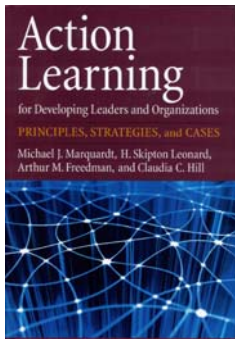


Spring 2009 No. 1

ACTION LEARNING

"Solving Problems and Building Leaders in Real Time"

WIAL authors break new ground in the theory and practice of Action Learning



The much awaited new book on Action Learning by Michael Marquardt, WIAL's Chairman and President, Skip Leonard, WIAL's Executive Director, Arthur Freedman, WIAL's Director of Scholarship and Publication, and Cori Hill, Director of PDI's Action Learning Practice, is now available from the American Psychological Association.

Action learning for developing leaders and organizations: Principles, strategies, and cases, expands upon the basic framework for Action Learning presented in Mike Marquardt's earlier books on Action Learning, *Optimizing the power of Action Learning* and *Action learning in action*.

In addition to providing the latest theory and practice in the use of Action Learning to develop leadership skills, the text presents the first, to our knowledge, in-depth treatment of Action Learning as an organizational change intervention. This text also provides practical ideas, useful mental models, and practical research for the following topics:

- How Action Learning uses the principles of individual, team and organizational learning, group and organizational dynamics, and personal, team and organizational change and change management;
- How to ask great questions that promote reflection and learning throughout the Action Learning team's life cycle;
- How to use Action Learning as an organizational change intervention;
- How to embed Action Learning in the larger organization;
- How to integrate Action Learning within larger leadership development programs;
- How the research evidence demonstrates the effectiveness of Action Learning;
- How to use best practices in the planning and implementing of Action Learning programs.

In order to give the reader an understanding of how the principles and strategies discussed in this text are used in practice, the book is liberally sprinkled with case studies and examples from actual Action Learning projects and programs.

We trust that this book will find its place as a valued reference text for experienced and novice Action Learning coaches and project manager as well as for teachers and scholars who are including Action Learning in the curriculum in colleges, universities and, increasingly, high schools.

ACTION LEARNING IN ORGANIZATIONS



WorkSafe Victoria is a State Government department committed to working with the community to deliver outstanding workplace safety, together with quality care and insurance protection to employers and workers.

In mid 2008 two of the department's senior L & D people, Meagan Browne and Jane Hudson attended the 1 day foundation action learning workshop run by Dr Marquardt in Melbourne. So taken by the action learning process were they that they decided to develop their internal capabilities by training 8 staff members as WIAL Certified Action Learning Coaches.

In 2009 over three two day workshops, Dr Garry Luxmoore and John Sautelle, WIAL Australia's Senior Action Learning Coaches worked with Jane, Meagan and 6 other Worksafe Victoria team members to help them gain their WIAL CALC status. All eight have now done the required 6 days and are about to implement their skills with work based action learning projects so that they are able to complete the written requirement.

Comments from the group included:

It was such a fantastic experience - not only did I learn about Action Learning but also developed skills that I can transfer into other areas of my work and life. I liked that we continually built on our knowledge and skills throughout each day and over the 6 days
I loved it!!!

Fantastic workshop! I'm really thankful to have received training that improves and sharpens the mind both in a personal and professional sense.

WIAL Australia's first corporate client is now embarking on cascading action learning through out the organisation to solve problems and develop leadership skills. We welcome these 8 CALCs to the global action learning community.

Presidents Report



Michael Marquardt, Ed.D.
President and Chairman
of the Board

“2009 has already been a wonderful year for action learning and WIAL around the world. WIAL-Australia was formed in January with two senior certified coaches and nearly 20 soon-to-be certified coaches.”

Its affiliation with the Australia Institute for Training and Development led to Foundation workshops being held in Melbourne, Brisbane and Sydney. Several in-house action learning programs are now being conducted with Federal and State institutions.

Business School Netherlands (BSN), the largest business school in the Netherlands, became a WIAL Affiliate in March. Eight coaches, including BSN partners in South Africa, Nigeria and the Czech Republic, will complete their certification in May. It is anticipated that BSN will be working with us to establish WIAL affiliates in those three countries as well.

