
28-29 Mars, 2026

Konferenca për Zhvillimin e Leadershipit

**Edukimi dhe Leadershipi
Transformues**

HIM Research



Seminar (III)

Plant Deep

**What kind of ground
am I sowing in?**

Christian Salcianu | HIM Research



**No matter what you do,
some students seem to
get it, and some don't.**



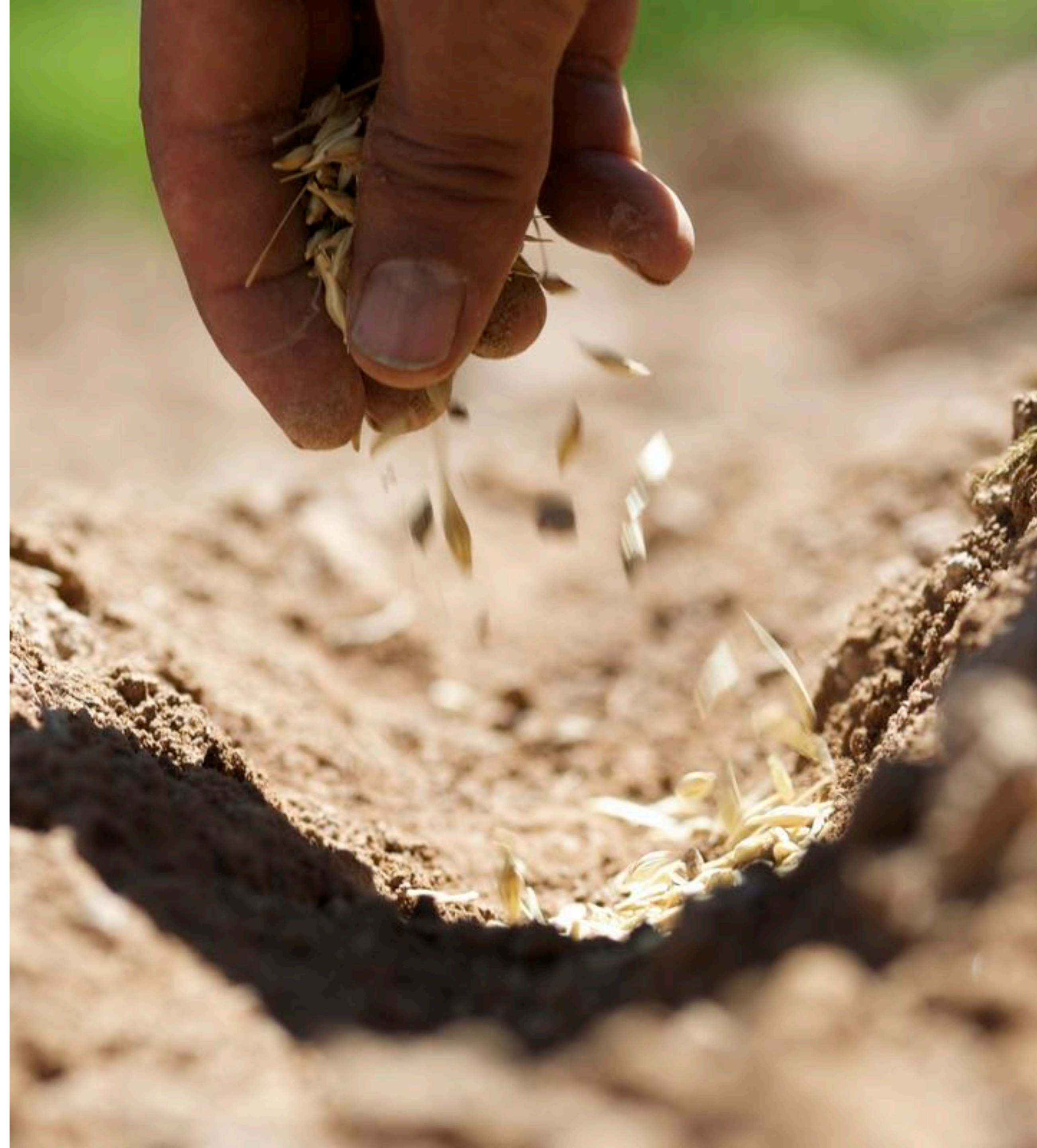


Where is the fault?

