



Action Learning Associates

I.A.F Europe Conference 2009

Real Action Learning: An Expanding Market

Ruth Cook

www.actionlearningassociates.co.uk



Action learning is

- self managed learning
- learning by doing
- a structured process for reflecting on experience with a group of peers
- not discussion, not just telling

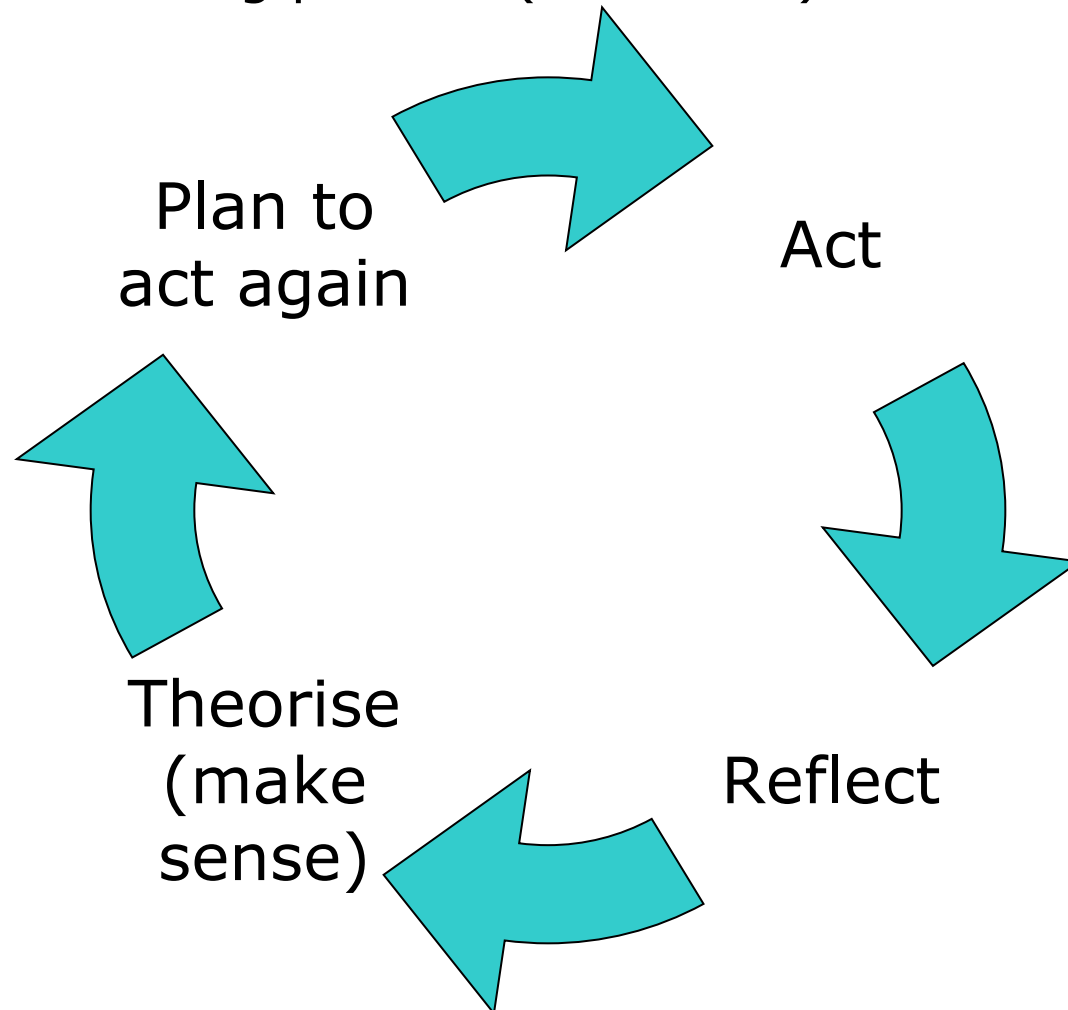

$$L = P + Q$$

- Learning comes from Programmed knowledge and Questioning insight.
- “Action learning is based on the idea that people have an unlimited capacity to learn from experience but a limited capacity to learn from being taught”

Reg Revans

Learning cycle

The action learning process (after Kolb):





