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ISQ03B - SAWYER HANCOCK

Foundational guidance you've been looking for The best organizations recognize that no leader or employee can be expert in everything, but that everyone needs to be at their best if organizations are to be productive and successful. If your goal is to develop talent within your organization, this concise yet foundational book has the keys to success. Renowned industry leader and best-selling author Elaine Biech guides you through getting started, designing and implementing your talent development program, demonstrating success, and planning next steps. But just as important, she poses critical questions that only you and your organization can answer. Biech interweaves best practices with the latest technology to offer many templates, tools, worksheets, and tips to help you explore how to support your organization into the future. Starting a Talent Development Program is part of a new ATD series, What Works in Talent Development, which addresses the most critical topics facing today's talent development practitioners. Each book in the series is written for trainers, by trainers, and offers an examination of core subject matter and a defined way to solve real issues.

Argues that video games go beyond entertainment and examines the principles that make these games valuable tools of learning and literacy.

I guess I always felt even if the world came to an end, McDonald's still would be open. High school sophomore Miranda's disbelief turns to fear in a split second when an asteroid knocks the moon closer to Earth, like "one marble hits another." The result is catastrophic. How can her family prepare for the future when worldwide tsunamis are wiping out the coasts, earthquakes are rocking the continents, and volcanic ash is blocking out the sun? As August turns dark and wintery in northeastern Pennsylvania, Miranda, her two brothers, and their mother retreat to the unexpected safe haven of their sunroom, where they subsist on stockpiled food and limited water in the warmth of a wood-burning stove. Told in a year's worth of journal entries, this heart-pounding story chronicles Miranda's struggle to hold on to the most important resource of all—hope—in an increasingly desperate and unfamiliar world. An extraordinary series debut Susan Beth Pfeffer has written several companion novels to *Life As We Knew It*, including *The Dead and the Gone*, *This World We Live In*, and *The Shade of the Moon*.

New York Times Bestseller Over 2.5 million copies sold For David Goggins, childhood was a nightmare -- poverty, prejudice, and physical abuse colored his days and haunted his nights. But through self-discipline, mental toughness, and hard work, Goggins transformed himself from a depressed, overweight young man with no future into a U.S. Armed Forces icon and one of the world's top endurance athletes. The only man in history to complete elite training as a Navy SEAL, Army Ranger, and Air Force Tactical Air Controller, he went on to set records in numerous endurance events, inspiring *Outside* magazine to name him "The Fittest (Real) Man in America." In *Can't Hurt Me*, he shares his astonishing life story and reveals that most of us tap into only 40% of our capabilities. Goggins calls this The 40% Rule, and his story illuminates a path that anyone can follow to push past pain, demolish fear, and reach their full potential.

Despite all the explicit emphasis on "bottom-line" results in the workplace, a great deal of confusion exists about what constitutes valued accomplishment, achievement, and the connection between training and performance. This book is aimed at untangling some of the myths and outright fallacies that organizations often propagate. Following on the wildly popular "Telling Ain't Training", "Training Ain't Performance" is a whimsical and entertaining exploration of human performance improvement. From its first chapter, "Show Me the Money," to its concluding chapter, "Hit or Myth: Separating Fact From Workplace Performance Fiction," readers of this book are gently guided toward a solid understanding of performance and how to use their newly gained knowledge for real organizational value.

From Sharon L. Bowman, the author of the best-selling *Ten-Minute Trainer*, comes the dynamic new book, *Training from the BACK of the Room!* This innovative resource introduces 65 training strategies that are guaranteed to deliver outstanding training results no matter what the topic, group, or learning environment. Now, trainers can replace the traditional "Trainers talk; learners listen" paradigm with a radical new model for designing and delivering instruction: "When learners talk and teach, they learn."