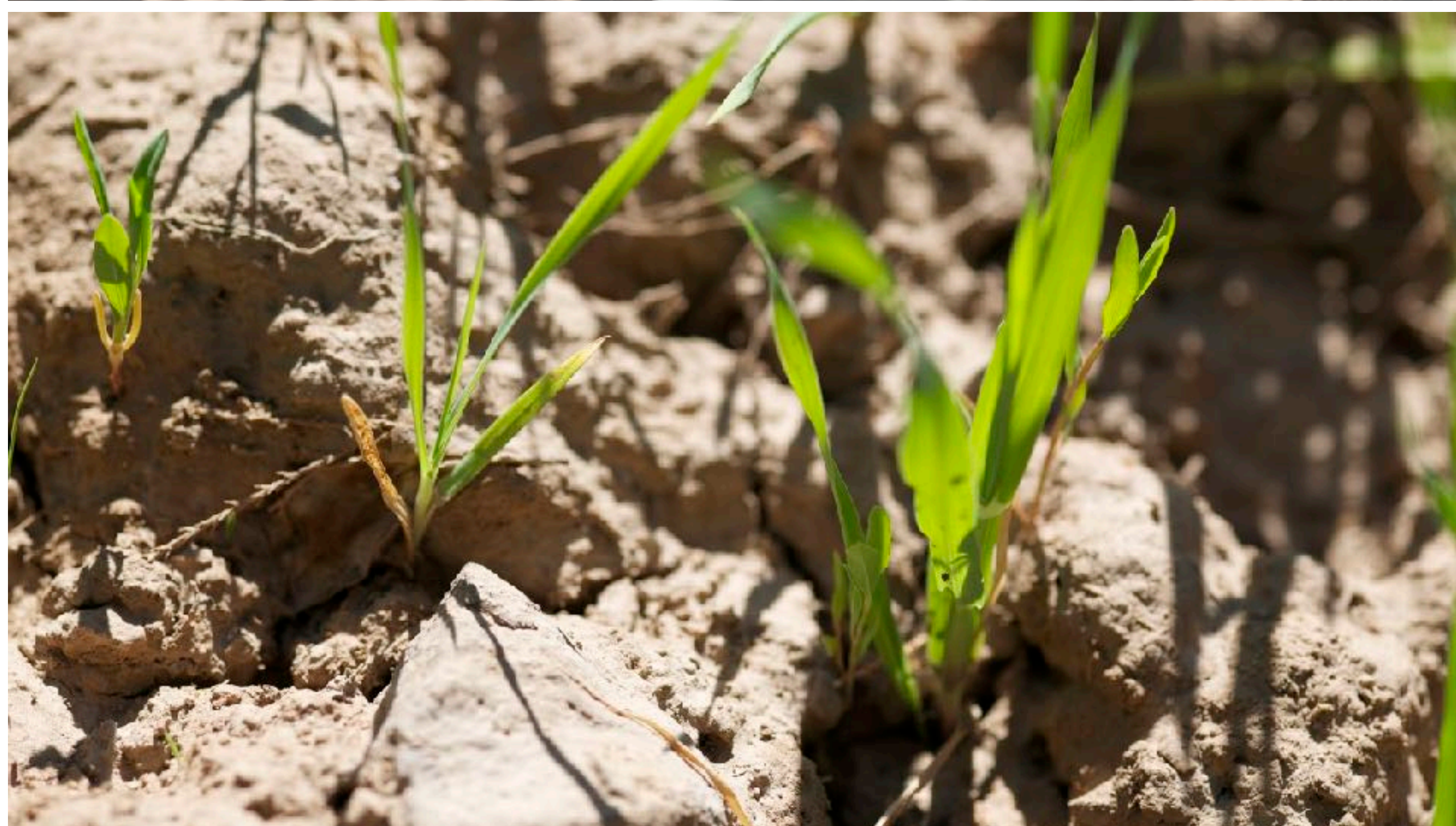
Introduction

The Parable of the Sower

**The ancient story into
human receptivity**









One farmer.
One seed.
One method.

Why different results?

