

ACTION LEARNING FOUNDATIONS AT ATD

WOW! For years I've talked about that how well Action Learning works regardless of culture or industry. For this session we were fortunate to be a truly global group. We had representation from five countries representing four continents – Indonesia, Japan, Abu Dhabi, Australia, and the USA were represented – truly a global team. As we would expect the process worked particularly because of the diverse nature of the team.

Over the course of the two days we had three practice sessions after the demonstration. The problems were equally diverse one culture in nature, another facilities related, another personal challenge and another strategic in nature.



Each time the team realized how easy it is to jump to solution without have a clear understanding of the problem. Each time they quickly discovered there were as many views of the problem as there were team members. Once they reached consensus they were quickly able to define next steps for the problem presenter.

Quickly, the team discovered they had more similarities than differences. The tendency to ask closed questions and give open answers was true across all the cultures. The team worked hard to become intentional about their questions. Using open questions to gather information and closed to make decisions. They also realized as a global team it was important to discuss the norms they would abide by. In doing so they rapidly connected and worked as a high performing team.

The comments from the team member afterwards were inspiring –

From Toru of Japan – “It's been great learning with you and everybody through Action Learning course. Great team! Do we agree on this? (^o^)”

From Kingsley of Australia – “I agree..... you mean do we have consensus and how do you rate our team out of 10?”

From Michaella, also of USA - “Thank you everyone for such a great workshop experience I am putting together my outline to present to boss tomorrow. I feel so much more grounded on what to cover as a result of our AL demo session!! Really value the teams feedback and wish you all the very best let's keep in touch on our developments 😊!”

From Reni of Indonesia –“Thank you very much for the wonderfull class that I attended. This was the best of international training that I ever had. Especially thanks

to Bea..as a good trainer, and also to you all as an interactive and positive participants. I hope we all can contibute what we got from this class, to our life.”

It was a true honor to have been able to work with such an amazing global team.

By Bea Carson, MALC

/published2015