

A CONSULTATIVE
VIRTUAL
LEARNING
PROGRAMME



ACTION LEARNING IN PRACTICE

A WORK-BASED LEARNING APPROACH



EMPOWERING PEOPLE
to learn for change



THIS ACTION LEARNING IN PRACTICE PROGRAMME COMBINES ACTION ON REAL-LIFE WORK-BASED ISSUES WITH REAL LEARNING.

ABOUT THIS PROGRAMME

The Action Learning in Practice (ALIP) Programme has been developed by Global Centre for Work-Applied Learning (GCWAL). Action Learning is a well-recognised method for work-based manager development.

It 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 they can use in subsequent projects.

This ALIP programme is delivered online with in-built facilitation and guidance and participants remain AT WORK and apply the learning to a REAL WORK-BASED PROJECT. This enables the learning to be directly INTEGRATED into the participant's work situation.

WHO SHOULD ATTEND

This programme is designed for managers who wish to introduce the practice of Action Learning as a process in their workplace to improve work and learning outcomes, working with their staff.

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

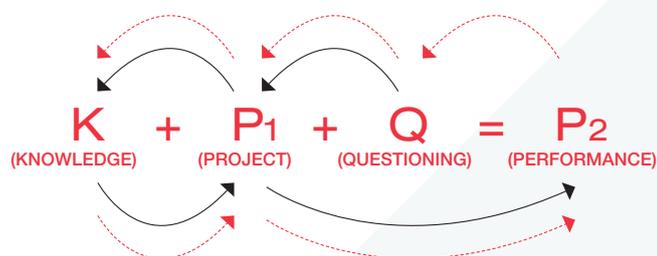
PROGRAMME KNOWLEDGE (K)

Participants will apply the following programme knowledge in the implementation of their AL 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:



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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 active learning, 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 at their workplace.

PROGRAMME DELIVERABLES

Participants will produce a report comprising the AL project plan and an implementation report, which will include their reflections, and project and learning outcomes.

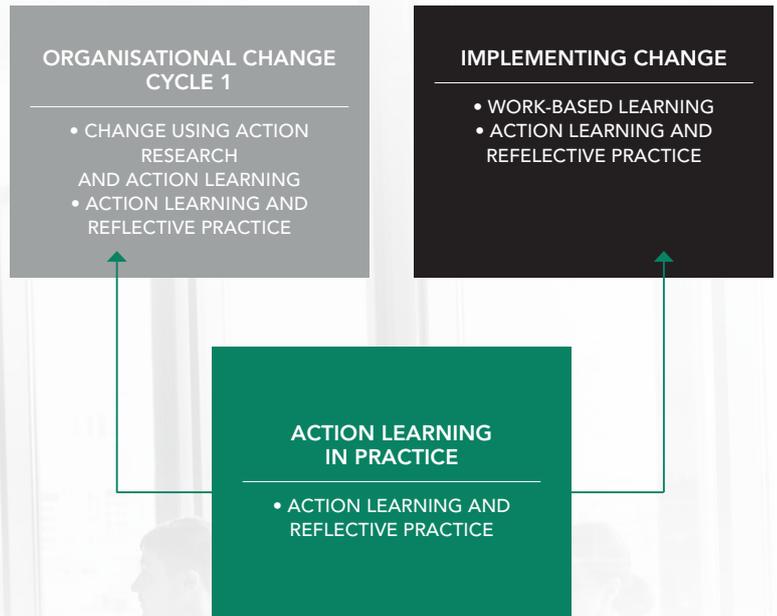
PROGRAMME FEES

The programme fee per participant is **\$5000 + GST.**

CERTIFICATION

- Participants who complete the deliverable will receive a **Certificate of Completion** of this programme.
- Participants have an option of gaining certification from GCWAL as an **Action Learning Facilitator**. For this, they must meet the relevant entry criteria and complete the deliverable at postgraduate level. Further details are available on request.
- Participants who have completed the ALIP programme have a pathway to other programmes as shown in the diagram. They have the option to proceed to the Implementing Change programme if they manage a team or to the Organisational Change Cycle 1 programme if they are senior managers in a division or organisation.
- If they are certified as Action Learning Facilitators, they will be given **advanced standing** for the module **Action Learning & Reflective Practice**. Further details are available on request.

OPTIONAL PATHWAY



ABOUT THE GLOBAL CENTRE FOR WORK-APPLIED LEARNING

At the **Global Centre for Work-Applied Learning** (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.

FOR FURTHER INFORMATION ON OUR PROGRAMME, PLEASE CONTACT US:



E: gcwal@gcwal.com.au
T: +61 8 8470 1600
W: www.gcwal.com.au

Level 2, 30 Currie Street,
Adelaide, South Australia 5000
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