



WIAL NEWSLETTER

WORLD INSTITUTE FOR ACTION LEARNING

Summer 2009 No. 2

ACTION LEARNING

"Solving Problems and Building Leaders in Real Time"

Connecting with Action Learning Coaches

WIAL_TALK (wial_talk@wial.org)

This chat list is to discuss all things Action Learning. Participants are free to post about:

- Challenges you are having
- Success you have experienced
- Assistance you would like
- Consulting opportunities you are aware of
- If you would like to connect with other coaches while traveling the world, etc

Personally, I post "What if" scenarios. These scenarios are based on situations that have actually occurred. Participants on the list post how they would handle the situation. For example one scenario we discussed was, 'As an Action Learning Team coach, how would you respond to the following scenario: two team members were arguing in the hall before the set started. As soon as one says something, the other rolls their eyes and mumbles something under their breath.'

Although the responses varied a bit, an overall theme emerged. It was; do an intervention. Ask the team the standard first three questions: How are they doing? What are they doing well? And what could they do better? Hopefully someone will bring up the tension between the two members. If not, the coach could ask – How respectful are we being of each other? Once the tension has been surfaced, follow up questions would include – How can we help each other respect the ideas that are presented here? Why is it important that we show respect for each other? Once the team has had an opportunity to talk through the tension, allow them to return to working on the problem.

To be added to WIAL_TALK email Dr. Bea at bea.carson@wial.org
Happy Coaching
Dr. Bea

2009 Dissertation of the Year Award

WIAL was pleased to present the first annual dissertation of the year award to Kathleen H. Kueht for her dissertation "***The Impact of Action Learning on the Lives and Learning of Baby Boomers.***" Kathleen defended her dissertation in March 2009 and graduated in May 2009 with a Doctorate of Education Degree in Human and Organizational Learning from the Graduate School of Education and Human Development, George Washington University."

Kathy's research was a phenomenological study examining how baby boomer adults perceive and describe their transformative learning experiences within an action learning group. The study employed Mezirow's (1981) transformative learning theory and Marquardt's (1999, 2004) framework of action learning to facilitate action learning groups with a total of 16 self-selected baby boomers. The study explored and examined the power and applicability of action learning as one of the most effective approaches for adult learning and transformative learning outcomes (Marquardt, 2004; Waddill & Marquardt, 2003). The action learning groups served as a forum for presenting a personal problem or challenge while engaging in discourse and reflection, and receiving support for actions. All of the participants reported some change in their thinking, behavior, feelings, habits, and routines during the course of the four weekly action learning sessions.

Continued next column

International Coach Federation (ICF) has approved WIAL as Continuing Coaching Education (CCE) Provider

The International Coach Federation (ICF) has reviewed WIAL's application for Continuing Coaching Education (CCE) and has informed us that the following program has been approved:

Foundations of Action Learning – 16 CCE;

Foundations is a 2 day program that covers the six components of Action Learning and the two ground rules in detail. Participants will learn the theory behind why Action Learning works, as well as have an opportunity to experience Action Learning both as a participant and/or as a coach.

CALC – Certified Action Learning Coach Certification for Action Learning Coaches 1 – 16 CCE; and Certification for Action Learning Coaches 2 – 16 CCE

Each of the two day programs for Certification for Action Learning Coaches focus on practice, practice, practice. The content of the CALC workshops has been modified to allow them to be taken in either order.

CALC1 – Coaching & Internal-team issues: asking questions to promote reflection and learning throughout the AL team's life cycle – aligning questions with problem-solving and developmental stage

CALC2 – Organizational issues and AL: embedding AL in the organization, integrating AL in larger developmental processes, building learning organizations, best practices in planning and implementing programs

Certification Requirements (detail requirements available upon request)

For certification requirements <http://www.wial.org>

" The Impact of Action Learning on the Lives and Learning of Baby Boomers."

All the elements of action learning employing Marquardt's (1999, 2004) framework and six interactive components contributed to transformative learning in the action learning groups. Kathy's research supports the value of action learning as a transformative learning experience and offers insights that can contribute to successful implementation of action learning programs for older workers, as well as thought provoking suggestions for future research in this field.

NOMINATIONS FOR NEXT YEAR: Please keep an eye out for innovative, and methodologically rigorous Action Learning dissertations. We will be soliciting nominations for next year's Dissertation of the Year Award early next year.

NOTE FOR DOCTORAL STUDENTS: At the WIAL Forum in June several participants expressed an interest in forming a dissertation discussion group to share and fine-tune research ideas. Our WIAL research director, Martha Lappin, PhD, has offered to take the lead in organizing and facilitating in-person small group discussions in the DC area, and possibly on-line discussions. If you are interested in participating, please e-mail Martha at: Martha.Lappin@WIAL.org.

