

DSLIP - Action Learning Sets (ALS)

Session objectives:

- Introduce the action learning set as a development tool
- Utilise the experience and wisdom of your peers to think differently about a work challenge
- Practice your coaching skills



The value of coaching in the work place.

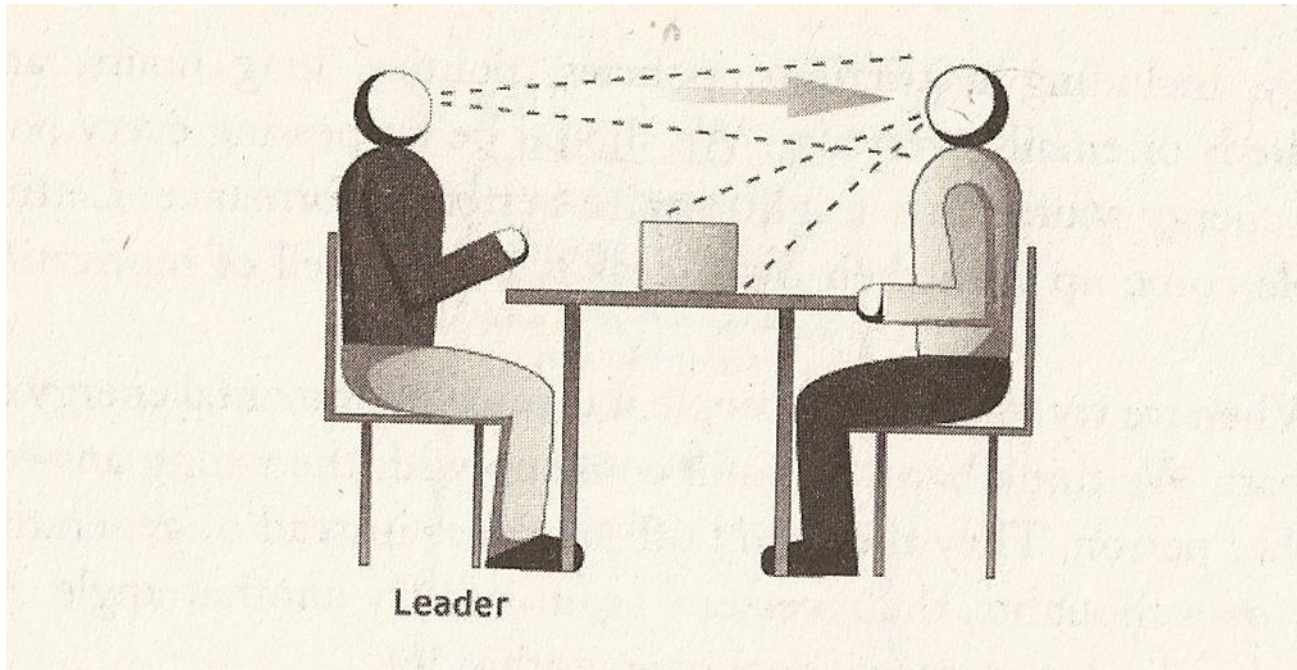
https://www.youtube.com/watch?v=OqmdLcyES_Q

[Inno-Versity Presents: "Greatness" by David Marquet - YouTube](#)

(Turn The Ship Around!: A True Story of Building Leaders by Breaking the Rules
8 Oct 2015

by L. David Marquet)

Coaching



“Enabling others to have their own insights”

Coaching

What it is

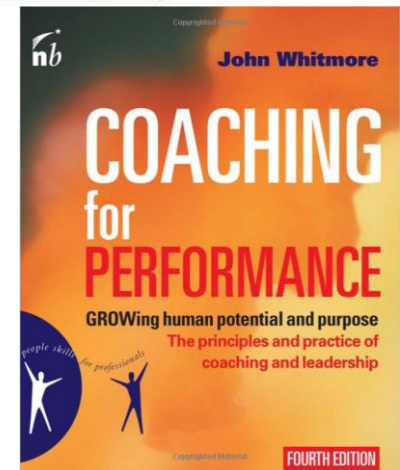
- The task of the coach is to use listening skills, questioning which guides reflection to create highly effective conversations.
- Coaching encourages individuals to think for themselves and trusts that the individual can create insights and ideas to move their situation forward

(Julie Starr – The Coaching Manual)

What it is not

- **Telling people what to do**
- **Solving people's problems for them**

Coaching Model



John Whitmore – GROW model

Example Questions

GOAL:

- What is the aim of this discussion?
- What is it that you ultimately want to achieve?
- How will you know when you have achieved it?
- What might be a short-term goal along the way?
- When do you want to have achieved it by?

REALITY:

- What is happening right now?
- Who else is involved?
- How do you feel about the situation?
- What is the effect on other people?
- What have you tried so far?
- What happened as a result?
- What stopped you from doing more?
- What's missing in this situation?
- What do you have that you're not using?
- What's really going on here?

OPTIONS:

- What options do you have?
- What else could you do
- What would you do if you had complete control?
- What would you do if you had more time, money, resources...?
- If you could only change one thing in this situation, what would it be?
- What have you tried when you've been in a similar situation in the past?
- What would an expert do in this situation?
- (Would you like a suggestion from me?)
- What are the pros and cons of each option?

WRAP UP :

- So what are you going to do?
- How does that contribute to achieving your goal?
- When are you going to do it (be specific)?
- What might stop you from doing it?
- How will you avoid that from happening?
- What support do you need?
- How will you make sure that you get it?
- On a 1-10 scale, how willing are you to take this action?

Process

Step	Action
1.	Agree the ground rules – Chatham House etc.
2.	<u>The issue</u> - everyone is encouraged to think of an issue if possible (ONE minute each to outline your issue).
3.	As a group decide on which issues to tackle today (likely two or three in the time permitted. The rest of the group can bring issues to the next ALS).
4.	<u>Challenge expanded</u> - first person then has time allocated to give more detail.
5.	<u>Clarification questions</u> - all set members are invited to ask questions so that they understand the issue fully.
6.	<u>Exploration questions</u> - each member offers a question to expand thinking or test assumptions Avoid telling each other what to do.
7.	Facilitator might stop the session in order to raise awareness on matters of process.
8.	<u>Action identified</u> - first person reflects back on what he/she has heard and what he/she intends has to take forward – outlines their Actions.
9.	Set has a chance to challenge any assumptions and actions to make sure the issue is fully addressed.
10.	First person gives a commitment to group – with obligation to report back at the next Set.