

Applying the Formula for Accelerated Change in Building New Education Systems for Sustainable Development in Africa

$$V \times P^2 \times A \times T = C$$

“Visionary People Together in Action over Time make Change”

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1. Understanding the Formula for Accelerated Change¹

The Formula for Accelerated Change ($V \times P^2 \times A \times T = C$) translated as ‘**Visionary People together in Action over Time make Change**’ is made by four key factors: **vision**, **people**, **action** and **time**. Each factor is organic in its nature, because it grows with time when nourished with the right ingredients, such as purpose, leadership, action planning, time management, etc. These ingredients are developed to build the four key factors of change. The combination of these factors produces the desired change. Each factor has a multiplier effect on change. That is why if one is missing, the change does not happen, so the change becomes null.

The formula reveals that any change starts with a vision. A shared vision motivates and mobilises people to take collective actions. Every action needs time to be planned, implemented and produce impact. When people become committed to a shared vision and to

¹ Source: Juvénal Turatsinze, 2015 The Formula for Accelerated Change: How to Become a Visionary Leader, Achieve Success and Sustainable Development. https://www.amazon.com/Formula-Accelerated-Change-Visionary-Together/dp/1519601875/ref=pd_rhf_se_p_img_4?ie=UTF8&refRID=1P0QSSMHYFCH3249G0TD

work together, synergy is created and produces an exponential impact towards vision and so by making the change to happen quickly.

.The ingredients to develop and use to build the four factors of change (Vision, People, Action and Time) are listed the table here below:

Vision	People	Actions	Time
Purpose	Self-awareness	Independent will	Time Management
Thoughts	Conscience	Responsibility	• Past
Ideas	Character	Initiative	• Present
Knowledge	Attitude	Action planning	• Future
Imagination	Beliefs and values	Proactivity	
Positive thinking	Self-discipline	Prioritizing	
Creativity	Dignity	Organizing	
Innovation	Leadership	Speaking	
New mindset	Empowerment	Entrepreneurship	
Paradigm shift	Mentoring		
	Team building		
	Empathy		
	Dialogue		
	Synergy		
	Critical Mass		
	Movement		

2. Education systems should change and become coherent with a national vision

Everybody has been created and equipped by God with the potential to grow and succeed in life. Every born child is predestined for a successful life. The education of children, youth and adult people is supposed to contribute to their growth and development to attain their full potential. Unfortunately, many people fail to live abundant and successful lives. The reasons why people fail do not necessarily come from within individuals but from external environments and education systems created by people. Mostly people's failures are embedded in the ineffective education systems that fail to equip them with sufficient knowledge, skills and attitude to perform and use effectively their talents. An education system fails when it does not help people to know their life purpose and leaves them with confused and broken lives characterised by unhappiness, poverty, unemployment, conflicts, etc. This unfortunate situation of poor and unfulfilled lives unfortunately remains common in many countries, particularly in Africa as a result of inappropriate education systems. Now, the big question is to know what is wrong with the education systems in many poor countries.

The Formula for Accelerated Change helps us to do a deep analysis of education systems and respond to the above question. It allows us to evaluate their relevance and effectiveness. The formula tells us that there is no success without a vision. So, the most important thing is to know if the current education systems allow young generations to create a positive vision. Let us find out by asking some university students what they intend to achieve with their lives at the end of their studies. Their answers to this question could be very surprising. Most of them would respond that they do not know or they have not thought about it yet. These students are

in the same situation as someone who starts walking or driving without knowing the destination; and in the middle of the road he/she is asked by someone else where he/she is going and he/she responds that he/she does not know or he/she has not figured it out yet. It seems crazy to start a journey without knowing where you are going. Life is like a journey, so it is very important to know the destination. The life destination is given by a personal vision and a life purpose to accomplish. Students should know why they are studying and what they want to achieve and become in life. If they know the WHY, it would be easier to choose the WHAT to study and commit to it. So, each student should know first his/her vision and life purpose as source of motivation to study. The objective of an education system should be to allow students to have a vision, a life purpose, and give them the knowledge, skills and attitude to achieve it.

