



Facilitating Action Learning: A Practitioner's Guide

Mike Pedler, Christine Abbott

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Action Learning is based on the simple idea that leaders and managers learn best by working together in a group, helping each other find solutions to real work problems through discussions. *Facilitating Action Learning* is a clear, concise and straightforward guide to this well-established leadership and management development technique.

The role of the facilitator is to provide guidance in the action facilitation process. In this practical guide, Mike Pedler and Christine Abbott present a new threefold model of the facilitator's role - as initiator, set adviser and facilitator of organizational learning.

Supported by many real life cases and practical examples, this superbly practical book shows you how - as a manager, business coach, trainer or facilitator - you can add to your repertoire of skills and abilities, and enhance your effectiveness as a leader and developer.

Suitable as the course text for ILM Level 5 and 7 qualifications in Action Learning Facilitation.

"Christine Abbott and Mike Pedler are to be congratulated for their exceptional and comprehensive guide to Action Learning facilitation. It will be of great help to those just starting out with Action Learning as well as to those who are seasoned practitioners. I am also certain that the pioneer of Action Learning, the late Reg Revans, would have been pleased to see his principles and practices, and those of his closest collaborators, so clearly conceptualized and articulated. A 'must read' book providing a very practical method and approach for all those interested and passionate about helping people help themselves, and in optimizing Action Learning."

Dr Yury Boshyk, Chairman, The Global Executive Learning Network, and the Annual Global Forum on Executive Development and Business Driven Action Learning, Canada

"Packed with useful models and thought provoking explorations of hot topics such as critical action learning, this is a rich and thoughtful companion for the busy practitioner involved in organisational transformation! It tackles head on the thorny issues of facilitation in action learning and presents a helpful framework encompassing a more expansive view, holding together individual and organisational learning. This book best reflects my lived experience of integrating learning and change in a large complex organisation; reading it was like coming home!"

Mandy Chivers, Assistant Chief Executive, Mersey Care NHS Trust, UK

"This is a superb, well-crafted book. In fewer than 200 pages it manages to cover all the essentials while including many important but often-neglected topics. Because of its simplicity and clarity I would readily endorse it for use by novices. Yet it is sufficiently nuanced that I would have no hesitation recommending it to experienced users. While remaining true to the values of Reg Revans' original approach it addresses new developments. It is non-doctrinaire, intelligently acknowledging the current controversies and the variations in present practice. It integrates theory and practice. The balance it achieves between conveying the spirit of action learning while providing concrete and practical tools is exemplary."

Bob Dick, independent scholar, Australia

"With this book, Christine and Mike have brought a significant maturity to the field of action

learning. They link theory to practice and vice versa, in an entertaining, challenging and supportive way - as you would expect. This book will go some way in helping action learning advisors improve their craft. An important contribution."

Professor Jeff Gold, Leeds Business School, UK

"Pedler and Abbott have done a masterful job in presenting and analyzing the wide array of roles and responsibilities that one can undertake in facilitating action learning groups. Their understanding of Reg Revans as well as their insights into the history and principles of action learning provide an amazing fabric for this great book."

Michael Marquardt, President, World Institute for Action Learning, USA

"Pedler and Abbot pack lifetimes of experience into this book - which shine through in the depth, breadth, and practicality of its coverage. They map the territory and scaffold the journey a facilitator would follow in building proficiency in Revans' Action Learning from novice to expert in three roles critical to success. Emphasizing systems learning, they also position Action Learning as a natural learning process for social and organizational change, and for developing leadership, partnerships and networks beyond programs. Reflective tools accompany the reader throughout to help practitioners develop their own thinking and practice of Action Learning. This is a must-have for both practitioner and scholar resource libraries!"

Victoria J. Marsick, Professor, Columbia University, Teachers College, New York, USA

"The authors have written a book that is engaging, inspiring and practical - a book to make you think also about learning relationships as constructionist practice; which they put forth as the correct approach and warn against action learning for power, influence and dominance. It is practical enough to give examples of really difficult and 'wicked' puzzles and problems, cases where there are no right or wrong solutions but rather a spectrum of possible scenarios."

Paul Olson

"This is an extremely significant contribution to understanding and developing practices in action learning. It will add value, provide direction and stimulate practitioners and academics in equal measure."

Brian Milsom, University of Hull, UK



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Pamela Dudley:

As people who live in the particular modest era should be change about what going on or facts even knowledge to make all of them keep up with the era that is certainly always change and make progress. Some of you maybe can update themselves by studying books. It is a good choice to suit your needs but the problems coming to a person is you don't know what one you should start with. This *Facilitating Action Learning: A Practitioner's Guide* is our recommendation so you keep up with the world. Why, since this book serves what you want and need in this era.

Gary Clark:

Information is provisions for folks to get better life, information today can get by anyone on everywhere. The information can be a know-how or any news even a huge concern. What people must be consider any time those information which is from the former life are challenging to be find than now's taking seriously which one is acceptable to believe or which one often the resource are convinced. If you find the unstable resource then you get it as your main information we will see huge disadvantage for you. All of those possibilities will not happen in you if you take *Facilitating Action Learning: A Practitioner's Guide* as your daily resource information.

Randy Mosley:

Playing with family in the park, coming to see the ocean world or hanging out with good friends is thing that usually you have done when you have spare time, then why you don't try point that really opposite from that. 1 activity that make you not sense tired but still relaxing, trilling like on roller coaster you are ride on and with addition associated with. Even you love *Facilitating Action Learning: A Practitioner's Guide*, you could enjoy both. It is very good combination right, you still would like to miss it? What kind of hang type is it? Oh seriously its mind hangout guys. What? Still don't understand it, oh come on its referred to as reading friends.

Katrice Fredericksen:

This *Facilitating Action Learning: A Practitioner's Guide* is fresh way for you who has attention to look for some information mainly because it relief your hunger associated with. Getting deeper you in it getting knowledge more you know or perhaps you who still having little bit of digest in reading this *Facilitating Action Learning: A Practitioner's Guide* can be the light food to suit your needs because the information inside this specific book is easy to get by anyone. These books develop itself in the form that is reachable by anyone, yeah I mean in the e-book type. People who think that in guide form make them feel sleepy even dizzy this reserve is the answer. So there is no in reading a reserve especially this one. You can find what you are looking for. It should be here for an individual. So, don't miss the idea! Just read this e-book style for your better life as well as knowledge.

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