

Action Learning Sets



What is action learning?

Action Learning was developed by Reg Revans. In 1928 he had worked with eight Nobel prize winners at Cambridge's Cavendish Laboratory and every Wednesday they met to discuss their experiments. They didn't meet to convince each other how clever they were, but "to see if we can understand our own difficulties."

Action learning is usually practised through a group, also called a 'set'. The group consists of 6 or 7 people who meet regularly to discuss problems they're each encountering with the object being to learn with and from each other – as the Cambridge physicists did.

It is important that people in the group are equal and each presenter feels free to speak about their challenge(s) without feeling judged. Advice, suggestions and challenges to practice are for advocacy supervision or case review meetings and have no place in an action learning set which is about encouraging reflective practice.

It is important to note that there is a clear structure to the set meetings, and the group meetings are only part of the process. The other part is the testing out of the ideas in action, which happens in the time between the group meetings. The group helps each individual in turn to reflect on the outcomes of their recent actions and develop ideas for overcoming obstacles to further progress.

How will it work?

Each member of the group will take it in turn to be the presenter and will be the subject of one session – delivered through an on line webinar. For this session the 'presenter' will bring a management/leadership dilemma they are willing to share in a small group – it needs to be something they have a measure of control over, that is current and unresolved and that is able to be explained succinctly in 5 minutes. Each session will last approximately 1 hour and it is essential that each member of the group participates in every session.

The remaining group members will then pose questions designed to help the presenter consider alternative actions, barriers, approaches, resources etc. It is essential that questions asked are for the benefit of the presenter and not for people's own curiosity or to give advice.

How do I book my place?

Places are limited and strictly reserved for people enrolled on the City & Guilds Qualifications in Independent Advocacy with KMT and members of the Black Belt Advocacy Group. If you would like to register for a place, please email sara.nunes@katemercer-training.com