Most existing education systems are pushing young people to focus on getting paid jobs after their studies for the sake of earning money and a living. Unfortunately, paid jobs have become scarce and many graduates remain unemployed, disoriented, confused about their uncertain future. Most education systems are designed to produce job seekers instead of job creators, people who initiate work to achieve purpose. To create and innovate requires having a vision and an independent will to solve problems and make a change that will benefit others.

The problem of unemployment among youth is deep rooted in ineffective education systems that do not orient young people to their vision and available opportunities. Most young people choose to study courses that are easier to do and likely to have more job opportunities; this is why in some areas there are too many qualified applicants and in other areas there is a lack of qualified people. That is why there are too many qualified people in social sciences and management and less in technical, sciences and engineering fields. This situation creates an imbalance on the job market with negative consequences on the economic development of many countries. It is difficult to have more accountants and managers than skilled workers, technicians and engineers and expect to have a productive economy.

The education system of a country should be based on a national shared vision with its citizen, especially of its young people. All education programmes and curricula should first enable students to discover and realise their vision and life purpose that contribute to national vision.

Another issue raised from the analysis of many education systems is related to methods of teaching. The ultimate goal of teaching is to make positive changes by improving knowledge, skills and attitudes in people. Teaching should not only focus on personal change but also on societal transformation. According to the Formula for Accelerated Change, change happens in a society when people work and act in synergy, this means that people have to complete each other instead of competing against each other. By looking carefully at the teaching methods, the findings show that students are encouraged to compete against each other by working individually instead of supporting team work and synergy. In a workplace, people do not work in isolation, that is why the teaching methods should emulate the workplace environment by encouraging students to work together to create, innovate and solve problems collectively. This is why there should be less individual tests or exams but more projects in

teams where students work together to solve problems. It is important to foster a culture of team work for students necessary to get 'P² effect' of the formula that accelerates change.

Another big problem in the education systems comes from building uniformity and conformity that push students to think alike, thus limiting their creativity and imagination. A human being is unique and people are diverse. Individuals have different talents and gifts, and that is why complementarity is essential to build synergy. The current teaching methods want students to be identical and think the same way; this is why tests and exams have the same questions with an expectation from teachers to receive the same answers. Students are given texts and formula to memorise and regurgitate in tests and exams. These teaching methods do not encourage critical thinking, imagination, creativity and innovation. No wonder then that the most legendary geni and entrepreneurs are school dropouts, i.e. Thomas Edison, Albert Einstein, Bill Gates, Steve Jobs, Mark Zuckerberg, etc.

How Einstein Quit School

In his youth, Albert Einstein attended a traditional school in Munich, Germany, just like many other children of his time. He received good grades and was particularly accomplished in the field of mathematics.

However, he absolutely detested school because he could not stand the way the teachers taught. He thought that everything was far too objective, there was no room for questioning or thought, with the classes instead focusing on strict memorisation.

Einstein wanted to be free to express his own thoughts, and to pursue the specific subjects in which he was interested. Einstein found it very difficult to do that in such a rigid educational environment.

When he was 15, his teacher suggested that he leave school, and he took the suggestion and did not return.

In conclusion, the education systems should have a purpose of developing people's talents and gifts, creating a vision; encouraging creativity and innovation in order to deliver new solutions that improve lives and create a better world. Teaching methods, courses, programmes and curricula should not only provide knowledge but should also provide practical skills, positive attitudes and new mind-sets. They should be built on diversity and specific talents of the individuals. From the perspective of the Formula for Accelerated Change, the teaching methods and contents should focus on helping students to:

1. discover purpose and create a vision;
2. develop leadership skills;
3. develop imagination, creativity and innovation;
4. improve knowledge, entrepreneurship and problem-solving skills;
5. team and synergy building;
6. plan, implement actions effectively and efficiently;
7. manage time properly and act proactively.

In this way, visionary leaders of today and tomorrow will be nurtured in public and private sectors and civil society to provide solutions and achieve sustainable development.

REFERENCES:

Juvénal Turatsinze, 2015. The Formula for Accelerated Change. How to Become a Visionary Leader, Achieve Success and Sustainable Development