

DOING IN 360 MINUTES WHAT NORMALLY TAKES TWO YEARS

The head of an SME of about 50 people in the printing sector located in the Bordeaux region of France that I met through a short presentation about action learning in a Rotary club wanted to experiment this method to work on their strategic plan for the next five years. After a preliminary meeting in the company where I explained the principles, components and rules of AL to him, he very smartly set up a team of six persons with an adequate diversity of gender, age, experience and function. He included in this group one person from outside the company who did not really know the company very well. The director himself was a member of the team and played very well his role of an AL team member.

I coached the AL team and was surprised by the very smooth and good running of its works. Four sessions were held over 4 months about every 3 weeks. Each of the sessions started with a sharing of the and a reflection about the works performed and the learnings achieved which could be tied up to the previous session. They were very productive, bringing about operational solutions to several pending issues.

They successfully achieved a major goal which was the search for some kind of right diversification of the Company activities. The testimonial of the director who was very satisfied by the results of this team collaborative and reflexive process was : " in four sessions of 90 minutes we got more than two years of numerous meetings !"

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