to 'Work to Completion'

When have I and when will I be attending CPD days?

- I have been attending Educators MOG every 2-4 weeks
- Looking at possibly the monthly diploma gathering online
- Will keep my eye out for any CPD days offered this year

What design work have I carried out as a Tutor?

- Designed and co-wrote a book on permaculture design
- Designed and published a design charrette card game
- Wrote a 2020 CPD design and now this one for 2021
- Wrote articles published in Permaculture Magazines

Would my design work fulfill existing Diploma criteria?

- I could always do better. I have intended this work to serve as an example for one of the endless creative ways that design work can be carried out as part of a learning pathway



DESIGN WEB FRAMEWORK

MOMENTUM

*"It takes repeated actions to embed our design into the fabric of our personal culture and lives...requiring motivation, commitment and honesty around energy inputs."
- Looby Macnamara*

What tips can you give for maintaining and building momentum on the learning journey?

- Focus on effectiveness not efficiency
- Consider nature connection at the heart of the design
- Prioritize diet, exercise, and relationships
- Celebrate small and large successes
- Design for success with achievable goals
- Under promise and over deliver

What are fun, creative ways you can increase your design skills?

- Read more books
- Regularly search for more videos
- Do more designs including
Design for Effective Social Media
Design for online APDC

EXPANDING THE DESIGN GOING DEEPER



REFLECTION

*"An opportunity to observe, analyse, ponder, question, evaluate...
learn from mistakes, review and celebrate."
- Looby Macnamara*

What are key learnings during your past Diplomas and Tutor Training?

- Reflections on the best practices from Bill Mollison, Larry Santoyo & Looby Macnamara on my personal Diploma journeys, they :
- Trusted me and did not need me to ask permission to do things
 - Let me lead the way in my own learning journey
 - Did not give me more things to do
 - Deepened my applied understanding of permaculture by modelling it
 - Emphasized the design process
 - Encouraged and empowered me to see my higher potential
 - Supported me to discover the designer, teacher and mentor within

What are your motivations?

- Continue to evolve myself and support other people on their learning journey
- Grow in consciousness and manifest an increasingly healthy, happy and meaningful life



