Action Learning in Post Graduate Education

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Session Aims:

• To introduce delegates to the concept of action learning and

• To explore how it is used in Post graduate education to enhance the development of our Student Supervisors’ of Midwives.
What is Action Learning (AL)?

• An approach for problem solving, developed by Reg Revans in 1947

• Based on the ideas that behavioural change follows reinterpretation of past experiences rather than the acquisition of fresh knowledge

Benefits

• Individuals - professional and personal development

• Supervisees and midwives

• Supervision of Midwives
AL processes involve

- Reflection
- Learning
- Action (doing)
The process of Action Learning

- Group & Individual Development
- Powerful Questions
- Active Listening
- Sharing & Learning
- Reflection
- Action

Action Learning
How Does AL Work?

- An AL set – about 6 people and set advisor
- 6 Action Learning sessions in the programme
- Each person brings a work-based problem or issue
- Learning occurs through listening, questioning and actions
- Learning comes from inside and outside of AL set
Set members – contract to

- Attend each AL session
- Set own ground rules
- Take time to prepare for each session
- Identify actions and plan how to achieve them
- Reflect on their actions
- Present these at the next meeting
The Set Advisor

- Helps group to focus and to use AL principles
- Helps members to consciously be aware of what they do, say, think, feel
- Draws attention to learning opportunities within and outside the set
- To be a role model to help learning and working in the set
During the meetings AL advisors and members

- Help members aware of content and process
- Remind members of responsibilities
- Suggest different ways of exploring
- Constant reminder of learning opportunities
- Silences can be helpful
- A times you may doubt yourself
- Evaluate as you go along
Set members learn to…

• Actively listen
• Not interrupt
• Convey interest and empathy
• Support
• Challenge
• Ask helpful questions
• Be clear about what they are about to say
• Provide information
• Avoid telling- “you should do is this…”
An AL Set is

- Listening mirror
- Questioning group
- Resource group
- Support and challenge group
- Reflective group
- Learning group
Student Feedback

- I learned the value of open questioning techniques
- Understanding someone else’s experience rather than your own interpretation on the situation
- I learned more effective listening and facilitation
- I found AL informative and enjoyable
- AL developed over the sessions into a really useful skill
Questions?