



AUT SPORTS PERFORMANCE  
RESEARCH INSTITUTE NEW ZEALAND



## Action Learning Action Research Association

**11th Action Learning Action Research and 15th Participatory Action Research  
World Congress**

**September 2025**

**Putting Global Collaboration at the Heart of Action Research**

### PRESENTATION ABSTRACT

**Nair, S & Molineux, J (2025) A Critical Review of Action Learning (AL) in the Age of  
Generative Artificial Intelligence (GenAI) - From GenAI to GenAL**

The paper critically examines the concept of Action Learning (AL) in the context of Generative Artificial Intelligence (GenAI) and proposes a shift from GenAI to GenAL. Its aim is to evaluate the suitability of prominent equations, models, and frameworks in AL for the modern age. The study addresses the history, current state, and future potential of AL in learning, leadership, and management in various settings. Additionally, it explores the extent to which AL supports management and leadership abilities in the age of GenAI. The research questions focus on the historical and current state of AL, its future potential, and its role in supporting management and leadership in the age of GenAI. The paper reviews the foundational concepts and models of AL, emphasising its problem-based, collaborative nature and its impact on management and leadership organisations in resolving problems. It also highlights the diverse applications of AL across different disciplines and industries. Overall, the paper aims to develop a foundational model of AL that aligns with the demands of contemporary times and beyond.

**To be presented:** In person and online in Sydney