What makes a training course successful? What is the secret to conducting an effective and memorable training course? What makes a great trainer? Why some training courses are useful, motivating and educational while others are boring and forgettable? This book provides you with a comprehensive set of guidelines on

all aspects of training. The methodologies, scenarios and exercises presented in this book will ensure that you, as a trainer, are equipped with all the tools and skills needed to deliver a great training course. At *Skills Converged*, we specialise in supporting the training community with our state-of-the-art training materials. Over the years we have delivered numerous courses and have received extensive feedback from trainers who have used our products all over the world. We know what makes a training course successful and what makes one fail. In this book, we share our most treasured findings and experiences with you. We want to help you become the best trainer you can be and in turn, train as many people as possible around the world. Research shows that one of the fastest ways to learn is through examples. This book contains a large number of examples, case studies, and important research in the field of adult education for you to employ. Whether you are teaching soft skills, management, IT, technical courses or arts and crafts, you can benefit from this book as the lessons are applicable to teach any topic. This Second Edition has been extensively expanded with several chapters and now includes the entirety of our highly praised *Train the Trainer Self-Study Course*. In this book you will learn: - How to get the most from your training courses - How to avoid barriers to learning - How to take advantage of principles of Accelerated Learning - How to conduct a Training Needs Analysis - How to present confidently - How to avoid bad training delivery practices - How to plan your course - How to arrange the training environment optimally - How to keep the delegates constantly engaged - How to respond when you are being challenged - How to avoid poor statements that can hinder learning - How to take advantage of the power of story-telling - How to run training exercises to get the most from them

Embrace the Gritty Reality of Training Ever watched half your class stomp out on you? Fallen asleep facilitating a creativity workshop? Planned a bulletproof lesson plan, then dropped it 10 minutes after you started? Don't worry—it's fine to confess. If you have faced a surprise in the training room, chances are Jonathan Halls has seen it, too. As a result, he doesn't pretend to be a shiny happy trainer anymore; his 25-plus years of training and facilitating in 25 countries have taught him not to stress over a less-than-flawless class—and helped him focus less on himself and more on letting his learners shine. In *Confessions of a Corporate Trainer: An Insider Tells All*, Jonathan tells relatable and charming stories of what corporate training is really about, drawing from his highly rated train-the-trainer workshops and hundreds of honest conversations with like-minded trainers. He recounts the curveball he was thrown midway through a change management workshop in Zagreb, Croatia—and how it showed him the futility of overplanning. He shares the time a fire alarm disrupted a training program he led in Washington, D.C., and how he embraced the interruption. And he reflects on what conspires to knock trainers off their game (psst: demanding clients, heavy workloads, and frequent travel are only a few of the culprits). Discover the gritty reality of training. *Confessions of a Corporate Trainer* will entertain you, challenge you, and remind you why you as a trainer are so important in today's workplace.

Jacqueline Woodson's National Book Award and Newbery Honor winner is a powerful memoir that tells the moving story of her childhood in mesmerizing verse. A President Obama "O" Book Club pick *Raised in South Carolina* and New York, Woodson always felt halfway home in each place. In vivid poems, she shares what it was like to grow up as an African American in the 1960s and 1970s, living with the remnants of Jim Crow and her growing awareness of the Civil Rights movement. Touching and powerful, each poem is both accessible and emotionally charged, each line a glimpse into a child's soul as she searches for her place in the world. Woodson's eloquent poetry also reflects the joy of finding her voice through writing stories, despite the fact that she struggled with reading as a child. Her love of stories inspired her and stayed with her, creating the first sparks of the gifted writer she was to become. Includes 7 additional poems, including "Brown Girl Dreaming." Praise for Jacqueline Woodson: "Ms. Woodson writes with a sure understanding of the thoughts of young people, offering a poetic, eloquent narrative that is not simply a story . . . but a mature exploration of grown-up issues and self-discovery."—*The New York Times Book Review*

The New York Times best-selling book exploring the counterproductive reactions white people have when their assumptions about race are challenged, and how these reactions maintain racial inequality. In this "vital, necessary, and beautiful book" (Michael Eric Dyson), antiracist educator Robin DiAngelo deftly illuminates the phenomenon of white fragility and "allows us to understand racism as a practice not restricted to 'bad people' (Clau-

dia Rankine). Referring to the defensive moves that white people make when challenged racially, white fragility is characterized by emotions such as anger, fear, and guilt, and by behaviors including argumentation and silence. These behaviors, in turn, function to reinstate white racial equilibrium and prevent any meaningful cross-racial dialogue. In this in-depth exploration, DiAngelo examines how white fragility develops, how it protects racial inequality, and what we can do to engage more constructively.

