

Welcoming WIAL Russia !

It is my pleasure to join a circle of WIAL affiliates and launch WIAL RUSSIA! Being an organizational effectiveness consultant, I was looking for a method capable to develop teams and increase effectiveness of teamwork. All former Soviet Union countries inherited autocratic and self-centered leadership style, which in turn, supported hierarchical relationships among employees and set boundaries and silos. The change in management culture is just becoming visible: there are companies that adopt facilitation methods for a teamwork. There are companies that are transparent, that flatten and reduce layers in organization structure. Well, those are still in minority, but they do exist, and I, as a representative of WIAL, am doing my best to support this development.



I received my CALC in summer of 2015 from Ron McLuckie (thank you so much, Ron!). Since then, I ran close to 50 AL sessions, a half of which were demo sessions, and a half were a part of my consulting projects. I now integrate elements of AL in strategy sessions, project management sessions and people development initiatives. Action Learning sensibly increased my capability as a consultant and I'm now a firm believer in the method.

I also would like to share my experience in running a free AL demo sessions. As my projects often take me to other Russian-speaking countries, I ran demos in Russia, Belarus and Uzbekistan. Some of them were open (I had representatives of several companies present), some were in-company ones. I found, that it is not an easy task to demonstrate Action Learning and make a strong impression during the first demo session. Most teams usually realize the benefits of Action Learning after 3 or 4 sessions. Then, they do have enough personal and group experience to realize its benefits.

Speaking of successes, I found that mid-size, fast growing companies, in high-tech and IT industries are the most appreciative clients. They quickly realize benefits of AL and are eager to adopt the method. Most of the large companies have their biases and are interested in team development or team performance enhancement much less frequently.



I'm currently designing a top-management development training in Belarus with an internationally accredited business school (IPM.by). This both will help in understanding the local market demand and promote the Action Learning on the Belarussian market.

These are all news for now. Once again, I'm happy to join WIAL and are looking forward to promoting the WIAL Action Learning in the Russian-speaking countries.

Written by Dennis Sanko, CALC

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