

Action Learning Certification Program

A worldwide recognized qualification granted by the World Institute for Action Learning (WIAL)

Action Learning is a process that involves a small group working on real problems, taking action, and learning as individuals, as a team, and as an organization. It helps organizations develop creative, flexible and successful strategies to pressing problems.



Action Learning has emerged as a method of choice for global companies, government agencies, and non-profit groups that want to improve quality, cut costs, create new products and services, and change the cultures of their organizations. From Boston to Brazil, from Finland to Tokyo, companies as diverse as Microsoft, Samsung, Dow, GE, Deutsche Bank, Boeing, Sodexo, Novartis, Nokia and many others use Action Learning to solve complex problems, develop leaders, build teams and expand corporate capability.

About World Institute for Action Learning (WIAL)

The World Institute for Action Learning (WIAL) is an international organization dedicated to the growth and advancement of Action Learning. As the only certifying body for Action Learning, WIAL provides professional training and certification programs all over the globe.



The World Institute for Action Learning (Hong Kong) (WIAL-HK) is the official affiliate of the World Institute for Action Learning (WIAL) and the sole representative of offering WIAL Action Learning Coach certification program in Hong Kong.

About the Program

This is a practical, experiential course that will use the participant's real workplace challenges to develop leadership skills needed in a changing, dynamic workplace, and to develop the skills to be a competent and confident action learning coach. Each participant will practice being an action learning coach and a member of an action learning group. Each participant will be the problem presenter for at least one session, giving them practical next steps to address one of their challenges.

This experiential module will provide participants the opportunity to practice action learning coaching while applying the six key components and two ground rules of Action Learning. Each participant will practice being an Action Learning Coach, a problem presenter, a member of an Action Learning group, and a coach observer.

The program will:

- Enhance the learning and development, depth of discussion and participation, as we explore action learning in leader, team and organizational development
- Enhance practicing action learning skills
- Facilitate your certification process

World Institute for Action Learning (Hong Kong)

Unit A6, 12/F, 500 Castle Peak Road, Cheung Sha Wan, Kowloon, Hong Kong

Tel: (852) 2628 7977 | Fax: (852) 3017 6887 | Website: www.wial.hk | Email: actionlearning@wial.hk

Values of getting certified by WIAL

Professionals can enhance their careers and value to their organizations with a certification in Action Learning from WIAL, the certification organization for Action Learning. You will be benefited from:

- Attaining a worldwide recognized credential of Certified Action Learning Coach (CALC)
- Being qualified to coach Action Learning teams within organizations
- Being capable of managing Action Learning programs
- Becoming a member of a large and growing community of Action Learning Coaches

Program Objectives

This program is designed for:

- Practicing coaches who want to implement Action Learning programs in organizations;
- Practicing coaches who want to develop team based coaching skills;
- Practicing leadership coaches, Organization Development professional, and Team facilitators who have worked 1:1 with clients and want to develop a broader range of team facilitation skills



Target Participants

- Organization and Development professionals interested in helping organizations build capabilities and increase performance
- Organizational and Development professionals who want to develop leadership skills and move their teams and organizations toward performance.
- Human Resources professionals who want to increase their strategic value as business partners
- Professionals who want to introduce Action Learning coaching within their organization
- Organizational culture and change agents who want to facilitate and empower intact teams to be more innovative
- Team managers who want to increase their own and their team's effectiveness.

Methodology

This is an intensive and highly participative program. Participants are required to fully participate to optimize individual and team learning. The workshops are designed for hands-on practice in Action Learning Coaching. Mini-lectures, group sharing, and interactive activities are applied to facilitate the learning.

Certification Requirements

To get certified by WIAL, candidates are required to participate in the 4-day intensive workshop, arrange and conduct a minimum of 2 practice sessions on their own, contribute to the online learning forum of WIAL, and submit a reflection paper.

Details are available at <https://wial.org/certification/certified-action-learning-coach/>.

World Institute for Action Learning (Hong Kong)

Unit A6, 12/F, 500 Castle Peak Road, Cheung Sha Wan, Kowloon, Hong Kong

Tel: (852) 2628 7977 | Fax: (852) 3017 6887 | Website: www.wial.hk | Email: actionlearning@wial.hk

Program Structure

Module I:

Foundations of Action Learning & Leadership: The Art and Power of Questions

In the first module of three toward becoming a certified Action Learning Coach, participants are introduced to the concept of “leaders as coaches” as they cover the 6 key components and the two ground rules of action learning.

Topics:

- The six key components of action learning and the two ground rules
- The role of action learning and the basis for coaching
- The role of the action learning coach in developing leaders
- A framework for asking powerful questions
- How questions develop Leaders through emotional intelligence, building teams, seeing organizations as systems and through organizational change and learning
- Communication styles and active listening
- The role of feedback

Module II:

Action Learning Coaching: Developing High Performance Teams

This module is designed to build on the Module 1, “Foundations of Action Learning & Leadership: The Art and Power of Questions” by helping participants develop a team-based approach to leadership. Action learning is an excellent tool for teams by building leaders at all levels, creating interdependent synergies and a multi-level perspective to increase organizational performance. Overall, long term organizational performance depends on teams that can grow, collaboratively learn and share solutions to complex problems across the enterprise.

Topics:

- Providing tools to foster a culture of action learning and team development
- Building and managing teams in a time of complexity
- Team decision making process
- Team action learning coaching
- Providing a venue for participant action learning application for real problems

Module III:

Action Learning & Organizational Performance

In the third module, participants are introduced to organizational performance issues that impede success and addressing those barriers. Development and Implementation of an Action Learning program in an organization with a focus on “building organizational capacity” will be covered.

