

ACTION LEARNING

An approach to solving complex organizational challenges



Do you need to resolve a complex organizational challenge urgently?

Are you struggling to find a clear path forward?

Do you feel caught in a swamp of uncertainty?

Action Learning provides the solution

A structured problem solving tool that uses shared local leadership and learning to get rapid solutions

WHAT IS ACTION LEARNING?

Action Learning is a widely accepted tool for solving real-life work-based problems. It has been widely used and is particularly effective for solving complex organizational challenges.

Action Learning tackles problems through a process of first asking questions to clarify the exact nature of the problem, reflecting and identifying possible solutions, and only then taking action. Questions build group dialogue and cohesiveness, generate systems thinking and innovation, and enhance learning. In its process it elevates the leadership, collaboration, creativity, and courage of groups.

IFRC has partnered with The World Institute for Action Learning (WIAL) to access method and approaches developed by WIAL to best utilise Action Learning for various National Society Development (NSD) related topics.

The method established by WIAL uses a Coach to guide group members on the functioning of the group using questioning and reflection, rather than allowing the team to jump to trying solve the first problem identified. This partnership allows National Societies to access highly skilled professional Coaches from both inside and outside of Red Cross Red Crescent for probono.



Hear the experience from Grenada Red Cross https://www.youtube.com/watch?v=qs_RCAs12Bw

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N S D

HOW DOES IT WORK?

1 Define a Problem

The problem should be urgent, significant, and the responsibility of the team to resolve.

2 Form an Action Learning Group

The Action Learning group is ideally composed of 4-8 people with diverse backgrounds and experiences.

3 Process of Insightful Questioning and Reflective Listening

Action Learning tackles problems through a process of asking questions to clarify the exact nature of the problem. Questions build group dialogue and cohesiveness, generating systems thinking and innovation.

4 Action Taken on the Problem

Action Learning requires that the group be able to take action on the problem it is working on.

5 Commitment to Learning

Solving an organisational problem provides immediate, short-term benefits to the organisation. Long term strategic value includes the learning gained by group members and development of leadership skills, group learning and team work, and the application of the learning throughout the organisation.

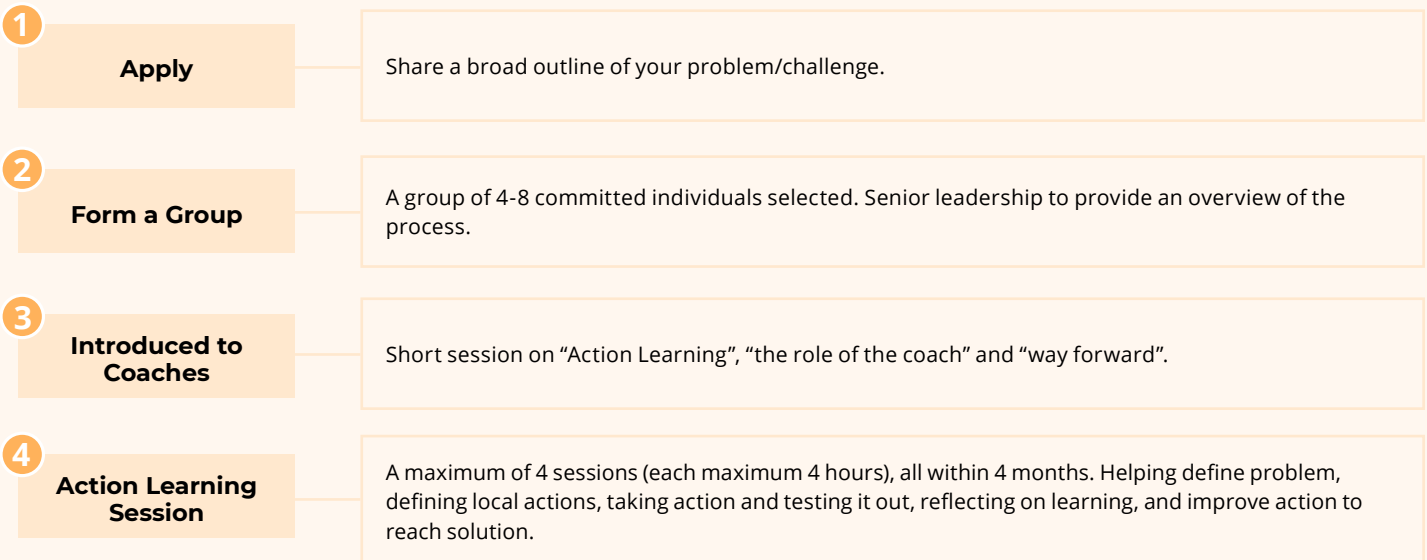
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Action Learning Coach

Throughout the process, the Action Learning coach helps the team members reflect on both what they are learning and how they are solving problems. They reframe the problem, and give feedback on how the team plans and works together. The Action Learning coach also helps the team focus on what they find difficult, what processes they employ, and the implications of these processes on what they achieve. With this information, teams can grow and become more cohesive.



THE PROCESS – ACCESS PROFESSIONAL CERTIFIED COACHES FOR PROBONO



APPLY THROUGH

- NSD.Support@ifrc.org
- Share your National Society, Name and position of the focal point, and a short description of the problem/challenge related to National Society Development you want to solve.
- After you apply, the IFRC will liaise with WIAL to identify a coach for your NS who can guide you through the Action Learning process.
- While we look for a coach, the NS would need to identify senior leadership who would provide an overview to the process, and a group of 4-8 committed people from your NS to join the group and work on the problem you have identified.