



Action Learning Power (UnConventional Training) (Italian Edition)

Andrea Ceriani

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L'Action Learning è un potente strumento di problem solving che ha la formidabile capacità di costruire, simultaneamente, situazioni in grado di portare beneficio ai leaders, ai teams e alle organizzazioni. È un processo di coaching che coinvolge un gruppo di lavoro su un problema reale, portando ad assumere su di esso delle decisioni e quindi delle azioni, favorendo l'apprendimento individuale, di gruppo ed organizzativo. Ancora, facilita e ottimizza il funzionamento di gruppi o team che si uniscono per affrontare sfide reali e allo stesso tempo per imparare dall'esperienza attraverso la riflessione e l'azione.

Attori fondamentali del processo che si realizza sono: il gruppo che lavora su problemi individuali o collettivi focalizzandosi sull'uso di domande e riflessioni per estendere la propria capacità di pensiero, prendere coscienza del proprio livello di conoscenza e delle informazioni realmente disponibili, e creare nuove idee; l'Action Learning Coach: è il gestore del processo e focalizza il gruppo sui punti chiave per l'apprendimento e per l'ottimizzazione del funzionamento del gruppo.

La necessità di bilanciare il disordine organizzativo con le regole di cui necessita un'organizzazione, spiega perché l'Action Learning – con la sua grande flessibilità, ricerca dell'innovazione, chiarezza e stabilità di gestione – trovi interesse e applicazione in un numero sempre crescente di organizzazioni. La sua grande forza, infatti, si basa su due comportamenti essenziali: approccio riflessivo e apprendimento continuo.

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