

Action Learning Sets for Managers and Supervisors

Aim -These sessions are a source of support for those that have previously engaged in some management development at Bangor University and who wish to join a group that will give them some space and time to consider a current situation, problem or challenge at work.

What happens in an action learning set?

An action learning set is a group of six or eight or so people who meet with an action learning facilitator. Action Learning is flexible and adaptable in its nature whereby session dates and frequency are agreed amongst the set members.

The Action Learning Model:

- a set member is invited to speak about a particular situation they are currently facing
- set members ask open questions regarding the situation which may help the presenter to view their situation from a different perspective and therefore may identify different solutions or approaches to the situation
- set members do not give advice, provide their own opinions or talk about their own experience – they stay focussed on the situation of the presenter
- the set helps the presenter review their options and decide on action
- set members reflect on the group process, respond to the presenter about what they have heard and talk about their own individual learning
- the presenter takes what they have learnt back to their workplace – initiating changes and trying new ideas or approaches
- at the next set meeting the presenter reports on the action they have taken

The Facilitator

- establishes the ground rules and keeps the set on course
- focuses the set on the presenter
- creates safety for individuals to explore sensitive issues
- helps the set draw out learning
- enables the set to reflect on group process

“Action Learning is an approach to the development of people which takes the **task** as the vehicle for learning....The method has three main components: people who accept responsibility for taking action on a particular issue; problems, or the task that people set themselves; and a set of colleagues who support and challenge each other to make progress on problems. Action Learning implies both **self-development** and **organisation development**.” Mike Pedler (1991)

Time commitment -

1.5 - 2 hours every 6 -8 weeks.

For who?

Those in managerial and supervisory roles at Bangor University.

The dates of the first session of the next Action Learning Set to be run in 2018 is:

- April 24th 2018, 1 – 2.30pm, Room 109, Linguistics and English Language Building.

Please reserve your place on the Staff Development Schedule or email m.ellis-roberts@bangor.ac.uk with any enquiries.