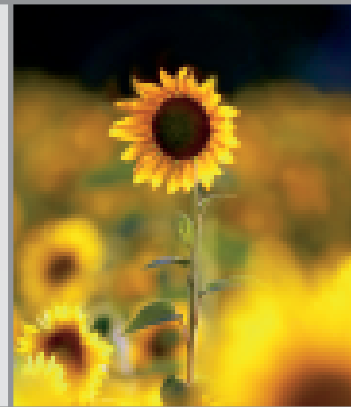


People and Organisations

Action Learning Sets for Middle & Senior Managers

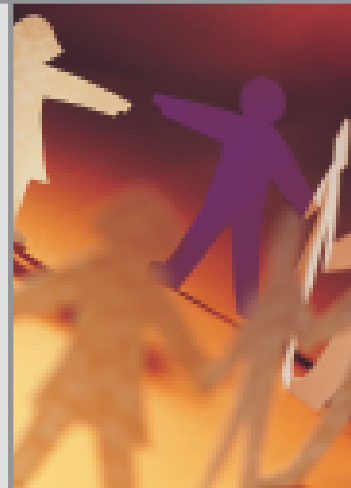
Our client wanted senior staff (Divisional Directors) to take more responsibility, be more proactive in the business and develop a more strategic approach to their work. He particularly wanted them to develop their leadership skills, their influencing skills, to learn from one another's experience, to grow and develop into their roles as Divisional Directors and eventually to step up to Board responsibilities. The client wanted the Divisions within the business to work more closely together instead of seeing themselves as separate entities within the business.



VBL designed the programme for setting up and starting the action learning set which involved a day's training. The action learning set then met on a 4-6 weekly basis, for an afternoon and was facilitated by VBL's dedicated specialist. The intention of the set was that it would develop the skills to be self-facilitating after 6 sessions.

Features

- ▼ Time set aside on a regular basis and within work time to critically reflect on current work situations with other colleagues, in groups of 6 (max) or less
- ▼ Encouraged people to become much more conscious/aware of their work practice, encouraging them to constantly examine what they do and find ways to improve their performance
- ▼ Identified solutions to specific issues, and was work focused and action orientated
- ▼ Supported leadership development



Outcomes

- ▼ Divisions working much more closely, sharing ideas & best practice
- ▼ Participants taking a much more proactive role in the business development & strategy
- ▼ Improved communication throughout the business
- ▼ Clarification of participants roles & responsibilities & developing them further
- ▼ Growth in confidence as well as competence
- ▼ Increased innovation & creativity
- ▼ Learning from experience, dealing with current situations better, and focussing on the future

"I found the sessions very valuable. Communication is so much better now – we share idea and experiences. It is time to think, which is difficult when we're so busy. As a group we've all grown in confidence and most importantly, we're all being much more effective!"

Senior Manager

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