

Action Learning Set Resource Pack

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Who is it for?

This resource is for anyone who wishes to facilitate an action learning set to support people and organisations dealing with complex challenges. Any facilitator can run action learning sets but the best results will be achieved when led by those skilled in coaching, holding space and highlighting connections.

What does it include?

It includes information about action learning and a programme with facilitation materials that can be used for a cycle of an action learning set.

How you can use it

- during the scoping, planning and implementation of complex change
- when you want to develop a learning culture
- to tackle issues that feel stuck and require fresh thinking.

Where has it come from?

It has been adapted from a programme based on the work of the Scottish Social Services Council (SSSC). The programme was used in projects to support integrated working in health and social care with partners including Healthcare Improvement Scotland, joint health and social care partnerships in Falkirk, Angus and East Ayrshire and with Cornerstone.

For more information about our action learning offer or other work to support integration contact: sdsandintegration@sssc.uk.com

About Action Learning Set(s)

Action learning is a process which works on real challenges, using the knowledge and skills of a small group of people, skilled facilitation and questioning. It tackles issues people are feeling stuck with to provide new awareness and fresh ideas. The process covered in this resource is based on a problem-solving approach, originally developed by Professor Reg Revans over 60-years ago. In action learning theory, taking action is crucial and the only real learning comes from doing something and then reflecting on the outcome. An Action Learning Set involves a group of between six and 10 members. The sessions take place monthly (approx), are confidential and require a willingness to question assumptions. The aim is learning, not performance management and focuses on tackling the real work issues of the participants.

Many leadership and other challenges of the modern workplace have 'wicked' issues (dilemmas which are difficult to define, let alone find a clear solution for). An action learning set ensures space to firstly gain a deeper understanding of the issue, before exploring a

