

Competency Framework Overview Table: For Participants

	Intrapersonal (Being) Competencies	Interpersonal (Relating) Competencies	Cognitive (Knowing) Competencies	Action (Doing) Competencies
Transformative Learning Competencies <ul style="list-style-type: none"> • <u>COMPS FOR ALL</u> 	<u>Clarity of purpose, values & vision & commitment and motivation to learning</u> <u>Self-awareness, emotional literacy & regulation</u>	<u>Contributing to group spaces in ways that promote learning and regeneration</u> <u>Effective communication skills and practice</u> <u>Understanding of and creative engagement with power dynamics</u> <u>Aligning behaviour with values and vision</u>	<u>Critical analysis of mechanism through which meaning/knowledge is made, valued & promoted (individually & collectively)</u> <u>Ability to navigate complexity & think in terms of systems</u> <u>Knowing how to manage high levels of change & conflict effectively</u>	<u>Aligning behaviour with values and vision</u>
<ul style="list-style-type: none"> • <u>FOR TRAINERS & CATALYSTS</u> 	<u>Behavioural self-awareness and adaptability in role as trainer</u>	<u>Creating a group container</u> <u>Sensing/reading and working with group dynamics in service of learning</u>	<u>Deep understanding of transformative learning theory and practise</u>	<u>TL learning design</u> <u>Holding learners on a non-linear, non-traditional learning journey</u> <u>Creating safe spaces that can work effectively with discomfort</u> <u>Anchoring learning in experience and practice</u> <u>Building in the support infrastructure for trainers themselves</u>
Blended Learning Competencies <ul style="list-style-type: none"> • <u>COMPS FOR ALL</u> 	<u>Self-awareness</u>	<u>Communication skills</u> <u>Community building</u>	<u>Understanding of blended learning as an approach to capacity building</u>	<u>Practical Tech literacy</u> <u>Self-management</u> <u>Research skills</u>
<ul style="list-style-type: none"> • <u>FOR TRAINERS & CATALYSTS</u> 	<u>Self-awareness in technological learning environments</u>	<u>Engaging in online environments</u> <u>Engaging in offline / in-person environments</u> <u>Managing group dynamics</u>	<u>Assessing & selecting technology suitable for the context & audience</u> <u>Allocating adequate human resource</u> <u>Experiential and participatory learning design competence</u>	<u>Design, facilitation & management of blended learning environments and pathways</u> <u>Technologically enhanced learning competence</u>
Socio-Ecological Competencies COMPETENCIES AT DIFFERENT LEVELS FOR ALL: <ul style="list-style-type: none"> • <u>LEARNERS / PARTICIPANTS</u> • <u>GROUPS, COMMUNITIES & MOVEMENTS</u> • <u>TRAINERS & CATALYSTS</u> <p><i>NOTE: Typically, these competencies will be spread across a team or group i.e. it is not expected that any individual would cover all these competencies!</i></p>	<u>Generic Intrapersonal (Being) transition competencies</u> <u>Positive mental habits or patterns</u> <u>Positive dispositions/ attitudes</u> <u>Appropriate identities/ worldview</u>	<u>Generic Interpersonal transition competencies</u> <u>Team working</u> <u>Engagement</u> <u>Communication & Simplicity</u>	<u>Competencies to enable transformative learning & action for transition</u> <u>Literacy in Sustainability, Regeneration & Resilience</u> <u>Cultural and Values-based (Normative) Literacy</u> <u>Systems Thinking Competencies</u> <u>Future Thinking, Visioning and Strategic Competencies</u> <u>Quantitative & Analytical Literacy</u> <u>Disciplinary and Interdisciplinary Competencies</u> <u>Social, Economic and Political Literacy</u> <u>Competence in Social Innovation</u> <u>Understanding of Biases in Thinking & Behaviour</u> <u>Regenerative / Permaculture Design Competencies</u> <u>Competency Literacy</u> <u>Competence in the selection and use of tools and methodologies</u> <u>Reflection, Checking, Testing, Monitoring and Evaluation Competencies</u> <u>Balancing Competencies</u> <u>EXPERIENTIAL UNDERSTANDING OF:</u> <u>Regeneratively sust / Low impact lifestyles (individual & collective)</u> <u>Health creating lifestyles</u> <u>Ethical lifestyles (individual & collective)</u> <u>Conscious / Spiritually oriented lifestyles which focus on our human relation with nature</u>	<u>Generic Action transition competencies</u> <u>Catalysing and maintaining positive collective action</u> <u>Technical or Discipline Specific Action Competencies</u> <u>Facilitation</u> <u>'Translation' to specific contexts</u> <u>Project Design, Planning and Implementation, Resilience and Change Management</u> <u>Walking Your Talk</u>
Comps combining BEING, INTERPERSONAL, ACTION & COGNITIVE DOMAINS	<u>Organising & Managing Competencies</u> <u>Social Innovation & Creativity</u> <u>Scaling & Multiplier Competencies</u>	<u>Community of Practice Competencies</u> <u>Regenerative Education Systems Competencies</u> <u>Emergence/ 'Leadership'/ 'Pioneer' competencies</u> <u>Hosting Competencies</u>	<u>Regenerative Enterprise Competencies</u> <u>Competencies for Purposeful Collective Action</u> <u>Resilience competencies</u>	