

# 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

Weinstein K. (2002) Action Learning. A Practical Guide. (2nd ed) Oxford. Gower



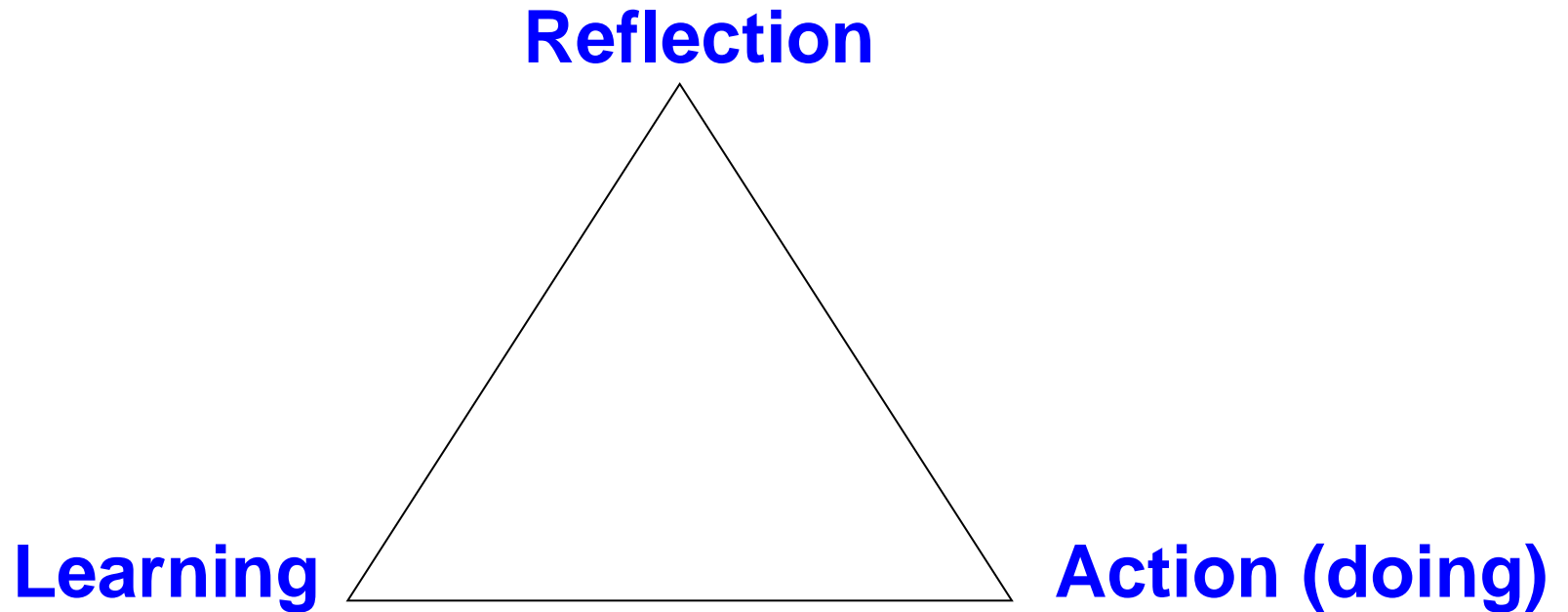


# Benefits

- Individuals - professional and personal development
- Supervisees and midwives
- Supervision of Midwives



# AL processes involve



# The process of 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 in to a really useful skill



# Questions?