The central techniques

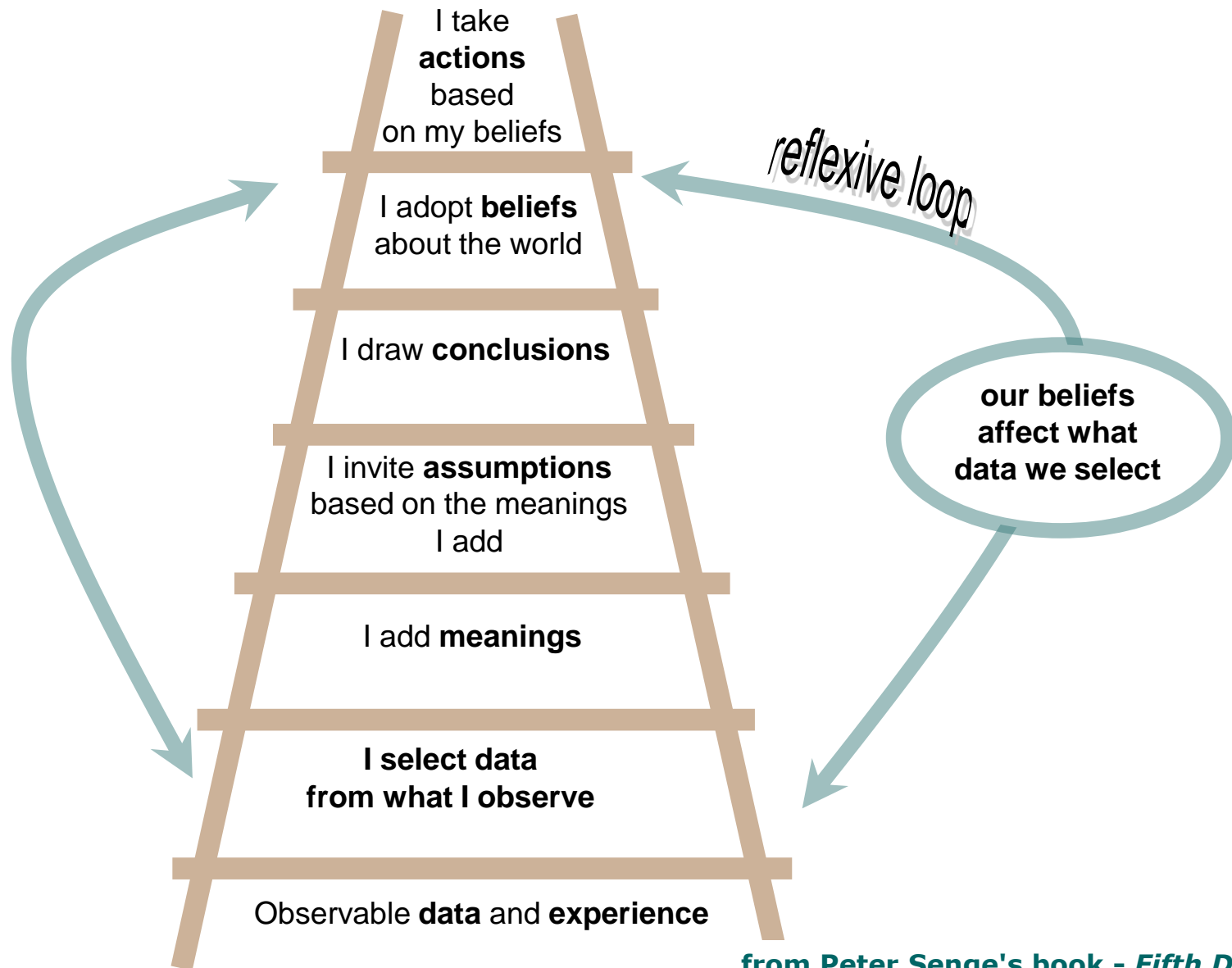
- careful listening
- open questions
- thoughtful feedback



Action learning enables people to

- hear their own story differently
- understand and create different responses to a range of experience
- become more self aware
- be open to different possibilities in themselves and others

The ladder of inference



from Peter Senge's book - *Fifth Discipline*



High quality product

- skilled facilitator
- willing participants
- contract and regular committed attendance
- high levels of challenge and support
- discipline in the process



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Value for money

- alternative to coaching
- option of self facilitation
- self sustaining network / in-house programmes
- virtual action learning
- accreditation for action learning facilitation
Institute of Leadership & Management (ILM)



Potential for Action Learning

- cross sector sets
- peer consultancy sets
- in-house programmes
 - leadership development
 - talent management
 - geographically disparate teams
 - project management
 - cross departmental working
 - turnaround
- sector wide sets
- partnership working
- team development



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