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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