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"This summary is based on the original work of Reg Revans who pioneered the use of action learning and the extensive research and practice of this practical and enlightening process that I have used for 20 years" Peter Mayes

Action Learning is a process underpinned by a belief in individual potential, learning from our actions and taking time to question and reflect in order to gain insights

What's special about it?
- Learning is about doing something different
- It focuses on the doing
- With others
- Who is it for? Everyone at a similar level

When?
- as a way of improving your practice (be it managing or coaching)
- when organisations merge
- as part of a course of study
- when a group completes a course of study
- when people have a shared need
- as a development process follow up on courses
- to manage and cope with change
- provide opportunities to network

Participants view
- You learn to value good productive communication
- It problem solves
- It identifies common issues
- It can be draining but powerful
- I always come away feeling revitalised and re-energised

Professor Reg Revans pioneered Action Learning (AL), considered by some to be one of the most important ideas to have emerged in management and organizational development in the last 50 years.

Learning (L) occurs through **programmed knowledge** (P) and **insightful questioning** (Q).

What is Action Learning?

Action Learning is a method of problem solving which offers scope for personal development and learning. Each individual prepares for taking action on the job and at the same time learns about her/his self

Action learning group members also learn from helping each other, gaining greater skills in listening, questioning, diagnosing, coaching role playing and creative problem solving

Initially the action learning sets are facilitated by an external process guide who enables the set to set its own agenda agrees its own ground rules and introduces the way in which the set will work

Most sets meet for a series of meetings where each person has an allocated time to present their issue to the others and receive suggestions for ways of solving the problem or other alternative approaches

Using experience and focused reflection enables the participants to solve real problems

Active and Action Learning

"People who manage their own learning and development tend to make better managers in a constantly changing business environment"

Active Learning
- Can take more effort
- Creates more energy
- More motivation
- Greater personal reward
- Ready to try new things
- Prepared to fail
- Aware of your shortcomings
- Clear about what you want to achieve
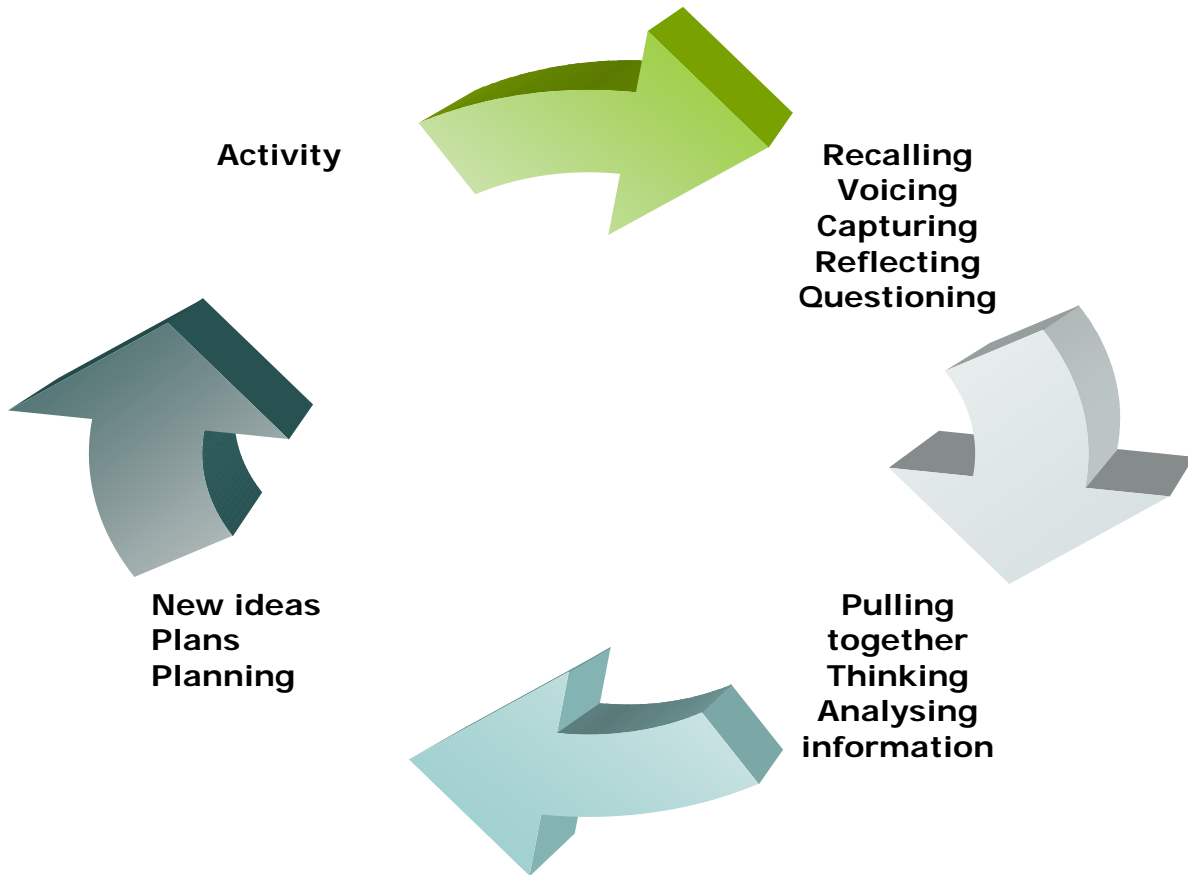- Setting yourself a series of targets and being clear when you are / are not reaching them

