



ACTION LEARNING GROUP

ALG 1 Structure

Purpose and Structure

Action Learning is a powerful tool for enabling individuals and teams to solve complex problems. A place where we trust the resourcefulness of our colleagues to design the best solutions.

Your Action Learning Group (ALG) has been selected to bring together colleagues from different business units within the same jurisdiction.

The purpose of the ALG is to help you to:

- Share your learning with colleagues in the same jurisdiction
- Help each other to apply what you're learning in HPT to real life challenges
- Develop relationships across different parts of the business
- Put new leadership skills into practice

We are asking each ALG to meet three times through the programme, after Modules 1, 3 and 5. On each occasion, one person will have the chance to facilitate. If you are not able to lead a Team Cascade, then we encourage you to take this opportunity instead.

Structure

The suggested structure for your first ALG session is as follows:

> **Check in (10 minutes)**

Invite each person to briefly share what they have been working on as their follow up habit to Module 1.

> **What's working well? (20 minutes)**

Invite people to share examples of successes, either personally or with their teams, as a result of HPT. You may not have time to hear from everyone.

> **What's been challenging? (20 minutes)**

Where have you been getting stuck or where would you like some help? Look for opportunities to support each other or share ideas to help apply what you're learning in HPT.

> **Warm down (10 minutes)**

Summarise the main themes. Invite each person to share what they have learned today.

As facilitator, use this structure to manage time and to focus people's contributions. Encourage everyone to contribute – this may mean some people say less than they normally would, while others say a little more.

