

Action Learning Course

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Note: This is a general course outline for a three-day course. This outline may change based on the institution delivering the course.

Course Description

Action learning is a way to help people in organizations to deal more effectively with complexity, change, and uncertainty. In its essence, action learning means that people learn from real-life experience — they learn from their actions. They do this through a process that helps them to reflect on their experience, in order to learn from it. Then, they apply their learning in making informed decisions and taking effective actions. Unlike experiential learning, which focuses on games and simulations, action learning offers people a way to learn while they do real work. The learning described in the *Action Learning Process* is rooted deeply in learning from real-life experience. This course and accompanying **Action Learning Guide** has been designed to take you through an easy step-by-step process of understanding, using, and facilitating action learning.

Course Learning Objectives:

- Gain an understanding of the *Learning Cycle*, learning styles, and the *Action Learning Cycle*
- Experience the *Action Learning Process* by solving real problems in real time
- Gain an understanding of action learning in practice, and how to use the **Action Learning Guide**
- Gain an understanding of how to apply action learning in a variety of situations

Course Agenda

Day One Agenda

Setting the Stage

- Introductions and agenda setting
- Assignment
- Expectations Activity
- Speed of change

Action Learning System

- Defining terms
- The *Learning Cycle* and 4 learning orientations, learning style profiles
- Action Learning System

Experiencing Action Learning

- Action learning round 1
- Debrief of round 1
- Action learning and critical thinking
- Action learning process infrastructure

End of Day One

- Insights and learnings
- Homework: Read Sections 1 and 2 of the **Action Learning Guide**

Day Two Agenda

Review of Day One

- Review of Day One
- Retrospection

Action Learning

- Reg Revans
- Characteristics of action learning
- Action learning definitions
- Assumptions of people, expert learners

Experiencing Action Learning

- Advanced Tools 1
- Action learning round 2
- Debrief of round 2

End of Day Two

- Insights and learnings
- Homework: Read Section 3 of the **Action Learning Guide**

Day Three Agenda

Review of Day Two

- Review of Day Two
- Review learnings and insights
- Part 11: Learning from Action

More on Action Learning

- Peter Senge, generative learning and action learning
- Typical problem solving and the action learning process

Experiencing Action Learning

- Advanced Tools 2
- Action learning round 3
- Debrief of round 3
- Advantages and disadvantages of action learning
- Variations of action learning

End of Day Three

- Insights and learnings
- Assignment Explained
- Homework: Assignment