

A CONSULTATIVE  
VIRTUAL  
LEARNING  
PROGRAMME

EMPOWERING PEOPLE  
*to learn for change*

# FACILITATING ACTION LEARNING TEAMS

A WORK-BASED LEARNING APPROACH

A PROGRAMME OF



SUPPORTED BY





THIS FACILITATING ACTION LEARNING TEAMS PROGRAMME COMBINES ACTION ON REAL-LIFE WORK-BASED ISSUES WITH REAL LEARNING.

## ABOUT THIS PROGRAMME

The Facilitating Action Learning Teams Programme has been developed by Global Centre for Work-Applied Learning (GCWAL).

This programme uses the Action Learning process to focus on real work problems and opportunities to produce individual and team learning which has significance for work.

The Action Learning process encourages greater collaboration between the manager and their team while problem-solving and finding solutions and generates a tangible return on investment through the development and implementation of work-based projects.

It also encourages innovation and creativity through the sharing of ideas by the manager and team member and enables the manager and team members to learn and reflect on their experiences, which will be useful in subsequent projects.

This programme is delivered online with in-built facilitation and guidance and participants remain AT WORK and apply the learning to a REAL ACTION LEARNING PROJECT. This enables the learning to be directly INTEGRATED into the participant's work situation and leads to one of two levels of CERTIFICATION.

## WHO SHOULD ATTEND

This programme is designed for managers who wish to use the action learning process to plan and implement projects with their teams to not only achieve project outcomes but also learning outcomes.

## PAST PARTICIPANTS

Past participants who have undertaken similar programmes come from a wide range of organisations including:

- Banque Nationale de Paris, Singapore
- Pioneer Homes
- South Australian Metropolitan Fire Service
- Normandy Mining-Newmont
- Union Bank of Switzerland, Singapore
- Eastern Pretech, Singapore and Malaysia
- Institute of Banking and Finance, Singapore and Malaysia
- Societe Generale, Singapore
- Muresk Institute of Agriculture, Curtin University
- Global Carriers Sdn. Bhd. Malaysia
- Bankwest
- Tempo Cleaning Service
- Singapore Institute of Management
- Boulderstone Hornibrook
- Epic Valley Holdings, Malaysia
- Aboriginal community organisations, Western Australia and South Australia
- Management Development Centre, Civil Service Institute, Singapore
- Kuju CDEP, Port Lincoln
- Chief Ministers Office, Sarawak, Malaysia
- Institute of Public Relations, Singapore

# HOW DOES THIS PROGRAMME WORK

## PROGRAMME STRUCTURE

This is a **5 month** online programme, during which the participants will identify, plan and implement an Action Learning project. They will:

- Establish and facilitate an Action Learning team
- Manage quality, scope, time and cost parameters of the Work-Based Learning project
- Establish and maintain relationships between Action Learning team members
- Guide the Action Learning team to achieve its intended project and learning outcomes
- Ensure opportunities for effective reflection, review and learning.

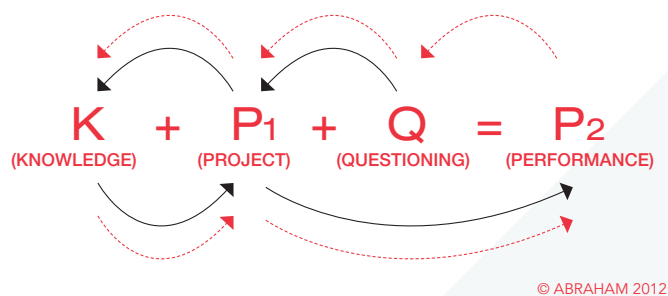
## PROGRAMME KNOWLEDGE (K)

Participants will apply the following programme knowledge in the implementation of their Action Learning project:

- Deciding if Action Learning is right for your organisation
- Co-designing an Action Learning Programme to ensure results
- Implementing strategies for successful Action Learning Programmes
- What Action Learning facilitators do
- Evaluating Action Learning
- Understanding Reflective Practice
- Concepts and Process of Reflective Practice

## CONSULTATIVE WORK-APPLIED LEARNING (WAL) PROCESS

In this programme, participants go through a consultative WAL process as summarised in the learning formula:



Participants will:

- Critically reflect on a problem in their workplace
- Question (**Q**) how to solve the problem
- Define the project (**P1**)
- Reflect and apply the relevant knowledge (**K**) to provide solutions
- Achieve performance outcomes (**P2**) including both individual and team learning plus project and process outcomes.

## LEARNING MATERIALS AND ACTIVITIES

Participants will also engage in:

- Directed reading of relevant articles and other learning materials through the learning management system
- Pre-recorded learning videos and activities to encourage learning and application, critical thinking and reflection.

## GUIDANCE BY GCWAL FACILITATORS

At scheduled times, participants are individually guided by experienced GCWAL facilitators who will help them to reflect on the project. Each facilitator supports a small number of participants to provide HIGH TOUCH, personalised attention via phone, email and online meetings.

## ENTRY CRITERIA

Participants should have at least 3 years of experience in managing teams AND a team to work with on a project at their workplace.

## PROGRAMME DELIVERABLES

Participants will produce a report comprising:

- The plan for their Action Learning project, and
- The initial implementation process, which will include their reflections, and project and learning outcomes.

## PROGRAMME FEES

The programme fee per participant is **\$5500+GST**.

## CERTIFICATION

- Participants who successfully complete all components of the deliverables will receive:
  - the award of **Certified Action Learning Facilitator** from GCWAL and Action Learning Action Research Association (ALARA),
  - **Complimentary membership** of ALARA for one year, and
  - **Advanced standing** towards a Master's qualification at either Australian Institute of Business or Leeds Trinity University UK. Further details are available on request.
- Participants who do not complete all components of the deliverables will receive a **Certificate of Participation** in the programme from GCWAL.

## OPTIONAL PATHWAYS

- Participants who have completed this programme have an optional pathway to the Implementing Work-Based Change Programme as shown in the diagram.
- Participants who are a **Certified Action Learning Facilitator** will be given **advanced standing** for the module Action Learning and Reflective Practice.
- On successful completion of all components of the deliverables, participants will receive the award of **Certified Action Learning Practitioner**.



## ABOUT



At the **Global Centre for Work-Applied Learning** ([www.gcwal.com.au](http://www.gcwal.com.au)), we empower individuals, teams, and organisations to learn to enable change.

Our suite of learning programmes is designed for a range of people from starting graduates to senior management. Each programme uses our consultative work-applied learning (**WAL**) process to achieve change, whether at an individual, team or organisational level.

All programmes are delivered online with inbuilt support from experienced facilitators.



**Action Learning Action Research Association Ltd (ALARA)** is a global network of programmes, institutions, professionals, and people interested in using Action Learning and Action Research to generate collaborative learning, training, research and action to advance social changes and to transform workplaces, schools, colleges, universities, communities, voluntary organisations, governments and businesses.

## FOR FURTHER INFORMATION ON OUR PROGRAMME, PLEASE CONTACT US:



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