



LeadingAge New York Leadership Academy

ACTION LEARNING PLAN (ALP)

WHAT IT IS

Action learning is an adult learning theory based on the ideas of Professor Reginald Revans back in the 1940's in the United Kingdom. It is a learning-by-doing approach which encourages people to work together to solve a problem or improve performance. Importantly, the group spends time reflecting on what they are collectively learning during the process. The method stands in contrast with traditional teaching methods that focus on the presentation of knowledge and skills. Please see the *Action Learning Project Guidelines* for more details.

HOW IT FITS INTO THE LEADERSHIP ACADEMY

You are being asked to create an Action Learning Project (ALP) of interest to you, and of benefit to your organization. As a leader, it is vitally important to learn how to facilitate the group process, and inspire/motivate others to achieve goals and improve quality within the organization.

DELIVERABLE

Each fellow in the Academy will create a presentation of 3-5 minutes in length that describes what their Action Learning Project is, why they selected it and how it benefits their organization. In addition, you will provide a brief written summary of the project and process, by completing a template questionnaire. Throughout the process, you will work with your coaching team to give you counsel, guidance and feedback. The presentation and written summary will be due during our last session.

EXAMPLES

The Action Learning Project can be small or large in scope, involve only your department or several organizations, and require few resources or a substantial amount. It is up to you.

- Convert your nursing facility to the Greenhouse model
- Experiment with a leadership development program within your organization
- Develop a new model of person-centered care
- Change the way staff performance is measured
- Use *Strengthsfinder* with your management team
- Start a mentoring program
- Create a dashboard to track and improve quality
- Begin a monthly leadership circle to discuss books of interest
- Conceptualize a wellness offering for your residents

STEPS TO TAKE

1. Today, come up with a few ideas with your coaching team
 2. Discuss your project and how you plan to approach it at your monthly coaching calls
 3. Enlist support from others at your organization who have passion about your project
 4. Journal regularly about your observations, obstacles, triumphs and “aha” moments
 5. Think about how you will design your 3-5 minute presentation to others in the Academy during Session #4
 6. Complete template and submit electronically to Diane Darbyshire (ddarbyshire@leadingageny.org) by April 25, 2017.
 7. *Don't worry about having the project completed by Session #4; we just want to see where you are in the process at that point*
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