Topics:

- Contracting issues
- Putting together a program development team
- Designing an Action Learning program
- Identifying problems for solution
- Organizational issues that must be addressed for success
- Building and maintaining team morale and motivation
- Maintaining senior management involvement and support
- Fostering a culture of Action Learning in the organization

World Institute for Action Learning (Hong Kong)

Unit A6, 12/F, 500 Castle Peak Road, Cheung Sha Wan, Kowloon, Hong Kong

Tel: (852) 2628 7977 | Fax: (852) 3017 6887 | Website: www.wial.hk | Email: actionlearning@wial.hk

Program Details

Language	Date	Early Bird**
English	2-3 & 16-17 November 2019 (Saturdays & Sundays)	4 October 2019

Time: 9:00 am – 5:00 pm

Venue: 19/F, OfficePlus @Sheung Wan, 93-103 Wing Lok Street, Sheung Wan, Hong Kong

(* **Dates, venue and other program details are subject to change. Visit our website for updates:
<http://wial.hk/en/events/events.html>)

Program Fees

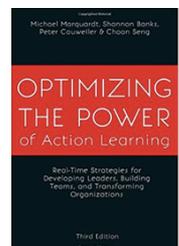
Early Bird: HK\$ 25,800** (Regular fee: HK\$ 28,800)

* **Seat reservation is welcome; confirmation is subject to payment in full. Since this is a highly intensive and participatory program that requires every participant to have hands-on practice on Action Learning Coaching, the maximum class size is up to 7 participants.**

** Early bird special offers are valid for registrations and payments made by the respective due dates.

Fees include:

- Course materials in English
- Reference book: "Optimizing the Power of Action Learning: Real-Time Strategies for Developing Leaders, Building Teams and Transforming Organizations (3rd Edition)" by Michael Marquardt, Shannon Banks, Peter Cauwelier, and Choon Seng Ng. 2018. Nicholas Brealey Publishing, Boston, USA



++ In-house Option Available ++
We offer this program at your location for a group of 5 to 7 at a discounted rate.
Contact us for details.

International Coach Federation (ICF) Continuing Coaching Education Credits (CCE)



WIAL Action Learning Certification Program is approved to offer 32 CCE (29.25CC/2.75RD) towards certification of the International Coach Federation for the whole 4-day program.

World Institute for Action Learning (Hong Kong)

Unit A6, 12/F, 500 Castle Peak Road, Cheung Sha Wan, Kowloon, Hong Kong

Tel: (852) 2628 7977 | Fax: (852) 3017 6887 | Website: www.wial.hk | Email: actionlearning@wial.hk

WIAL Faculty Member in Hong Kong



Ms. TSUI Pui Yin Dorothy, SALC, CPLP®

Managing Director, World Institute for Action Learning (Hong Kong) (WIAL-HK)
Director of Certification, Board Member & Senior Action Learning Coach, WIAL

Dorothy Tsui is a dedicated people and organization development consultant who partners with her clients in formulating solutions that build their organizational and leadership capacity to make positive strategic changes. The solutions enable her clients to leverage their best systematically, with comprehensive follow-up measures to demonstrate concrete and lasting results.

Dorothy started her career in the retail catering and hospitality industry. She has a strong bond with service industries with hands-on experience in frontline operations, business, brand and people management. Her broad consultancy portfolio includes clients from international corporations in finance, retail, hospitality, real estate, manufacturing and IT, as well as government agencies, non-governmental organizations, not-for-profits, and educational institutions. Her clients include global brands such as HSBC, Bank of China, Hewlett-Packard, Disneyland, Cathay Pacific, Hyatt, Venetian, SWIFT, Chanel, Burberry, VF Corporation, Jardine, Heineken, World Vision and Oxfam.

Dorothy is fluent in English, Cantonese, and Mandarin and leads regional projects in Asia that engage diverse stakeholder groups from different cultures. Collaborating extensively with her partners around the globe, Dorothy works with the best people to support her clients to achieve their global agenda.

Founding the World Institute for Action Learning (Hong Kong), an official international affiliate of the WIAL, Dorothy leads Action Learning projects to support organizations to enhance business performance, create learning culture, develop leaders and high potentials, build strong teams, and plot strategic plans. She is a WIAL Senior Action Learning Coach and runs WIAL certification program to develop Action Learn Coaches. She is serving WIAL's Board as the Director of Certification.

Dorothy is the first Certified Learning and Performance Professional® (CPLP®) of the Association for Talent Development (ATD) in Hong Kong. She is one of the designated facilitators of the ATD's official CPLP® Preparation Instructor-led Workshop and has supported CPLP® candidates in Asia to go through the certification process.

Inquiry and Registration

World Institute for Action Learning (WIAL) (Hong Kong)
Tel: (852) 2628-7977 | Fax: (852) 3017-6887
actionlearning@wial.hk | www.wial.hk

*Online registration: <http://www.wial.hk/en/events/events.html>



V2019 Jul 8 supersedes all previous versions.

World Institute for Action Learning (Hong Kong)

Unit A6, 12/F, 500 Castle Peak Road, Cheung Sha Wan, Kowloon, Hong Kong
Tel: (852) 2628 7977 | Fax: (852) 3017 6887 | Website: www.wial.hk | Email: actionlearning@wial.hk