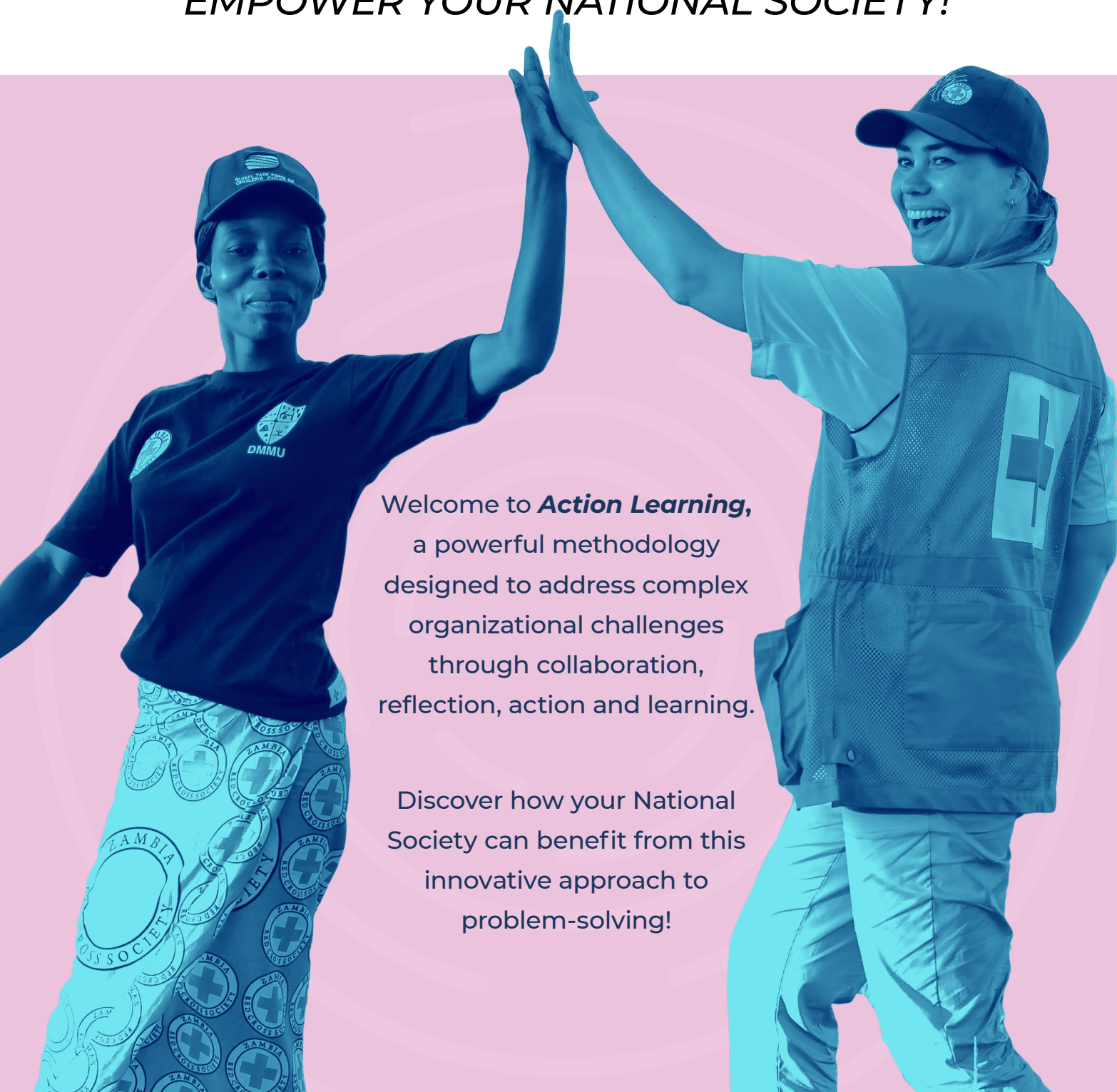


ACTION LEARNING

*USE ORGANIZATIONAL CHALLENGES TO
EMPOWER YOUR NATIONAL SOCIETY!*



Welcome to **Action Learning**,
a powerful methodology
designed to address complex
organizational challenges
through collaboration,
reflection, action and learning.

Discover how your National
Society can benefit from this
innovative approach to
problem-solving!

WHY ACTION LEARNING?

SOLVE COMPLEX CHALLENGES

Navigate urgent and multifaceted organizational issues with confidence.

EMPOWER YOUR NATIONAL SOCIETY

Foster innovation, collaboration and leadership in your team.

