PRECONFERENCE WORKSHOP
THE 10th INTERNATIONAL CONFERENCE OF THE ACADEMY OF HRD 2011

ACTION LEARNING – A POWERFUL INNOVATIVE TOOL FOR DEVELOPING LEADERS, SOLVING PROBLEMS, BUILDING TEAMS AND TRANSFORMING ORGANIZATIONS
InterContinental, Kuala Lumpur
DATE: 4 DECEMBER 2011 (9.00 AM – 12.30 NOON)

By:
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1. Workshop Description:
Action learning is not only an effective problem solving process but also has been valuable to a growing number of organizations worldwide as a powerful tool for developing leaders, teams and organizations. In this session, participants will discover the six essential components for successful action learning programs, explore the steps and processes of implementing action learning, and have the opportunity of practicing action learning in groups of 5-6 members. Successful application of action learning in companies such as Microsoft, General Electric, Siemens, Goodrich, Samsung, and Boeing as well as with universities and government agencies will be described.

2. Objectives: By the end of the workshop, participants will be able to:
Understand and demonstrate how and why action learning is effective in solving problems, building teams, developing leaders, and creating learning organizations
Apply the six components and two ground rules of action learning as well as the questioning and reflection processes of action learning
Understand the skills and roles of the action learning coach
Identify the various options available in introducing and tailoring action learning for an organization

3. Workshop Schedule
A. Introduction and overview of action learning
   - Essential elements in action learning
   - Types of action learning programs
   - Stages in action learning

B. Demonstration of action learning

C. Solving real problems in action learning teams
   - Groups of 5-6 members work on real problems
   - Members will volunteer problems/challenges within each group to use the action learning process
   - Volunteer action learning coaches will manage the time and use questions to facilitate actions and learnings

D. Leveraging the benefits of Action Learning
   - Problem-solving
   - Team building
   - Leadership development
   - Organizational learning
   - Professional growth and development

E. Steps for Introducing Action Learning into your Organization
   - Tailoring action learning to your environment
   - Pathways and pitfalls in establishing action learning in an organization
   - Assessing success in implementation

F. Questions and answers
G. Workshop Leader:

Dr. Michael Marquardt is Professor of Human Resource Development and International Affairs as well as Program Director of Overseas Programs at George Washington University. Mike also serves as President of the World Institute for Action Learning.

He has held a number of senior management, training and marketing positions with organizations such as Grolier, American Society for Training and Development, Association Management Inc., Overseas Education Fund, TradeTec, and U.S. Office of Personnel Management. Dr. Marquardt has trained more than 95,000 managers in nearly 100 countries since beginning his international experience in Spain in 1969. Consulting assignments have included Marriott, Microsoft, Motorola, Nortel, Alcoa, Boeing, Caterpillar, United Nations Development Program, Xerox, Nokia, Constellation, Samsung, Organization of American States, and Singapore Airlines as well as the governments of Indonesia, Laos, Ethiopia, Zambia, Egypt, Kuwait, Saudi Arabia, Turkey, Russia, Jamaica, Honduras, and Swaziland.

Mike is the author of 20 books and over 100 professional articles in the fields of leadership, learning, globalization and organizational change including Action Learning for Developing Leaders and Organizations, Optimizing the Power of Action Learning, Leading with Questions, Building the Learning Organization (selected as Book of the Year by the Academy of HRD), The Global Advantage, Action Learning in Action, Global Leaders for the 21st Century, Global Human Resource Development, Technology-Based Learning, and Global Teams. Over one million copies of his publications have been sold in nearly a dozen languages worldwide. Dr. Marquardt also served as the Editor of the UNESCO Encyclopedia volume on Human Resources. He has been a keynote speaker at international conferences in Australia, Japan, Philippines, Malaysia, South Africa, Singapore, and India as well as throughout North America.

Dr. Marquardt's achievements and leadership have been recognized through numerous awards including the International Practitioner of the Year Award from the American Society for Training and Development. He presently serves as a Senior Advisor for the United Nations Staff College in the areas of policy, technology, and learning systems. Mike is a Fellow of the National Academy for Human Resource Development and a co-founder of the Asian Learning Organization Network. Ramkhamhaeng University (Thailand) and the International Management Centre at Oxford, England have awarded him honorary doctoral degrees for his work and writings in the field of action learning and leadership development.