

Action learning is ...

- a powerful way for managers/leaders to learn from their peers
- a simple yet powerful tool for personal and professional development
- a structured networking opportunity with a small group of people providing a safe environment to ask questions, seek answers, gain support and expect challenge
- a process through which co-mentoring relationships are initiated and developed
- the opportunity to work on real issues and concerns, identify possible solutions and take action – personal learning and development whilst addressing current priorities.
- the chance to learn from, and be supported by, a skilled facilitator

PROCESS

The Action Learning Sets will be intentional and dynamic environments for participants to raise difficult questions, discuss sensitive issues, engage in reflective learning and create an agenda for any relevant input required to meet their identified learning priorities.

At each session

- Every member reports briefly on what has been happening generally
- Every member gets 'air time' to share recent actions and/or present a particular situation that they currently face - describing their situation/dilemma/challenge
- Members ask questions designed to assist the member presenting to come to a deeper understanding of their situation/dilemma/challenge
- Members assist the presenter to review options and decide on action
- Members reflect on the group process and give feedback to each other on what has taken place

The facilitator

- Organises the group to set their ground rules
- Creates safety for individual members to explore sensitive issues
- Enables the group to reflect on group processes
- Takes the group beyond superficial analysis
- Keeps the group focused on the individual presenter
- Ensures that group members follow the agreed ground rules
- Enables the group to draw out general lessons from the session