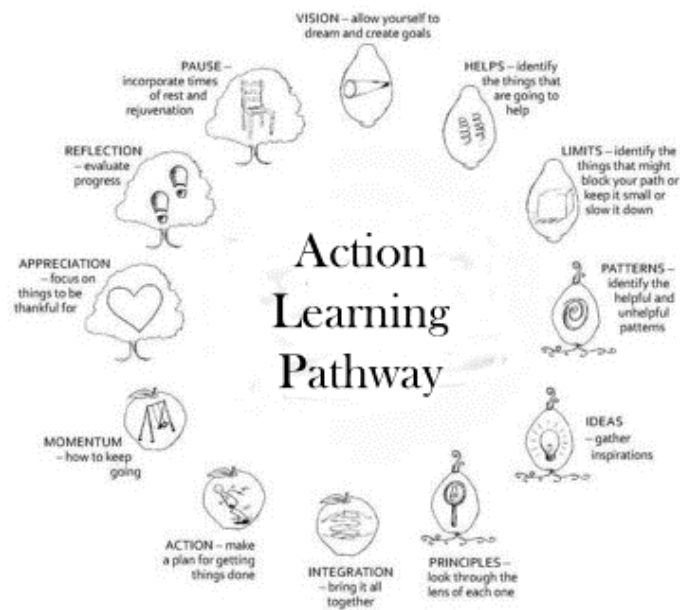


Action Learning Pathway



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26th of February 2021

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Action learning pathway

This action learning pathway helps me to stay focused and gives me an overview at what and how I am going to do things during my permaculture diploma journey. To develop the learning pathway I used the design web and the book people and permaculture by Looby macnamara. The pathway is not a fixed structure and will change and grow during my journey.

1. Growth phase

The growth phase describes my vision, mission and what is going to help or limit myself on my permaculture journey.



Figure 1 Vision board

Figure 1 shows the vision board I already made before I started with my permaculture diploma. This vision board helped me to get clear what I really wanted and things that are important for me. It can also help me through my permaculture journey. I made the vision board in Dutch with some English sentences in between. It consists out of my mission, core words and some quotes that give me strength.

Mission

Bringing people closer to the nature so they can feel the peace and beauty of nature. But also bring people closer to themselves and other people. Creating awareness through permaculture in how we can live in a sustainable and nice environment taking care of the earth and each other.

I wrote down some ideas that could support my mission.

- ✚ Becoming a permaculture apprentice
- ✚ Having my own permaculture homestead
- ✚ Online business
- ✚ Organize permaculture and nature connection events at my own homestead
- ✚ Location independent-work
- ✚ Live with a tribe in the amazon rainforest
- ✚ Making my singing bowl set complete and develop singing bowl meditation
- ✚ Creating a worker co-op.

Core words

These core words are important for me as a person and in the work I do. If I am in line with those words in relations to myself, with other people and in my work I know I am on the right path.

- ✚ Connection
- ✚ Harmony
- ✚ Growth
- ✚ Peace
- ✚ Happy
- ✚ Enthusiast
- ✚ Meet – encounter
- ✚ Purity

Quotes that give me strength

- ✚ Have confidence in a good outcome and act in solutions.
- ✚ Do what inspires you and be open to the things that happen.
- ✚ Wait in patience open up and enjoy here and now.
- ✚ I am an entrepreneur.
- ✚ Have to courage to proceed and to leave self-pity behind.
- ✚ Human recognize yourself, then you recognize “God” I am.



Figure 2 Growth phase

nature and themselves. I also would like to sell products from the land such as vegetables, tunnbröd, herbal remedies etc.

Figure 2 two shows the growth phase with the vision, helps, resources and limits.

Vision

I would like to have a harmonious way of living which is good for the earth, connects people with themselves, each other and nature.

I see myself in the future having my own business where I teach and inspire people about permaculture, where I make designs for government or other clients and where I bring people closer to nature. I will be an herbalist and offer that kind of services as well because I believe in the healing power of plants and nature.

I am having my own homestead where I can have gatherings and workshops about different topics in permaculture and where I bring people closer to

I will make permaculture more visible in Northern Sweden and show people how you can do Nordic permaculture.

