

ACTION LEARNING SETS

The objective of an action learning set is to help a person achieve deeper understanding of a problem or issue and help them to see it differently so that they can find their own solutions.

As a member of an action learning set you should:

- listen openly and without prejudice
- give help, advice and assistance
- question positively to increase understanding
- support each other
- challenge the problem owner
- generate options for action.

DEVELOPING OTHERS

EDUCATION & TRAINING FOUNDATION

'There is no action without learning and no learning without action' Reg Revans

KEY POINTS

- Issues need to be current.
- The owner of the problem must want to act to resolve it.
- Each member is helped by others to review in a way that allows new insights to develop and from which new ideas about solutions emerge.
- The process works from problems rather than puzzles.
- Listening and questioning by the group are focused on better understanding and insights, and on supporting the owner of the problem, rather than on solving the problem for them.
- The process supports different levels of learning about:
 - the problem
 - oneself
 - the process of learning.