

What is Action Learning?

Action Learning is a dynamic process which brings people together to find solutions to management problems and, in so doing, develops both the individual and the organisation. Real work problems are addressed in real time so the process is highly practical, work-based, and avoids over-emphasis on the theoretical. Moreover, individual development needs can be identified and resolved as part of the problem-solving process.

This combination of problem analysis, solution identification and development **as needed** is what marks out Action Learning and the use of Learning Sets from other forms of management development. A highly flexible tool, it also places great emphasis on using the organisation's existing, internal resources.

The Process

Introductory Session

- introduction to Action Learning and developing the "Golden Rules"
- learning styles and how adults learn
- individual learning style preferences
- preliminary identification of problems and issues to be addressed

Development Sessions

A series of half-days at regular intervals negotiated with the Client (e.g. monthly) in which specific work-related problems and issues are brought to the session, and specific workable solutions sought.

Each meeting has an input (a tutorial) as required and agreed by members of the learning set; members also set the agenda for addressing and updating problems identified and trying out solutions.

Extension

Individual group members may take over a coordinating role once the facilitator's work is complete, and act as facilitators for future learning sets within the organisation.

Quote

"We were going through lots of changes... facing the challenges of reorganisation within our team. Action Learning gave us the time and focus we needed. It was not so much about 'skills training', more about giving us the space to talk about and apply what we already knew to achieve success".

S MacNicol, Pensions Services Manager, Coats plc

Your Personal Solution

- A 'learning set' of some five to nine people is facilitated by an external consultant.
- Members are encouraged to look at their own management problems and competencies as the sessions develop.
- The facilitator assists the participants in the development of systems (e.g. 'learning logs') to help them monitor personal progress and effectiveness within the set.
- The problem-solving approach adopted in each session can bring to the fore development needs which can either be addressed during the set meetings through coaching by the facilitator or from within the organisation.

Your Consultant

Linda Richardson MA MCIPD

Linda has an impressive track record as a specialist in personnel development, management and communication skills and has worked in the public, voluntary and industrial sectors throughout the UK. She has conceived and presented, for a wide range of prestige clients, customised training packages some of which are now available under licence. A qualified practitioner in Neuro-Linguistic Programming, she is highly regarded as an events facilitator for meetings, team building and strategy development. Linda also tutors students studying for membership of the Chartered Institute of Personnel and Development through Open Learning.

