

HOW TO ORGANISE AN ACTION LEARNING SET

The protocol must be clearly established with the whole group before the set moves off into its own space. Group size can vary but all members must have equal 'airtime'.

Source: Revan, R. (2011). 'ABC of Action Learning.'

'I am part of the problem and the problem is part of me' Reg Revans

GROUND RULES

- Divide the available time equally among the set members.
- Ask the set to appoint a timekeeper or chair/facilitator to ensure that the set is managed fairly and as agreed.
- Start with a round robin – each person to have two minutes to say what they hope to get out of the session.
- Each person should use their airtime to explore a real and current issue.
- The person presents the problem and makes clear how much help they want and what sort of help.
- The group asks questions to help the person gain a different view of their problem.
- Close with a summary of learning. This is another round robin where each member has a further two minutes to reflect on their learning from the session, determine any key issues and review the process.