

# Action Learning Profile

## Ian M. Govier

MSc PGCE BN DipN RNT RGN

### Professional Experience

My professional background is in nursing, education, organisational and leadership development and, for the last thirty years, I have worked in a wide variety of organisational settings and held several senior leadership and management positions. I have facilitated and participated in action learning sets for over ten years and have a successful track record of working with groups and individuals, from both within and outside of the health and social care sectors, in assisting them to realise their potential and achieve sustainable change.

I currently work on a part time basis for Welsh Government (*AcademiWales*) in the area of leadership and organisational development. I am also an Associate Consultant for the Royal College of Nursing, an honorary lecturer at the School of Health Science, University of Wales Swansea as well as an Associate of Action Learning Teams, an organisation that specialises in facilitating action learning. My professional interests include leadership development, mentoring and coaching and I have published and presented many innovative papers on these topics throughout the UK and Europe. In 2012, I took the lead role in producing and publishing a comprehensive Action Learning Guide which has been used in a variety of organisational settings within England, Scotland and Wales.

In 2005, I launched a business called CTR (*choose the right*) Training & Consultancy and am highly regarded for adopting a principles and values based approach to personal, professional and organisational development.

### Approach to Action Learning

My approach to action learning is based on the principle that in relation to personal, professional and organisational development, the most effective learning takes place in the context in which people are working. It is also based on the view that individuals often learn best from what they do on a daily basis and that they have an unlimited capacity to learn from their personal experiences yet sometimes a limited capacity to learn from being taught via conventional methods. Whilst knowledge can be gleaned from media, books and lectures, I believe that it doesn't translate into 'true' learning until it has been exposed to the context of our own beliefs, values and the behaviours and realities of day-to-day work.

Rather than giving people advice, I also believe action learning is about supporting and challenging participants to work on their own issues. They do this within the place they work by considering the personalities, available resources and changes that may be

happening in their organisation. In other words, action learning can really provide a mainstay for those engaged in the difficult and complex world of work and provide them with an opportunity to talk to people experiencing similar struggles and dilemmas. I firmly believe that action learning particularly provides space and time for reflection as well as the opportunity for professional support and development as participants share the learning arising from putting existing or emerging ideas into practice.

### **Action Learning / Facilitation Experience and Training:**

- RCN Clinical Leadership Programme Action Learning Set Facilitator : 2002 - 2005.
- Department of Health Urgent Care Leadership Programme Action Learning Set Facilitator : 2005 - 2006.
- NLIAH Aspiring Nurse Director Programme Action Learning Facilitator : 2005 - 2009.
- JSA Facilitator Training Programme - 2006.
- Values in Healthcare Programme - Accredited Facilitator : 2008.
- Led and delivered RCN Facilitator Development Programme - HSE West, Limerick, Ireland : 2009.
- Virtual Action Learning and Coaching Facilitation Programme, Ashridge Business School : 2010.
- NLIAH Changing Care Programme Action Learning Set Facilitator : 2010 - 2011.
- RCN Clinical Leadership Facilitator Development Programme and Action Learning Set Facilitator : 2010 - 2011.
- Devised, led and facilitated the NLIAH Virtual Action Learning 'Train the Trainer' Programme in Wales and England : 2011 - 2012.
- Led and facilitated the NLIAH Virtual Action Learning Programme for Consultant Nurses, Midwives and Allied Health Professionals : 2011 - 2012.
- Remploy Well-being Through Work Action Learning Set Facilitator : 2012.
- NLIAH Senior Medical Leaders Programme Action Learning Set Facilitator : 2013.

I also have a number of coaching and mentoring related qualifications that enhance my ability to effectively facilitate action learning sets.

- Leadership Qualities Framework (LQF) Facilitator - 2005.
- Neuro-Linguistic Programming (NLP) Practitioner - 2007.
- MBTI® (Myers Briggs Type Indicator - Step 1) - 2007.
- FIRO-B® (Fundamental Interpersonal Relationships Orientation - Behaviour) - 2008.
- EQi® (BarOn Emotional Intelligence Quotient Inventory) - 2008.
- Diploma in NLP Coaching – 2013.

Currently completing a Diploma in Cognitive Coaching (CBT, mentoring and coaching).

Please go to [www.ctrtraining.co.uk](http://www.ctrtraining.co.uk) for further information, testimonials and related resources.

**Ian Govier**

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Tŷ Hapus 27 Haul Fryn Birchgrove Swansea SA7 9EB Wales UK

**Tel:** 07929 237427 **E-mail:** [iangovier@ctrtraining.co.uk](mailto:iangovier@ctrtraining.co.uk) **Website:** [www.ctrtraining.co.uk](http://www.ctrtraining.co.uk)