

Action learning Lab

06 - 11 June 2019 Athens, Greece

Course description

Action Learning (AcL) is a continuous process of learning and reflection that happens with the support of a group of colleagues, working with real problems, with the intention of getting things done and adapt it to the communities or organisations you serve to move forward. AcL identifies issues that are relevant to their role and explore how they might apply their learning to those issues successfully.

Practice specific skills and how to use these skills in your own workplace and review the outcomes of these actions. Support and challenge your team while maintaining mutually beneficial relationships. Rediscover and be challenged to take a wider view of situations and how they might manage them. You will observe yourselves how much more you will begin to ask questions instead of immediately sharing, as it is very common, known solutions and how your quality of listening will increase, and also how your awareness of various assumptions are energized. Explore the philosophy and the principles that underpin action learning.

Methodology

If you've been exploring Action Learning you know that it offers a simple and profound way to move individuals forward, especially within the communities they naturally inhabit. The additional combination of Eclectic Systemic Appreciative approaches is a powerful package of making a difference in organizations and communities.

There is no learning without action and no sober and deliberate action without learning, by applying that learning in the workplace makes it more personally meaningful and of greater benefit to the organization. The conversations in Action Learning have some specific rules, questions are preceding answers. Insights and statements can be created only in answers to questions asked in advance.

Main elements of action learning are

- a) An individual - voluntarily joins the group
- b) The set - a group of 4/8 people meets, agree ground rules and the ways of working
- c) The issue or task - each person brings a specific issue, what needs to work on

- d) The processes - presentation of issues, challenge, support, agree actions, report back, reflections
- e) The facilitator - helps the group as it works and learns

Designed for participants/groups

Designed for individuals and groups who are interested in fast collaborative with consent decision making and want to increase their toolbox and awareness skill-set. It is also designed for staff members of any public or private organisations active in the field of education, training and are active in the labour market, more specifically for: managers, coaches, counsellors and Organisational Development professionals specialised in HR.

Benefits

Action Learning provides you the opportunity to:

- Identify issues that are relevant to your role and explore how they might apply them. Support and challenge selected colleagues while maintaining mutually beneficial relationships
- Be challenged to take a wider view of conditions and how they might manage them by practicing specific skills and how you will use those skills in your own workplace and review the outcomes of those actions
- Participants learn best when they are directly involved in their own learning about a current life situation

Programme

This workshop is highly experiential and participative. It consists of short theoretical inputs, concrete exercises and group discussions.

Day 1 Thursday

Opening and introduction

- Setting up the Agenda
- Introduction and Overview of Action Learning (A.I.)
- Principles of Understanding and Practicing
- Learning environment context and diversity
- **Roles and responsibilities**
- My self as a client (presenter) and issue
- My self as a participant (contributor)
- My self as a **Facilitator and Host**
- My self as a harvester

- Reflective Sharing Round
- Closing of the day

Welcome reception

Day 2 Friday

- Check in Opening Round
- Boundaries and frameworks and agreements
- Me as a member of a structured team and decision process
- Me as a member of a self-managed team (authority to make their own decisions)
- Me as a stakeholder for stakeholder conversations - working on topics of common interest
- Plenary session - Sharing and processing round
- Formulation of working groups and Journaling

Day 3 Saturday

- Morning Check in Opening Round
- Practicing 'Appreciative Conversations'
- The power of not knowing position
- Create a productive issue/question
- Generate action points
- Impact on the team culture: Team members behavior
- S.M.A.R.T. Action Learning
- Action learning listening and questioning
- Sharing and reflections

Day 4 Sunday

- Morning Check in Opening Round
- Mindfulness Exercises
- How do we deal with our difficult client?
- How to engage a team to work together towards a shared goal?
- Co-facilitate action learning sets
- Fishbowl process

Day 5 Monday

- Outdoor activities
- Reflections

Day 6 Tuesday

Morning Check in Opening Round

Open Space Technology process / Pro-action Cafe

Feedback - working groups and Journaling

Evaluation / Integration

Closing

Facilitators

Dr. Markos Perrakis is a leadership development & process facilitator, psychologist, speaker, consultant and trainer of individuals and teams, founder and Managing Director of Fractality (www.fractality.gr) Organisational Development Services and ISO 9001:2008. He designs and implements EU projects in the fields of leadership development and strategic planning, and uses eclectic appreciative approaches in the public and private sector in order to promote effective communication, individual and collective process development. He specializes in coaching, supervision, human capital development, training and assessment. He is trained in Systemic Consultation, solution focused & cognitive behavioural approaches, methods of participatory design, Spiritual Intelligence, a certified provider of Vocational Guidance and Professional Orientation, utilizing psychometric assessments and coaching tools for teams and individuals in organizational, career and personality issues. He is representative of the Association of International Institution Supervision in Europe (ANSE), Scientific partner of the European Union of Small and Medium Enterprises (EUMU) in Greece, in the fields of Strategic Planning and Human Capital Development programmes.

Rainer von Leoprechting grew up in Trier/Mosel, Germany. Inspired by Jean Monnet's practice he was active within the European Commission from 1994-2012. Then he started pro action learning to become a team of associates focusing on practices to enliven organizations. Rainer has invented the Storymatcher (TM) approach and technology to match people with their desired future in life and work. After many different functions in management and strategy, he founded the in-house consulting service which he led until January 2012. Over his career in Brussels he introduced participatory and innovative methods like the Art of Hosting or Action Learning into the workings of the European institutions. Rainer is one of the inventors of the pro action café that has become one of the core processes widely shared within the Art of Hosting community. Rainer's interventions combine many methods, like the full palette of Art of Hosting practices, Action Learning, or process consultation. In these years he introduced participatory and innovative methods into the workings of the European institutions.

Date, Time and Place

Duration: 6 days
Dates: 06 - 11 June 2019
Location: Athens, Greece

Participation Fees

The fee for this course is 670 Euros. It includes tuition fee and educational material, certificates of participation, Beverages welcome cocktail, one day excursion (optional) to idyllic Neptune Temple at Sounion Cape (<http://en.wikipedia.org/wiki/Sounion>) in Attica seaside (or similar activity).

Funding

All our training courses are designed in such a way to align with the Erasmus+ quality criteria and to address the various priorities of the programme.

Our team will be glad to assist you, if you need any help with your application.

More information on the funding criteria can be found at:

1. [How to register and apply for our seminars with Erasmus+ funding page](#)
2. [Detailed Erasmus+ Description and Helpful Details page](#)

Pre-registration

Each interested organisation is invited to submit a [Pre-registration Form](#) *.

Application deadline

Please note that the **application deadline** for Erasmus+ funding is the **4th of February 2019, 12:00 CET**. We highly advise you to start the registration procedure a few weeks before the deadline

Contact us

Questions? please contact us at info@fractality.gr or call +30210601052.

Cancellation Policy *

Until 30 days before the starting date of the selected workshop, cancellation will be free of charge and the pre-payment will be fully refunded. Between 30 to 15 days before the starting date of the workshop, 50% of the fee will be refunded. Within the 15 days before the starting date of the workshop no refunds will be made.

For Erasmus+ funding

Fractality is a course provider registered with the European Commission.

If participants want to make use of the Erasmus+ programme of the EU, they don't have to pre-pay the workshop fee as long as the result of the grant application is pending. Participants need to complete this application and return it to Fractality.

When the application for Erasmus+ has been **successful**, participants should pre-pay the workshop fee(s) to Fractality. In the event that the application to Erasmus+ has been **unsuccessful**, participants have to inform us immediately, to either cancel participation in the workshop or offer to pay the workshop fee without EU financial support.