

## Action Learning

### What is Action Learning?

Action Learning is based on the concept that learning is a continual process of action and reflection. **Learning** is the **Product** of knowledge (i.e. taught learning) plus **Questioning** and reflecting. This is sometimes expressed as: **L=P+Q**

So in action learning theory, taking action is crucial and the only real learning comes from doing something and then reflecting on the outcome.

### How does it work?

Action Learning then is an accelerated learning tool which can be applied to any number of different workplace (and personal) issues and challenges. Action Learning usually takes place in groups or 'sets' which meet regularly in order to explore solutions to real problems and decide on the action to take as a result. They are often facilitated by an experienced facilitator who ensures the process is effective and timely.

An Action Learning set usually meets about once a month and allows individuals to discuss their own issues and potential solutions. In between meetings, individuals are expected to take action and report back to the group next time.

### Why does it work?

The power of the set comes from the individuals who make up the group, the type of questions used and the gift of time for reflection which is granted to the problem holder. Each set allows time to create a dialogue, which gives each person space to focus on themselves and issues that they are currently grappling with at work.

Action Learning sets give individuals the opportunity to learn from their peers, their colleagues, and others in similar situations, in a non-threatening environment. The constant emphasis is on learning and how it is achieved, building on the asking of questions and listening, followed by reflection.

### What are the Benefits?

Action Learning enables you to:

- learn from successes - and failures
- plan and make important changes
- deal with potentially stressful situations
- value both your own and others skills and experience



- understand and accept your own strengths and weaknesses

Action Learning is non-judgmental and values your own particular mix of experience, abilities, skills and knowledge. At the same time it can be challenging, in asking you to make commitments to yourself and to the set and in asking you to examine how you do things or think about things. The role of the facilitator is crucial to ensure that the challenges are appropriate and that learning is derived as a result.

## When to use Action Learning

Action Learning is best used:

- After a course or workshop as a follow-up to reinforce the learning process
- To extend learning rather than having a one hit training course
- To bring together disparate ideas in a safe environment
- To address issues at work which cannot be resolved on a day-to-day basis
- To build networks across organisations

If you would like to find out more about action learning, or to book an experienced facilitator call JamBerry on 0800 840 2418 or email [info@jamberry.co.uk](mailto:info@jamberry.co.uk)

