Executive Management Seminar
Action Learning Journal

A journal for reflection, insight and action

Introduction to Action Learning

What is action learning?

Action learning is a method of learning and exploration that involves using real-life problems to drive learning, with an emphasis on implementing solutions to create organizational change. Rather than learning concepts and skills that "sit on the shelf," action learning is oriented toward helping learners *take action* with what they have learned to create results.

Why action learning?

With its emphasis on moving ideas and insight into action, action learning is a great way for learning programs to have organizational impact. Organizations use it in many ways to address challenging issues such as:

- Staff turnover
- Reorganizations
- Increasing productivity
- Resolving inter-departmental problems

Because of the widespread application for action learning, we included this concept in the AAPA Executive Management seminar in order to enhance your learning and help provide tangible benefits of this experience for your port organization.

Components of action learning

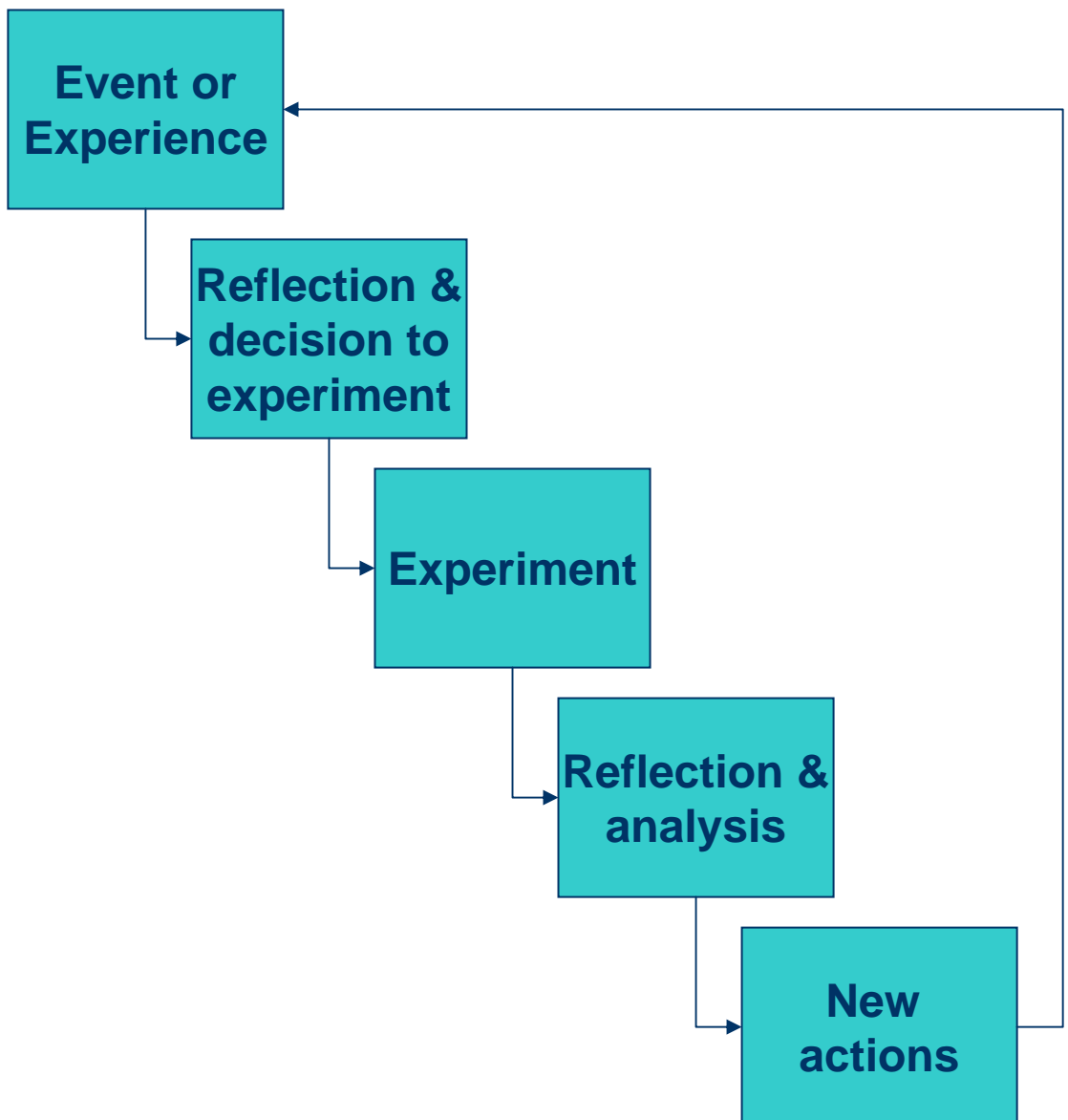A useful formula that succinctly defines action learning is

$$L = P + Q + R$$

Where Learning is a product of programmed instruction (P) plus questioning (Q) and reflection (R). Throughout the Executive Management seminar we will be exploring the three components of the action learning equation.

