



# Action Learning Decision Making

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# Valuing Decision Making



- Do you value people that can make quick decisions?



# Typical Decision Making

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- Meeting called to discuss ....
- 5 – 5000 people invited so we can come to consensus
- 2 – 3 dominate people talk past each other the entire time
- Most influential person wins

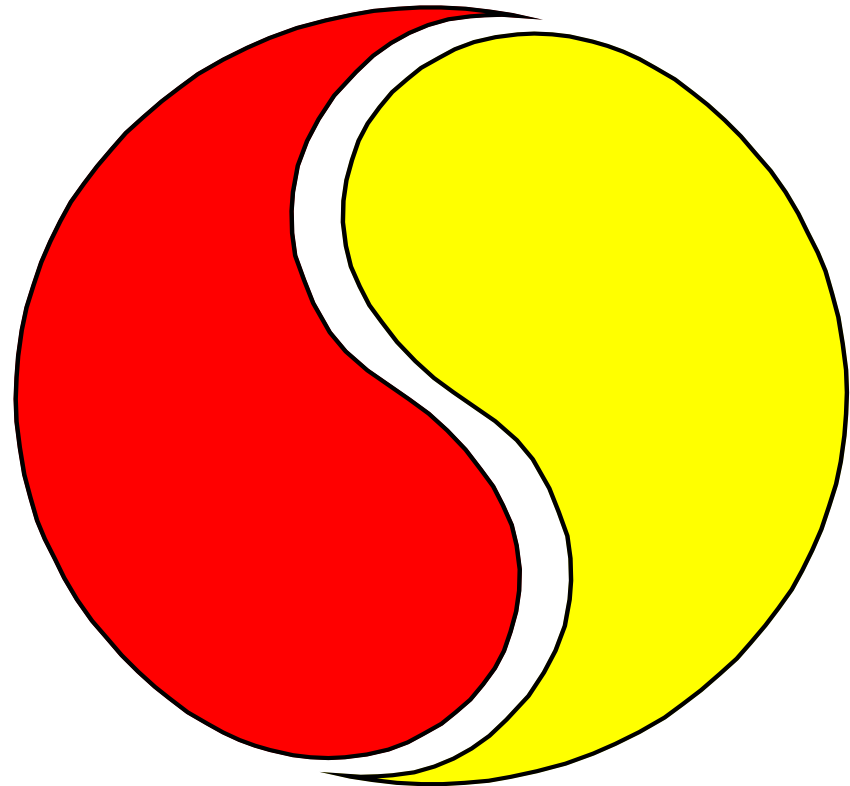




# What is Action Learning?

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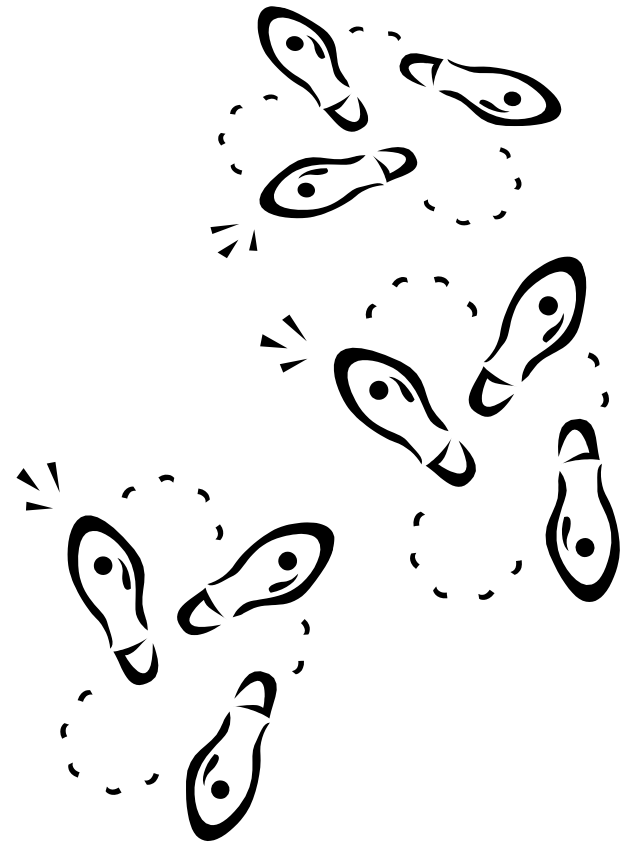
- A **process** that involves a small group working on real, urgent problems, taking action, and learning while doing so
- A powerful **program** that creates dynamic opportunities for individuals, teams, leaders and organizations to successfully adapt, learn and innovate



# Action Learning Process



- Prior to session
  - Reason urgent
  - Restrictions on solution
- Problem / Challenge presentation (1-2 minutes)
- Statements can only be made in response to questions
- Coach works learning opportunities
- Consensus on problem (what are we trying to decide?)
- Strategies
- Actions
  - Specific – including who and when
  - Plan – implementation and communication



# Two Ground Rules

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1. Statements only in response to questions
2. Action learning coach has authority to intervene when identifies a learning experience and at end of session

# Questions

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## **POWER**

- Changes dynamics of listening and problem solving
- Increases learning opportunities
- Builds group cohesion
- Serves as foundation of dialogue
- Creates receptiveness to change and development

## **CHALLENGE**

- 5 year old
- First grade
- School years
- Work life
- Now

# Power of Positive Focus

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- Golf analogy
- Business – NASA two shuttle crashes
  - Challenger - January 28, 1986
  - Columbia – February 1, 2003



# Case Studies

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- Shift Schedule Change -> Inclusion
- Blended Leadership -> Trust
- Restructure -> Communication
- Positive Culture -> Conflict Management
- Culture Change: Learning Organization -> No Culture Shock
- The Economy -> How do I survive

# Questions/Learnings/Ideas

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