

Action Learning

**Powerful Tool to Solve Complex
Problems**

What is Action Learning

- **Revolution Methodology that helps teams and organization to solve problems**
- **Develop creative, flexible and successful solutions**
- **Build leaders in real time**
- **Take action while learning**
- **Create opportunities to adapt, learn and innovate**

Roots of Action Learning

- **Reg Revans – Physicists who started to look at the multidisciplinary approach to investigation and solve problems – Coal Mines in the UK**
- **Kurt Lewin – dynamics of learning groups**
- **Organisational Theorists – Explored organization learning**
- **Mike Marquadt – Adapted Methodology -Integration of approaches, six components, two ground rules**

Foundations of Action Learning

- **Multidisciplinary approach built on reflecting on experience**
- **Use knowledge, skills and background of group members**
- **Great questions result in great insights and learning**
- **Great questions = dumb questions**
- **Questions are empowering in building powerful team**
- **While you solve problems you learn leadership skills**

Action Learning Process

- Taking knowledge skills and background of members of the team
- Engage in problem solving situation
- Ask questions, group members reflect
- Group becomes a powerful team to solve problems for the organization
- Group members become change agents to help their organization
- Learning Organisation

Components of Action Learning

- **Problem**
- **Multidisciplinary Team**
- **Questioning and Reflective Process**
- **Strategies and Action**
- **Three Levels of Learning – Individual, Team, Organisation**
- **The Action Learning Coach – Help develop team**

2 - Ground Rules

- Statements only in response to questions (anyone can ask)
- Coach can intervene whenever he/she identifies a learning opportunity

Types of Challenge

- **Problems to Solve**
- **Opportunities to Exploit**
- **Dilemmas to Manage**

WIAL Workshop

- **Foundation**
- **Certified Action Learning Coach 1**
- **Certified Action Learning Coach 2**
- **April 18 – 22, 2016**