Presidents Letter



I have just returned from attending WIAL's 4th Annual Global Action Learning Forum held in Washington, DC.

Over 50 professionals from Europe, Asia and all over the United States were in attendance and actively participated in 15 panel sessions. The sessions covered action learning best practices and theories in a number of government agencies, non-profit organizations, and global companies.

Michael Marquardt, Ed.D.
President and Chairman of the Board

One of the highlights of the day was the sharing of some new approaches in multiple-problem action learning (MPAL) that WIAL coaches are using in organizations such as Microsoft and Goodwill Industries. Our 5th annual Global Action Learning Forum will be held on June 25, 2010 – hope to see many of you there!

WIAL, at its recent Board of Directors meeting, explored ways in which we could distinguish WIAL's powerful, coaching-led, questioning and learning brand of action learning from the multiple forms/brands of action learning that are employed around the world. Using our action learning approach and incorporating the fresh ideas of a marketing consultant who joined our action learning/board meeting, we developed the following branding tagline for WIAL: *The certification organization for action learning.* These few words describe clearly what we do; namely, to certify action learning coaches and action learning programs, as well as demonstrates our commitment to high quality learning and action in all of our action learning programs.

WIAL continues to receive requests from organizations around the world who are interested in becoming a WIAL affiliate. Recent requests have come from Finland, the Philippines, Czech Republic, South Africa, Nigeria and Brazil. Over the past few months, we have granted affiliate status to the Netherlands and Australia, who join our existing affiliates in Japan, Singapore and Malaysia.

Our number of certified action learning coaches (CALCs) around the world the world continues to grow. Several of the CALCs are now applying to become Senior Action Learning Coaches (i.e., coaches who can train and certify CALCs).

The WIAL Certification Committee has developed a comprehensive process and program to assist in this development. If anyone has any questions about becoming a CALC or SALC, please contact our Certification Committee Chair, Dr. Bea Carson (bea.carson@wial.org).

Best wishes to all WIAL newsletters readers for a wonderful summer!

World Institute for Action Learning

11354 Orchard Lane
Reston, VA 20190
Tel: 703 349-3019
Fax: 703 286-5663

Membership & Web: www.wial.org

Email: feedback@wial.org

For WIAL newsletter submissions contact:

newsletter@wial.org

Publications and Books may be purchased:

<http://wial.org/publications/>

ACTION LEARNING RESOURCES

Books:

[Action Learning for Developing Leaders and Organizations: Principles, Strategies, and Cases](#) by Michael J. Marquardt, H. Skipton Leonard, Arthur M. Freedman, and Claudia C. Hill

[Optimizing the Power of Action Learning: Solving Problems and Building Leaders in Real Time](#) by Michael J. Marquardt

[Action Learning in Action: Transforming Problems and People for World-Class Organizational Learning](#) by Michael J. Marquardt

[Leading with Questions: How Leaders Find the Right Solutions By Knowing What To Ask \(J-B US non-Franchise Leadership\)](#) by Mike Marquardt

[Leadership Development as an Intervention for Organizational Transformation](#) by Skipton Leonard, Ph.D., CEO of WIAL and Maynard Goff, Ph.D. This article appeared in a refereed American journal and provides a case example of how Action Learning can be integrated into a larger leadership development program.

Save the Dates

Upcoming Foundations Program:

➤ **Certification for Action Learning Coaches II, July 24-25, Washington, DC, NEA HQ**

➤ **Foundations of Action Learning, October 1-2, Alexandria, VA, ASTD HQ**

➤ **WIAL/NL Foundations program, September 24-25, 2009, Los Angeles, CA**

➤ **Foundations in Action Learning Workshop October 5-6, 2009, Helsinki, Finland hosted by WIAL-Finland**
Please contact Mike Marquardt for further details if you would like to attend.

http://www.wial.org/training_and_certification/course_listing_s.shtml#AL_foundation

WIAL International Forum



2009 WIAL-Asia Action Learning Forum
November 2 - 3, 2009
Kuala Lumpur, Malaysia

The 5th WIAL Asia Action Learning Forum will be held in Kuala Lumpur on November 2-3, 2009.

The Forum will be co-sponsored by WIAL-worldwide, WIAL-Malaysia, and AKEPT (Malaysia Ministry of Higher Education). The previous Asia Action Learning Forums were held in Japan (2006), in Korea (2007), and in Singapore, (2008). We are anticipating 100+ attendees for the 2009 Forum.

If you are interested in presenting on best practices or best theories or best ideas relative to action learning, please contact Mike Marquardt (mike.marquardt@wial.org)