DESIGN WEB FRAMEWORK

PAUSE

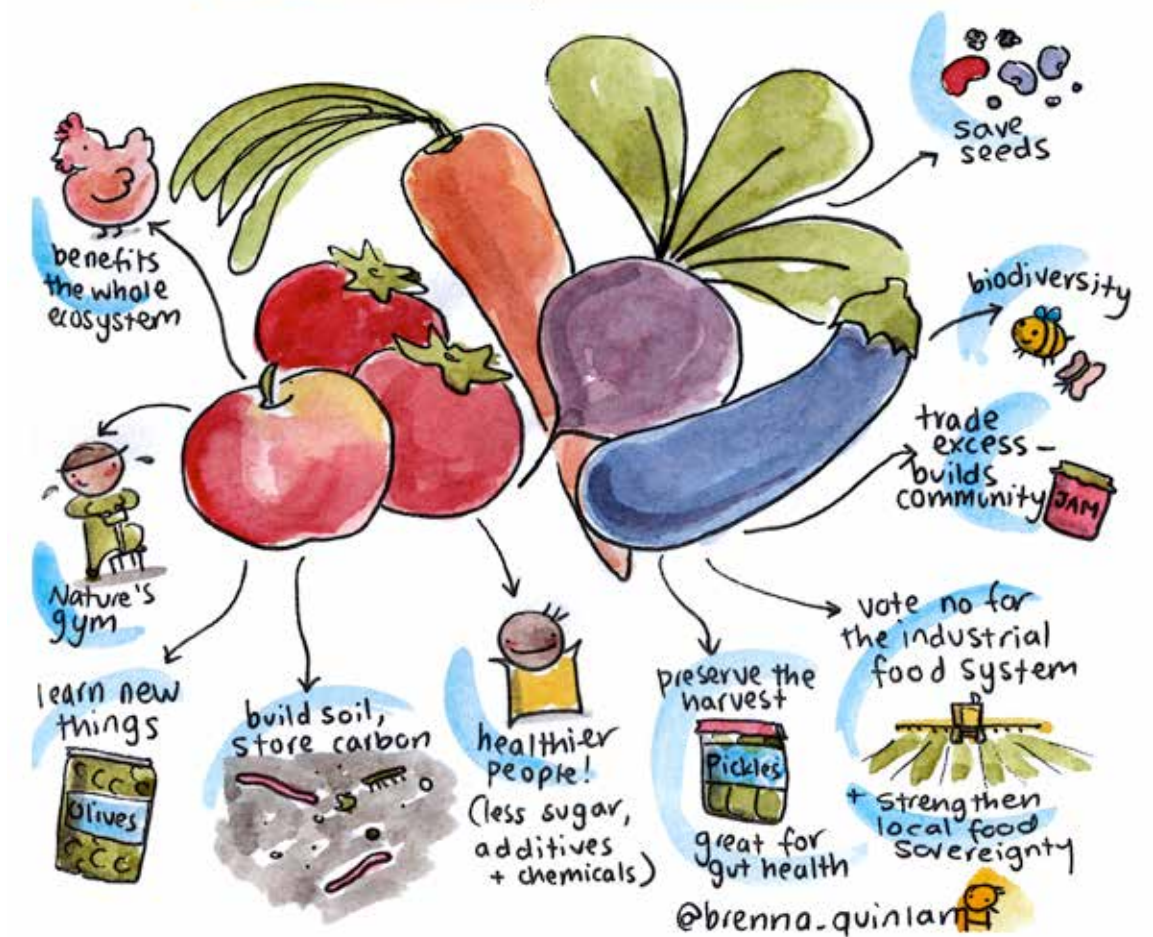
"Brings forth essential characteristics of the process of change -
the need for nourishment, for breathing space, for motivation."
- Looby Macnamara

What ways can you meet your needs that are fun, creative and rejuvenating?

- Adventure to sacred sites
- Visit Grace's family
- Continue to diversify local, organic, seasonal diet
- Organize movie nights and game nights with friends
- Cultivate friendships with learning adventures
- Pray, meditate and do passion projects in special places
- Discover places of natural beauty
- Manifest permaculture homestead with animals to unlock next level life, diet, health, teaching base, inspiration and regenerative lifestyle