Finally I would like to make a living out of permaculture with a diversity of products and services I provide. It would be nice that I finally can live from permaculture but first I need to have a job besides it.

Helps

Doing this permaculture diploma will make be better in designing and teaching and make me a better permaculturist in general.

I have a tiny garden where I experiment, which things grow well in this cold climate.

I have a lot of knowledge about ecology and forestry which is the base for permaculture. During my studies I worked a lot in groups and I had to reflect on the group work as well as on my work and functioning.

I got some practical experience in permaculture when I worked on a biodynamic market garden. Main activities included seeding, planting, weeding, harvesting, running the store and administering the delivery of 200 organic vegetable bags every week. It was also fun to develop some ideas on the farm such as a chicken tractor and tree strips in the agricultural field with flower and herbs. I also gained some experience at a big aquaponics farm. I helped to set up the plant part from seeding to harvest.

I also think my skills as a researcher can be very helpful during this diploma journey. For example see a problem, ask question and investigate it and come with solutions or recommendations.

I am always curious about how things work in the world around me but also on personal level. At the moment I am looking into human design to help understand myself and the people around me better. For example the strengths and weaknesses of me as an emotional generator.

Table 1 Strengths and weaknesses of a generator.

Strengths	Weaknesses
Energetic	Often frustrated
Masters of my work	Quits to soon
Sustainable energy	Can't just make it happen
Self-aware	Can feel stuck

It is really important to respond and not to initiate/force things. The more I try to initiate or force, the more frustrated I get. The key here is waiting to respond, and only engaging when there is an energetic gut-level "yes" feeling.

The emotional side means that I feel a lot of emotions. I basically need to ride the waves and feel the highest highs and lowest lows. I should never make a decision when I am in my feeling but wait until I am clear in my feelings and maybe sleep a night over it.

Useful resources

There is a lot of information at the permaculture website. I can talk and interact with other apprentices or ask questions on the Facebook group. I am trying to join a guild with permaculture apprentices in northern Sweden.

There are a lot of books out there which I can use. The list will get longer but for now I am using:

- ✚ People and permaculture by Looby Mcnamara
- ✚ Permaculture design a step by step guide by Aranya
- ✚ Human design: The new science of astrology by Karen Curry
- ✚ Business model generatie by Alexander Osterwalder, Yves Pigneur and Alan smith
- ✚ Permacultuur van appelboom tot zeekool by Linder van den Heerik.
- ✚ Kippen in de tuin, ecologisch en plezierig by johan Deblaere and Geert Gommers
- ✚ Blauwe economie by Gunter Pauli
- ✚ Healing herbs, treat yourself natural with herbs and homemade remedies by Neal's Yard Remedies

What is available in you circle of friends and family

I get support of my boyfriend Jakob and my boyfriend's mother Gun-Marie. Gun-Marie has a cottage which consist of two separate pieces of land with some buildings on it. I can make the designs for both places. In the winter and summer we go often to the house in Krokvåg. This plot is 1.6 ha. with a house, a shed, a workplace, agricultural land, forest and a small river. The second house is 20 km further north and it is called Dyhöjden because it is on a mountain top. This plot is 6000 m² with a tiny house, another small building which is used as kitchen and an outer house. 2/3 of the land is forest and there a small area for agricultural practice. Both places have a nice and special history which should be taken into account when making the design.

When I will make the design for Krokvåg and Dyhöjden some of the things will be implemented and fund as well but that is to Gun-Marie to decide about. At the moment am I searching for work but I am able to fund myself if I need to do any courses, buy books or visit permaculture places. I would like to save up some money so I can implement some of the things myself as well. Gun-Marie is really interested for the Krokvåg and Dyhöjden design. She is getting involved in the whole process and she is eager to learn more about permaculture.

Limits

Here up in the north there is a short growing season. Basically from June untill August when there is 24 hour light and a nice temperature between 15-25 degrees celsius things will grow super fast.

