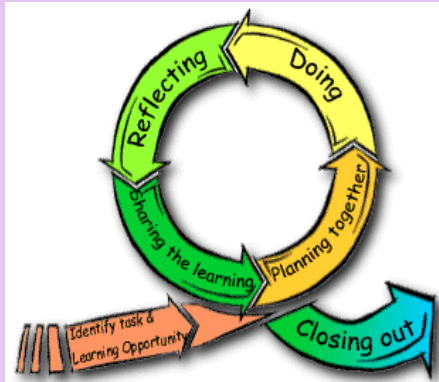


Action Learning Sets

- a powerful development method -



Action Learning – a History

Action Learning describes how we solve problems. Reg Revans, its originator, was a physicist by discipline and worked in Cambridge's Cavendish Laboratory in the 1920s, shortly after its "glory days" with great names such as Ernest Rutherford.

What impressed him was the approach to problem-solving and hence learning in the team, and by the scrutiny of both success and failure, so he set out to "bottle" it in the form of Action Learning.

He later developed and applied his approach in many settings, perhaps most notably with hospital managers (1972). It has proved very popular in management education and is undergoing a renaissance as organisations look to accelerate the impact of learning and development activities.

What is Action Learning?

Action learning is a continuous process of learning and reflection, supported by colleagues, with the intention of getting things done at work!

It involves a small group working together for about half a day each month, to use the group to assist in solving problems. These problems come from the individuals and relate to their work. Powerful decisions are enhanced by working with others. Every one who takes part learns from their experience and moves on to take more effective action.

Here's what goes on in meetings.....

- Group members take it in turn to present an update on their work, and are questioned on it by their fellow-members; members act as consultants or mentors to each other.
- Questions are open-ended and inquisitorial rather than adversarial, and intended to promote reflection and planning. The experiential learning cycle provides a useful structure here.
- At the conclusion of each individual slot, the member outlines an action plan for the next time period.

What kind of problem.....

Group members bring all types of work problems, from operations, finance, people issues, health and safety, etc. Remember that Action Learning is about getting things done – and improving along the way!

Getting Started with Action Learning

A Quæstus coach can help you get your groups properly prepared to use the strict disciplines, so that groups get maximum benefit. The great news is that groups can run without external help after this initial work – making this an incredibly cost effective development method.