Workplace Reflective Practice and Development Course

16 – 20 November 2026
Addis Ababa

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Workplace Reflective Practice and Development Course

Ref: 941_224104 **Date:** 16 – 20 November 2026 **Location:** Addis Ababa **Fees:** 4500 Euro

Overview

Workplace Reflective Practice and Development Course is a 1-week course for managers, team leaders, specialists, and professionals who leave with a Reflective Practice Action Journal. Participants use workplace reflective practice to separate evidence from interpretation, test assumptions, examine behavioral patterns, apply critical questioning, integrate feedback, and convert experience into development actions. The course connects reflective learning with action planning and progress review. Agile Leaders Training Center provides this course on workplace reflective practice and development.

Who Should Attend

- Professionals responsible for reviewing decisions and improving future practice.
- People responsible for learning from projects, incidents, and stakeholder feedback.
- Team contributors responsible for identifying recurring behavioral patterns.
- Specialists responsible for maintaining evidence of professional development.
- Managers responsible for converting experience into practical improvement actions.

The course assumes participants can bring workplace experiences for analysis, and leaves out therapy, mindfulness practice, emotional intelligence instruction, coaching methods, and leadership theory.

Departments and Industries

The course supports reflective learning and development across operational and professional settings.

- Project and change-delivery functions
- Healthcare and social-service teams
- Engineering and technical departments
- Education and learning functions
- Corporate support and advisory services

Learning Objectives

By the end of this course, participants will be able to:

- Analyze workplace experiences using evidence and interpretation boundaries.
- Apply structured reflective questions to decisions and outcomes.
- Diagnose assumptions and recurring behavioral patterns.
- Use Gibbs' reflective cycle to organize learning.
- Build development actions from feedback and reflection.
- Evaluate progress through documented action experiments.

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Course Agenda

Day 1: Evidence from Experience

- Workplace Experience Capture Log
- Fact, Interpretation, and Reaction Sort
- Critical Incident Selection Criteria
- Context and Consequence Mapping Tool
- Reflective Learning Purpose Statement

Day 2: Structured Reflection

- Gibbs' Reflective Cycle Application Map
- Reflection-in-Action Observation Prompt
- Reflection-on-Action Review Sequence
- Description-to-Analysis Question Ladder
- Reflective Journal Entry Template

Day 3: Assumptions and Patterns

- Assumption Identification Question Set
- Evidence-for-and-Against Review Grid
- Behavioral Pattern Timeline
- Alternative Perspective Comparison Matrix
- Learning Bias Checkpoint List

Day 4: Insight into Action

- Feedback Integration Record
- Development Need Prioritization Matrix
- Reflective Insight Action Converter
- Workplace Action Experiment Canvas
- Progress Evidence Review Plan

Day 5: Reflective Practice Application

- Suggested Exercise: Critical Incident Reconstruction
- Suggested Exercise: Assumption Testing Dialogue
- Suggested Exercise: Behavioral Pattern Diagnosis
- Suggested Exercise: Action Experiment Review
- Capstone Exercise: Reflective Practice Action Journal

Practical Exercises

The course uses suggested activities to turn reflection into documented workplace learning.

- Suggested activity: reconstruct a project or service incident using evidence and interpretation boundaries.
- Suggested activity: test an assumption against feedback and alternative perspectives.
- Suggested activity: convert a recurring pattern into a workplace action experiment.
- Suggested activity: review progress evidence and revise a development action.

FAQs

Who suits workplace reflective practice and what does it assume?

Managers, team leaders, specialists, and professionals suit workplace reflective practice. It assumes participants can examine real work experiences while leaving out therapy, mindfulness, emotional intelligence, coaching, and leadership theory.

How does workplace reflective practice differ from a general self-awareness course?

Workplace reflective practice uses documented experiences, evidence, critical questions, feedback, action experiments, and progress review rather than broad personality exploration or emotional-awareness instruction.

What is structured reflective practice at work?

Structured reflective practice is a repeatable process for recording experience, separating facts from interpretation, examining assumptions, identifying learning, selecting action, and reviewing its effect.

How does a reflective journal support professional development?

A reflective journal supports professional development by preserving evidence, questions, interpretations, feedback, decisions, action commitments, and progress observations in one reviewable record.

How can reflective learning change future workplace action?

Reflective learning changes future action when an insight becomes a specific experiment, success evidence is defined, results are reviewed, and the next response is adjusted.

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Conclusion

Participants take back a Reflective Practice Action Journal linking experience records, critical questions, assumptions, patterns, feedback, and action experiments. The journal changes reflection from an informal thought into a reviewable development practice. It supports repeated progress reviews and evidence-based adjustments to workplace behavior and decisions.