Written for the experienced professional who lacks time and is juggling many responsibilities, but who yearns to be more effective with their professional development programmes, this provides simple ideas and concepts which illustrate best practices for improving learning and development teaching skills. It offers clear, concise advice based on real-world experience.

Telling Ain't Training has become a classic book in the field of workplace learning, and readers have taken to heart the book's central admonition to be learner advocates who seek to transform learners. This book provides you with actions and support materials to allow you to implement these powerful principles in your organization.

Your hard work is paying off. You are doing well in your field. But there is something standing between you and the next level of achievement. That something may just be one of your own annoying habits. Perhaps one small flaw - a behaviour you barely even recognise - is the only thing that's keeping you from where you want to be. It may be that the very characteristic that you believe got you where you are - like the drive to win at all costs - is what's holding you back. As this book explains, people often do well in spite of certain habits rather than because of them - and need a "to stop" list rather than one listing what "to do". Marshall Goldsmith's expertise is in helping global leaders overcome their unconscious annoying habits and become more successful. His one-on-one coaching comes with a six-figure price tag - but in this book you get his great advice for much less. Recently named as one of the world's five most-respected executive coaches by *Forbes*, he has worked with over 100 major CEOs and their management teams at the world's top businesses. His clients include corporations such as Goldman Sachs, Glaxo SmithKline, Johnson and Johnson and GE.

Many professionals suffer misconceptions about which training methods work and which do not. Instructional design expert Ruth Colvin Clark explodes the myths regarding training. To replace the practices she discredits, Clark gives instructors numerous research-based recommendations. Learning professionals turn to Clark for their own development, an accolade from her peers that encourages getAbstract to recommend her heavily researched insights to teachers, training materials developers, e-learning professionals and training managers.

Your Fix-It Guide to Training When you need to repair an appliance on the fritz, you can consult the instruction manual. But if you're stuck when designing or facilitating training, what resource can you turn to for solutions to your problem? Part troubleshooting guide, part introduction to training design and delivery, *Troubleshooting for Trainers* delivers in-the-moment fixes and longer-term solutions for common challenges at every stage of the learning and development process. Pull it out when you're in a predicament, flip to the related challenge listed in the table of contents, and find some immediate relief. Better yet, use it to discover tips and strategies that will help you proactively avoid the crises new trainers face. Covering more than 40 challenges, the book offers solutions for when: • you feel a lack of personal and professional credibility • training isn't well regarded • you don't have enough resources • you have minimal learning design expertise • you're uncertain about measurement and reporting metrics • live training surprises throw you for a loop • you encounter challenging participants. Perfect for the busy trainer, each chapter briefly describes a challenge for trainers, offers a series of solutions for overcoming it, and includes some resources to go deeper about the topic. Job aids and sample worksheets accompany the solutions. "If only I knew this when I was starting out." Experienced trainers often express this sentiment later in their careers. Why wait? The next time you're at a training impasse, troubleshoot your way out.

Although verbal learning offers a powerful tool, Mayer explores ways of going beyond the purely verbal. Recent advances in graphics technology and information technology have prompted new efforts to understand the potential of multimedia learning as a means of promoting human understanding. In this second edition, Mayer includes double the number of experimental comparisons, 6 new principles - signalling, segmenting, pertaining, personalization, voice and image principles. The 12 principles of multimedia instructional design have been reorganized into three sections

- reducing extraneous processing, managing essential processing and fostering generative processing. Finally an indication of the maturity of the field is that the second edition highlights boundary conditions for each principle research-based constraints on when a principle is likely or not likely to apply. The boundary conditions are interpreted in terms of the cognitive theory of multimedia learning, and help to enrich theories of multimedia learning.

