

The Results Driven Group

ILM Level 5 Certificate in Action Set Learning Facilitation Residential Course in Keswick Cumbria

‘Learn how to nurture and grow a culture of developmental leadership in your organisation’



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Introducing a professional qualification in Action Learning from the Results Driven Group

In an increasingly changing business environment creating a culture of empowerment and positivity can make a fundamental difference to organisational productivity and mind-set

This qualification will help you develop the core skills needed to enable you to facilitate and manage action learning sets within your own organisation

The programme have been developed in discussion with our clients across the public, private and third sectors who want to push the boundaries of productivity further through the empowerment and development of their people



The ILM Level 5 Certificate in Action Learning Facilitation

This 4 day residential programme is delivered at our training facilities in Keswick, Cumbria as we make use of the outside environment of the Lake District to underpin the experiential nature of the programme, with time spent outside everyday with learning undertaken with the vista of the Lake District in the background

Using a combination of face to face experiential learning as well as online action learning set facilitated sessions post residential in Keswick, delegates are taken on a journey of development and self-reflection which will enhance your capability as a manager, leader or learning and development practitioner in the development and leadership of the management and leadership function within your own organisation

Programme Structure

Action Learning is a technique used primarily in leadership and management development and is based on the simple idea that leaders and managers learn best by working together in a group, helping each other to find solutions to real work problems through discussion, coaching and facilitation

The role of the action learning facilitator is to provide guidance to the group, ensure that is adheres to basic principles and to enable access to expert knowledge, thus creating a culture of developmental leadership or empowerment in an organisation, which will increase productivity significantly if done properly



Action Learning Facilitators can be learning and development practitioners, trainers, coaches or managers and leaders

These qualifications will help facilitators to develop an understanding of action learning and equip them with the skills and techniques they require

Participants will be able to create a safe controlled environment in which learning can take place, and develop and implement action learning plans to address specific needs in their own organisations delivering a positive ROI for the business post course

Delegates will learn how to facilitate action learning sets in order to improve leadership performance and review their own ability to do this effectively as part of this experiential programme

Those taking part will be required to organise and deliver an action learning intervention for at least 12 hours



Programme Content

There are three mandatory modules:

M5.35: Improving performance through action learning

This is assessed by a work-based assignment of 1500-2500 words

M5.36 Review own ability to facilitate and support action learning

This is assessed by a work-based assignment of 1000-2000 words

M5.37: Facilitating action learning

This module requires participants to deliver at least 12 hours of action learning and the assessment is based on this experience. It should be 1500-2500 words.



Module 1: Improving Performance through Action Learning

Overview

This module looks at the background to action learning and how it can be used to contribute to performance improvement. The role of the facilitator is explored and participants will understand the justification for action learning in an organisation and the contribution of action learning to individual, team and organisation performance.

Module content

Understand the characteristics of effective action learning in your organisation

Understand the role of a facilitator in an action learning programme

Types of approach to action learning

Legal and ethical aspects

Concepts of power and authority

Agreeing expectations, processes and boundaries

Communication and coaching skills

Justifying action learning in your organisation

The contribution of action learning to teams and organisational development

Potential organisational barriers and strategies for overcoming them

Evaluating the effectiveness of action learning interventions



Module 2: Review Own Ability to Facilitate and Support Action Learning

Overview

This module focuses on encouraging individuals to review their own action learning facilitation practice and the effectiveness of their networks in supporting their action learning facilitation. Building on this reflection, facilitators are also asked to devise strategies to improve current practice.

Module content

Review of own action learning facilitation practice

Own ethical views, beliefs, attitudes and values

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Negotiation strategies and techniques

Review of own networks and communication ability in supporting and facilitating action learning

Managing self and time to build and sustain networks

Effective communication

Strategies to improve current practice

Techniques for addressing and improving personal relationships, communication skills and the effectiveness of networks

Module 3: Facilitating Action Learning

Overview

During this module, participants are tasked with negotiating, agreeing, planning and delivering a twelve hour minimum action learning intervention. They will have to devise appropriate materials and resources.

They will also gather feedback to allow them to reflect on their performance in order to identify development needs and plan improvements to action learning facilitation practice.

Module content

Negotiate an action learning intervention with clients and other stakeholders

Design and deliver an action learning intervention

Appropriate action learning styles and methods

Analyse and select materials and information to support action learning

Strategies for building effective relationships

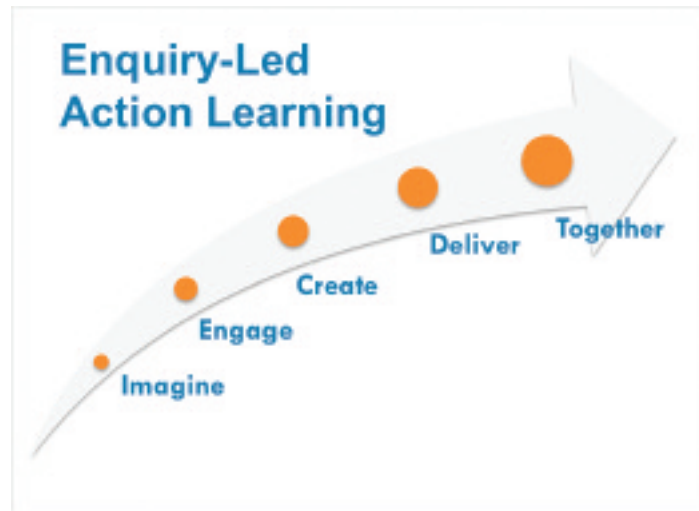
Behaviours to encourage social interaction, openness, honesty and trust

Reflect on and review own action learning facilitation practice in order to improve

Client testimonial

“Engaging content which makes you question your own practise and hopefully improve on it. Warm and friendly trainer with good knowledge who drew the group together into a cohesive team”

Coach – Civil Service



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Programme delivery dates

The programme will take place at in Keswick, Cumbria on the following dates:

This is a 4 day residential programme

The programme dates are:

1100 on the 23rd January 2017 – 1600 on the 26th January 2017

Next steps

If you want to enrol on the course or have any queries then please call us on 0845 094 0587 or on 07951 212 186 or fill in a registration form online or email us on info@resultsdrivengroup.co.uk

The Cost

The programme cost including, programme delivery, post programme online ALS support, registration, accreditation and certification is £1395 + VAT per delegate.

Flexible payment terms

For delegates who are self-funding it is possible to set up a 8 month payment plan by direct debit or credit card

