A model for designing action learning and action research programs

Ortrun Zuber-Skerritt (Director of OZI (Ortrun Zuber International P/L), Adjunct Professor at Griffith University, Brisbane, Australia, and Professor of Professional and Organisational Development in the UK-based International Management Centres Association (IMCA))

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Abstract
Models can be helpful for understanding the essence and/or processes of complex phenomena in a field, because they are simple representations of concept patterns and relationships. This paper presents a generic model for designing action learning programs, including action research projects, within organizations. Core values for action learning programs and explanations for success and potential pitfalls are also discussed. The model has been tested and found useful by many senior managers, academics, postgraduates and consultants in several countries. Readers are encouraged to explore the model in order to apply, refine, adapt it, or to create their own model representing their theoretical framework, concepts, values and systems thinking.

Keywords
Action learning  Model

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