I may lose the overview and focus and need to find a new balance when I get work. My weaknesses as a generator which are recognisable for me is that I get frustrated and that I can feel stuck and if that happens I can't sometimes see the positive things really well anymore and I will quit. I really would like my vision to come true and I may get frustrated when it does not go as fast as I aspected it to go. See my weakness as a generator.

2. Exploratory phase

Patterns

Patterns of erosion

My weaknesses as a generator which are recognisable for me is that I get frustrated and that I can feel stuck. Most of the time it happens is when I am too long doing the same thing or when I get frustrated when things are not going fast enough. I don't see the positive things really well anymore sometimes this can lead to quitting or just getting frustrated at myself and sometimes at people around me.

When this happens I should pause, appreciate and reflect on what I have done so that I don't stay in this circle of negativity.

Other patterns

Since I have no work I made a week planning for the month of January and February to give myself some structure. I will work every weekday at least two hours a day on the permaculture diploma. I noticed that I am not really using Facebook or other platforms to ask people for advice or to connect with like-minded I would like to do this more.

When I am enthusiastic I want to do all the things at a time. It is important that I keep the overview and structure so I don't get stuck because I am doing too many things. When I have work again I would like to find the right balance between work and working on the diploma.

I don't want to be too hard for myself. I can be very strict for myself and put the bar too high. It can make me stressed and also disappointed when I don't meet my expectations.

I want to take action. Sometimes I get stuck in collecting information but during my diploma I really would like to do something practical with the information I found. I would like to integrate permaculture more in my daily life.

Self-directed learning

I managed self-directed learning pretty well during my studies. As long as I have a clear goals and a clear structure in how to reach to goals. It is also important for me that I do something I like, otherwise

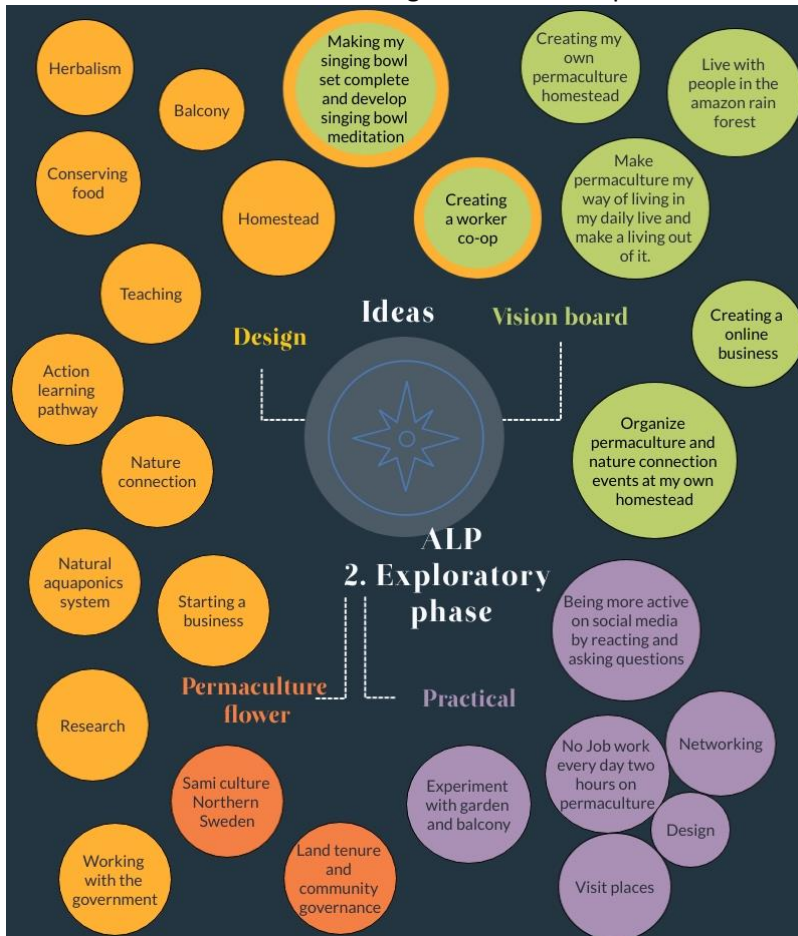


Figure 3 Ideas

I will lose the energy to focus on things. When I am enthusiast I work the best and I will have a lot of energy to get things done. Sometimes I need some inspiration, ideas and enthusiasm from other person as well to keep myself going. Therefore it will be nice to talk with people about ideas, theories, design etc. and get some energy, inspiration and learn new things that way.

