

## ACTION LEARNING

**We can prepare your leaders for the next generation of business challenges through robust action learning assignments that target real business needs.**

With the rapid pace of change, the uncertainty of the future and the emergence of unprecedented business issues, even the smartest leaders cannot have all the answers. In these fast-paced and complex times, it becomes increasingly important to think critically, work collaboratively, challenge openly and rapidly learn from real world experience.

Action Learning is a method that not only stretches and supports individuals but also accelerates their development. Vantage consultants can help your rising leaders develop the skills needed to sustain and improve performance, navigate through uncertainty and be ready *fast* to help move your company forward.

### Questions and answers about Action Learning:

**Q: *What is Action Learning?***

**A:** Action Learning is a way to accelerate leaders' development and, at the same time, solve real business problems. It starts with a complex and significant business issue for which there is no obvious answer. The next step is to assemble a group of talented, emerging leaders with different skills and backgrounds and challenge them to stretch beyond their comfort zone to find a solution, while providing them with the support they need to move ahead and learn from their experience along the way.

**Q: *Why use Action Learning?***

**A:** Adults learn best by *doing*—by wrestling with actual business challenges, shifting priorities and emerging issues. Business realities don't always conform to the neat, theoretical categories presented in traditional classroom training. Action Learning is an approach better suited to the dynamic nature of today's business world and the ever-increasing demands that leaders face. In addition to learning how to solve complex problems that cross organizational boundaries and how to navigate through change, participants benefit from:

- Broader exposure to key internal and external stakeholders and a more comprehensive, strategic business perspective
- Increased interaction with senior leaders
- A greater awareness of the unique abilities and expanded capacity required to tackle difficult challenges
- Better recognition of the need to collaborate and leverage others' skills in order to get results
- An expanded peer network composed of the company's future leaders
- Techniques to learn from their day-to-day experience and build on for the future

**Q: *Why Vantage?***

**A:** Although not a new concept, relevant and impactful Action Learning is nonetheless difficult to design and implement. Vantage consultants have helped companies successfully integrate Action Learning into their leadership development approach for many years. We've challenged, supported and coached high potential leaders engaged in Action Learning projects, introduced cutting-edge resources and best practices into Action Learning programs and guided participants through consolidating and reflecting on their learning. In short, Vantage can increase the value and impact of your leadership development efforts.

***If you have questions about this service or wish to talk to references, please contact us directly at 312.236.9351 or [info@vantageleadership.com](mailto:info@vantageleadership.com).***