



ACTION LEARNING SETS

“There can be no learning without action, and no action without learning.” Reg Revans, pioneer of Action Learning

Action Learning Sets support managers at all levels in reflecting on work based challenges. By sharing their reflections with others working at a similar level they can formulate actions and decisions which can result in change.

Sets can work within or across organisations, wherever a group of people in similar positions of seniority can make the time to bring their diverse knowledge and experience to bear on real-time challenges.

About Action Learning

Action Learning is a proven mechanism for the successful development of both individuals and organisations.

Sets give their members structured time away from their usual duties to think differently.

Structure of Learning Sets

Typically ALS's have between 6 and 8 members.

Members must commit to attending every learning set within the programme.

Each programme would consist of 7 x 3 hour sessions with an experienced Blend Facilitator.

Time between sessions would typically be 4 - 6 weeks to allow for individual exploration.

Benefits of Learning Sets

-  **An opportunity for individuals to explore real work challenges they are experiencing in a safe and confidential space**
-  **Individuals can draw upon the knowledge and experience of their colleagues, take time to implement any decisions and review outcomes at the next session**
-  **It is an opportunity to both revisit established ways of working and to creatively explore fresh approaches to service delivery**
-  **It is a safe space to test assumptions and share good practice**
-  **Creates greater self-awareness in individuals from following the process and getting feedback from colleagues**

