In the development of effective team for a given organization, there are wide range of techniques that can be used to ensure that teams discover being supportive and collaborate with one another. Some of these learning techniques include adventure and action learning. Adventure learning involves outside training programs that intends to develop teamwork, management and problem solving skills in an organized manner (Noe, 2013). Moreover, these activities are highly strenuous, challenging and risky such as mountain climbing.

On the other hand, action learning entails presenting the team with real issue and come up with a plan that they are accountable to. The main issues that action learning tackles include; appropriate use technology, develop international leaders, eliminate barriers between clients and the organization among others. In this respect, adventure learning would not be an effective technique for team learning since its inconvenient and physically restricts employees’ ability to participate. Furthermore, adventure learning entails the use of outdoor resources and since it’s physically challenging, it’s emotionally distressing for the team.

This technique can also increase the organization’s risk aspect especially in terms of team members getting injuries and invasion of confidentiality (Priest & Gass, 1997). However, the costly feature of such types of activities and inadequate evidence to convey acquired knowledge. Since it is important for the entire team to take part to ensure efficient learning, any injured team member would not take part in this process. As such, I would choose action learning as a useful technique for developing team learning, this is because the technique convenient in the setting as well as its unrestricting conditions which make the process available to all team members (Kramer, 2007a).
References