Qualities that help me in the process

I am a good planner and a hard worker and I gather easily information from different resources.

Ideas

Figure 3 shows the ideas that popped up when working and developing my learning pathway. The green circles are the ideas from my vision board.

Two of them have a yellow/orange circle around it because I could make a design out of those ideas as well. When I was working with the permaculture flower some other ideas came up and one petal is not really addressed in my designs and I would like to look if I can integrate Land tenure and community governance in one of my designs.

My ALP design related to the permaculture flower

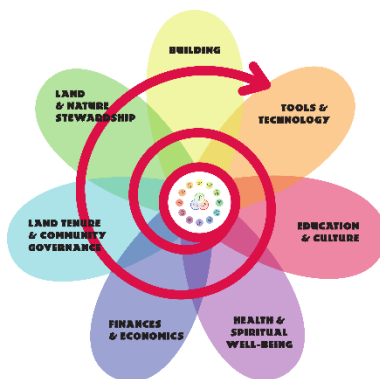


Figure 4 Permaculture flower

Permaculture ethics

Figure 4 shows the permaculture flower which shows the permaculture ethics, principles and different domains (the flower petals). It starts with the land & nature stewardship. As David Holmgren said "It is the living source where we get the permaculture principles from in the first place, by understanding how nature works". You can apply the ethics, design principles and knowledge we get from nature to the different petals so you get a sustainable design which is good for people and earth. We can start with applying permaculture ourselves and gradually expand it to livelihood, community, country and finally the world.

Earth care

Using the permaculture ethics, principles and the permaculture flower will give me a foundation to make the designs in a sustainable way.

People care

With this design I help myself to give me more structure and to enjoy my permaculture pathway. I can help other people with using my design as example.

Fair share

I will discuss my ideas and designs with other so we can exchange knowledge and practical tips. It is just nice to talk with people about permaculture as well.

[Permaculture principles](#)**Observe and interact**

Observe how my process is going and interact with other people in guild groups, in Umeå and have support tutorials.

Catch and store energy

Working on the diploma and share ideas and thoughts with other gives me a lot of energy. Taking care of myself. It is also important to get enough sleep, eating 3 times a day, and don't be too hard for myself. Doing meditation every morning during the week and yoga once a week gives me positive energy as well.

Obtain a yield

Finishing designs and receive the permaculture diploma. Grow as a person. Become a better teacher. Obtaining more knowledge on designing and permaculture in the north.

Apply self-regulation and accept feedback

When I get feedback on a designs or on how I function as a person I will pause, reflect and do an evaluation. During my education I learned how to handle feedback and now I don't see it as criticism anymore but a change to improve and learn.

Produce no waste

This design will give me structure so that I can work efficient and don't waste a lot of time on things that are less important.

Design from patterns to details

I will be aware of the patterns by observing myself and the environment and use this for designing the details.

Integrate rather than segregate

I integrate different components in this design such as connection with people, visiting places, gaining knowledge and practical experience.

Use small and slow solutions

I use small and slow solutions by dividing some of the designs in smaller designs and I won't do more than 3 designs at a time.

Use and value diversity

I will go for a diversity of designs at my permaculture pathway. I will discover different tools I can use for different designs, getting feedback from different people (tutor, other permaculturist).

Creatively use and respond to change

This pathway is not fixed and will change over time and I will creatively respond to that.

Flower petals

When I was using the permaculture flower in this design. I got some new ideas. There is a Sami culture in northern Sweden, which wisdom I maybe could use in the design. The Sami were originally hunters and gatherers and later they moved to the herding of domesticated reindeer. The Sami were gradually forced to give up land, first to farmers and later to industries such as forestry and mining. I think we can learn a lot from this culture because they live close to the nature but I also noticed that they have difficulties with people that are not in their culture, since they got so suppressed by the government and outsiders don't understand the situation and them.

