

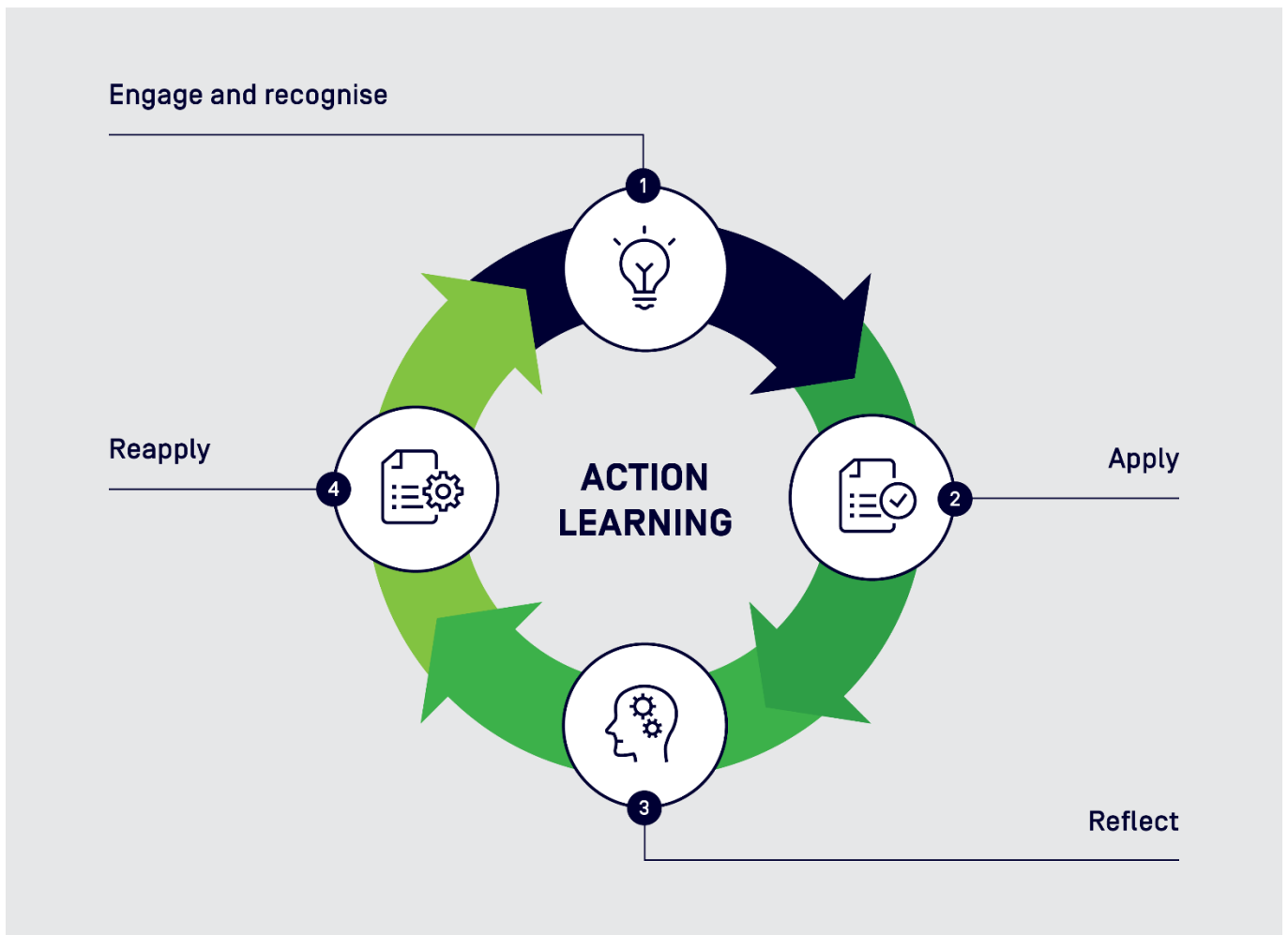


ACTION LEARNING GUIDE

What is action learning?

Action learning is an approach to problem solving that involves taking action and reflecting on the results. This Action Learning Guide has been developed to help build the capability of people who support coaches and officials in practice.

The Action Learning Guide is made up of four components to apply and practice the personal interaction skills and techniques covered in the Supporting Others animation series. Use the template on the page 3 to design and record the results of the action learning activity.





Action Learning Guide



1. Engage and recognise

View and reflect on the model and techniques covered in the video and support material.

On a scale from 1 to 10, rate and describe your current level of ability in relation to the skills and techniques described in the video. What rating would you like to achieve? What might you do to improve and move toward your desired rating?

Examples

- Practice asking my mentee more questions and less telling them to do.
- Spend more time listening to understand, rather than listening to respond.
- Practice asking clarifying and explorative questions when facilitating a group discussion in my next coaching workshop.



3. Reflect

Take time to reflect and learn from the activity:

- What worked how you thought it would?
- What didn't work so well?
- Why do you think your actions worked/didn't work?
- What surprised you?



2. Apply

Design an activity to implement changes in your practice.

Make sure you have clear criteria for assessing whether the change is helping. Keep the activity modest at first so that it is okay if it doesn't turn out how you had hoped. If you need some help with your design, you might:

- Ask someone you trust for feedback and/or suggestions.
- Ask someone who is highly capable in this area for suggestions.
- Do some research. What do credible people who work in this space say or do?



4. Reapply

Design another scenario and continue on your improvement journey.

It is likely that 'success' in this area will encourage you to go further, so keep on learning!

Remember, there is no right and wrong way to use these models and techniques. It is not about forcing or pushing knowledge onto others, it's about supporting the growth of others, by giving them the tools to accelerate their learning.



Action Learning Template



1. Engage and recognise

View and reflect on the Supporting Others model and techniques covered in the video and support material.

My current level of ability / 10

My target level of ability / 10

The improvement I'd like to make is:



2. Apply

Design a small action learning scenario to implement changes.

A modest step I can take to improve is:

The criteria I will use to determine if this step has been successful are:



3. Reflect

Take some time to reflect and learn from the learning scenario.

What worked how I thought it would:

What didn't work well:

Why my actions worked or didn't work:

What surprised me:



4. Reapply

Design another scenario and continue on your improvement journey.

Taking into account what I learned through this action learning activity, the next modest step I am going to take is: