



Action Learning:

A Tool for Team Creativity,
Problem-Solving & Learning

ASTD Presentation

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Overview

- LEARN the **basic principles** of *Action Learning*
- PRACTICE/OBSERVE those principles in *Action*
- DISCOVER how the process can help with improving your organization's **team listening** and **problem-solving** skills



Action Learning Is:

“A process that involves a small group working on real problems, taking action, and learning while doing”

Michael Marquardt, *Action Learning in Action*





Action Learning Roots

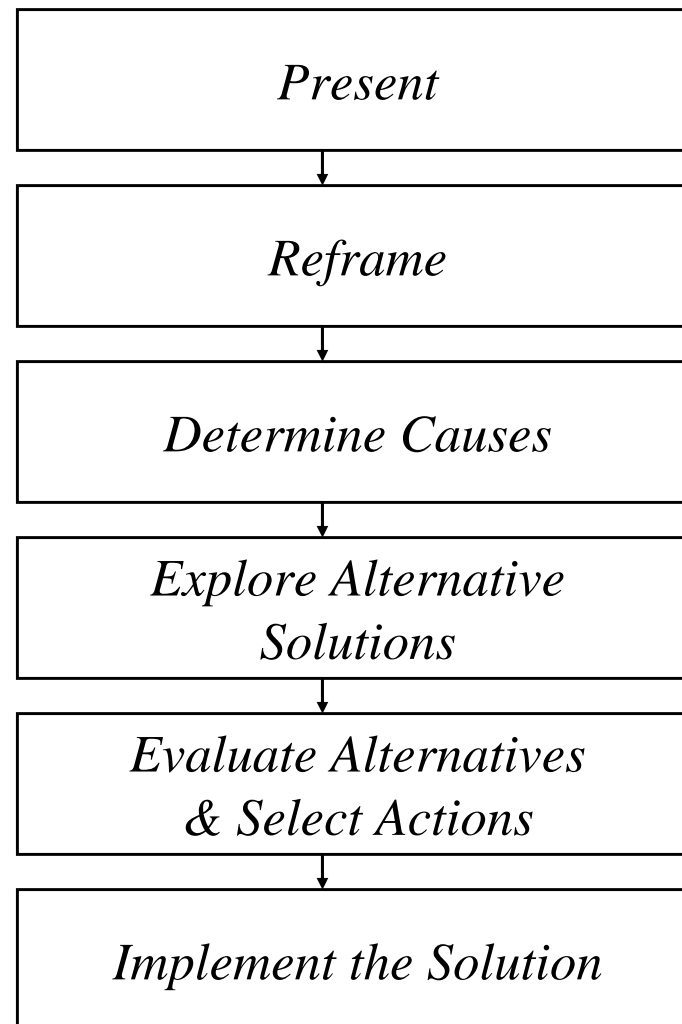
- Been around for over 60 years
- Reg Revans- Pioneer for Action Learning
- Used initially in the Coal Mining Industry in England
- Tied to the sinking of the Titanic



Team Benefits

- Clarity
- Cohesiveness
- Communication
- Creativity
- Competence
- Collaboration

Action Learning as a Problem-Solving Process





Key Elements that make Action Learning Different

1. Real problem, challenge, or task
2. Group of 4-8 committed people
3. Use of reflective questioning and listening
4. Commitment & accountability for *Action*
5. Focus and commitment to Learning
6. Action Learning Coach



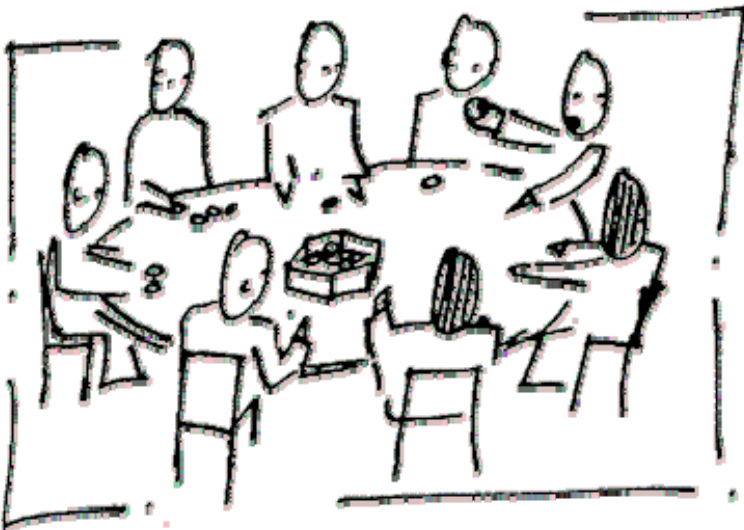
Tips for Quality Questions

- Open ended
- Affective
- Reflective
- Probing
- Fresh Perspective
- Clarifying
- Explorative
- Analytical
- Create Connections

*What is the question-
if there is no question, there is no answer.
Gertrude Stein*

Let's try it...

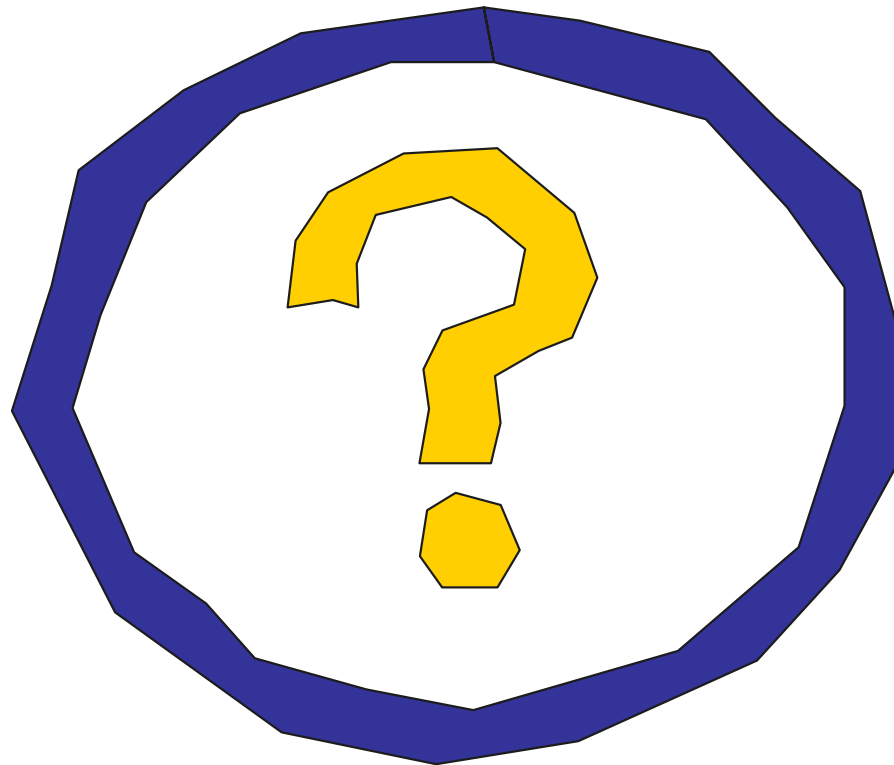
The Rules



- Process stops when the Action Learning Coach intervenes
- You can only make a statement when answering a question
- You can ask questions to anyone



How can you use A.L.?





Why do you lose power?

If statement is...

- Accepted – builds dependence
- Rejected – cause resentment