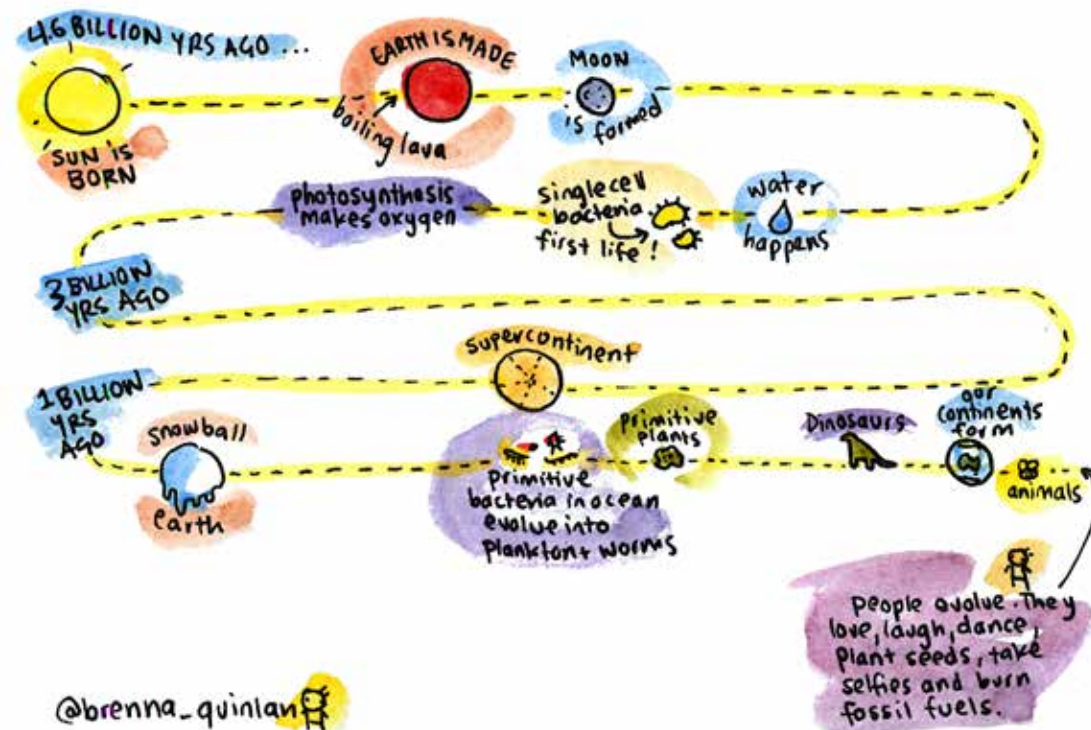
WHY SIMPLE CHANGES ARE REALLY PROFOUND

FOR EXAMPLE, GROWING FOOD:

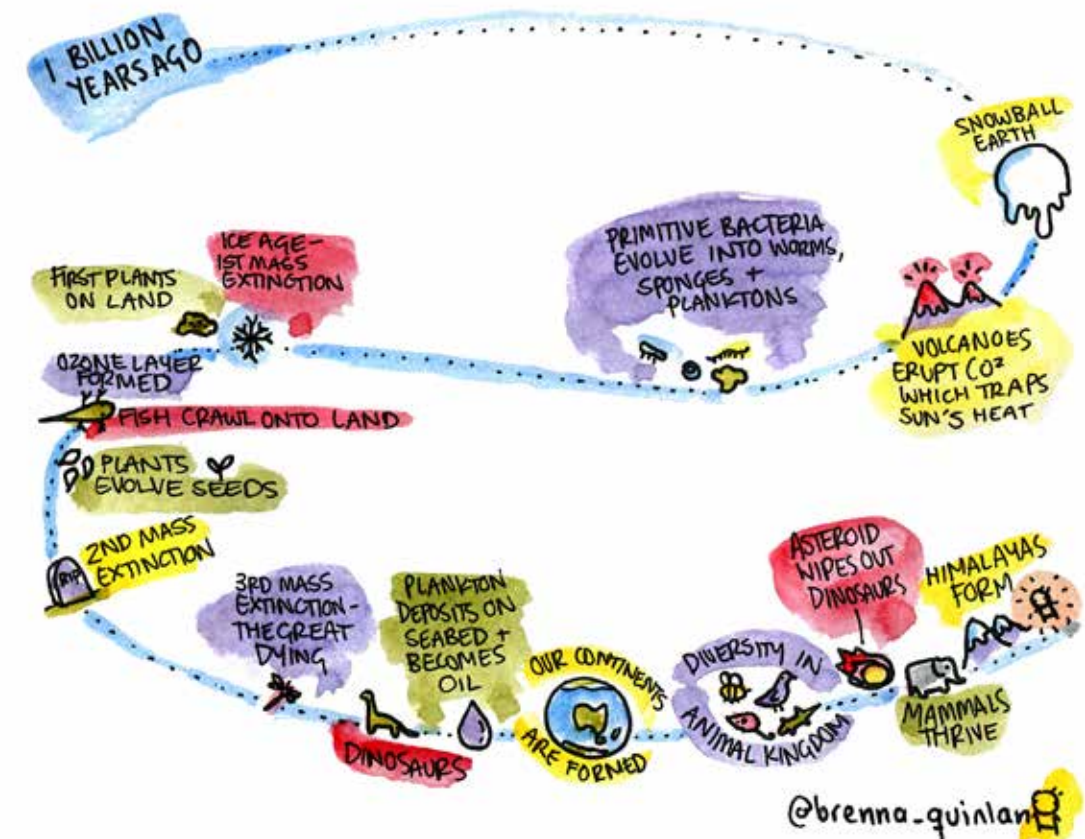


"Create the conditions in which people can thrive"
- Rosemary Morrow

WHAT DOES IT ALL MEAN?



