

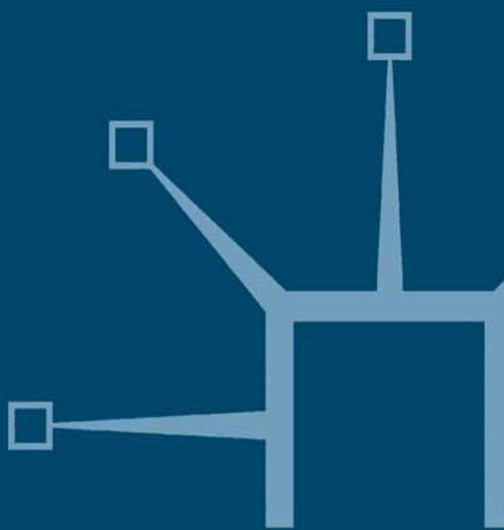
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# Business Driven Action Learning

Global Best Practices

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Edited by  
Yury Boshyk



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**Global Best Practices**

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*Yury Boshyk*





Selection and introduction material © Yury Boshyk 2000

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## Preface and Acknowledgements

**THE** idea for this book had its origins in 1995 with a meeting at IBM's Learning Center in Armonk, New York where Ron Bossert from Johnson & Johnson, Ron Hosta from IBM, Stephen Mercer from General Electric, and I, met to exchange practical advice and lessons learned from respective business focused action learning programmes. All agreed that what was needed was a wider forum at which practitioners from around the world could exchange experiences freely and constructively. As a consequence, in June 1996 the first Global Forum on Executive Development and Business Driven Action Learning was held and ever since, about one hundred multinational company representatives throughout the world gather annually, by invitation only, to discuss their approaches to business-driven action learning. Understandably, the majority of the articles in this book were originally presentations made at these forums.

This book is different from many others on executive development and action learning for at least three reasons. First because it is written primarily by practitioners from leading global companies and those who have worked extensively with them. Second, the breadth of the contributions is more international than other publications on this subject. And finally, most contributors are united in a common purpose – to tie behavioural and organizational learning and change to business results. Most companies in the book describe how they integrate executive development and action learning – business driven action learning – to develop executive leadership, foster teamwork and solve real business issues of strategic importance to their company.

Business driven action learning does not claim to be a new educational or management theory. In fact, it combines many of the most practical features of traditional and well known 'action learning' with the best of the rest in executive and organizational learning.

As we shall see in the introductory article, the house of action learning has many doors. In general, the classical or traditional variety as developed on the