

# AAL

## to succeed in a VUCA\* world



### Virtual Thinking Space for HR Professionals

#### Benefits of AAL

- Work on **real** issues to find **real** solutions with an elite group of HR Professionals.
- Learn directly from existing challenges and the expertise of your contemporaries.
- Discover an effective approach to doing the right things, not just doing things right.
- Gain practical experience to enhance your change and HR management style.
- Access the program conveniently from the privacy of your office, home or while traveling.
- Build a close network of authentic relationships that enrich you beyond the program.

\*VUCA: Volatile, Uncertain, Complex and Ambiguous

### Is AAL Right for Me?

The pressure to facilitate change, often in complex settings and with uncertain parameters can feel rather daunting. The need to deliver successfully to the business, combined with the imperative of handling sensitive HR issues at the highest levels of confidentiality can make HR professionals feel pretty lonely. Now you don't have to be alone!

AAL gives you a unique opportunity to come together with HR Professionals from different companies at similar levels of seniority and work on your specific challenges using a unique format where actions, dilemmas and solutions are systematically explored so that you get direct and concrete help in your decision making process.

### What is AAL?

**AAL (Audio Action Learning)** is a highly effective program designed for HR Professionals who want to examine their approach to change as well as their leadership and management challenges in a structured and confidential way with a dedicated group of non-competing peers. The program includes 4 sessions of 3 hours each with a pre-program briefing session of 1 hour, spread over a period of 6-8 months. Groups of 6 HR Professionals from a diverse range of industries across the world will meet remotely with an AAL facilitator using a simple teleconference platform. Sessions are scheduled according to participants' availability. The program also includes an ongoing facilitated exchange (duration of 18 months) between the AAL peers on a secure and confidential platform for the development of a close network that can be maintained after its completion.



#### About Your Facilitator

**Dr Ghislaine Caulat** developed this specific AAL methodology in 2003, based on the groundbreaking work of Reg Revans. She has facilitated AAL programs with over 1,100 Senior Managers and Executives in over 27 global organizations. She has trained more than 80 facilitators worldwide to become AAL facilitators according to the virtual approach she pioneered. For more information, visit [www.black-gazelle.com](http://www.black-gazelle.com).

### AAL Is Strictly Confidential

We maintain a clear contract of confidentiality so you remain in full control of your experience.

- ❑ **NO Competing Companies**
- ❑ **NO Supplier-Customer Relationships**
- ❑ **NO Colleagues**

### Fees

**EUR 2,000** for 1 pre-program briefing session of 1 hour, 4 sessions of 3 hours each and an ongoing facilitated exchange between the AAL peers on our secure and confidential platform for a duration of 18 months. VAT excluded.

**Get Started Today!** Email [ghislaine.caulat@black-gazelle.com](mailto:ghislaine.caulat@black-gazelle.com) to schedule your introductory interview.



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