ALL THIS, AND NOW WHAT?



"The only ones among you who will be really happy are those who will have sought and found how to serve."
- Albert Schweitzer

"Now is the time to get serious about living your ideals. How long can you afford to put off who you really want to be? Your nobler self cannot wait any longer. Put your principles into practice - now. This is your life! The sooner you set yourself to your spiritual program, the happier you will be. The longer you wait, the more you'll be vulnerable to mediocrity.. because you know you are capable of better. From this instant on, separate yourself from the mob. Decide to be extraordinary and do what you need to do - now."
- Epictetus 135 A.D.



DIPLOMA TUTOR STRATEGIES SUPPORTING APPRENTICES

Facilitating learning and development for apprentices and engaging them in their own learning.

How have you used what you know about how people learn and develop, as a Diploma tutor?

Intend to

- Engage multiple intelligences
- Teach with connection to a diversity of learning styles
- Meet people where they are
- Use a participant driven and motivated approach
- Support people to design their own learning pathways
- Teach at a pattern level that people can apply in their own life
- Considered the journey as much a teacher training as a permaculture design training, recognizing that all participants are already teachers and focus on supporting their improvement
- Anchor learning in direct experience, supporting successes and learning from mistakes

What learner motivation processes have you identified in your apprentices, and how have you designed this into your support for them?

- Helping with goal setting
- Sending updates with resources every 6 weeks on the Wheel of the Year as a way to support momentum building and remind them about their inspirational goals with permaculture
- Volunteering time to respond to emails with updates or inquiries
- Keeping them in mind and sending the occasional note out of the blue
- Inviting sharing of unfinished design material and volunteering to give feedback



STRATEGIC SUPPORT INSPIRING LEARNING PATHWAYS

How did you help apprentices to identify their objectives?

- Reflective permaculture design councils on phone or video
- Reflective email discussions
- Encouragement to focus on the Learning Pathway as a design
- Sharing examples of clearly articulated goal and objective setting designs

How did you help apprentices to identify and overcome their barriers?

- Use of tool : Roses, Thorns and Buds analysis and reflective thinking
- Use of framework : Design Web focus on identifying limits and how to reframe or flip limits

How did you engage apprentices in their own progress and review of learning?

- Encourage documentation and journaling
- Support self-assessment and other reflective design methods

What examples have you got of adapting how you work with apprentices to meet their specific and individual needs?

- Extensive notes are kept from each session and reviewed right before next session happens to make sure the whole system with its accountability, feedback loops and checkin's have continuity
- Use of design methods like Design Web helps to focus on identifying needs and designing appropriate systems to fulfill those needs

How are you finding being a tutor and mentor is working for you, and is there any difference for you in these roles?

- It's brilliant, a great learning. These two roles go hand in hand but are not the same



DIPLOMA MENTOR STRATEGIES NEXT LEVEL EDUCATION

Assisting the apprentices through their Diploma learning pathway

How do you encourage your apprentices to take responsibility for their own learning and development? Specific information and advice?

- Encourage accountability to themselves with support and reminders
- Suggest integrated organization including calendars, reminders and project management style organization with goal setting.
- Create fluid and flexible goals that can be easily changed and adapted to new developments
- Recommend they find supporters, friends, tutors and mentors in the context of their own local life, people they can easily see at regular intervals
- Advise connecting with learning buddies or guilds to keep momentum and share support

How have you helped apprentices find opportunities to apply their knowledge in practical contexts?

- Encourage direct hands on experience as much as possible, both in the local area and in places they are able to travel to
- Recommend doing designs for things they are already doing
- Suggest considering a design for home and work
- Advise to find mentors that can offer practical skill building opportunities
- Inspire to include gardening or land based design into learning plan



LEARNING JOURNEY UPGRADES UPLIFTING EDUCATION

How do you arrange to review progress with them, and what can you do to develop this?