I also would like to make a design which include land tenure and community governance but for now I don't know yet how to implement this in one of my designs.

How the flower petals are related to my designs and how I used the permaculture flower for decision making will I explain in the next chapter where I talk more about the different designs I decided to do.

Integration

What limits need overcoming?

1. Weaknesses as generator

Listen to myself and what my body is telling me. If I feel stuck or frustrated I should pause, appreciate and reflect on what I have done so far. A really important one for me is to appreciate because when I am in this spiral of erosion I am often too hard for myself and don't always see the wonderful things I have already done.

The design gives me sufficient time to pause, reflect and evaluate.

Apply self-regulation and accept feedback

I planned a reflective phase every three months to appreciate what I am doing, to see where I am what is going well, what kind of things need some more attention and what my next steps will be. I will be flexible if I feel I need to reflect earlier because of getting stuck or feeling frustrated.

2. Lose focus when I get work

When I get new work I should find a new balance between work and working on the designs again.

The design gives me structure and gives me information where I need to focus on at a certain time.

This gives me structure and information through the timetable with designs and deadlines. I put in my agenda when to reflect every 3 months. It gives me structure in the way that I have clear which resources and which connections I am able to use. It gives me an oversight in my helps and limits and ideas so I can work with it. I will have work from July until the end of October.

The design helps me to get my diploma.

When I follow this pathway and make 10 designs I will end up to get my diploma. This won't say that the road to my diploma is straight it will be curved and have side ways to explorer but with some adaptation and flexibility I will end up getting my diploma.

3. Don't find the right connections

To find the right connections I should be networking and being more proactive on social media.

4. Short growing season

Connect with other people up here and see how they are doing it. Be curious and test out things myself in my garden and balcony.

The design helps me to connect with other people that practice permaculture in the UK as well as in Sweden and it helps me to connect with other apprentices so I can build a nice network.

- Permaculture teacher training
- By making connection with people here in Sweden
- By guild practicing at teacher training
- Diploma design forum
- Weekly design forum

What is the key to help manifest the vision?

Use small and slow solutions

I think the key to help manifest the vision is to start small and build it out step by step and pause, appreciate and reflect in time to see how I am doing.

The design helps me grow as a person as well as to grow as a designer and teacher and in permaculture in general.

I will make different designs at related to different petals at the permaculture flowers, where I will learn about different subjects in permaculture design. Talking and sharing with other people in weekly design forum and at courses helps me to get more insights in how I can grow personally and as a designer, teacher and permaculture in general. Also following different courses and doing self-study will give me a more in depth understanding of permaculture. It will also make me more confident.

It helps me to get a deep understanding of permaculture, design tools and processes.

Using different designs where different design tools can be used also talking with people about it.