One of the most famous science books of our time, the phenomenal national bestseller that "buzzes with energy, anecdote and life. It almost makes you want to become a physicist" (Science Digest). Richard P. Feynman, winner of the Nobel Prize in physics, thrived on outrageous adventures. In this lively work that "can shatter the stereotype of the stuffy scientist" (Detroit Free Press), Feynman recounts his experiences trading ideas on atomic physics with Einstein and cracking the uncrackable safes guarding the most deeply held nuclear secrets—and much more of an eyebrow-raising nature. In his stories, Feynman's life shines through in all its eccentric glory—a combustible mixture of high intelligence, unlimited curiosity, and raging chutzpah. Included for this edition is a new introduction by Bill Gates.

Growing up on the rough streets of Newark, New Jersey, Rameck, George, and Sampson could easily have followed their childhood friends into drug dealing, gangs, and prison. But when a presentation at their school made the three boys aware of the opportunities available to them in the medical and dental professions, they made a pact among themselves that they would become doctors. It took a lot of determination—and a lot of support from one another—but despite all the hardships along the way, the three succeeded. Retold with the help of an award-winning author, this younger adaptation of the adult hit novel *The Pact* is a hard-hitting, powerful, and inspirational book that will speak to young readers everywhere.

For training that is as fun as it is effective, this is a must-have resource for anyone involved in training. Detailing the "who," "what," "when," "why" and "how" of learning, *Telling Ain't Training* provides everything you need to energise and engage leaders regardless of age experience. Fast-paced, fun and interactive, *Telling Ain't Training* incorporates principles of adult learning to separate learning myth from learning fact. Understand how people learn, what makes training successful, why training fails and how to achieve amazing training results.

Developing motivated, competent employees is critical to the success of every organisation. *Employee Development on a Shoestring* provides time-bound and budget-strapped managers with the implementation tools and techniques to develop their team members cost-effectively using organic opportunities found all around their workplace. With real-life examples, case studies, and hands-on worksheets and exercises, *Employee Development on a Shoestring* is a tremendous asset for everyone interested in developing highly competent, engaged, and skilled workers in a variety of creative and immediately available ways outside the training classroom and 'outside the box'.

Everyone—whether subject matter experts, proficient performers, managers, coaches, or co-workers—will need to transfer knowledge to others at some point in their life. And, often, that responsibility falls to an occasional trainer, someone with considerable knowledge and experience on how to perform a task, but little expertise to successfully transfer their know-how to another. What they need is a great resource to round out their repertoire of training skills. Enter *Know-How*. This easy-to-read book lays out a simple-to-follow path to help the trainers and occasional trainers with whom you work improve their impact. Adding to the sustained influence of their previous books, especially *Telling Ain't Training*, Harold and Erica have written a fun, effective guide on how to make your know-how stick to another's brain. The 12 chapters each focus on a single theme and are sequenced like stepping-stones to help you understand how to best transfer know-how to those who learn from you. Chapters include brief explanations, guidance, tools, activities, tangible and accessible examples of real-world applications, and a summary exercise to reinforce your retention of key points. Discover what you need now to quickly get people learning and up-to-speed. No fumbling, bumbling, rambling, or messing with people's heads—this book delivers know-how.

The Heinemann Plays series offers contemporary drama and classic plays in durable classroom editions. Many have large casts and an equal mix of boy and girl parts. This play is a dramatization of Daniel Keyes's story about a retarded adult who desperately wants to be able to read and write.

The Change Book provides a practical collection of tips and advice for anyone dealing with or managing organizational change. You will learn about change management, how to plan for change, how to create a communication strategy, and more. While not a comprehensive guide to leading change, this concise book contains an array of useful insights for change managers and is a great resource for people new to the concept or change.

Simon Morley is selected by a secret government agency to test Einstein's theory of the past co-existing with the present and is transported back to 1880s New York.

A triumphant tale of a young woman and her difficult childhood, *The Glass Castle* is a remarkable memoir of resilience, redemp-

tion, and a revelatory look into a family at once deeply dysfunctional and wonderfully vibrant. Jeannette Walls was the second of four children raised by anti-institutional parents in a household of extremes.

