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Action Learning – a workshop

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Overview

What is action learning and how can we use it?

A simulation of a set

Debrief discussion

What are we doing with AL now?

Next steps
What is Action Learning

• “Action Learning is a continuous process of learning and reflection that happens with the support of a group or ‘set’ of colleagues working with real problems with the aim of getting things done”.

How does a set work?

- Each individual has time for presenting an issue
- Set members offer support and challenge through open questioning
- Individual action planning
- Reporting back on learning
- Reflection and review of outcomes.
Roles within a set

• Presenter
  – Present a problem or issue
  – Listen to support/challenge
  – Control the focus of discussion
  – Action Plan
Roles within a set

• Supporters
  – Empathise
  – Support and Challenge appropriately
  – Recognise underlying issues
  – Leave time for reflection – silence
  – Support action planning
Roles within a set

• Facilitator
  – Control the process
  – Create a learning climate
  – Timing and flow
  – Supporting the development of the set
  – Reviewing the process with the set.
Values underpinning action learning

- The voluntary nature of the set
- A positive approach to life
- Reflection is the key to learning from experience
- Balancing support and challenge
- The present is the expert on their issue
- Empathy
- Empowerment
- Quality of attention
- Trust and confidentiality
- Development takes time.
- Holistic approach
A simulation

• First 8 minutes
  – Only the presenter may speak

• Second 8 minutes
  – Supporters help presenter to explore the issue

• Third 8 minutes
  – Action plan
A simulation - Debrief

• Presenters
• Supporters
• Questions