

TNI Consultants LLC

EDUCATIONAL PHILOSOPHY

Tell me, I forget. Show me, I remember. Involve me, I understand.
Ancient Chinese Proverb

Our philosophy about teaching and learning is shaped by the fact that learners bring with them rich resources of experiences and knowledge which enhance their learning. The learning environment includes individuals of different ages, cultures, life experiences, education, occupations or interests, physical and emotional capabilities. The learning process must accommodate individual differences, expectations and needs -- whether in an informal or formal learning setting.

Overall, TNI Consultants subscribes to theories of Constructivism, Gardner's Multiple Intelligences and Inquiry, or Problem-based Learning. We believe that people build knowledge on that which they already have and that they give meaning to knowledge based on personal experiences. Most learning occurs in response to an individual's questions and natural curiosity and a multi-sensory approach to learning allows individuals to learn according to their own preferences.

To address this diversity of learning styles and needs, we promote learning in many types of environments, not just a room with walls. We approach teaching as a facilitator, resource, consultant and co-learner. We share resources from diverse media, technologies and organizations. We encourage people to make connections between seemingly disparate concepts or resources. We routinely seek feedback from learners to modify both content and teaching style to best meet group and individual needs.

As a facilitator of learning we believe it is our responsibility to create a learning environment that is safe and supportive of new ideas, new ways of doing. We often engage learners in the process of establishing objectives or learning content. As learners apply what they've learned in cooperative activities, we encourage them to question why something works (or not). Throughout the process, we provide meaningful feedback in a timely way and encourage shared reflection. We challenge learners with questions, case studies, team or individual activities. The "classroom" is rarely set up the same way twice; we are passionate about designing learning activities that are creative, fun and tailored to each audience.

We motivate people to value and evaluate what they learn. We take great joy in orchestrating scenarios whereby learners challenge assumptions, identify and explore alternatives, embrace diversity and recognize the importance of context.