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Business Education & Transformational Learning

Business Education and the Future of the Planet
Workshop
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The Anthropocene

We are altering the biogeochemistry of the planet itself, destabilizing climate and influencing co-evolution at the planetary level.



The 2024 State of the Climate Report

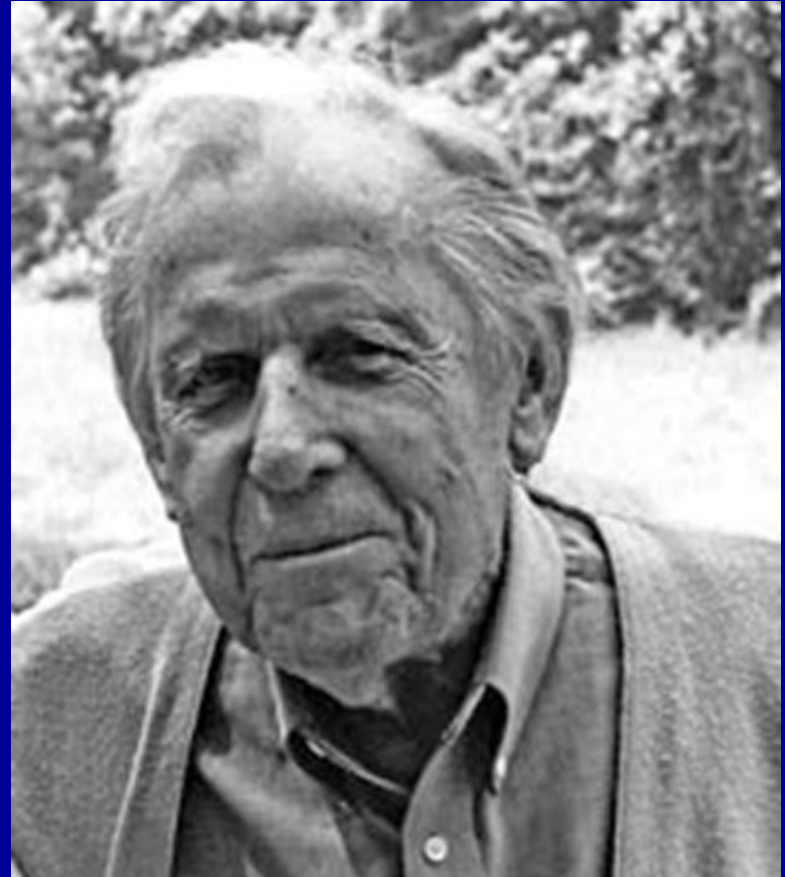
„Along with ecological overshoot, climate change could contribute to a collapse by increasing the likelihood of catastrophic risks such as international conflict or by causing multiple stresses, resulting in system-wide synchronous failures.”
(BioScience 2024 October)

Existential Risk

The liveability of the planet and the survival of humanity is at risk.

Thomas Berry, C.P.

„From here on, the primary judgement of all human institutions, professions, programs and activities will be determined by the extent to which they inhibit, ignore or foster a mutually enhancing human-Earth relationship.”



Central Proposition

The Anthropocene era requires a deep transformation of business and business education.

