



Action Learning

Purpose:

To provide front line, middle managers, and senior managers with an experiential learning and problem-solving approach that enables them to address genuine business challenges while building leadership capabilities.

Goals:

- Provide participants with an opportunity to develop and deepen their peer coaching capabilities through experiential learning
- Enable participants to experience and practice the power of leading through questions
- Broaden and expand participants' professional networks within their organization

Program Format:

- Action Learning, created at the Cavendish Physics Lab at Cambridge University, is a process in which participants learn by doing. In solving organizational or individual leadership challenges, participants enhance their leadership maturity levels and capacity. Research and experience tell us that Action Learning programs are far more effective than traditional training.
- Action Learning comprises the following key elements:
 - A real problem, challenge, or task
 - A group of 4 – 8 diverse, committed people
 - Use of reflective questioning and listening
 - Commitment and accountability for action
 - Focus and commitment to learning
 - Action Learning Coach
- Action Learning operates on the basis of these simple Ground Rules:
 - The process stops when the Action Learning Coach intervenes
 - You can only make a statement when answering a question



Program Duration:

- The typical program is conducted in a series of short (2 – 4 hours each) workshops over 3 – 6 months.

Class Size:

- Groups of 4 – 8 participants, from the same organization, all working on a common problem or challenge

Program Fee:

- Off-the-shelf program, as designed - \$10,000
- Customized workshops available; please contact us for an estimate