How Change Adaptability Helps in Times of Pandemic and can be Enhanced in Remote Environment

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Abstract

We live in a time and an environment that is very much characterized by change in both the professional and private context. The massive question of how people cope with the increasing pace of change has not just arisen since Covid 19, but it has been given a new impetus as a result. This study deals with the question of how people can learn - remotely - to adapt better and faster to change. Methodologically, the concept of change adaptability and its practical relevance is explored. It investigates concepts of adult learning and remote learning. The results are synthesized to create a model of how Change Adaptability can be learned remotely. Content wise, the study outlines elements of Change Adaptability that make the concept practically relevant. Kolb's Experimental Learning concept is chosen and applied to learning Change Adaptability. The most important elements for successful remote learning are examined and the most important principle of remote learning for content learning is applied to Change Adaptability. Finally, all partial results flow into a model that shows how Change Adaptability can be learned in its most important detailed aspects in a remote context. This model can be used as a basis for further research as well as for practitioners who want to build a context in which Change Adaptability can be taught and learned in its most important elements.