3. Productive phase

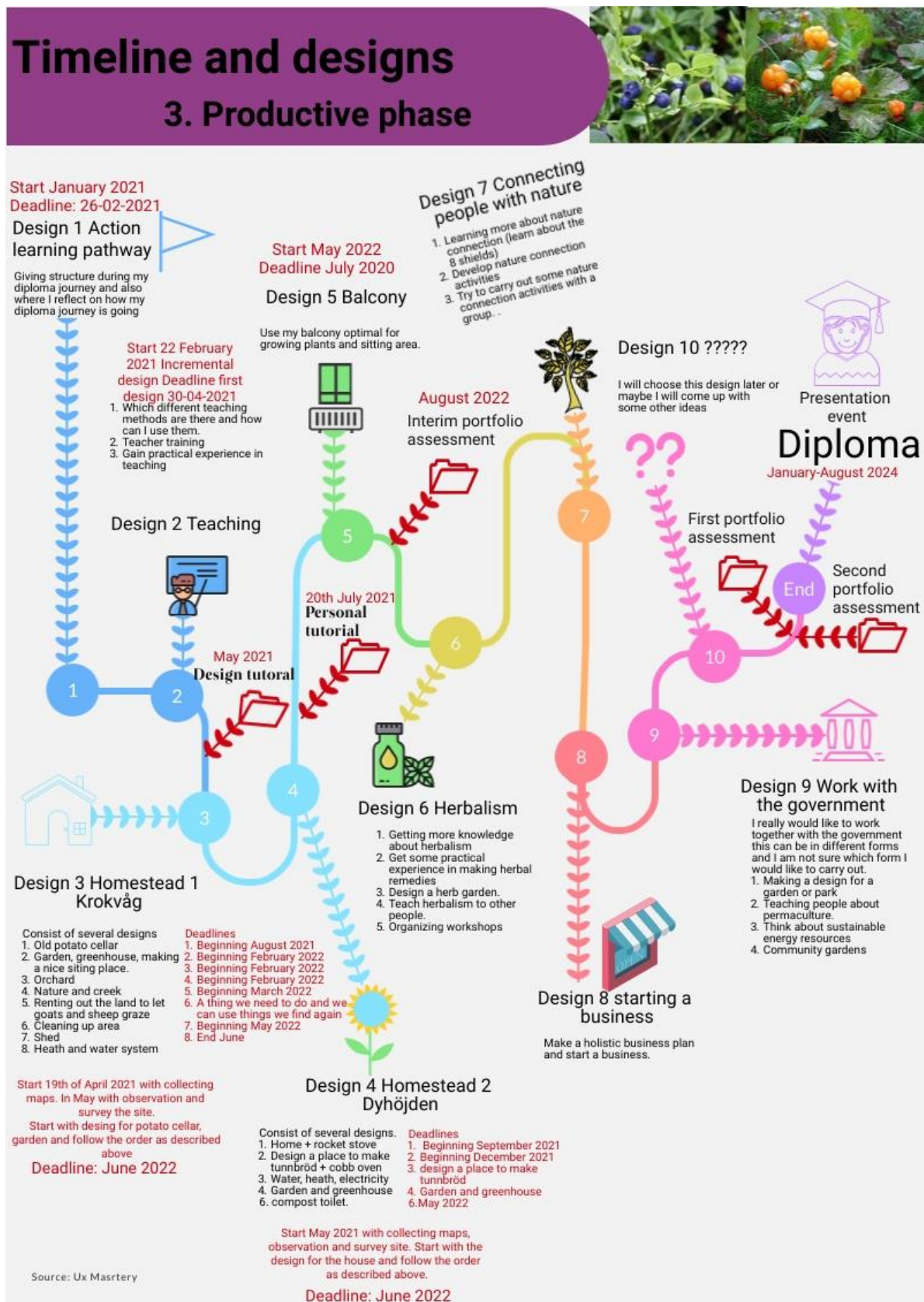


Figure 5 Timeline and designs

Action

Figure 5 shows the timeline with the designs and the deadlines for first 1.5 year. I have a diary where I make notes during the whole process. Table 2 shows how the designs are related to the petals in the permaculture flower.

Table 2 Designs related to petals from the permaculture flower

	Land and nature stewardship	Building	Tools and technology	Education and culture	Health and spiritual well being	Finance and economics	Land tenure and community governance
Desing 1							
Desing 2				x			
Desing 3	x		x	x			
Desing 4	x	x	x	x			
Desing 5	x	x					
Desing 6					x		
Desing 7					x		
Desing 8						x	
Desing 9	?	?	?	?	?	?	?
Desing 10	?	?	?	?	?	?	?

Deadlines for feedback

Figure 4 shows when I have the deadlines for the designs. I split up the homestead designs in smaller designs. I planned it in a way that I have time to work on the feedback and make everything ready in time for the first interim assessment.

Dates for tutorials and portfolio assessment

May 2021 design tutorial before I start with the homestead designs. I will contact Peter for a date to do the design and I will let Peter know this at least a month before.

20th July 2021 Personal tutorial. To catch up with tutor Peter and see how my permaculture journey is going.

August 2022 Interim portfolio assessment. I don't know the exact date yet.

Somewhere between January and August 2024 I would like to receive my permaculture diploma.

Decision making for the different designs

When I made my first draft of the designs I wanted to do a design on Research but when I was working on my pathway and things developed organically I came up with some other ideas, research didn't feel so good for me anymore. That is why design 10 for now is a question mark and I will choose the design later.

