Moving beyond legal compliance to self control

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Change orientated learning for wetland sustainability
“Awareness of a problem, accessibility of extensive information of its origins and impacts, and even stated concern about it, do NOT guarantee action or imply that if taken, the action(s) will be appropriate or effective.”

Harold Glasser, 2007
Wetlands are complex - social-ecological

Many stakeholders + wide ranging views = potential conflict

How does one make decisions & support people to work better together, in situations that may be rich in conflict, have varying social contexts, different values, interests, beliefs, inequities & authority?
3 perspectives influence relationships people have with society, each other, and their environment:

1. Environmental controls
2. Social controls & compliance
3. Self control

Norbet Elias, 2001
SUSTAINABILITY = CONTINUAL IMPROVEMENT PROCESS

“...sustainability as a social learning *process* is more interesting than sustainability as an expert pre-determined transferable *product* (i.e. as a policy, code of behaviour, standard)”

Jickling & Wals, 2008

Change orientated learning
1. What **barriers** inhibited wetland management?

2. Can **expansive learning** address barriers improving sustainability practices?

**Methodology:** Expansive Learning Cycle
Change orientated informal adult learning processes supporting self control

- discussion & debate
- dissonance
- safe learning spaces
- critical reflection
- Co-learning
- Collaborative practice
- interactive comms
- relational agency

Continually moving goal posts
CONTRADICTIONS OR BARRIERS

- prevent transformation
- culturally & historically located
- institutional & contextual
- generative
1. Strengthening formal learning structures

2. Encouraging staff collaboration & relational agency

3. Stimulating staff dialogue & informal learning

4. Gaining senior management commitment to projects
MONDI WATER STEWARDSHIP JOURNEY

- Reduce water risk
- Reduce water footprint
- Improve water security
- Change culture & practice

State of wetland report

Staff development

wetland delineation

before rehabilitation

after rehabilitation
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continually moving goal posts