

# Action Learning for complex problems and enticing opportunities

## Remember?

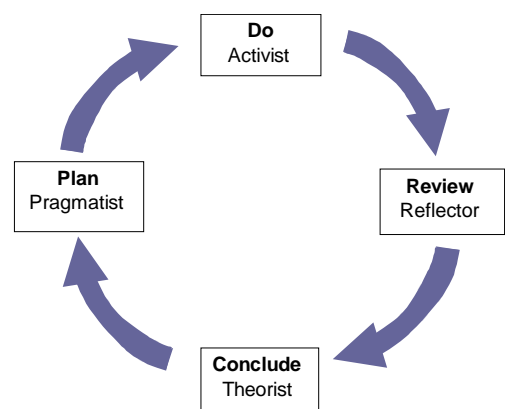
Think of a time when you wanted to discuss a problem or opportunity with your boss and he or she did not have time to listen to you properly. Remember the effect on you? Maybe you were disappointed, annoyed or demotivated. This is where Action learning comes in. One of its features is Air Time, when individuals get a chance to discuss their issue - completely uninterrupted – a welcome experience.

## What is Action learning?

Originally developed by Professor Reg Revans it is widely used to help achieve individual, team and corporate success.

People learn best through experience and Action Learning is based on the KOLB experiential learning model. Essentially it is a small group of like-minded people, who meet regularly to help each other resolve problems, explore opportunities and learn from their experiences.

Action learning provides a valuable opportunity through which change and understanding can be pursued in a secure, supportive and constructive environment.



## Action learning works



## What it delivers

- Acts as a powerful problem solving tool and stimulates innovation
- Promotes cross departmental communications and cooperation
- Aids management development and performance improvement
- Gives participants the opportunity to learn from each other and share good practice
- Uncovers the causes of both success and failure so that new plans are robust

## When to use it

- When you wish to...
- embed new practices learned from recent training courses
  - improve cross-departmental communications and cooperation
  - create new ideas to resolve problems that block business progress
  - help individuals to develop their leadership and team working skills
  - create a learning environment that supports empowerment

## What's involved?

Participants come from different departments or locations and they work on tasks, projects, problems or issues that are most important to them at the time.

Each person has uninterrupted "air time" to talk about their issue and others supports them by listening, questioning, challenging and offering ideas.

At the start of a meeting Ground Rules are agreed and particular emphasis is placed on keeping confidentiality and the need to empathise and not judge individuals contributions.

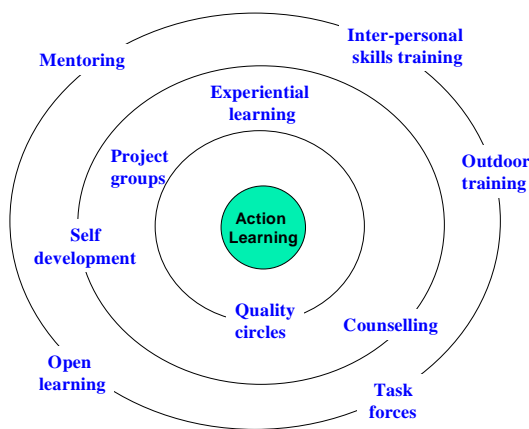
The ideal size for an action learning set is between 3 and 6 people. The facilitator's role is to keep the session on-track, challenge assumptions, identify learning points and to ensure people leave with a list of actions.

"There can be no learning without action and no action without learning"

"Empower managers to act and learn from action"

*Professor Reg Revans*

## How does it compare?



The main differences from other learning formats are...

- Real work situations are addressed giving a direct return on investment
- Focuses on the individual and their learning and development
- Different process giving people "Air Time" and a questioning response
- Promotes values of honesty, trust and taking responsibility
- Develops listening and feedback skills

## Unanticipated learning

A rewarding aspect of action learning is the unexpected discovery of new ideas for change and improvement.

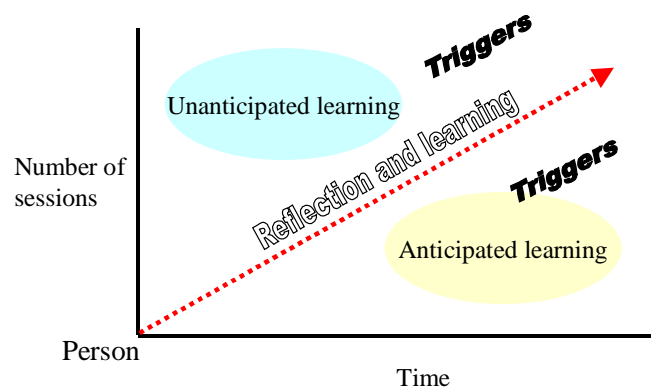
This is unanticipated learning and it can be triggered by other people's ideas, comments and suggestions.

## Value of time

It takes time for the process of - do, review, conclude and plan - to work, and it takes time for ideas to germinate and new ways of doing things to be sustained.

Action learning programmes usually run on a monthly basis for about six months but often they continue on. One client ran the process for two years!

As the saying goes... there is never time to stop and think now. But there is always time later to stop and put things right.



## Next

See if Action Learning will suit your organisation.

Call Nick Belcher: 07976 684009

Click website: [www.cornerstonesolutions.co.uk](http://www.cornerstonesolutions.co.uk)