

USA COMMUNITY OF PRACTICE (COP)



Discover How Action Learning Builds Agile Leaders (August 2019 session)

WIAL USA hosted its quarterly virtual Community of Practice (COP) in August. The COP sessions are designed to build community and enhance skills among WIAL Action Learning (AL) coaches and those working towards certification. Feedback from coaches confirms they value coming together to network, share experiences, practice action learning, and learn from speakers and each other.

For the August COP, it was our pleasure to have Dr. Bea Carson as our guest speaker. Bea is President and Chair of the WIAL-USA Board, a Master Action Learning Coach, and President and owner of Carson Consultants. Bea started her talk discussing the levels of leadership described by Joiner and Josephs (2007): Heroic: Expert and Achiever; Post Heroic: Catalyst, Co-Creator and Synergist.

Bea stated that few leaders are able to achieve competencies related to the higher levels. However, through Action Learning, leaders (team members as well as coaches) become agile and build competencies that encourage “diverse views, curious questions, reflection, individual skill development, adaptive behavior, shared leadership and team decision making.” These are the competencies and agile behaviors that WIAL leaders need to demonstrate while working with teams. Bea stated that “agility=flexibility” and these characteristics are desperately needed for today’s changing world. “Continual adaptation is the only means to survival.”



Coaches Corner

Bill Thimmesch, Certified Action Learning Coach, supported Bea's presentation discussing the criticality of agile leaders in the Federal Government. He shared his experience of integrating Action Learning into the leadership development program with the DOJ.

Many thanks to Bea and Bill for sharing your amazing experiences and making a difference in creating agile leaders!

Another COP took place on 18 November. Chuck Appleby was the guest speaker on the topic of "Integrating Action Learning and Design Thinking: Fostering Sustainable Innovation". Exciting to learn more about integrating these two approaches to problem solving.

Please join us by [registering here!](#) Feedback has been really positive. Coaches say they enjoy the dialogue while learning from each other and the guest speakers. We look forward to welcoming many more coaches and coaches-in-training globally to make the COP a robust learning community that grows Action Learning around the world. Look out for an upcoming survey as we continue to refine the COP to make it as valuable as possible.

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