

ACTION LEARNING MAKES ITS DEBUT AT ADULT LEARNING SYMPOSIUM, SINGAPORE



The Adult Learning Symposium is a bi-annual learning event organized by the Institute of Adult Learning, an institute under SkillsFuture Singapore. This year, the symposium took place on 1-2 November at Sands Expo and Convention Centre with the theme "Work and Learning: Conquer New Frontiers!"

Against a backdrop of rapid technological advancements, disruption across industries, and fast changing workforce needs, the challenges facing adult learning are momentous. But for the adaptable and resilient, it is also time to seize the opportunities hidden in the sea of challenges and thrive in times where disruption is the norm.

The symposium featured international and local keynote speakers, from C-suite industry experts and practitioners to thought leaders and renowned authors. Other than listening to keynote speakers, delegates also had the opportunity to learn from over 40 concurrent sessions that were categorized along three key tracks - Seize, Adapt, and Transform.



Phoon Kok Hwa (PALC) from Inspireus Creation was invited to submit a paper and present on the topic of "Thriving in the Age of Change Through Action Learning" under the Adapt track. In his presentation to an audience of more than 80 people, Kok Hwa shared on the reasons behind the trend of accelerating change in today's business environment and how action learning is an excellent process that organizations can leverage to solve adaptive problems. As action learning is also

aligned with adult learning theory or andragogy, it is also an efficient means for individuals and teams to learn at the workplace. Despite the majority of the audience being seasoned adult educators, the enthusiasm level was high as it was the first time many of them are learning about action learning.

Following the introduction session, the participants were divided into 6 teams and had their first taste of an action learning session. Each team was supported by an action learning coach and they worked on solving a real problem while developing important leadership skills. In the final debrief, participants gave feedback that they had a positive experience with action learning and problem presenters were happy they walked away with action items despite a short session lasting only 45 minutes. After the session, delegates also stayed back to ask more questions on the possible application of action learning in their organizations.



This session would not have been possible without the kind support of the following coaches in Singapore: Bernadette Chua, Trevor Chua, Andrew Lee, Heather Tan, Jerlyn Tang, and Lorraine Wong.

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