PROVEN RESULTS

Trusted by 21 National Societies worldwide to unlock effective solutions.*

* As of August 2024

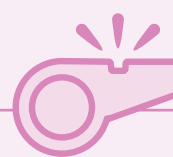
WHAT IS IT ALL ABOUT?



Action Learning is a structured approach to solving **complex organizational challenges (problems)** together in a small **group**.



The group members work collectively through a process of **questioning** to identify the key problem, develop local solutions, and **take action**.



A **certified coach** facilitates the process, guiding the group to identify its own solutions and develop leadership skills throughout.

HOW DOES THIS BENEFIT YOUR NATIONAL SOCIETY?

"We are now using action learning in our team on a daily basis and also at home in my personal life."

"I would recommend this methodology... It is a method suitable for any kind of problem a National Society might face."



Listen to the experience from the Grenada Red Cross Society

https://www.youtube.com/watch?v=qs_RCA5t2Bw

IFRC has partnered with **The World Institute for Action Learning (WIAL)** to utilize Action Learning for **National Society Development (NSD)**.



This partnership provides National Societies with access to **coaches** both within the Red Cross Crescent and outside it, including **internally** certified Action Learning coaches by WIAL and **external pro bono** coaches.



HOW DOES IT WORK

"This action learning approach helps us to face our challenges differently, not looking for people to blame but for options to solve the problem."

1 Problem

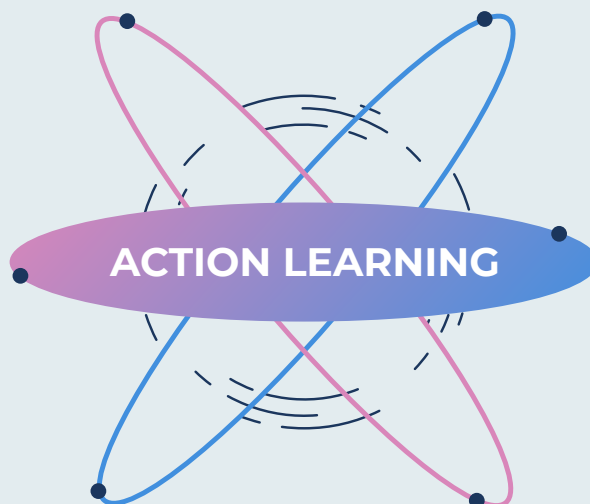
The problem should be urgent, significant, and the responsibility of the team to resolve.

2 Action Learning Group or Team

The Action Learning team is ideally composed of 4-8 people with diverse backgrounds and experiences.

6 Action Learning Coach

The Action Learning coach helps the team members reflect on both what they are learning and how they are solving problems. They reframe the problem, and give feedback on how the team plans and works together. The Action Learning coach also helps the team focus on what they find difficult, what processes they employ, and the implications of these processes on what they achieve. With this information, teams can grow and become more cohesive.



3 Process of Insightful Questioning and Reflective Listening

Action Learning tackles problems through a process of asking questions to clarify the exact nature of the problem. Questions build group dialogue and cohesiveness, generating systems thinking and innovation.

5 Commitment to Learning

Solving an organisational problem provides immediate, short-term benefits to the organisation. Long term strategic value includes the learning gained by group members and development of leadership skills, group learning and team work, and the application of the learning throughout the organisation.

4 Action Taken on the Problem

Action Learning requires that the group be able to take action on the problem it is working on.

HOW TO APPLY?

1

Email NSD.Support@ifrc.org with:

- Your name, position, National Society and preferred language
- A brief description of the problem/challenge
(Application information will be treated with confidentiality)

2

Coach Assignment

- IFRC OT unit will match a coach with your NS to guide you through the process
- Both RCRC-trained coaches and pro-bono external coaches are available.

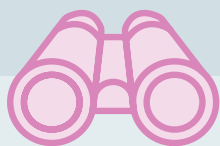
3

Start Preparing

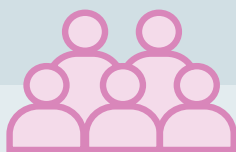
- Start to identify 4–8 members to form a AL group
- Start identifying oversight bodies / senior leadership who can support and implement the Action Learning process.

“The key word here is motivated. It is a responsibility of the people in the group to join efforts in solving the problem”

KEYS TO SUCCESS



Identifying urgent
and critical challenges



Committed people
who can bring diverse
perspectives



Leadership commitment
and intensive support
to oversee the Action
Learning process and
provide space for its
actions

TAKE ACTION NOW



*Unlock the
potential of your
National Society
by starting your
journey today!*

For more information or to apply, contact

NSD.Support@ifrc.org

