

Action Learning Sets

Prepared by
Coaching for Creatives

What is a Set?

An Action Learning Set is a group of people who come together to coach each other.

A set should be around 8 people but you can work in groups of 3 as well.

Bidding process

When a set starts, everyone who would like to present their goal can "bid", stating the goal along with the importance & urgency.

The group collectively decide who will present.

Share, clarify & ask...

The presenter can then share as much or as little as they feel they need to, for around 15 minutes. The rest of the set can then ask clarifying questions, before finally sharing open questions to help the presenter conclude their thinking.

Gifts

If there is time & if the presenter would like, the rest of the set can offer "gifts". These can be observations, quotes & another question for the presenter to reflect on.

You don't have to offer a gift but if it might help the presenter then it's nice to share.

Meeting again in the future

The great thing about an action learning set is meeting regularly & taking turns to present.

The more you meet, greater trust builds & greater the support you will gain from them.

**Culture Collective has
supported Creative
Practitioners to train in ALS**

**Their details will be added to
the resource library to offer
peer support in the future.**

**Find a Coach
to work with at**

www.coachingforcreatives.co.uk