

Benefits of Action Learning

A background graphic featuring several stylized human figures in blue and orange, arranged in a circular pattern, suggesting a group or community.

Team learning = participants develop enhanced skills of respectful dialogue and learning together as a group.

Eye-opener = participants learn to see multiple perspectives on issues. This is intensified if participants are drawn from a number of different work places.

Team building = participants develop a strong bond through the intimate nature of the problem solving process. They also discover and learn to accept the individual differences of other participants.

Development of coaching skills = as the skills required by Action Learning are broadly the same as coaching, participants learn the art of questioning, listening and giving feedback.

Supportive = being listened to and having the space to think.


Taking personal responsibility = presenters are encouraged to take ownership of the problem and feedback on actions taken. This develops autonomy, empowerment and techniques for increasing self awareness.

Increased confidence = presenters and set members are exposed to a range of problems that may have initially seemed daunting. As the set members support each other towards resolution, an increased level of confidence is usually reported by multiple group members.

Liberating = it can lead to a greater degree of creative, inspirational and innovative thinking.

Becoming a reflective practitioner = reflecting is a key component of the Action Learning process. Facilitator and set members help to reinforce the development of this skill by the use of careful questioning and by inviting feedback on progress at subsequent meetings.

Mindset change = participants learn through the process to develop a proactive/can-do mindset.

A row of faint, light blue icons at the bottom of the page, including a person, a gear, a lightbulb, a speech bubble, and a group of people.