

# ACTION LEARNING

"Action learning is an approach to individual and organisational learning. Working in small groups known as 'sets', people tackle important organisational or social challenges and learn from their attempts to improve things". Action learning is also known as group coaching.  
- Pedler & Abbott (2013)

## Action Learning Sets have...

<b>Support</b>	A genuine concern about the issues that people bring to the set and a desire to support set members in their planned actions.
<b>Challenge</b>	Challenge to ideas, assumptions and actions, for example when asking questions to help clarify the presenter's thinking.
<b>Planning for action</b>	Deciding on action points and having the determination to carry them out.
<b>Reflection on action</b>	Not only reviewing action points, but helping to develop understanding and awareness of surface learning.
<b>Allocated time slots</b>	Ensuring that there is equal time available for all set members.
<b>Risk taking</b>	Risks from trying out new things in the set and risk-taking outside the set.
<b>Action between set meetings</b>	Taking action between set meetings so that there is the opportunity for learning from experience.
<b>Evidence of learning</b>	Identifying what has been learnt from taking action and what has been learnt from the set meeting itself.

*There can be no action without learning and  
no learning without action*

Reg Revans (1998)

Group coaching is not the same as team coaching. Team coaching involves working with a team to improve the performance of both the individuals and the team as a collective.

