

## Workshop on Action Learning

**Title** Workshop on Action Learning

**Key Learning** Action learning happens in professional learning communities (not far from our understanding of communities of practice). There are five pillars to a professional learning community:

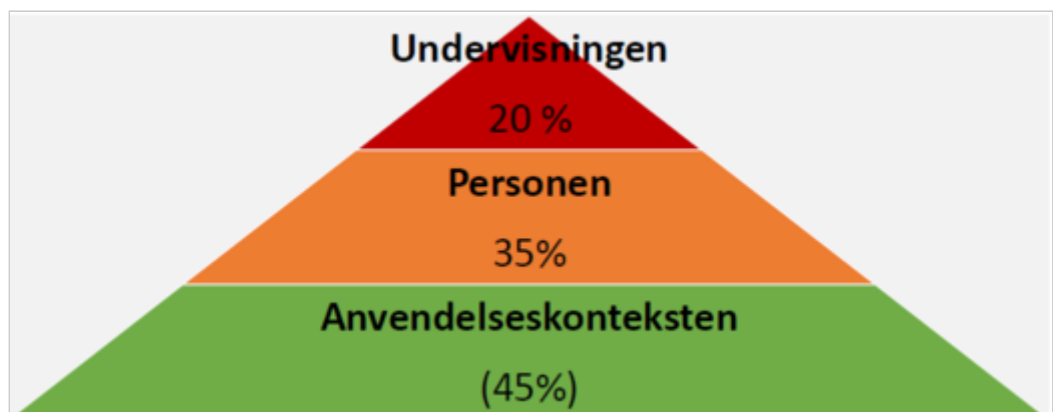
- A common vision
- Collaboration
- That practice is "de-privatised" - meaning that experiences between members are shared openly between each other
- Reflective communication - that members reflect together on their practice and challenge assumptions/mental models
- Focus on development and learning in the target group

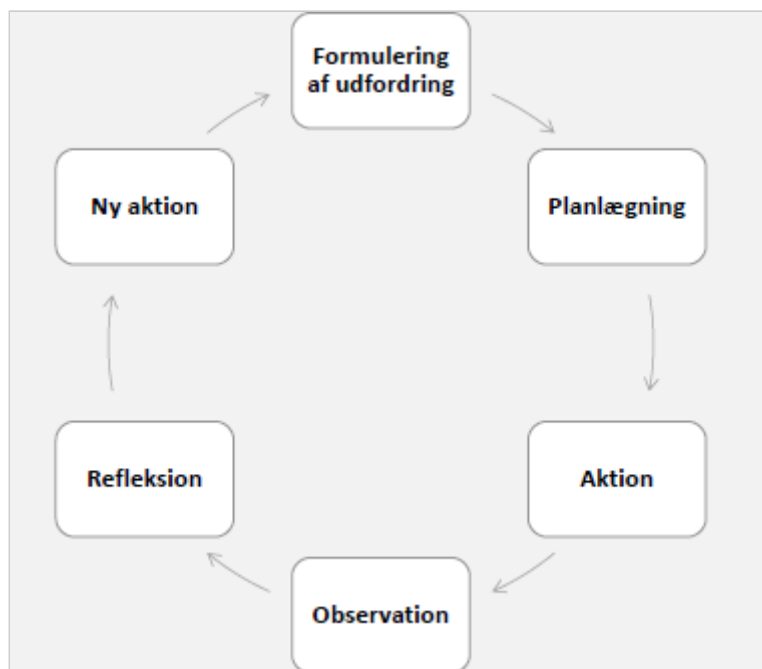
More concretely related to action learning, the idea is that you start by formulating a concrete challenge (step 1) which you then quite quickly plan to do something about (step 2) - an action (step 3). The action is observed (step 4) and reflected upon (step 5). Based on the reflection you plan and execute new action (step 6). From here you start over with the steps again. See the model in the pictures below.

The best place to introduce a more formal learning session for the relevant people is arguably just before step 6, where you have already learned more about what your challenges are and how you can work with them, but could get a lot out some kind of external assistance.

Professional learning communities are really important for this reason: How much we get out of any training is only to a lesser extent related directly with the actual training material and much more with the person it relates to and to an even larger extent the context where the learning will be used. See the model below (undervisning = training; Personen = the person; Anvendelseskonteksten = context of use for the person).

### Pictures





**Description** Micki Sonne Kaa Sunesen (Ph.D. and consultant on "action learning") gave a presentation on "Praksislæring", ie. action learning which was followed by discussion by the participants.

**Date** 26/08/2019 09:30 - 12:00

**Location** Meldahlsgade 3, 1613 København, Denmark



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**Tags** action\_learning, social\_learning

**Files** Alt Folkekirkens nødhjælp.pdf