Introduction to Action Learning

Action learning cycle

The process of action learning is cyclical and on-going. Although this week of the Executive Management seminar will end on Friday, we hope you will take the action learning process back to your port to deepen your learning

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Action Learning Journal
Monday: Prep for the Week

1. What are 5 challenges you currently face or will face in the future at your port that you would like to explore this week?

2. What will support or enable your learning this week?

3. What will block you from learning and insight this week?

4. What in your life or work do you need to let go of now to be open to learning and exploration?

Action Learning Journal
Day 1 Preparation

Today's Topics

- Review of the Port's Institutional Setting
- Port Development and Operational Strategies
- Strategic Port Authority Leadership
- Strategic Thinking
- Workshop Team Meeting

1. How would I rate my existing level of knowledge about these topics?

2. What questions do I want answers for in these segments?

3. Which of your original 5 challenges might these topics address?

Today's Topics

- Review of the Port's Institutional Setting
- Port Development and Operational Strategies
- Strategic Port Authority Leadership
- Strategic Thinking
- Workshop Team Meeting

1. How would I rate my existing level of knowledge about these topics? How did this change from this morning?

2. What questions did these speakers and segment answer?

3. What questions did the presentations raise for you?

4. What follow-up actions does this trigger?

American Association of Port Authorities

Alliance of the Ports of Canada, the Caribbean, Latin America and the United States

Today's Topics

- Timely Considerations for Strategic Port Management
- Effective Board Management Relations
- Open Forum with Industry Leaders
- Planning for Future Transportation Realities
- Leadership Influence

1. How would I rate my existing level of knowledge about these topics?

2. What questions do I want answers for in these segments?

3. Which of your original 5 challenges might these topics address?

Action Learning Journal
Day 2 Wrap-Up

Today's Topics

- Timely Considerations for Port Management
- Effective Board Management Relations
- Open Forum with Industry Leaders
- Planning for Future Transportation Realities
- Leadership Influence

1. How would I rate my existing level of knowledge about these topics? How did this change from this morning?

2. What questions did these speakers and segment answer?

3. What questions did the presentations raise for you?

4. What follow-up actions does this trigger?

Action Learning Journal
Day 3 Preparation

Today's Topics

- Trends in Facilities Engineering
- Issues in Maritime Economic Development
- Marketing a Niche Port
- Navigation and Environmental Challenges
- Networking and Dialogue (afternoon)

1. How would I rate my existing level of knowledge about these topics?

2. What questions do I want answers for in these segments?

3. Which of your original 5 challenges might these topics address?

Action Learning Journal
Day 3 Wrap-Up

AAPA — American Association of Port Authorities

Alliance of the Ports of Canada, the Caribbean, Latin America and the United States

Today's Topics

- Trends in Facilities Engineering
- Issues in Maritime Economic Development
- Marketing a Niche Port
- Navigation and Environmental Challenges
- Networking and Dialogue (afternoon)

1. How would I rate my existing level of knowledge about these topics? How did this change from this morning?

2. What questions did these speakers and segment answer?

3. What questions did the presentations raise for you?

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Action Learning Journal
Day 4 Preparation

Today's Topics

- Workshop Team Assignment
- Crisis Communication Drill
- Balancing Competing Priorities and Community Interests
- Port Operational Considerations
- Ethical Considerations in Professional Port Mgmt

1. How would I rate my existing level of knowledge about these topics?

2. What questions do I want answers for in these segments?

3. Which of your original 5 challenges might these topics address?

Action Learning Journal
Day 4 Wrap-Up

Today's Topics

- Workshop Team Assignment
- Crisis Communication Drill
- Balancing Competing Priorities and Community Interests
- Port Operational Considerations
- Ethical Considerations in Professional Port Mgmt

1. How would I rate my existing level of knowledge about these topics? How did this change from this morning?

2. What questions did these speakers and segment answer?

3. What questions did the presentations raise for you?

4. What follow-up actions does this trigger?

Action Learning Journal
Final Wrap-Up (Friday)

1. Refer back to the 5 key questions you identified on Monday. What insights do you have about these questions?

2. Refer back to your end of day journals for Monday through Thursday. What are some key questions that you still need answers for?

3. What ideas do you have on how to resolve these questions?

Action Learning Journal
Final Wrap-Up (Friday)

4. As a result of this seminar experience, what are some key actions you will take once your return home?