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## Mentoring Team Building Workshop

Presentation

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# The Stages of Action Learning

## Reporting

Set members share:

- What has been going on for you since we last met?
- If you presented last time, what actions have you taken / what has been the outcome?
- Is there anything preoccupying you that you need to 'leave outside the room'?





## The Stages of Action Learning

### Bidding

Set members agrees how many presentations and the order

- 'If I were to present today, I would present on...'

And / or

- On a scale of 1-10, the urgency with which I need to explore this issue is:'

- 'On a scale of 1-10, the importance of this issue to my work/organisation is:'





# The Stages of Action Learning

## Presentation sequence

a) Presenter's space

- Presenter talks for as long as necessary

b) Questioning

- Set members ask questions for clarification

- Set members ask open questions – exploration, diagnosis, alternatives and consequences, general, action.

c) Formulating action

Presenter formulates actions to take or conclusions





# The Stages of Action Learning

## Presentation sequence

e) Feedback / process review

- Set members share: anything that has been going on for you whilst listening and / or any learning for you
- Set members offer their personal feedback to the presenter
- Set members review how well we worked as a set – if appropriate

f) Presenter closes the space

- Presenter reviews their learning / offers feedback to the set





## The Stages of Action Learning

### Date and location for next meeting

- Members agree dates and locations in advance so that these are well-attended





## Sample questions for the Action Learning Process:

### 1. Exploring the issue:

- What is the situation?
- What matters most to you?
- What do you want from this session?
- How can we help you?





## Sample questions for the Action Learning Process:

### 2. Helping to fully understand the issue:

- What led up to the situation?
- What is the main aspect of the problem to you?
- What impact is this having?
- What happens if...?







## Sample questions for the Action Learning Process:

### 3. Identifying solutions and working out consequences:

- What do you hope or want to achieve?
- What has worked in similar situations?
- What might be the consequences of....?
- What would have the most impact on...?





## Sample questions for the Action Learning Process:

### 4. Gaining depth, perceptions and feelings:

- Can you tell us more about how you feel...?
- On a scale of 1 to 10 how strongly do you feel about...?
- Do you want to take that further?
- Can you give us an example of....?





## Sample questions for the Action Learning Process:

### 5. Possible actions:

- What is the next step for you?
- Where could you get support?
- When and how will you do that?
- On a scale of 1 to 10 how committed are you to the action?





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