



## Earning While Learning in Global Leadership: The Volvo MiL Partnership

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# Earning While Learning in Global Leadership: The Volvo MiL Partnership

## **Earning While Learning in Global Leadership: The Volvo MiL Partnership**

This book is about leadership. It is also a book about an extraordinary partnership between a small Swedish knowledge company - MiL Institute - and a significant player in the international automotive industry - Volvo. These two have been together for twelve years in developing leaders for Volvo. As Volvo celebrates its 75th anniversary and MiL its 25th, some of the 50 professionals from Volvo and MiL who have been involved as program directors, learning coaches and program coordinators of 40 joint initiatives with 1,000 participants have decided to share their learning and observations on Action Reflection Learning and its results in the real world. Action Reflection Learning is a process invented by MiL which allows companies to develop leaders while developing the company. This unusual and extremely effective form of leadership development is documented in the experiences of the authors who have lived, learned and seen the effects of working with executives who are 'earning while learning.' This is an in-depth story of the experiences, learning and conclusions for the future drawn from an intense relationship between MiL and Volvo in different in-company activities during the years 1990-2002. While it is based on the past, it speaks volumes to executive development practices and organizational learning and development during the years ahead. This book will be an inspiration for everyone who has a passion for pushing the frontiers of learning; those who want to further develop any kind of value-based and business-driven management development.

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