



WIAL Certification Program

Certified Action Learning Coach

This program is your answer to...

- Team coaching
- Problem-solving for individuals, teams, and organizations
- Real-time leadership development
- Transformative breakthroughs

What is Action Learning?

- A process of insightful questioning and reflective listening.
- Tackles problems through a process of first asking questions to clarify the exact nature of the problem, reflecting and identifying possible solutions, and only then taking action.
- Questions build group dialogue and cohesiveness, generate innovative and systems thinking, and enhance learning results.

Email
Craig.Filipkowski@wial-usa.org

Phone
1-513-520-9639

Are you tired of the usual leadership training?

Would you like to use something more practical?

**WHY IS WIAL
ACTION LEARNING
THE SOLUTION?**



Impact Spheres of AL?

- ❑ **Breakthrough Problem Solving**- Problem-solving and business strategy that is flexible, agile, engaging and innovative is a critical requirement.
- ❑ **High Performing Teams**-Develop individual and team problem-solving and decision-making capability
- ❑ **Leadership Development**-Great leadership is about asking empowering questions, listening to really understand, taking collaborative action, and winning hearts & minds.
- ❑ **Organizational Learning**-Culture transformation is the catalyst to business success.
- ❑ **Community Impact**- Use Action Learning as a tool to connect with your community.

What to expect?

- ❑ 4-day intensive coaching course
- ❑ Access to the WIAL eLearning platform
- ❑ Completion of this program AND subsequent 'field' coaching provides pathway to the title "WIAL Certified Action Learning Coach—CALC"
- ❑ Support toward becoming CALC
- ❑ Your name and profile listed in the wial.org international website
- ❑ WIAL is an ICF-accredited training provider and the WIAL CALC certification is an accredited ICF CCE
- ❑ Join an international network of Coaches

For Whom?

- ❑ Trainers, Facilitators, Coaches working with groups and teams
- ❑ Internal and independent consultants
- ❑ Leaders who want to increase their effectiveness
- ❑ Human Resource and Organization Development professionals
- ❑ K-12 Leadership (Administration & Teachers)



For more details on certification check out our website
wial.org or the USA affiliate at wial-usa.org



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Past AL participants

- "AL emphasized the importance of ensuring alignment on the problems to solve. I learned a lot."

- "It was fun working with a diverse cohort with their different train of thoughts and way of looking at a problem, culminating in a cross-pollinated solution."

From your Instructor

WIAL has provided a framework that can easily be implemented across many situations to get the most out of individuals and teams. We all know that continuous learning is one of the keys to success.

Action Learning allows for the efficient integration of continuous learning into organizational routines while solving relevant problems. Whether I am coaching an intact team or a group of individuals brought together to solve a problem, I'm always pleased to see the learning and interpersonal connections that take place in the process. I look forward to sharing this passion with you.

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Why Action Learning?

- Four to eight people, working with each other and solving complex problems
- Enhance Global Skills* on critical thinking, communication, collaboration, and creativity
- Develop high performing teams and organizational learning

*www.nea.org

Virtual Program Dates

Certification for Action Learning Coach Program (CALC)

- Nov 25 - Dec 9- self-paced CALC eLearning modules
- Dec. 10-13 (8:30am-4:30pm)* 4 Day Intensive Training

*Eastern Time (ET)

Dates for future programs: TBD
Register@ wial-usa.org/events/

The Program consists of two parts

PART 1- E-LEARNING

Online micro-learning, including quizzes to test yourself, and a series of pre-work assignments that help you prepare for the Practice Sessions

PART 2- VIRTUAL COACH PRACTICE SESSIONS (4 DAYS)

- Master the roles and competencies of a WIAL Action Learning Coach, with emphasis on dealing with typical team dynamics issues and dysfunctional team behavior
- Coaching teams working on Multiple Problem Action Learning (MPAL) and Single Problem Action Learning (SPAL) through a series of practice sessions, reflections, and feedback
- Exchange best practices in marketing and designing Action Learning interventions
- Discuss the final requirements to complete your coach certification



Cost?

- \$3,500 (individual)
- Group rates and In-house programs are negotiated
- **Partial Scholarships** available via [application](#)

Your Instructor

- Dr. Craig Filipkowski, SALC
 - Vice President & Secretary of WIAL-USA
 - Senior Action Learning Coach



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