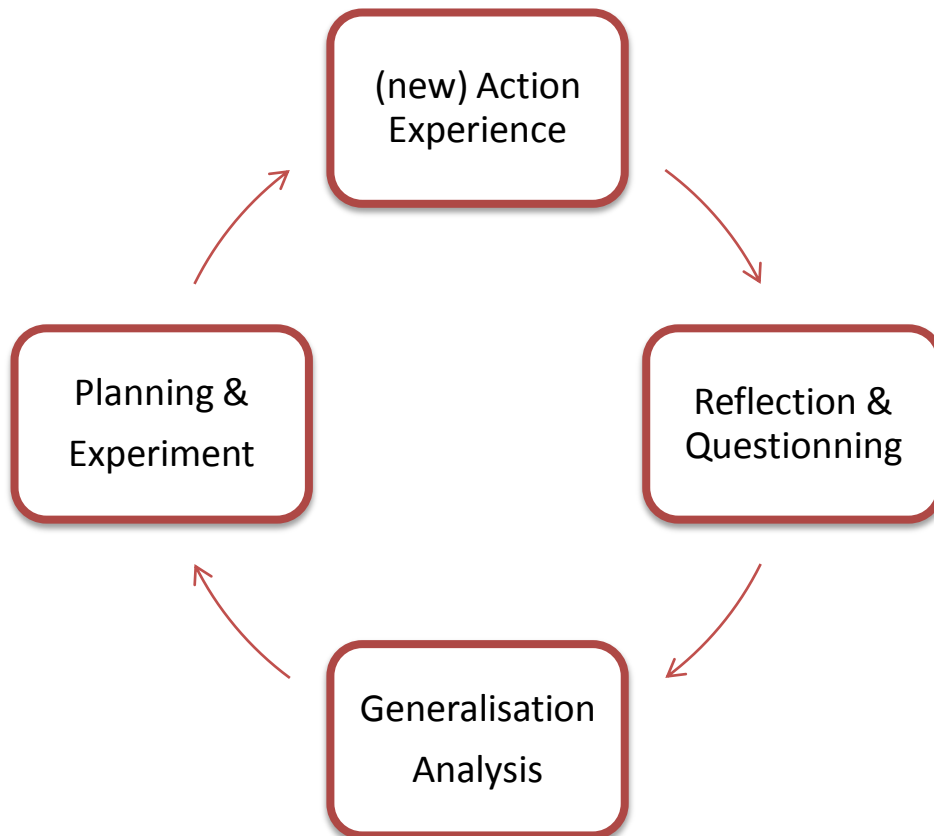


ACTION LEARNING SETS

WHAT IS ACTION LEARNING?

"I hear and I forget.....I see and I remember.....I do and I understand!"

Action Learning Sets are based on the philosophy that learning is maximised through doing, Action Learning Sets aim to provide participants with space to reflect on their own work issues, to gain insight from those around them to learn new ways of doing things, and get the support to put them in to practice.



KOLB - Learning by doing, reflecting & experimenting

BENEFITS

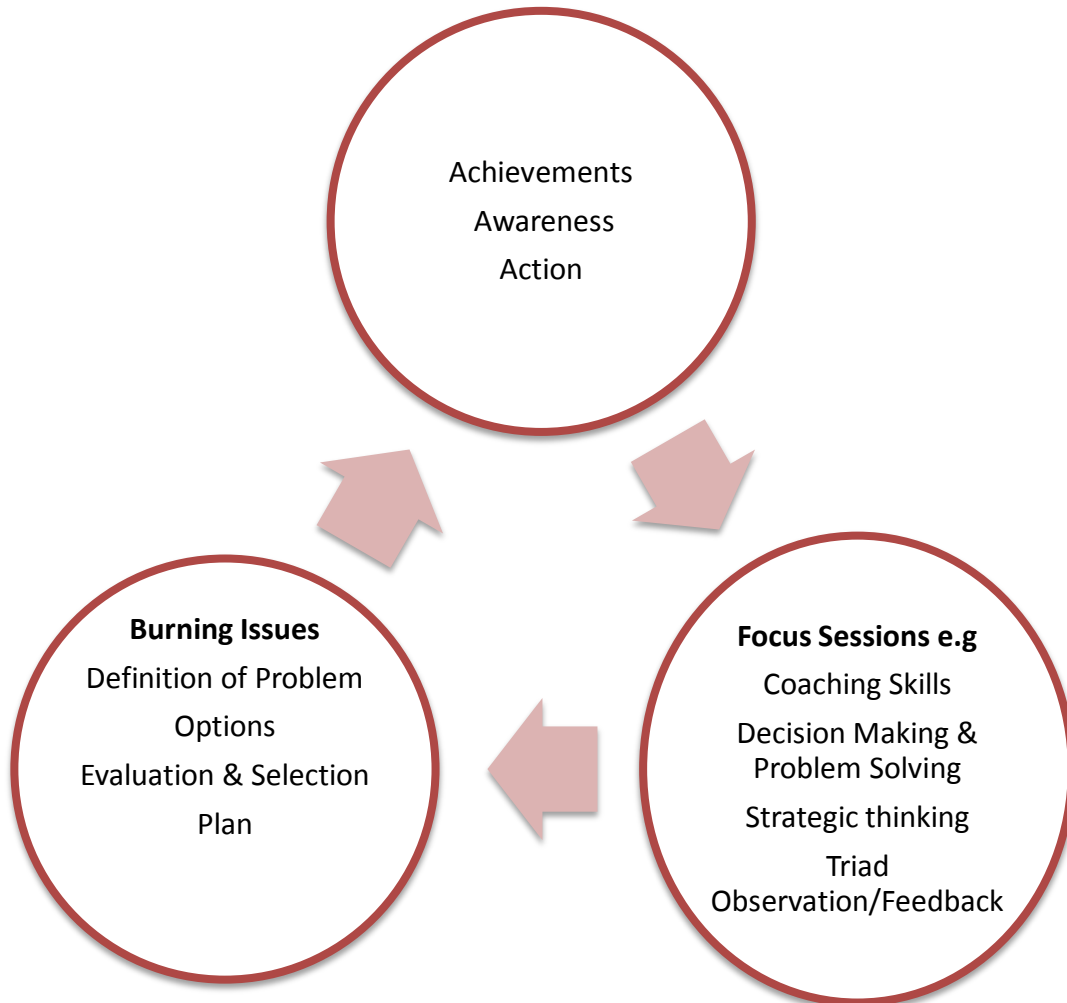
- Focus is on **real work, real issues** & challenges of delegates – “live”
- **Embeds the learning** gained through external workshops & events
- Provides much needed **confidential support** to senior managers
- **problems** which cannot easily be resolved in-house or through external lectures / seminars
- Taps into the **rich experience, skills & best practice** of other managers
- Helps to build up **strong relationships and networks** within and across organisations
- Supports **consistency of approach** across organisations
- Supports the creation of a **learning organisation/coaching culture**

ACTION LEARNING SETS

CORE AIMS

- The **sharing** of peers' experiences and ideas, for mutual support and careful challenge
- A **safe and supportive** environment to explore and experiment with new behaviours
- **Structured support** from experienced facilitators to maximise learning opportunities
- Monthly topic **focus session** to enhance learning

SESSION STRUCTURE



CRITICAL SUCCESS FACTORS

- Driven by group needs & wants
- Space for & trust between members
- Ready, Willing & Available
- Well structured
- Good facilitation & chairing fundamental to process