Discover more than one hundred of Sharon Bowman's training-room-proven exercises and activities -- many derived from the high-impact strategies of NLP and Accelerated Learning -- and reduce delivery time, increase retention and improve knowledge and skill transfer. These back-pocket activities are easy, quick, topic-related, and fun, and you can draw on with a minimum of preparation. The Ten-Minute Trainer features a variety of exercises, ranging from one to ten minutes in length, and provides content-specific exercises as well as activities for transitioning between topics and gauging understanding. You'll find a useful answer section that explains the brain research behind the book and a special section on learning styles that ties in with the philosophy of "learn it fast and make it last." Order your copy of this effective resource today!

The beloved and award-winning novel now available in a new format with a great new cover! When Wesley Boone writes a poem for his high school English class, some of his classmates clamor to read their poems aloud too. Soon they're having weekly poetry sessions and, one by one, the eighteen students are opening up and taking on the risky challenge of self-revelation. There's Lupe Alvarin, desperate to have a baby so she will feel loved. Raynard Patterson, hiding a secret behind his silence. Porscha Johnson, needing an outlet for her anger after her mother OD's. Through the poetry they share and narratives in which they reveal their most intimate thoughts about themselves and one another, their words and lives show what lies beneath the skin, behind the eyes, beyond the masquerade.

Named a Best Book of 2018 by the New York Times, Publishers Weekly, NPR, Broadly, BuzzFeed (Nonfiction), The Undeclared, Library Journal (Biography/Memoirs), The Washington Post (Nonfiction), Southern Living (Southern), Entertainment Weekly, and The New York Times Critics In this powerful, provocative, and universally lauded memoir—winner of the Andrew Carnegie Medal and finalist for the Kirkus Prize—genre-bending essayist and novelist Kiese Laymon "provocatively meditates on his trauma growing up as a black man, and in turn crafts an essential polemic against American moral rot" (Entertainment Weekly). In *Heavy*, Laymon writes eloquently and honestly about growing up a hard-headed black son to a complicated and brilliant black mother in Jackson, Mississippi. From his early experiences of sexual violence, to his suspension from college, to time in New York as a college professor, Laymon charts his complex relationship with his mother, grandmother, anorexia, obesity, sex, writing, and ultimately gambling. *Heavy* is a "gorgeous, gutting...generous" (The New York Times) memoir that combines personal stories with piercing intellect to reflect both on the strife of American society and on Laymon's experiences with abuse. By attempting to name secrets and lies he and his mother spent a lifetime avoiding, he asks us to confront the terrifying possibility that few in this nation actually know how to responsibly love, and even fewer want to live under the weight of actually becoming free. "A book for people who appreciated Roxane Gay's memoir *Hunger*" (Milwaukee Journal Sentinel), *Heavy* is defiant yet vulnerable, an insightful, often comical exploration of weight, identity, art, friendship, and family through years of haunting implosions and long reverberations. "You won't be able to put [this memoir] down...It is packed with reminders of how black dreams get skewed and deferred, yet are also pregnant with the possibility that a kind of redemption may lie in intimate grappling with black realities" (The Atlantic).

Cultivate the Mindset to Overcome Anything A software engineer sees her tech skills slipping even as she rises to manage her own team. A marketing director is squeezed between a demanding, artistic boss and her staff. A tech-savvy manager of operations wants to modernize his warehouse but is surprised when he is stymied. Everyone has experienced a situation at work where challenges pile so high that the only solution seems to be to cut and run. But what if we faced our problems head on instead of quitting? Each fictionalized case study in *Work the Problem* is coupled with in-depth analysis and commentary by two learning and development experts who offer fresh ways of looking at seemingly insurmountable difficulties. The result is an engrossing collection of unique yet familiar stories that build on one another, creating a conversation about universal workplace problems and how we can think about solving them for ourselves. *Work the Problem* is about more than the specific demands of any one workplace—it's about cultivating the mindset and skills to take on the inevitable challenges that will arise in any career. Whether you're thinking of quitting your job, you feel stalled out at your workplace, or you're advising someone who has hit a wall, *Work the Problem* is the book to reach for.

