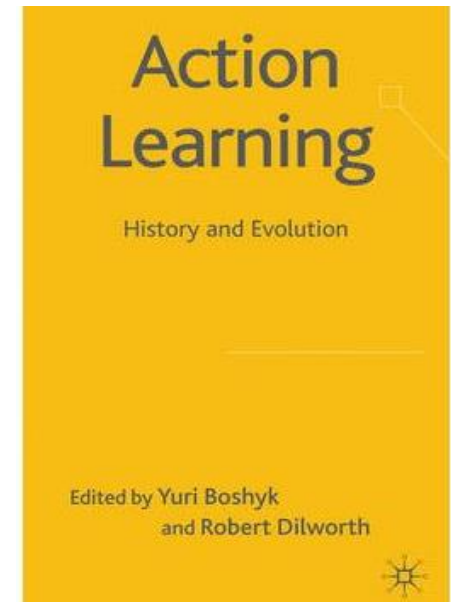


Solent LEP Peer Networks 2021 Action Hampshire cohorts

Introduction to Action Learning

Action Learning background

- Reg Revans, 1907-2003
- Astrophysics at Cambridge University
- Then education



‘Sharing their puzzlements’

Cambridge University physics lab, working with 5 Nobel Prize winners:

‘Revans found them humble enough to share their puzzlements and to listen, rather than claiming to know and be able to instruct’ (from Wikipedia article)

Reg Revans' formula:

$$L = P + Q$$

(Learning = Programmed knowledge + Questioning insight)

Revans' Law:

*For an organisation to survive,
its **rate of learning** must be at least equal to
the **rate of change** in its external environment*

Bringing things to life

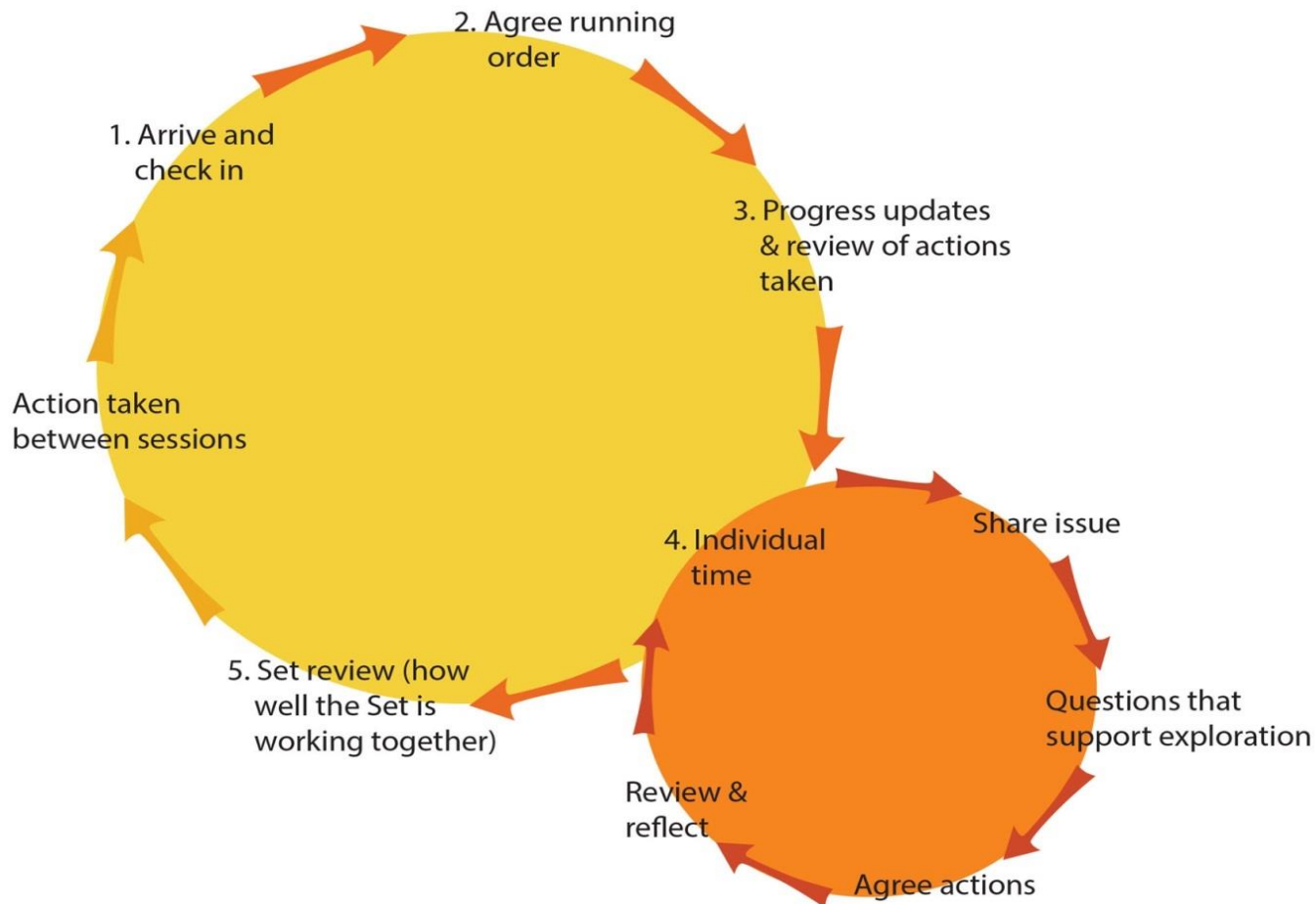
https://www.youtube.com/watch?v=IAJ0z_IdZXE

<https://vimeo.com/channels/282542/16584374>

Action Learning Set / Team process

- Welcome and outline of the day
- Check-in activity and group catch-up
- Presenting issue and clarifying
- Questions for exploration
- Action points and way forward
- Reflections and appreciation
- Review how the group is working

In visual form...



A good Action Learning issue is...

- Happening now (not historic or future)
- Not something with a clear answer
- Fairly complex or in-depth
- Important to you and directly affecting you
- Something you have influence over

Insightful questioning

- **Exploration**
- **Outcome**
- **Review**
- **Action**

Exploration questions

- What motivates you?
- Who else could help you?
- What can you apply from other situations?
- What can you let go of?
- How realistic are you being with yourself?
- What is stopping you or holding you back?

Outcome questions

- What does success look like with this?
- What do you want to be different?
- What do you want from today's session?
- What is the key issue?

Review questions

- What do you now know about yourself?
- How will you capture this learning?
- What is your key insight from today?
- What skills and resources did you use?
- What could you do differently next time?
- What has been the biggest challenge?

Action questions

- Who do you need to talk to?
- What ideas and options do you have?
- When will you take your next action?
- What might stop you taking your actions?
- How committed are you to this action?

Good practice with questioning

- Be careful with follow-up questions
 - Instead, give space to think and talk
- Try to avoid giving advice, even disguised!
- Ask open questions
 - This encourages thinking and talking
- Be careful of ‘Why...’ questions
 - They can imply criticism, even if not intended

A final word

Will this help the issue holder?

- Think – will this question help the issue holder
- When you are the issue holder, feel free to say if a question isn't helpful or you'd like to look at a different aspect of your issue
- **It's all about the issue holder**