What is Action Learning?

“The end of learning is action not knowledge”

– Dr Peter Honey

Collaborative

Real life issues

Space to reflect

Autonomy and responsibility remains with learner
How do I become an action learner?
“There is no learning without action and no (sober and deliberate) action without learning” – Reg Revans, pioneer of Action Learning
How to Listen

Create a ‘Thinking Environment’

- Pay exquisite attention
- Make sure the person is finished speaking and thinking before you speak

- Time to Think, N Kline
Key assumptions

People have all the resources they need.

People make the best choice available at any given time.

There is no such thing as failure, only feedback.

- NLP Presuppositions
An Illustration

The Post-It Method 4.43
Keeping it simple

✓ Evidence-based approach
✓ More information in The Guide to Action Learning in HE
✓ Website is the source of all information about the programme

\[ 1 + 1 = \left\lfloor \frac{27}{3} \right\rfloor \div 3 - 1 \]
Aspiring to learn, aspiring to lead

Learning:
✓ from each other
✓ through reflection
✓ observing the facilitator
✓ by hearing great coaching questions
✓ by doing: listening, clarifying probing, reflecting
✓ by taking on the role of facilitator for meetings 5 & 6
(supervised by SEAL Facilitator)
Getting to the Destination: Ground Rules

- **Confidentiality**: If in doubt, leave it out!
- Be fully present
- Be fully committed to every session
- Stay empathetic
- Appreciate honesty, effort and intent
- Stay open to challenge
- Don’t give advice
- Respect the issue-holder’s **right not to respond**
- Allow **time to think**
- Ensure **equal opportunity to participate**