From the creator of the popular website *Ask a Manager* and New York's work-advice columnist comes a witty, practical guide to 200 difficult professional conversations—featuring all-new advice! There's a reason Alison Green has been called "the Dear Abby of the work world." Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don't know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough

discussions you may need to have during your career. You'll learn what to say when • coworkers push their work on you—then take credit for it • you accidentally trash-talk someone in an email then hit "reply all" • you're being micromanaged—or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate's loud speakerphone is making you homicidal • you got drunk at the holiday party Praise for *Ask a Manager* "A must-read for anyone who works . . . [Alison Green's] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work."—Booklist (starred review) "The author's friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers' lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work experience."—Library Journal (starred review) "I am a huge fan of Alison Green's *Ask a Manager* column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor."—Robert Sutton, Stanford professor and author of *The No Asshole Rule* and *The Asshole Survival Guide* "Ask a Manager is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way."—Erin Lowry, author of *Broke Millennial: Stop Scraping By and Get Your Financial Life Together*

As an L&D professional, you know not to take a client request at face value. But can you steer misguided initiatives in the right direction, arriving at a solution that works for your customers and your company? Partner for Performance is the key to aligning your learning and development role with your organization's greatest needs. Performance improvement specialists Ingrid Guerra-López and Karen Hicks offer a framework for fast-tracking your growth as an ally to managers and a consultant to business leaders. Their structured, yet versatile method is a fit for any organization, and you can use it throughout the learning-solution process. Form lasting partnerships with stakeholders. Generate, share, and use performance data that support decision making and action. And help your organization avoid failed training initiatives that waste effort, time, and money, while brewing employee disengagement. Change the L&D status quo and build credibility for your department --Partner for Performance will show you how.

This charming novel is the fourth book in the Anne of Green Gables series. 22-years-old and away from home, the much-loved Anne Shirley has to find her own way in the world once more as she begins a new job in Windy Poplars. Now 22 and beginning a new phase of her life, Anne has finally left the Cuthbert's farm. Filled with romance and charming moral tales, the story is mostly told through the letters that Anne exchanges with her fiancé, Gilbert Blythe. The couple are attempting to maintain their relationship while Gilbert begins medical school and Anne embarks on a new path as the principal of Summerside High School in Windy Poplars. Anne lodges in the cozy tower room of an old house, Windy Willows, belonging to Aunt Kate and Aunt Chatty. Soon she makes fast friends with the women and their boisterous housekeeper, Rebecca Dew. But despite these new friends, Anne struggles to find her feet in the town. The 'royal family' of Summerside, the Pringles, keep a watchful eye on the new principal and make it very clear that she was not their first choice for the job. Will Anne be able to win the Pringles over? Can she and Gilbert keep their spark alive? Read & Co. Children's has proudly republished this beautiful edition of *Anne of Windy Poplars*, now featuring an introductory author biography. This classic novel is not to be missed by lovers of *Anne of Green Gables* and those who wish to revisit their childhood as Anne commences the next stage of her life.

Their Eyes Were Watching God is a 1937 novel by African-American writer Zora Neale Hurston. It is considered a classic of the Harlem Renaissance of the 1920s, and it is likely Hurston's best known work.

Aspiring to be the fastest sprinter on his elite middle school's track team, gifted runner Ghost finds his goal challenged by a tragic past with a violent father.

Despite great progress around the world in getting more kids into schools, too many leave without even the most basic skills. In India's rural Andhra Pradesh, for instance, only about one in twenty children in fifth grade can perform basic arithmetic. The problem is that schooling is not the same as learning. In *The Rebirth of Education*, Lant Pritchett uses two metaphors from nature to explain why. The first draws on Ori Brafman and Rod Beckstrom's book about the difference between centralized and decentralized organizations, *The Starfish and the Spider*. Schools systems tend to be centralized and suffer from the limitations inherent in top-down designs. The second metaphor is the concept of isomorphic mimicry. Pritchett argues that many developing countries superficially imitate systems that were successful in other nations—much as a nonpoisonous snake mimics the look of a poisonous one. Pritchett argues that the solution is to allow functional systems to evolve locally out of an environment pressured for success. Such an ecosystem needs to be open to variety and experimentation, locally operated, and flexibly financed. The only main cost is ceding control; the reward would be the rebirth of education suited for today's world.