

A new approach for facilitators?

Action Learning is a method of improving and developing organisations and individuals. It works with small groups, or sets, which meet regularly to find solutions for their work, using a careful technique which enables participants to discover new solutions to sticky problems.

Despite the name there's not much obvious action! Meetings are thoughtful and reflective, enabling members to discover insights or strategies in ways they might miss in busier and noisier forums.

Facilitation is the key to Action Learning's success. Careful, intelligent questioning, a finely tuned system of feedback and a guiding hand evoke dramatic changes with lasting effects.

If you are a professional facilitator, or use facilitation in your work, Action Learning is a valuable tool to add to your portfolio. Our Professional Development Programme in Action Learning Facilitation is endorsed by the European market leader in management and leadership qualifications – the Institute of Leadership & Management (ILM).

Learning by doing

Full immersion in an Action Learning set is the best way to understand it. From the outside it can appear complicated or even cultish! Our course takes three days so that you can fully understand the system and principles, experience being in and outside the set and practice facilitating for real. Full on, but hugely enjoyable!

During the training programme we cover:

- the principles and conventions of action learning
- setting up new sets
- the skills of facilitation
- coping with challenging set members
- enabling sets to become self facilitating
- alternative models of action learning
- evaluation and accreditation

We provide study material and handouts for you to reproduce or adapt in your own work.

Is it for you?

Participants come from all sectors - corporate, public and not for profit - some employed others freelance. Many are full-time facilitators working in management, human resources or development roles. A few are simply intrigued by the buzz of Action Learning and want to find out if its reputation is deserved. All find useful approaches and techniques to inspire or revive their practice.

Action Learning Associates

19 Sycamore Court, Royal Oak Yard, Bermondsey Street, London SE1 3TR

Tel: 020 7407 1971 Fax: 020 7407 1971 Email: info@actionlearningassociates.co.uk

www.actionlearningassociates.co.uk

Action Learning Associates Limited. Company registered in England number 3529424.
Registered office address: The Stables, Langham Place, Rode, Somerset BA11 6PL

Action Learning Associates

Founded in 1998 to promote and develop action learning, we are the largest independent group of action learning professionals. The company has extensive experience of providing action learning and facilitator training across all sectors. Recent customers include:

- Ernst & Young
- Arts Council England
- Defra
- The Metropolitan Police
- Clore Social Leadership Programme
- Heineken International
- British Council Australia
- Devon County Council
- London Borough of Hackney
- Yorkshire Building Society

The Programme Leader

The programme is delivered by Director, Ruth Cook or a Senior Associate. Ruth has over twenty years experience working with leaders and delivers action learning across sectors in the UK and internationally.

Professional Development Programme in Action Learning Facilitation

Participants can choose to gain accreditation on an ILM endorsed Development Programme. We believe accreditation is best achieved with continued opportunity to develop your practice and learning so the process involves producing a Reflective Learning Log and attending an additional development day in London. This gap allows you to develop, practice and consolidate your learning. Accreditation days provide an opportunity for peer support and are a valuable way to reflect on your learning, share experiences and develop ideas with other practitioners. You can choose when to complete the process – we recommend within six months to one year of the training. When we register you with ILM we charge half the accreditation fee and then you pay the remainder when you book onto an accreditation day. You will also be eligible for six months free [trial membership](#) with ILM.

Course fees

£950 +VAT for sole traders, public sector, cultural and voluntary sector organisations
£1,350 + VAT for commercial companies

Optional ILM accreditation including additional development day - £350 + VAT for sole traders, public, cultural and voluntary sector organisations; £495 + VAT for commercial companies. You receive expert training in an ideal in-house [action learning venue](#), a comprehensive handbook and resource material, a cooked lunch and refreshments each day as well as follow on support.

What they say

“Ruth is superbly competent in action learning, but most importantly has the ability to share that knowledge clearly and concisely, to enable others to develop their own skills. I’ve gained a new tool for my toolbox – an enhanced portfolio and therefore potential for increased income.” **Lisa Flude, Management and Leadership Development Consultancy**

“By far the most positive experience I have had with an external training provider ...this is predominantly down to Ruth’s expertise and ability. Ruth quickly created an incredibly effective environment for learning and listening. The quality of listening in the room was unparalleled.” **Rebecca Hutchison, Learning, OD & OE Manager, Sealed Air**

For details of our next courses

15 – 17 May 2012, London – booking now

9 – 11 July 2012, London – booking now

24 – 26 September, London – booking now

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