



What is Action Learning?

Our Action Learning (AL) is a combination of project mentoring, individual coaching, group coaching, facilitation and skills development trainings. The Action Learning Group consists of 4-7 people and a facilitator who come together in a pre-specified period of time. Each group member (project holder/problem presenter) has to bring a start-up or a running project or a project related problem/challenge to the AL group for which he is responsible (either in corporate or individual level in their company). Each members of the group will hold the role of project holder/problem presenter, while the others operate as coaches. The facilitator will ensure that all project holders/problem presenters receive enough support to achieve their goals and will do everything to maximize the new knowledge at individual, group and corporate level.

Why Action learning?

In Action Learning real people are resolving and taking action on real problems in real time and learning while doing so. The great attraction of action learning is its unique power to **simultaneously solve difficult challenges and develop people and organisations at minimal costs**. The rapidly changing environment and unpredictable global challenges require organisations and individuals to both act and learn at the same time.

Also today's world is marked by rapid globalization and fierce competition in the marketplace, with turbo-speed changes created by technology. **Increased complexity of organisational problems** requires greater innovation, and must be resolve within shorter time periods with larger networks of cooperation. Organisations are turning to AL because of the old ways of solving problems by the single leader or specialized task forces no longer work.

Action Learning places the same emphasis on the learning and development of individuals and the team as it does on the solving of problems, for the smarter and more experienced the group becomes in the process, **the quicker and better will be its decision-making and action-taking capabilities**.

Benefits of Action Learning

Organisation	Individuals
Develop coaching culture	Can work on real problems, challenges and projects
Enhance proactivity and problem-solving mindset	Receive new perspectives
Emphasize greater individual responsibility	Expand their toolkit on coaching approach to leadership and enhance their leadership skills
Those are in the process improve their collaboration, later they can become a high performing team	Drive creativity which generates positive energy
Since participants in the learning process are working on real projects and resolving real problems, therefore, the time allocated to AL is no loss to work time at all	Increase self-confidence through the feeling of 'I am not alone with my problem'
Significant development in strategic projects, achievement of real business results with a diversified AL group	Develop internal network
	More effective project management and more visibility to leadership
	Advance their capabilities of problem-solving and self-reflection