



## GROUP ACTION LEARNING SETS

An Action Learning Set (ALS) is an accelerated learning tool in which a group (or set) of around 6 people will meet regularly to critically reflect upon current work issues and identify solutions to them.

These sessions are action focused and will require review of these actions at subsequent sessions. Members of the Action Learning Set can bring any work-based issue to be discussed and to develop solutions for. This may include:

- Project areas which are not progressing in the way hoped

- Difficulty in managing staff

- Wanting to better manage work life balance

- Managing workload

- Wanting to increase visibility at work

- Wanting career progression

- Wanting to be more confident at work

- Improving work culture

Those participating in Action Learning Sets really benefit from the experience in terms of:

- Developing much stronger working relationships with other members of the set

- Being empowered to take positive action and increase contribution to the workplace

- Increased confidence in the workplace

- Being able to develop better relationships with staff and colleagues and understand how to get the most out of people

- Being able to manage the workload more effectively

- Coaching and facilitation skills will also be developed which is great for career progression

Each Action Learning Set will involve 6 half days facilitation (usually 9am-12pm / 1pm-4pm) and will be held a month apart. These sessions will be held via MS Teams or Zoom. All sessions are confidential and members must adhere to confidentiality rules.

Expressions of interest to join a set from May onwards is being requested. You will be grouped according to the staff group you are in, including Practice Managers, Deputy Managers, Operational Managers or Leads (please state role).

To express an interest to join an Action Learning Set or to ask for more information, please contact [yvonne@astara-coaching.co.uk](mailto:yvonne@astara-coaching.co.uk)