- Send newsletter updates every 6 weeks on the wheel of the year to inspire apprentices to move forward with design work and documentation
- Send personal emails when I have not heard back in some time
- Encourage apprentices to do goal setting and share progress with multiple people for support and accountability
- Could encourage participants to set more regular check in goals with me, this would increase the amount of my time they would have to hire me for, thus would need more commitment from them. In this case, I too would have to commit to more regular meetings and the larger time involved.

What activities have you found most helpful for apprentices to use to keep a record of their own learning and practice, and why?

- Documentation journals work well, especially if they are done in short bursts regularly so there is not the feeling of getting behind
- Sit spots in nature for journaling can create a more profound practice
- Short, essentialized documentation and journaling keeps it from becoming a chore and makes it possible for me (or anyone else) to be able to review it
- Sharing in a super short, accessible form on a blog, in an article or in a short video can also help to inspire it to happen by giving it more purpose



LEARNING JOURNEY DESIGN NEXT LEVELLING

Skills in feeding back to apprentices

How have you selected things to feed back on, and how did you ensure it is constructive and motivational for your apprentices?

- Identify topics of inspiration and passion
- Look for things that will save time, energy and money
- Seek systems that address needs and limits
- Look for ways to expand and deepen designs
- Identify areas in which the design can be improved
- Employ the 'shit-sandwich' technique of delivering positive feedback, critical feedback then most positive feedback to keep it motivational

What did you do to review apprentices progress and how far they have achieved their own goals, as well as the requirements of the Diploma?

- Regular checkin's to celebrate success and goals and set new intentions
- Help them to self-evaluate and self-assess based on assessment criteria
- Encourage the Learning Action Plan to be an ongoing learning design throughout the Diploma, helping with documentation and celebration

What guidance have you given about developing and adapting the Diploma Learning Pathway for their next steps?

- An area I could improve at for sure, the diploma graduations for me have mostly been celebrating what was done with the diploma
- Final Diploma Reports always includes some intentions for the future
- Encourage graduates to roll into a second diploma (I have done 3)
- Put energy into designs for non-accredited graduate levels for permaculture education and post-diploma learning pathways. Made recommendations to the Permaculture Institute, Permaculture Institute & Permaculture Academy through design work which their directors saw a summary of in my online doctoral presentation : www.vimeo.com/411733208



TRANSFORMATIVE ENGAGEMENT UNLOCKING NEW POSSIBILITIES

Engaging apprentices as learners in the learning and development process

How have you worked with apprentices?

- Primarily by email
- Phone and zoom video for live sessions, checkin's and tutorials
- In person

What have you learned?

- Each person is unique and requires my templates to be customized for
- To do my best job it takes about 2-3 hours for each 1 hour paid mentorship session including prep and the best follow up email from my notes that I can give
- Encouraging apprentices to design things they are already doing is the best integration of the diploma and keeps momentum while allowing it to be practical and functional in their life
- Advising a flexible and emergent learning design allows the diploma to be constantly growing and adapting to life
- I have such a long way to go on the never ending journey of becoming a better mentor, tutor and support for students, mentees and apprentices

What do you still want to do?

- Run another group course, an online advanced program that supports people doing diplomas as well as others doing post-PDC work even if they are not framing it as a diploma. Could collaborate on this with Looby Macnamara. Could include guest teachers of permaculture pioneers. Create a way for apprentices and mentees to learn together with each other and me instead of my offerings only being one-on-one

GARDENING IS A REVOLUTIONARY ACT



"The future can't be predicted, but it can be envisioned and brought lovingly into being. Systems can't be controlled, but they can be designed and redesigned. We can't surge forward with certainty into a world of no surprises, but we can expect surprises and learn from them and even profit from them. We can't impose our will upon a system. We can listen to what the system tells us, and discover how its properties and our values can work together to bring forth something much better than could ever be produced by our will alone. We can't control systems or figure them out.

But we can dance with them!
- Donella Meadows



"Wisdom and Knowledge can best be understood together. Knowledge is learning, the power of the mind to understand and describe the universe. Wisdom is knowing how to apply knowledge and how not to apply it. Knowledge is knowing what to say; wisdom is knowing whether or not to say it. Knowledge gives answers; wisdom asks questions.