Soil #1

Near the road

The Distracted Learner





In-One-Ear-Out-The-Other

Near the road

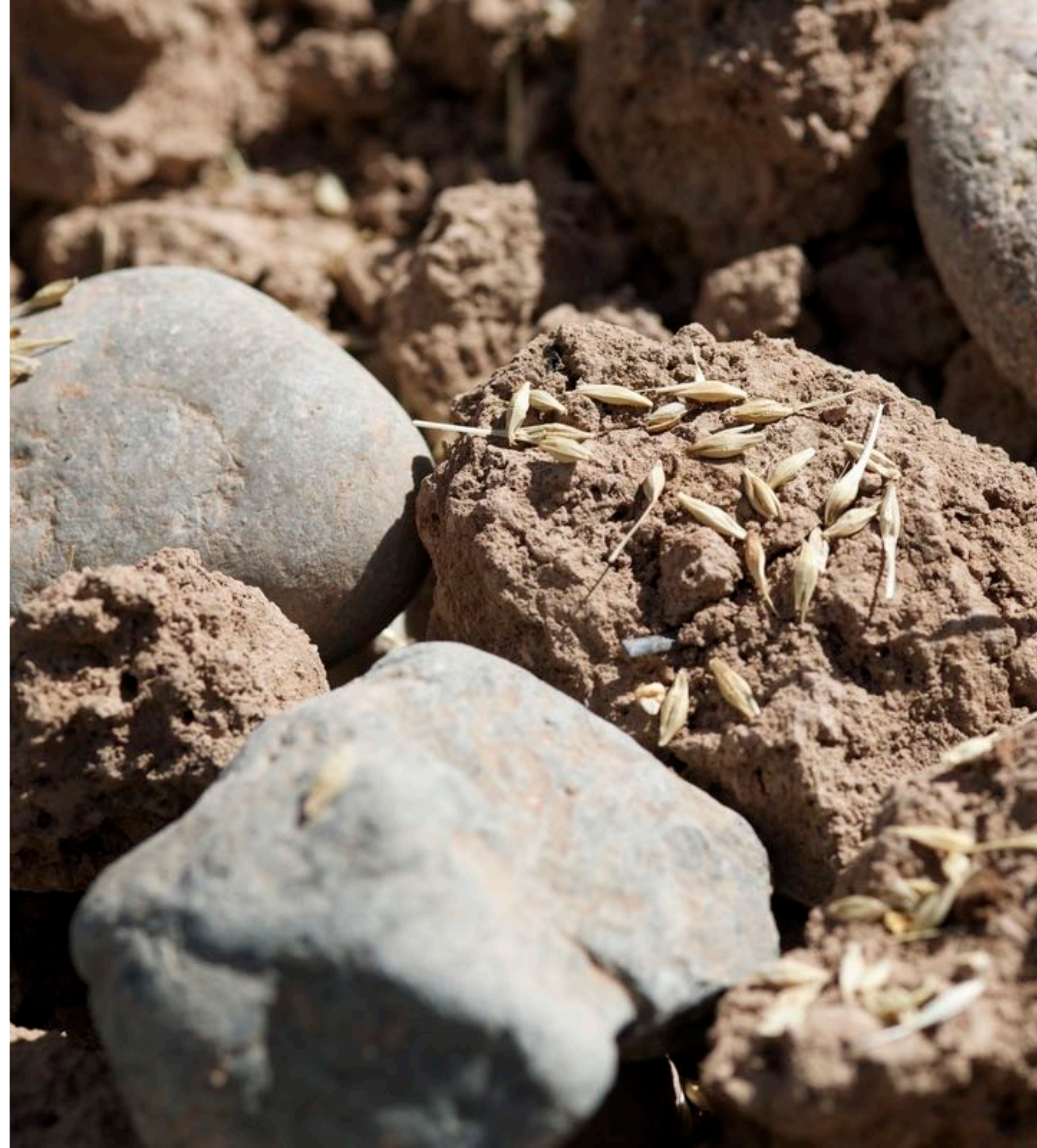


The Distracted Learner

Soil #2

Rocky ground

**The Enthusiastic but
Shallow Learner**





Surface learning only

A close-up photograph of a rocky, uneven ground surface. Several large, smooth, greyish-brown rocks are scattered across the scene. Between and around the rocks, there is a layer of dark brown soil. Numerous small, light-colored, elongated seeds or grains are scattered across the soil, some resting on the rocks. The lighting is bright, creating strong shadows and highlights on the rocks and soil.

Rocky ground

A photograph showing a person from the waist down, wearing a grey sweater with a black cat pattern and blue jeans. The person is standing next to a blue, cylindrical trash can. A purple wallet is being dropped into the top of the trash can. The background is a blurred indoor setting, possibly a hallway or a public area, with warm lighting and other people visible in the distance.

