

Super Trouper

Spotlight on Action Learning

Action Learning

Action Learning is about solving complex and difficult problems. But it is also an adult learning environment where colleagues learn through interaction with each other.

This special edition newsletter aims to refresh our minds on the principles and practice of Action Learning. It is useful now and again to step back and reflect on why we do what we do, whether what we do serves a useful purpose, and how we might do it better. Action Learning provides an ideal forum for such issues because it fosters a challenging yet supporting atmosphere for learning.

For those launching into Action Learning for the first time these notes offer a taste of what the process involves. Don't worry if it doesn't make sense. Action Learning is about learning experientially. So it will come with practice.

For the experienced, I hope you'll find this opportunity for reflection useful.

The beauty of Action Learning is its simplicity. Anybody can do it. But if you want to do it effectively and productively you do need some basic guidelines. Everything you need is in this news sheet. The rest? It will happen if the will to make it happen is there.



$$L = P + Q$$

This simple formula represents the essence of Action Learning.

L is for learning.

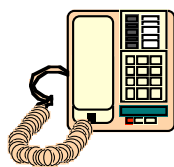
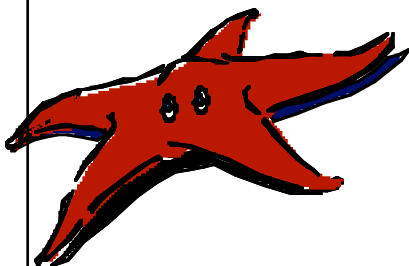
P is for programmed knowledge - the kind we get from books, lectures, videos, training courses.

Q is for questioning insight.

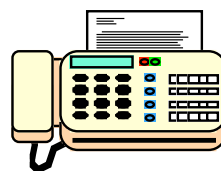
The point is that it's only by being truly open to the questioning of group colleagues, and reflecting on their questions, that we gain true insight to our problems - and more importantly true insight to ourselves.

It's the Q that makes Action Learning learning in action.

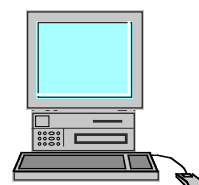
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