

Action Learning Sets

By Caroline Samne

Description:

In this semester-long activity, students examine complex personal problems to develop an action plan. Over several weeks students reflect, revise, and implement their plans to learn the importance of collective wisdom, collaborative learning, problem solving and personal development. See a full description [here](#).



Out of Class (Instructor)



Out of Class (Students)



In Class (Instructor)



In Class (Students)

Part 1

Describe a Complex Problem

- Write about a complex problem that has been a bother for a while and is connected either to university or work-life
- Give this document to the instructor to be graded; this assignment is about 1/2 to 1 page long

Review and Grade Assignment

- Ensure the issues chosen by students are appropriate to the activity
- Provide feedback and a grade

Introduce Activity

- Present the concept of action learning sets and describes how the activity will unfold
- Divide the students in groups of 5

Phase 1: Analyze Peer Issues

Two presenters
Present the problem to the group; continue each week until all members have presented their issue and others have asked questions.

Others
Ask guided questions meant to help the presenters to more clearly analyse and understand their problem and its root causes.

Part 2

Phase 2: Create Action Plan

Two presenters
After having analysed their problem, create an action plan that addresses how to go about resolving it.

Others
Continue to ask questions to help each other in this process.

Implement Action Plan

In between classes, try to implement the action plan devised in class.

Analyze Implementation

Return to the group and engage in the same process:
Present and probe to analyze the implementation of and changes to the action plan, applying changes to resolve the issue.

Repeat for several weeks

Legend

Context Icons:

- Individual Work
- Work in Groups

Task Icons:

- Analyze
- Game/Roleplay
- Create/Design
- Revise/Improve
- Write
- Instructor Orchestration
- Instructor Evaluation