



# **Virtual Action Learning**

June 2015

# Poll



## What do you already know about action learning?

- I'm completely new to action learning
- I've read about action learning, but never used it
- I've participated in a face-to-face action learning program
- I facilitate face-to-face action learning sets
- I've participated in a virtual action learning program
- I facilitate virtual action learning sets

# Why action learning?



- Adults learn best when they decide what they want to learn, and the learning is closely linked to issues or problems of immediate concern.
- Learning is directly linked to change and action, and therefore performance.
- This is the antithesis of a one-size-fits all learning programme; it is tailored to the individuals' needs.
- Participants learn to coach, self-coach and give feedback, which are skills they can utilise in their daily work.

“It’s a bridge between analysis and implementation. It focuses on improving actual performance, not analysis.” Krystyna Weinstein

# Use virtual action learning when you...



- ...want to mix and match participants from multiple regions to safeguard that there are no reporting relationships or competition amongst participants
- ...have limited budget for travel to a central location
- ...want to provide a model from which they can learn best practices for virtual leadership to support their day-to-day work
- ...want to encourage cross-cultural or cross-organisational collaboration

# The evaluation speaks for itself...



**(max: 5.0)**

- This programme satisfied my unique goals as a leader. 4.7/5.0.
- As a result of this programme, I am a more effective leader in my professional and/or personal life. 4.4/5.0.
- As a result of this programme, I feel more engaged. 4.5/5.0.
- “My experience with the programme really helped to boost my confidence in a way that couldn't be achieved in other training programmes.”



# What is action learning?



**There is no taught content in the programme; all goals and learning is driven by the participants.**

***Set Facilitator***

***Contract***

***Problems***

***Coaching***

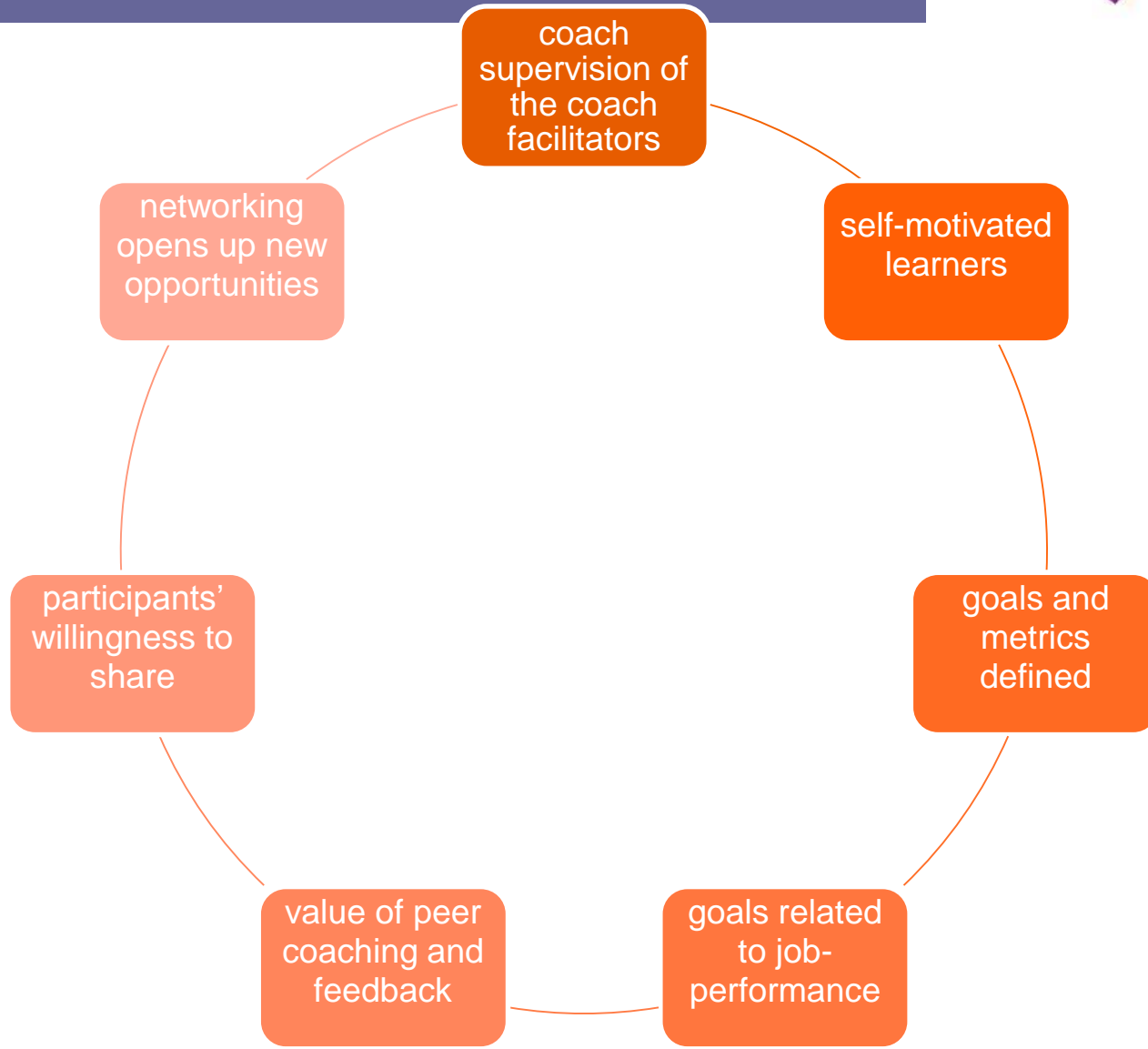
***Reflection on  
the process of  
learning***

***Time***

# How do you conduct action learning?



# Lessons learned





# Sample outline



3 people with  
one coach  
facilitator

2.5 hours on  
weeks 1, 3,  
5, 7

1 hour  
supervision  
on weeks 0,  
2, 4, 6

email in  
between calls

# Questions?



# Poll



How might you use virtual action learning in your work?

- I cannot see any application to the work I do
- I cannot see an immediate application, but I can see that this might be useful for a future organisational need
- I want to find out more before I decide whether this might fit the organisational dilemma I am trying to solve
- I can see an immediate fit for something in my organisation

To discuss virtual action learning  
facilitator training, contact:



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