

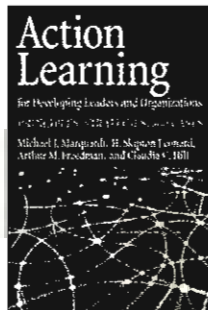
Action Learning for Developing Leaders and Organizations

By Michael J. Marquardt, H. Skipton Leonard, Arthur M. Freedman, and Claudia C. Hill
(American Psychological Association, 313 pp., \$69.95)

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While not an action learning (AL) primer per se, Marquardt et al's effort to fill in the AL research gaps is certainly a good place to start for any organization interested in putting AL to work. The first section does a good job of connecting the dots between the history, the basics, and the interdisciplinary foundation of AL. The "how it works" sections strike to the core of the reasons behind individual points within

the methodology, such as spurring critical reflection, approaching problems, and forming teams.



Following the preliminary chapters, readers get a glimpse into the

research-based implementation strategies that have helped to guide AL in practice thus far. Embedded throughout are numerous corporate case studies of companies who have made AL work during challenging times and periods of sweeping change. Information on best practices as well as insight into qualitative and quantitative measurement leads off the final third of the book.

Marquardt et al offer a well-rounded approach to AL with a balance between theory, background, and real-world use, giving voice to both the *action* and the *learning*.

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