Knowledge can be taught, wisdom grows from experience."
- Starhawk



APPENDIX

Reflect on being a tutor, using the 4 Questions formula

What's gone well?

- Great feedback from apprentices and mentees
- Glad to have this structure to inspire professional development
- Feeling so much learning and growth through this process

What can be done differently?

- Design a way to deliver tutorials in which they keep to the time being paid for
- Consider taking on more apprentices or mentees by creating a group program

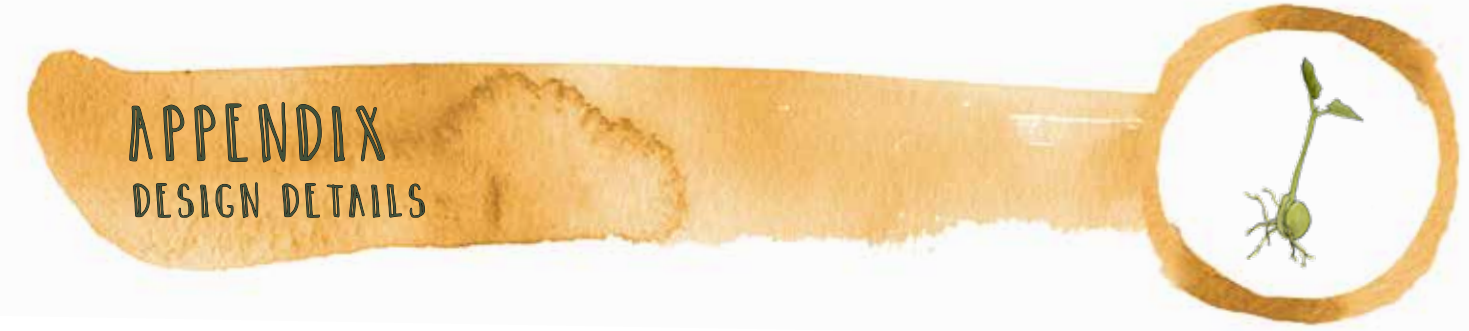
What's your vision?

- Achieve increasing skills in supporting and mentoring people in their design life
- Update the teaching manual in my Permaculture Design Notes to include new learnings

What's your next steps?

- Share this design with my mentors and tutors for feedback
- Share this design with my mentees for feedback
- Share this design with Diploma group and other Permaculture Association networks

- Do an observed Personal Support Tutorial in the spring
- Do the accreditation level training in 2021
- Continue seasonal checkin's with Looby Macnamara as my mentor and tutor
- Support current mentees through Permaculture Institute to work to completion



Get a CPD Pathway timeline going, so that as you cover each tutorial, you can tick it off and add it to the portfolio.

- Registration Level Training : Spring 2020
- Induction Tutorial (Observed) : Summer 2020
- Design Support Tutorial (Observed) : Autumn 2020

Still to do

- Personal Support Tutorial (Observed) : Aiming for Spring 2021
- Written up Design : Visionary Permaculture Design Portfolio?
- Registration Level Training : Do again Spring or Summer 2021
- Accreditation Level Training : Aiming for Spring or Summer 2022
- Interim Portfolio Assessment (Observed)
- Final Portfolio Assessment (Observed)

Include a separate reflection on the development of your own Tutor pathway, so that you can identify your own learning and practice needs.

- It has been a powerful process to have the structure and support of the Permaculture Association in my journey to become better
- This year it was tough to move entirely online to video and phone calls as there is such a richness and potential for experiential transformation which comes from meeting with mentees or apprentices live and in person
- I benefit from taking teacher trainings and could consider taking one online if there was no possibility of taking one in person this year



INDUCTION TUTORIAL FEEDBACK

Start with how you have worked with one apprentice, and think of the events you have run with them. Log what you have done including feedback and advice.