I used the permaculture flower to make design decisions so I had my designs split out over the different flower petals. When I was using the permaculture flower I came up with some new ideas which could influence the decisions I will make for the designs and add something extra to the designs e.g. Sami culture in Northern Sweden.

Projects to visit

Tullus lantliv is a LAND center really close 1.5 hour from Krokvåg, the place where I plan to do two homestead design. I am planning on visit this place when I go there in May. Växhuset is further away but maybe I can go and visit it at some point. I also made contact with people close to Umeå that have an own permaculture place that I would like to visit.

Connection

I made a Facebook connection with people that are doing permaculture in Umeå. I can discuss permaculture with them and meet them. There are 6 permaculture teacher in Västerbotten (the province where I live) that give PDC courses and also give permaculture courses at studieförbundet. When you make a study circle at studieförbundet you get some money from the municipality to organize open events, such as lectures and cultural programs. I will also ask in the Ragunda kommun Facebook group if there are any people doing permaculture in Krokvåg when I will start with those designs.

During my teacher training I made connections with other people that did the training. It was really nice to connect with them in a supported way.

Meetings

I signed up for weekly diploma design forum and I will go the monthly zoom meetings for people that doing the permaculture diploma.

Skills and training

I am doing the online Permaculture teacher training with Rakesh and Graham. So far it is a really useful and intensive course.

Momentum

Every 3 months I will take a pause, reflect and evaluate on the learning pathway. This means I will do that in April, July, October and January 2021, 2022, 2023. I can involve people by talking about what my plans are and what I am going to do so they can support me.

4. Reflective phase

Grateful

I feel grateful that I started my permaculture diploma and that I already met so many inspiring people (mainly online) where we shared the same interest learned from each other and supported each other.

Appreciation

I appreciate the time I spending and the things I have done so far during my diploma journey. It gives me so much joy and pleasure.

I appreciate the interest that my boyfriend has in what I am doing he supports me and helps me when I need that. He is really good in problem solving.

I also appreciate that my friends are interested and curious in what I am doing.

I appreciate that I made a balcony design and I made a big planter and a worm compost bin myself. It was fun to do and to get some more permaculture in my house.

Reflection

What went well?

Working on the designs went well and it flowed really nice. Before I started the permaculture teacher training I had a nice schedule where I worked every day for 1-2 hours on my ALP. When using the design web from Looby I noticed everything was flowing so easily and that was not something I experienced before while writing for example research plans. That is why I choose to use Looby's design web again for my teacher design.

I am happy for things I participated at such as: permaculture teacher training and design forum where I learned a lot and it was nice to connect with other permaculturist.

I am participating in design forum and I got some really nice feedback on my teacher design. I participated in the permaculture teacher training, where I got some amazing tools for teaching and it made me feel more confident.

I am happy that I made a connection with Susanne a permaculture teacher and I am going to co-facilitate with her to get more experience in teaching.

Challenges

When I started the permaculture teacher training at the 22nd of February which was quite intensive I did not work on my teacher design. I started with the teacher design later than when I hoped to start with it. When I had to present something at the design forum I really started to work on it but I also had a lack of motivation. I noticed that the weather is getting better and that I really would like to start working on my land based designs. I do not really feel like working behind the computer and finishing the teacher design. I also noticed that I got a bit frustrated from being inside and that things were not going as fast as I wanted. When I recognized this I planned time to pause and reflect on what I have been doing so far and how that is going.

First of all I won't be too hard for myself that I did not really keep the timeline as I wrote it down. Furthermore I would like to keep the momentum working on my teacher design. The positive feedback I got from the design forum really motivated me to work on my teacher design again. Still I had no

motivation or concentration for working on the design for a long time period. Since today 23-04-2021 my inspiration came back.

Pause

I will make a nice planning so I have every day 1-2 hours that will work on it again. I will take care of my own needs. This means with the nice weather I will go out on bike trips and walks to get some exercise again. I also will start to go to yoga again. I started with a morning routine which really helps me to start the day nice. The morning routine consist out of drinking 0.5 l water with vitamin C, 10 min Wim Hof breathing, than 10 min metta meditation, after that a 12 min bio-energetica exercise arc and bow.