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Action Learning- a process which supports organisational change initiatives

Pauline Joyce
Royal College of Surgeons in Ireland, pjoyce@rcsi.ie

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**Action Learning** - a process which supports organisational change initiatives.

*Dr. Pauline Joyce EdD*

*Institute of Leadership, Royal College of Surgeons in Ireland*

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**Introduction & Background**

This poster outlines how action learning sets were used to support organisational change initiatives as part of a Master’s programme.

Evaluations were carried out from the students’ perspectives (n= 102) via the ALSE tool. Focus groups (two) were held with thirteen facilitators, who were all healthcare professionals at a senior level in their own organisations. Data was analysed by Microsoft Excel for the survey and via content analysis for the focus group meetings.

Students communicated with their facilitators and members by email or chat rooms at least once between meetings. They were focused on progressing their change projects and came prepared with outputs they hoped to achieve from the process.

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**Assumptions of Action Learning**

Action learning is understood to be a dynamic process where a team meets regularly to help individual members address issues through a highly structured, facilitated team process of reflection and action. According to Revans: “There can be no learning without action and no action without learning”.

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**Evaluation**

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**Improving Action Learning Experience**

Based on these evaluations there are a number of recommendations being put in place to ensure the best action learning experience for all:

- Diversity of groups
- Introduce ALS early
- Develop group trust
- Training for facilitators
- Supernumerary coordinator
- Student engagement between meetings

**Conclusion**

Action learning facilitates students disseminate their project ideas, actively networking with each other to replicate these changes in other institutions. This is engagement with real-life change at its best.

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**References**


**Acknowledgements:** Students & Action Learning Facilitators