

# **Action Learning for Managers**

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# Introduction

Action learning is an approach to problem solving and learning in groups to bring about change in individuals, teams, organisations and systems. Through action learning people develop themselves and build the relationships that help any system to improve its existing operations and to innovate for the future. Action learning is perhaps the most significant form of personal and organisational development to emerge over the past 30 years.

As a way of working and living, action learning is an vital aspect of the learning organisation. Essentially a simple idea, it requires commitment and care to put into practice.

*Action Learning for Managers* is designed to:

- provide a practical introduction to action learning that is friendly, lively and encouraging
- help managers and professionals think through the issues they face and how action learning ideas might help them
- offer practice advice on how to promote action learning in your workplace

## **How to use this book**

The guidance in this book is structured around nine key questions – *What is action learning? How does action learning work?* and so on. Each question forms the basis for a chapter with three elements:

- *An explanation* – a response to the title question
- *A case example* – to illustrate the explanation
- *A resource* – a questionnaire, checklist or handout to use in action learning activities