

So What Is Action Learning?



We try to avoid giving tight definitions because the process is so flexible, and once we begin to put boundaries around things it tends to limit their potential. You really have to do Action Learning to understand it properly. But of course people do need to have some idea of what it is they have chosen to participate in. So here are some little golden nuggets of information to illuminate the darkness.

Action Learning Is

A well established and proven method of solving complex and difficult problems through mutual cooperation in a supportive group.

A way of self managed learning through involvement in real problem solving issues associated with work, career, life.

A group of about five people meeting regularly to attack problems of concern to group members.

A regular series of meetings where thoughts and ideas are discussed and challenged, and where group colleagues support each other in their problem solving activities.

A safe environment where mutual trust and confidentiality exist.

A group setting where everybody has equal status and equal opportunity to participate.

An environment where people and ideas are never put down, and where every idea is thought worthy of consideration.

A way of learning a lot about yourself.

Ownership of, and responsibility for, your own problems within a friendly and supportive group dedicated to constructively challenging your ideas and helping you to overcome obstacles.

A safe way of challenging the thinking of others and having one's own thinking challenged without offence being taken or given.

Different from group problem solving methods, or simply learning by doing, because it focuses on challenging inquiry.



Job Is Best For Own Development Say Experts

According to latest career thinking the best source of personal development is the job itself. Self learning comes from experience gained in wrestling with the daily problems of your job say top American researchers in their best seller 'The career is dead: long live the career'.

Action Learning has embraced this philosophy for generations. Tackling real organizational problems in the real environment of today. No management games, no simulation, no role play. Just heavy focus on the problems of the moment.