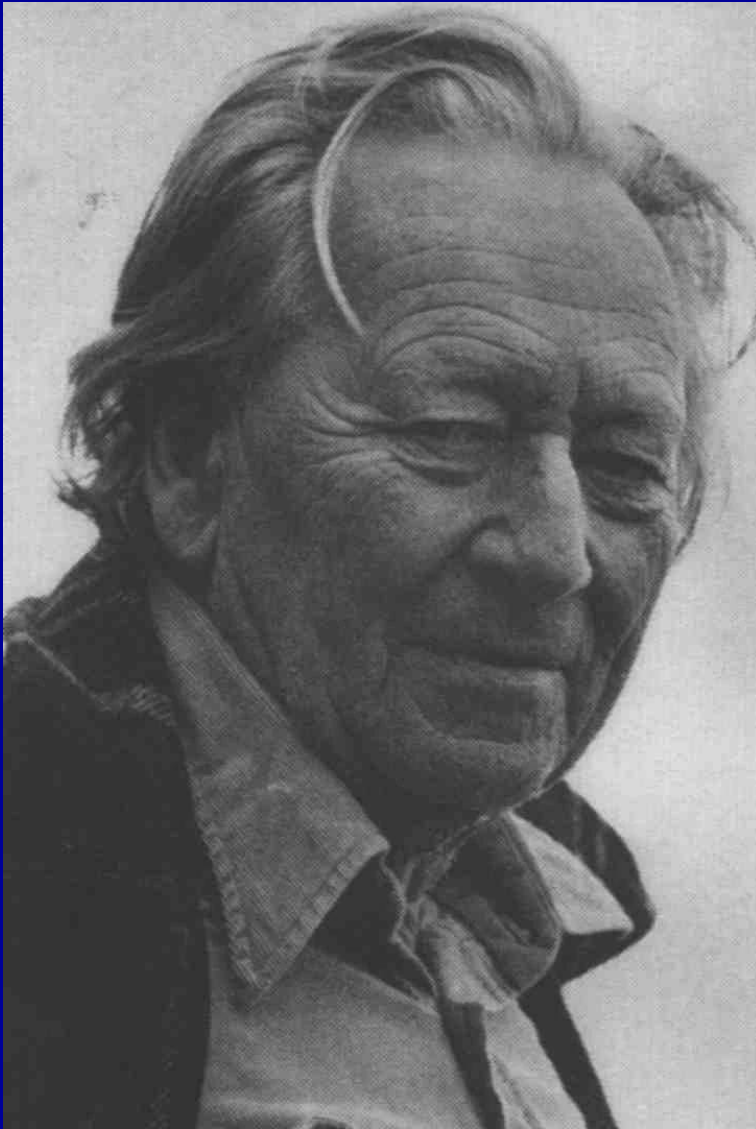
Our business students will live and work in the next 50 years. Their practice of business can make a huge difference for the future of the planet (positively or negatively).

Today's business education

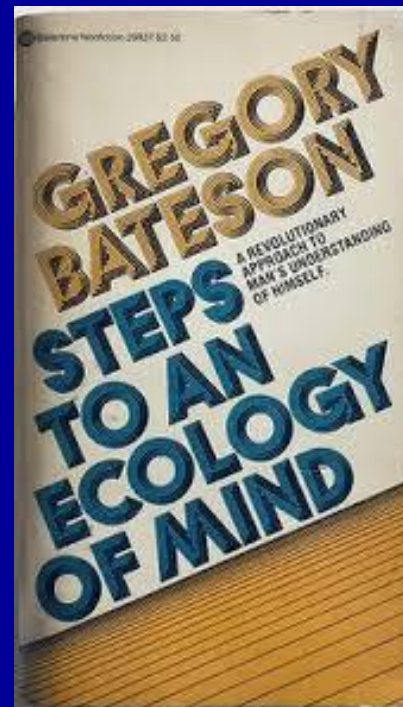


promotes material greed and selfishness and does not provide rooms for planet positivity and whole person development.

Gregory Bateson (1904-1980)



Three levels of learning



Adaptive learning

Learning 1 is based on experiences from the past, driven by an **underlying mental model** and controlled via a goal and the resulting outcome. The learning outcome is **knowledge about the optimal choice in a static set of alternatives.**

Extended learning

Learning 2 is the **revision** of the **set** of **alternatives** from which the choice is made. It is based on past experiences and driven by an underlying mental model but in a **changed** and **extended set** of **alternatives**.

Transformational learning

Learning 3 is a corrective change in the **system of sets of alternatives** from which a choice is made. The focus is on the **underlying mental model**, which is strongly connected to a set of underlying needs and values.

1- Mainstream management models

(„in the box” teaching and learning)

2 Enriched management models

(„out of the box” teaching and learning)

3 New management models

(„above the box” teaching and learning)

Business education for the future

We should redesign our curriculum, renew our teaching methods, and create meaningful extra-curricular activities for students and faculty.

Conclusion

To solve the **messy, wicked problems** of the **Antropocene era** we need professionals who can integrate their **professional knowledge** with **ecology** and a **humanistic ethos** in making **decisions** and executing **actions** to **serve the common good** of humanity and nature.

John Hollow Horn, Oglala Lakota Chief



**Someday the Earth
will cry, she will beg
for her life. You will
make a choice. You
can help her live or
let her die. But when
she dies, you too will
die.**

Thank you!

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