**The Enthusiastic but
Shallow Learner**

Soil #3

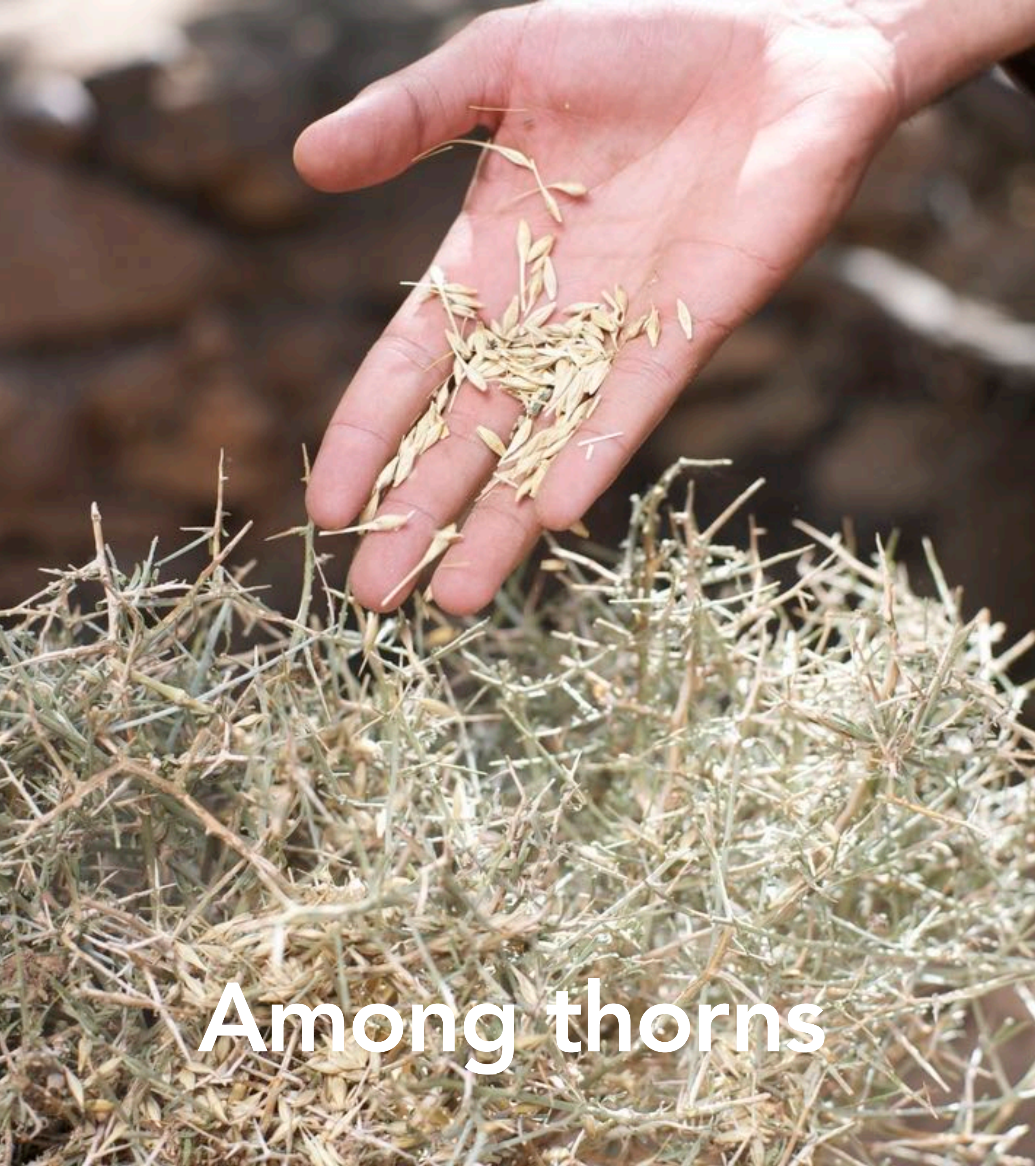
Among thorns

The Overwhelmed Learner

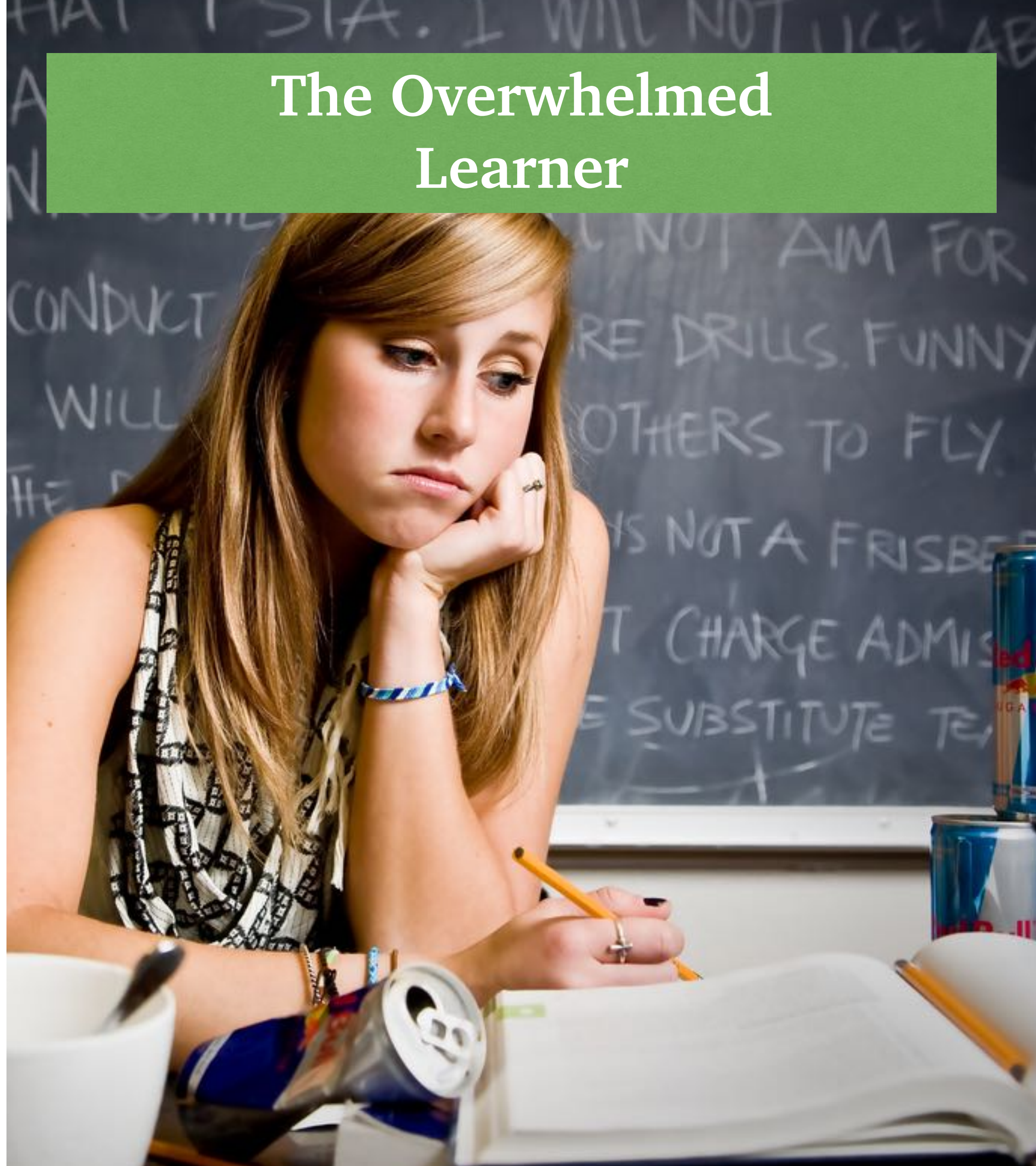


The risk is suffocation





Among thorns



The Overwhelmed Learner

Soil #4

Good soil

The Integrated Learner



The optimal transformation



A close-up photograph of several young green plants with long, narrow leaves growing out of a bed of light-colored, textured soil. The plants are in various stages of growth, with some showing small white flowers. The background is slightly blurred, focusing attention on the plants and the soil.

Good soil

A photograph of a young woman with long, dark, wavy hair. She is wearing a grey ribbed top and a black cardigan. She has a brown backpack on her back and is holding a black notebook with a blue pen in her hands. She is looking down at the notebook, appearing to be taking notes or reading. The background is a blurred indoor setting with a window.

The Integrated
Learner

Break

A word of caution

What can we do?







Plant deep. In good soil.

30 - 60 - 100

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