



Action Learning Groups

Action Learning Groups are a series of theme-based learning sessions that can be tailored to suit individuals and agencies.

Facilitated by one of Leadership Development Centre's providers, the sessions' content is participant driven. Each group starts with a half-day introductory session where participants define their action learning framework. The group then meets monthly or bi-monthly for two-hour sessions throughout the year.

Action Learning Groups help participants gain a deep understanding of a particular topic and apply what they learn in a real-world context. They provide networking opportunities for leaders from a wide range of agencies with similar needs in their leadership development.

For agencies with a particular focus, participants benefit from working together on the same theme.

Action Learning Groups provide participants with the opportunities to:

- network and collaborate with other leaders
- support others
- discuss and debate ideas
- receive feedback
- develop a deeper understanding of the public sector.

Participants will:

- gain a deep understanding through problem solving of a particular topic
- apply the solutions in their current leadership role.

Action Learning Group topics include:

- What great managers do
- Mindfulness
- Leading without authority
- Complexity
- Scenario planning and future building
- Managerial courage
- Values, vision and leadership.

Entry requirements

- Offered to LDC members who are seeking solutions to real problems.
- Non-LDC members are welcome to be part of an Action Learning Group.
- We customise Action Learning Groups to suit an agency's needs and can provide a tailored, in-house programme. Please contact us to see how it can work for you.

Time and cost commitments

- Action Learning Groups consist of a half-day workshop and a series of 8-10 monthly sessions.
- The groups are held in any New Zealand main centre to suit participants' and an agency's needs.
- The fee for each participant is up to \$1,550 + GST for LDC members and \$2,050 + GST for non-members, depending on how long the group runs for. There may be additional assessment fees if required.

How does action learning work?

'Action learning' is just that – learning through action. Rather than just taking advice, you provide the solutions for action yourself. Being part of an Action Learning Group allows you to explore problems and support others in the group to reflect on their own experiences to create their own solutions.

Action learning involves asking insightful questions to help a person reflect on past experiences to solve a complex problem. The person then decides on a suitable action and reports back to the group on the outcome of that action. Action Learning Groups are committed to working together regularly to support reflective thinking.

Action Learning Groups rely on participants bringing to the group their current issues and challenges for their group peers to work with. This is different from a traditional workshop format where content is delivered by the facilitator.

“*The Mindfulness ALG helped me grow as a leader in many ways. It encouraged me to cultivate a deeper sense of calm and a more mindful approach not just to work but to the often overwhelming busyness that daily life throws at us.*”

Amy White, Strategic Projects Manager, Ministry of Women's Affairs

“*My action learning group had great people in it and a key benefit was hearing their situations and experiences. I learnt a lot from my group that has been incredibly useful to me, my team and my organisation. Being part of the group helped improve my and my team's effectiveness.*”

Jeff Trevella, Public Sector Senior Manager

For more information and to register interest, please contact:

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📄 See LDC's 'Action learning toolkit', available to members at www.ldc.govt.nz

About LDC

The Leadership Development Centre (LDC) is New Zealand's centre of excellence for public sector leadership.

LDC understands what the public sector needs from its leaders. We know how to work with public sector agencies to develop leaders with the knowledge, skills and experience to meet those needs.

At LDC, we don't just focus on the individual. We look at the agency and system perspective as well. We are here to make sure New Zealand has a high-performing public sector led by world-class leaders with the ability to achieve results and deliver on the Government's priorities.

How we work

LDC is a shared service for the public sector in New Zealand.

That means we work in partnership with chief executives and the State Services Commissioner to deliver, advise and inform leadership development services across all levels of the public sector, taking a cross-government approach.

At the agency level, we work with chief executives, senior managers and their human resource and organisational design (HROD) executives to identify and develop the current next generation of leaders within the public sector.

At the individual level, we work with leaders to help them build and improve their skills, knowledge and experience – for their own benefit, for the benefit of their agencies and for the benefit of the public sector as a whole.

Ultimately, our vision is to strengthen the ability of public service leaders – so they can deliver results for all New Zealanders.