

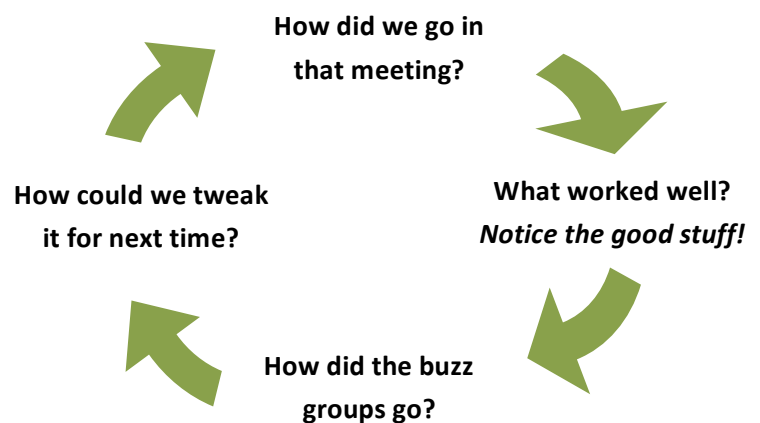
Tip Sheet - Adopt action learning in your group

When we collaborate, we generate group intelligence. This is ‘bigger than the sum of our parts’, and more surprising than anything we could come up with ourselves. New ideas emerge, get tested and refined. We become part of an intelligent dynamic system that’s always adapting to challenges. The kind of rapid social learning that takes place in our campaign is our great strength. It cannot be matched by the mining industry.

We can make our social movement smarter by adopting habits of *Action Learning*. This means pausing to ask questions such as:

- How did that go?
- What are we learning about how to make meetings enjoyable?
- What worked well? (this is as important as focusing on what didn’t work)
- What are we learning about engaging new people?
- How could we improve that?
- What am I learning about myself in this campaign?
- How can we get better at media releases?

Creative groups learn together. A group that wants to know how to engage more people in meetings will ask Action Learning questions such as those on the right.



CASE STUDY: The Lismore Gasfield Free Community working groups

The *Gasfield Free Community* initiative was piloted in The Channon, then refined in a working group of *CSG Free Lismore*. People who wanted to get their district declared Gasfield Free came to the group for guidance. Together, everyone learnt how to do it, and how to adapt it to different contexts. This group continually asked ‘*how could we make that work better?*’ It became a *learning laboratory* by embracing a spirit of Action Learning.

Getting districts declared ‘Gasfield Free’, or ‘Coal Free’ is half the journey. To grow our social movement, we need to learn how to create pathways for people to find ‘*the thing they can do*’. To help with this learning, Lismore had a ‘Stage Two’ group to help Gasfield Free (GF) communities form effective action cells. Coordinators of GF communities met, helped each other, and shared experiences.

Do you want to adapt the Gasfield Free Community strategy to your context? You will achieve ***much more*** if you form a learning group. By doing this, you increase group intelligence. By accelerating learning you’ll get better community and political outcomes. You’ll learn to adapt to different contexts.

To create an enjoyable learning group, we need to acknowledge that none of us have done this before.

It’s really OK to learn as we go.