

DESIGNING AND IMPLEMENTING ACTION LEARNING

Overview

This workshop is designed to provide you with an opportunity to survey some of the early returns of this approach to learning, explore the process and variables that go into a successful design, and start to build (or refine) the initiatives that will work best where you work.

Benefits and outcomes

- Define action learning and create a business case for investing in it as a means of organizational and individual development
- Set objectives for both seizing business opportunities and developing employees' professional competence
- Take a systemic approach to designing action learning initiatives where you work
- Identify the most critical factors for successful design and implementation
- Prepare for and launch targeted action learning projects
- Support and sustain team-based initiatives during their implementation
- Overcome common design pitfalls and organizational barriers to effectively leading this hybrid OD technology

Program Curriculum

Module 1: Pre-Launch and Mission Phase

- Action requirements and learning needs
- Broad design objectives
- Team chartering
- Clarifying your mission

Module 2: Generative Phase

- The phases of action learning
- Design benchmarks, variables, and critical success factors
- Selecting projects (and participants)
- Designing your intervention

Module 3: Evaluative Phase

- Choices, choices, choices
- Team process check
- Making aligned recommendations
- Making your presentation

Module 4: Commitment and Integration Phase

- Level of learning – objectives and measures
- Individual reflection of learnings
- Personal readiness to lead the initiative

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