

ACTION LEARNING

Introductory Workshop




Agenda

- ◆ Introductions – Instructors / Participants
- ◆ Overview of Action Learning
- ◆ Break
- ◆ Action Learning Sets
- ◆ Debrief
- ◆ Certification Overview




Leadership Team

		
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Peter Loan Treasurer and Vice President for Affiliations	Bea Carson Vice President for Certification and Education	Chuck Appleby Secretary and Vice President for Development

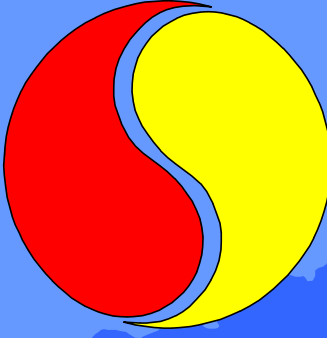



Action Learning Overview





What is Action Learning?

- A **process** that involves a small group working on real problems, taking action, and learning while doing so
- A powerful **program** that creates dynamic opportunities for individuals, teams, leaders and organizations to successfully adapt, learn and innovate

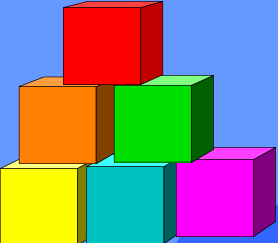

Contrast with Typical Problem Solving

- **Learning and team development as important as solving the problem**
- **Groups charged with implementing the solution as well as solving the problems**
- **Membership not reserved to experts or involved people**
- **Questions precede answers; dialogue over discussion and debate**
- **Learning coach with power**
- **Urgent and complex problems requiring unique systems thinking**


Action Learning Components


- Project, challenge, task, or problem
- Group or set of 4-8 people
- Processes of reflective questioning and listening
- Development of strategies and taking of action
- Commitment to learning
- Learning coach

Ground Rules


1. Statements only in response to questions
2. Action learning coach has authority to intervene when identifies a learning experience and at end of session






Action Learning Process

- ◆ Problem / Challenge presentation (2-3 minutes)
- ◆ Statements can only be made in response to questions
- ◆ Coach works learning opportunities
- ◆ Consensus on problem
- ◆ Strategies
- ◆ Actions





Roles

- ◆ Presenter
- ◆ Group Members
 - Pizza Person
- ◆ Learning Coach

Presenters Role


- ◆ Status of Actions (from previous meeting)
- ◆ Defines today's problem in 2 -3 minutes
 - What are we trying to do?
 - What are the issues / concerns?
 - What are the roadblocks?
 - What is today's most pressing issue?





Group Members

- ◆ May or May Not be Associated with the Challenge
- ◆ Equal Participation
- ◆ Colleague Support
- ◆ Question / Challenge
- ◆ Reflect
- ◆ Take Action
- ◆ Pizza Person
 - New Perspective
 - "Dumb" Questions





Learning Coach




- Focus on Helping the Group to Become More Effective
- Help Members Achieve Clarity and to Optimize Their Learnings
- Ensure sufficient time for capturing learnings
- Help members to reflect on interactions and implications of actions to be taken
- Assure norms and processes are followed
- Create an atmosphere of learning and reflective inquiry
- Only asks questions related to learning and problem and goal clarity




Benefits of Action Learning



- Develop leaders and teams of leaders
- Problem solving
- Developing systems thinking and creativity
- Building teams
- Create learning cultures and learning organizations



Questions/ Learnings/Ideas




Break



Action Learning Groups



Debrief



Certification Overview



ACTION LEARNING FOUNDATIONS WORKSHOP

- **Description:** This workshop introduces participants to the two ground rules and six components of Action Learning, and gives them practical experience in problem solving using the WIAL Action Learning model. Each participant will gain experience as Action Learning group member and coach.
- **Length:** 2 days
- **Who should attend:** Potential Coaches, Organizational Champions, Sponsors.
- **Upon Completion:** Certificate of Participation. Ability to coach highly functioning Action Learning teams.



Certified Action Learning Coach

- **Description:** These six sessions provide participants the skills and experience they need to function as Action Learning coaches in a variety of challenging situations.
- **Prerequisite:** Action Learning Foundations Workshop
- **Length:** 2 additional 2 day sessions
- **Who Should Attend:** Those seeking certification as Action Learning coaches
- **Upon Completion, participants will know:**
 - When to do an intervention
 - The appropriate questions to ask
 - How to keep participants focused
 - How to handle dysfunctional team behavior
- **Certification Requirements:**
 - Conduct Action Learning within an organization
 - Demonstrate ability as a coach
 - Demonstrate ability to determine various bases for intervention



Master Action Learning Coach

- **Description:** Certified coaches will co-teach the Action Learning Workshop and the Action Learning Certification Program with a certified Master Action Learning Coach.
- **Prerequisites:** Action Learning coach's certification.
- **Length:** 3 additional 2 days sessions
- **Who should attend:** Certified Action Learning coaches seeking to train others as Action Learning coaches.
- **Certification Requirements:**
 - Action Learning Coach certification
 - Co-teach Action Learning Foundations Workshop
 - Co-teach Action Learning Certification



Upcoming Sessions

Action Learning Foundations

Cohort 1
May 11/12 (Washington DC)

Cohort 2
Jul 20/21 (Kent Island MD)

Cohort 3
Sept 7/8 (Washington DC)

Action Learning Coach

Cohort 1
July 13/14 & Sept 14/15 (Washington DC)

Cohort 2
Sept 21/22 & Nov 16/17 (Kent Island MD)

Cohort 3
Nov 9/10 & Jan 11/12 2008 (Washington DC)

NL/WIAL Action Learning Coach
Jun 1/2, Jul 20/21, & Sep 28/29 (Washington DC)