Induction Tutorial : Summer 2020

Feedback from my mentor and Tutor Looby Macnamara after observing session done through Permaculture Association

- Watch out for slang
- Give room for clarifying questions
- Cultivate design thinking to design important practical things like paid work, passion project, home or health routine
- Design assessment can happen one design at a time
- Find balance in how much tutor is talking and how much apprentice is talking
- Encourage apprentice to be short and concise
- Don't give too much detail
- Use open questions that invite creative answers
- Ask what are next steps are before you state them

- Looby Macnamara



ACCEPT FEEDBACK AND SELF-REGULATE

Induction Tutorial : Summer 2020

Feedback from apprentice after session done through Permaculture Association

What was useful to me about the tutorial?

- It was super useful that you took such detailed notes and recorded the session, so I didn't have to worry about it myself, and I could focus on jotting down any ideas that were sparked during the session, instead of taking notes on the content of the session itself
- It was also useful that you focus on the big picture and help me see it too, instead of getting lost in details and designs and parts of projects. It's good to have someone to remind me that there's a diploma at the end of this with certain criteria
- Just the fact that I can talk permaculture with someone, someone more experienced even!
- I love the fact that you reminded me several times that there is no rush whatsoever with any part of this diploma, nor with answering emails. Obviously I'll do my best to get back to you within a reasonable amount of time, but it's such a relief that there is no pressure about it, I appreciate that!

What could have been even better? - Nada!

What lessons can I take forward if I become a diploma tutor in the future?

- Not sure I want to become a diploma tutor myself, but if I do:
- Relieving pressure off the "student", either by note taking or just reassuring them that they are on the right path while gently nudging them in the right direction.

What are the key lessons about designing that I gathered from the tutorial?

- That I can design literally anything, I can apply permaculture design even to learning permaculture design :)

- Peter Simon



INDUCTION TUTORIAL FEEDBACK

Design Support Tutorial Autumn 2020

**Feedback from my mentor and Tutor Looby Macnamara
after observing a design support tutorial done through Permaculture Association**

- Before session send general statements that allows people to prepare without it being too formal with specific questions
- Give critical feedback, don't just focus on the positive feedback
- After doing sessions, evaluate success
- Be open to politely interrupting in order to keep things focussed
- Identify solutions based on identified needs
- Leave time to think and respond when asking questions
- Beware of acting with time scarcity, wise wording for 'approaching the end of our time' (eg. not 'running out of time')
- How can apprentice distill tips themselves as a designer to remember for later?
Tips for other people doing a similar design? Tips for designing in general?
- Support full design process cycle : design, do, reflect, move on
- Create feedback loops that bring benefit and application of insights
- Observe and identify problems and opportunities
Negative patterns to design out
Positive patterns to design in

- Looby Macnamara



ACCEPT FEEDBACK AND SELF-REGULATE

Design Support Tutorial Autumn 2020

Apprentice feedback after design support tutorial done through Permaculture Association

What was useful about the tutorial?

- *The friendly atmosphere with a like-minded person, and I got the support and reassurance I needed.*

What could have been even better?

- *It could've been longer, that one hour just flew by:)*

What lessons can you take forward to apply when you facilitate a meeting?

- *To be attentive, clear and concise. Plus, the fact that you're taking notes and sending them over as well as the recording of the session takes huge pressure off my shoulders, I know I won't be missing out on anything. I'll defo keep that in mind if I get in a similar role.*

What lessons about designing did you gather from the tutorial?

- *The importance of getting the structure right first.*

- Peter Simon



INDUCTION TUTORIAL FEEDBACK

Mentee feedback after Induction through Permaculture Institute : Spring 2020

"I gained so much clarity from my mentorship session with Delvin. He guided me through a Life Design Web process that helped me focus on my strengths, gave me vital information for the permaculture path, and led me to formulating powerful affirmations and intentions toward my wellbeing and highest life vision. I feel well equipped and supported to take the next steps as a permaculture educator and designer of my reality after receiving his thoughtful, understanding, honest, open and compassionate mentorship."

- Colin Eldridge www.fractalpermaculture.com



ACCEPT FEEDBACK AND SELF-REGULATE

Mentee feedback after Induction through Permaculture Institute : Summer 2020

Thank you for all the amazing feedback. It's gonna take me sometime to really fill in this learning design and take it to the next level, and I'm looking forward to seeing how it takes form. Right now I'm doing a needs analysis for the different designs as elements of the larger learning design.

