

JSR BST ELASTOMER CO., LTD: WIAL 2021 APPLICATION AWARD WINNER

MD's Talk

For years, our organization has been trying to become a learning organization and strengthen team work and team collaboration. Several programs or campaigns have been implemented but we still could not achieve a real desirable and continual outcome until we've found ACTION LEARNING and introduced it in our organization.



In year 2019, we've started applying ACTION LEARNING program with a small group as a pilot and further expanded to a larger group of people in a quick period of time. In every step of expansion, we let our people to jointly make the decision in adopting ACTION LEARNING as a common program and active tool in the organization.

We've learned that ACTION LEARNING is a very powerful tool that could promote the fruitful idea sharing for better problem solving regardless of differences in generation, education, position level and so on. It's also a practical way to cultivate nice cultures in an organization such as listening, valuing differences and a practical way in the development of a real learning organization and strengthening team work and team collaboration. It makes people recognize that their ideas are valuable and they are meaningful in the organization. They feel they are part of a team and feel safe and comfortable in sharing their thoughts through questions and answers.

Lastly, I could say that the benefits we've gotten from Action learning are beyond what we've learned in the Action Learning training class. Through ACTION LEARNING, we could create a sense of ownership which is another key challenge in every organization.




Nattinee Boondham
JBE Managing Director

Team's Talk

- ♥ I think the process of action learning is not only useful for full process format which consists of team members and coach, but we also can bring questioning technique and process of learning to use in our daily life.
- ♥ Action learning is not only to solve your problem, but it is also powerful to increase your leadership skills.
- ♥ Action Learning brings me to see new perspectives, get new ideas, and unlock to see through unclear doubts.
- ♥ Effective communication is not only telling, but active and empathic listening are equally important.
- ♥ With team collaboration and understanding others will lead the organization to achieve a common goal.

**JBE
Makeover
Campaign**



Some leaders would like to be good
leaders but don't know how to be?
Come to find the answers thru
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Leadership Development Program

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JBE
ACTION LEARNING

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คณะวิศวกรรมศาสตร์



Coach's Talk

From strategic planning to day-to-day work, the Action Learning process could play a vital role to drive dynamic moments in the organization. With the right powerful questions, this could lead the team to create more challenges and be more creative.

My first learning point in the Action Learning process is the power of questioning. Those powerful questions could turn the situation up-side-down. And once the key points have been addressed, effective communication can be displayed in the organization. Being a coach leads me to see the power of learning. A coach can become an opportunist who turns the uncomfortable situation i.e. conflict, dead air, into a learning space where our team can grow.



Norasawat Kitprasan
CALC

JBE's Show Case

BURNOUT SYNDROME. How to ignite your passion to work again. Sometimes, my team members are emotionally tired, lack happiness, lack fun, and have low motivation. This leads to low working efficiency.

Problem Presenter: Administration Leader

Real Problem: With overthinking, PP deeply felt worried about a ton of complaints from internal clients. This caused PP to feel that every delivered task is not good enough. (Lack of self-esteem)

Learning: This session made me realize that people around me understand and see through those obstacles that we face. There are several white spots around me, whereas we focus on a minor black spot in the yard.

Actions:

- Put yourself in someone else's shoes and be open to accepting differences.
- Self-respect. From what you can control, you already take full responsibility and do your duty deliberately. Conversely, the satisfaction of others is out of your control.
- Two-way communication with our counterpart is needed. When there are some defects, we should clearly explain the reason to another party. We are not only taking appreciation but complaints.