

Action-learning Cycle (simplified)

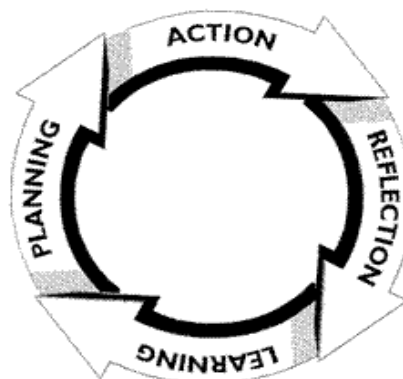
Action-Learning is the **continuous** process of consciously learning from one's own experience/action and that of others in order to improve future practice (both personal and professional). Action-Learning Cycle (ALC) is a tool to draw learning from action (experience) through an analytical reflection. It helps us to learn from our experience to avoid repeating mistakes or inefficiency of our work and to continuously improve our work. The tool is also called ARLP (Action, Reflection, Learning, and Planning). ALC is an upward spiral that leads to greater organizational effectiveness.

Action

Review what actually happened (expected and unexpected)
How people involved feel about the experience.

Reflection

For each action,
What worked/went well?
What helped?
What worked/went not well?
What blocked?



Planning

What to do differently in the future when meeting similar situations?

Learning

What lessons can be learned?
What are our conclusions?
What new insights, new things discovered?