Also in March, I had the opportunity of introducing action learning to over 50 deans of Malaysian Universities who will be using action learning as a means of developing and changing not only the education system of Malaysia, but also the social and economic systems as well.

In May, WIAL has been offered the opportunity of changing a nation! A large-scale action learning project will begin in South Africa, in which hundreds of executive coaches, trained in the principles of action learning, will seek to work with thousands of South Africans, to transform the country, and to bring people of every ethnic and economic group together to solve hundreds of problems faced by that nation.

WIAL affiliates in Italy, Belgium, Eastern Europe, Singapore and Japan have also been active in developing coaches, publishing on action learning, and bringing action learning to a number of corporations and government agencies.

WIAL in the US has also continued to grow. Many of the federal agencies are now using action learning in leadership development programs – Housing and Urban Development, Department of Defense, FDIC, and Department of Commerce, to name a few. WIAL has begun working with the USDA Graduate School on a 12-month action learning program with over 140 government leaders from dozens of government agencies. Our large-scale leadership program with Microsoft will continue in 2009. We are hoping to attract more such in-house action learning programs.

World Institute for Action Learning

11354 Orchard Lane
Reston, VA 20190
Tel: 703 349-3019
Fax: 703 286-5663

Membership & Web: www.wial.org

Email: feedback@wial.org

For WIAL newsletter submissions contact:

newsletter@wial.org

Publications and Books may be purchased:

<http://wial.org/publications/>

ACTION LEARNING RESOURCES

Books:

[Optimizing the Power of Action Learning: Solving Problems and Building Leaders in Real Time](#) by Michael J. Marquardt

[Action Learning in Action: Transforming Problems and People for World-Class Organizational Learning](#) by Michael J. Marquardt

[Leading with Questions: How Leaders Find the Right Solutions By Knowing What To Ask \(J-B US non-Franchise Leadership\)](#) by Mike Marquardt

WIAL 2nd ANNUAL FORUM

Why You Should Attend:

Action Learning is now growing at a rapid pace both in the US and around the globe. In recent estimates, Action Learning is now being employed in 60-70% of corporate leadership development programs. *Business Week* has identified Action Learning as “the latest and fastest growing organizational tool for leadership development”, and OD practitioners are increasingly using Action Learning as an important methodology to help organizations bring about large-scale organizational change.

This year's conference provides a forum for:

- Experienced and advanced Action Learning coaches and program managers who want to learn about the latest developments and thinking in Action Learning
- Individuals interested in further training or certification as Action Learning Coaches by WIAL
- Experienced Action Learning coaches and professionals who want to learn more about WIAL's approach to Action Learning and observe a real demonstration of WIAL's proven and disciplined approach
- Action Learning coaches who are looking for the opportunity to network with other coaches and participate in case study discussions
- Managers and leaders who want to learn about the power of Action Learning to develop leadership skills *while solving critical and urgent organizational problems*
- Graduate students who are interested in Action Learning as a career opportunity
- Teachers and academics who use or discuss Action Learning in their courses who want to (1) learn about the latest theory and practice (2) network with practitioners, and (3) identify research opportunities

Program Highlights:

- Introduction to Action Learning workshop and demonstration by Dr. Mike Marquardt for the less experienced and curious
- Case study presentations/discussions groups
- Issue/topic/methodology presentations/discussion groups
- Marketing consultant presentations/and small group discussions
- Presentations by international affiliates and networking opportunities
- Business development sessions using Action Learning
- Action Learning research discussions and awards

Forum Details:

Date & Time: June 26, 8:30 am – 5:00 pm
Location: National Education Association HQ, 1201 16th St. (16th & M)
Registration Fee: Early registration (until June 1) \$175, regular registration fee \$200
Lunch: Sandwiches from Cosi's restaurant and beverages provided; cafeteria with other selections on-site

Registration:

Go to www.wial.org

Click on *Event Registration Payments*

Click on *New User*

Click on *2009 WIAL Action Learning Forum* and follow directions for registration