What was useful?

The organic conversation, your genuine enthusiasm, and all of the reflective feedback made the session a strong motivational empowerment.

What could have been even better?

The assumption that I was already generally familiar with the structure of the diploma, moving more directly into the needs of the moment, ie more conversation around the design ideas and more thought provoking questions from you.

Something I gathered about designing?

I remembered the importance of the home site design, and realized a physical design could also become a template jump point for a non physical design.

How Delvin can be my best mentor?

I think I will be needing some questions answered along the way, and I trust your understanding can penetrate my rambling!

To reiterate : help pull me out from the details back into the pattern through clarity.

- Ilyusha Mann : Fractal Flower Permaculture



PORTFOLIO OF PRACTICE MEETING NEEDS

Think systematically about your interests and requirements and to trawl your networks to see how you may satisfy these.

- Classes with Susun Weed nearby in Woodstock
- Herbalism learning with Dina Falconi also nearby
- Class with Looby Macnamara at start of Scottish Honeymoon
- Online Class with Looby Macnamara
- Possible online Teacher Training with Graham Bell

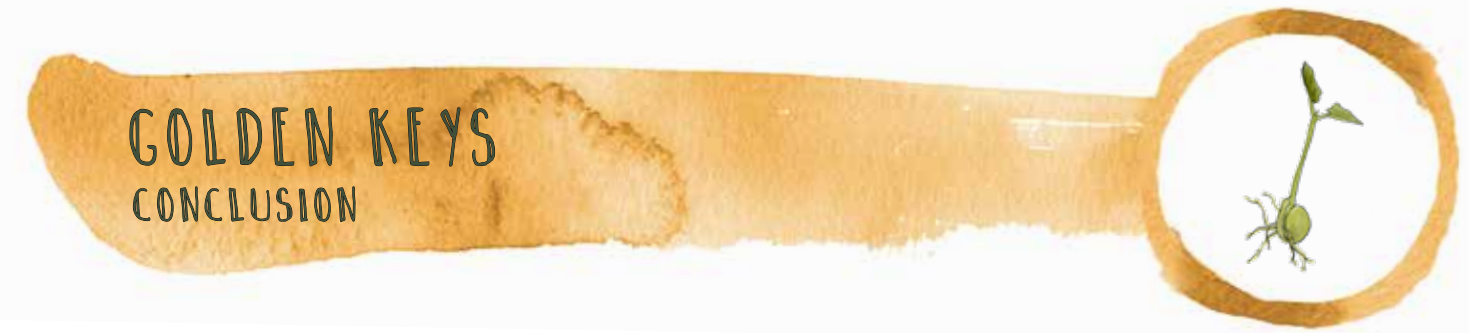
Begin onsite in-person PDC again

Include site visits to epic permaculture sites with teachers including

- Susun Weed : Herbal garden with goats & woodland
- Dina Falconi : Herbal garden with chickens
- Andrew Faust : Homescale permaculture site with regenerative systems
- Martin Bridge : Natural building and gardens

Your plan will always be a working document & as such should be updated and regularly reviewed by your peers.

- Will share with peers
- Will upgrade significantly every year



GOLDEN KEYS CONCLUSION

"Every moment is a new beginning" - T.S. Eliot

Permaculture promises the opportunity for a fresh start. Working on a life design for 2021 has meant visiting my design life and how it may be upgraded, made more effective and abundant.

Opportunities for becoming better come from

- the act of designing itself
- sharing designs with others
- encouraging others to design
- learning from other peoples process of designing

Staying active, in a constant process of Continuing Professional Development is a touchstone to evolution as a permaculture designer.

Joyed to have the Post-Doc and Diploma Tutor Learning Pathway to provide structure, support and inspiration to continue along this path.

*Delvin Solkinson
CoSM, Chapel of Sacred Mirrors
Hudson Valley, New York State
January 16, 2021*

*"The future is completely open and we are writing it moment to moment."
- Pema Chödrön*