Active Learners
- Question how they are approaching a task or problem
- Identify new ways of doing things
- Identify new needs that occur
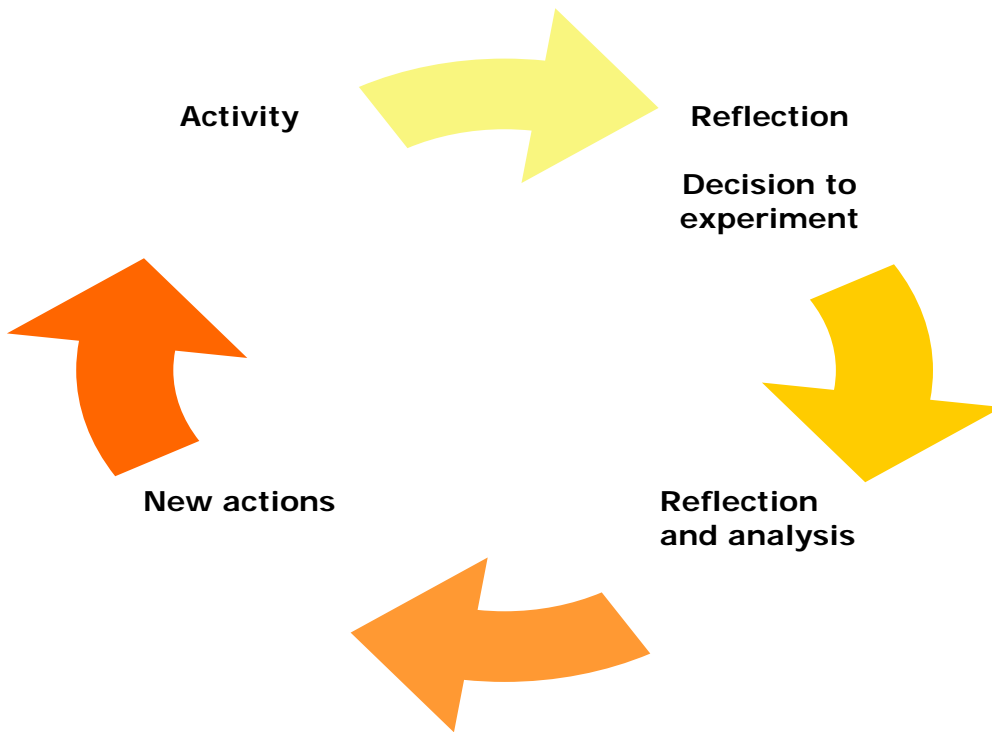- Look creatively at ways of fulfilling those needs, evaluating their progress against pre-set targets

Benefits of an Action Learning set

- Provides tangible improvements for your business and yourself
- Provides an independent and honest evaluation of you
- Deals with your real-life issues
- Encourages enlightened decision making
- Honest advice and feedback provided by fellow participants
- Provides a peer-group network
- Safety
- Mutual advantage
- Antidote to isolation
- Broadening horizons

Action learning helps you to reflect at every stage

Activity

Recalling
Voicing
Capturing
Reflecting
Questioning

Pulling
together
Thinking
Analysing
information

New ideas
Plans
Planning

Revan's Action Learning Cycle

Activity

Reflection

Decision to experiment

New actions

Reflection and analysis

Inner Experimental Cycle

Transform

Insight

Insight

Unease

Under-standing

Risk taking Courage

Responsibility