

Delivery Using Action Learning Sets

Action learning sets involve a small group (a 'set' of 4 to 6 people) working together across time to solve problems. Action learning sets work very well alongside traditional training and allow participants to implement their learning and reflect on it over a period of time, increasing the sustainability of the learning. It helps with both personal and organisational change and is very cost effective.

The set follows this process:

- ❑ warming up activities to get to know each other and begin disclosure
- ❑ clarify ground rules. The facilitator intervenes at any point and ensures set members are following the ground rules
- ❑ one set members authentically presents their problem as a story
- ❑ set members restate and question to help clarify and reframe the problem for the presenter
- ❑ the presenter clarifies an outcome and begins developing strategies with the group
- ❑ a process review to reflect on the sets process (how they worked together) and give feedback to each other.