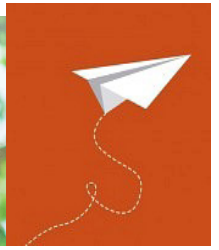
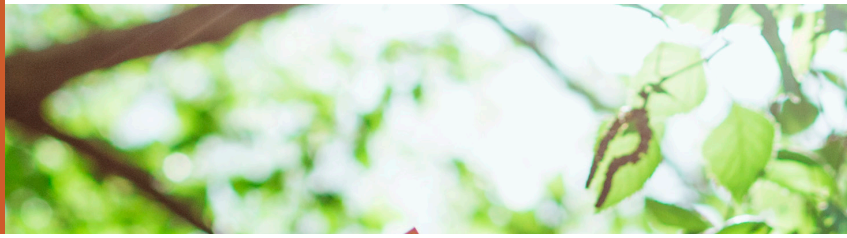


ACTION LEARNING



HOW IT WORKS

We have adapted the 'Action Learning' model to make it practical and flexible. This recognises:

- The importance of what is happening in the workplace before, during and after training
- The expectation that participants will be responsible for the implementation of learning at work
- That topics are set depending upon the collaborative agreement of the group.

The group meets a number of times over a period of 6 months, each 1-day workshop following a regular pattern. Each day starts with a review of past progress.

The morning is focused on a topic decided beforehand, explored using experiential activities.

The afternoon is a facilitated exploration of how learning can be applied at work using small group discussions.

TOPICS

Topics are set corroboratively between the group and the organisation, with questionnaires are used to identify important topics for individuals as well as the business.

THE BENEFITS

Real work issues and challenges are used to structure training.

Small 'Action Sets' of three individuals promote effective discussion, which adds to the atmosphere of personal involvement and responsibility.

Because learning is directly linked to real issues there is real consequence to the programme. Participants report real satisfaction with the experience and that they are able to make real changes.

WHAT DOES THIS MEAN IN PRACTICE?

It is always vital that people feel involved and influential in the structure and direction of training. This methodology makes the Kolb learning cycle real, and ensures that collaboration and positive change continue after the training is completed.

