

Action-learning Cycle (simplified)

By Leng Chhay

Action-Learning is the process of consciously learning from one's own experience and that of others in order to improve future practice (both personal and professional).

Action

Review what actually happened (expected and unexpected)
Feelings of people involved in the experience.

Reflection

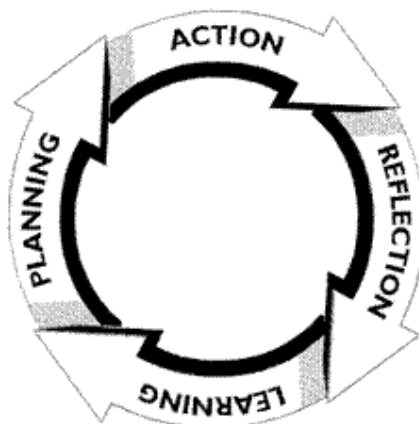
For each action,

think of what worked well and analyze the underlying supportive factors, then

think of what did not work well and find out the underlying hindering factors.

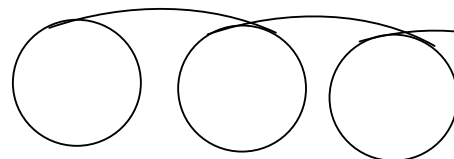
Planning

Based on the lessons learned drawn, indicate what to do differently in the future when meeting similar situations or circumstances.



Learning

Draw lessons learned from the analytical reflection.
Lessons learned can be positive or negative learning. They can be the conclusion from reflection, new insights, new things discovered etc.



The ideal Action-Learning is an upward spiral of learning, which leads to greater and greater effectiveness. Taylor et al, wrote in "Action-learning for development", that the full power of learning can only be realized when one cycle of learning builds on the previous one to improve the effectiveness of the future action.

Did you ever use the Action-learning Cycle model?

Adapted from:

- » Vision Quest Africa: strategic life management, course materials, 2003.
- » Taylor et al: Action-learning for development: Use your experience to improve your effectiveness, CDRA.