

A CONSULTATIVE  
VIRTUAL  
LEARNING  
PROGRAMME



# FACILITATING ACTION LEARNING TEAMS

---

A WORK-BASED LEARNING APPROACH



---

EMPOWERING PEOPLE  
*to learn for change*

---



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 (FALT) Programme has been developed by Global Centre for Work-Applied Learning (GCWAL).

This Work-Based Learning 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 FALT 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 plan and implement projects with their teams to not only achieve project outcomes but also learning outcomes which they can use in subsequent projects.

## 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 a Work-Based Learning project. They will:

- Establish and facilitate an Action Learning team
- Manage quality, 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.

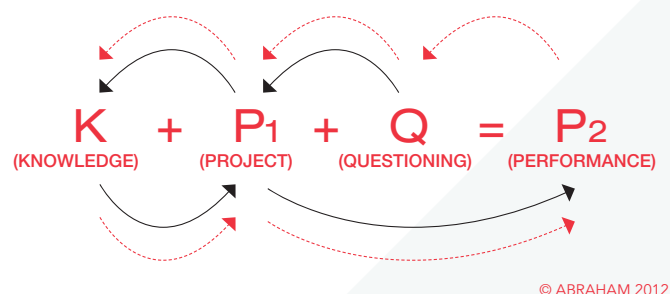
## PROGRAMME KNOWLEDGE (K)

Participants will apply the following programme knowledge in the implementation of their Work-Based Learning project:

- What is Work-Based Learning?
- Features of Work-Based Learning
- Types of Work-Based Learning
- 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 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 Work-Based Learning project plan and the initial implementation process, which will include their reflections, and project and learning outcomes.

## PROGRAMME FEES

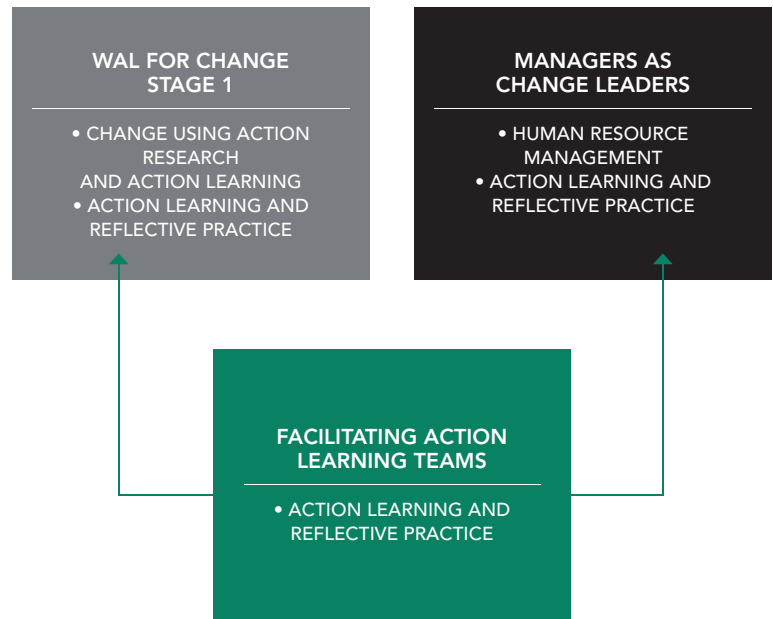
The programme fee per participant is **\$5500+GST**.

## CERTIFICATION

- Participants who complete the deliverable will receive a **Certificate of Completion** of this programme from GCWAL.
- Those participants who complete the deliverable at postgraduate level will receive:
  - a **Certificate of Successful Completion** of the programme 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 the Australian Institute of Business or Leeds Trinity University UK. Further details are available on request.

## OPTIONAL PATHWAYS

- Participants who have completed the FALT programme have a pathway to other programmes as shown in the diagram. They have the option to proceed to either:
  - the Managers as Change Leaders Programme if they manage a team or
  - the WAL for Change Stage 1 programme if they are senior managers in a division or organisation.
- Such participants will be given **advanced standing** for the module **Action Learning & Reflective Practice** provided they have completed the deliverable at postgraduate level.



## COLLABORATIVE PROGRAMME PARTNERS



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** 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. ALARA has members around the world and supports networking between members through the conduct of World Congresses, conferences and local events. ALARA also produces a variety of professional publications, including Action Learning and Action Research Journal.

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



E: [gcwal@gcwal.com.au](mailto:gcwal@gcwal.com.au)  
T: +61 8 8470 1600  
W: [www.gcwal.com.au](http://www.gcwal.com.au)

Level 2, 30 Currie Street,  
Adelaide, South Australia 5000  
*Effective from 1 July 2020*