

**ALARA WORLD CONGRESS 2015
PRETORIA, SOUTH AFRICA**

**ORGANIZATIONAL DEVELOPMENT
WORKSHOP**

FRIDAY NOV 6 10.30 AM TO 12 PM

**DEVELOPING CAPABILITY IN CONDUCTING
ACTION RESEARCH: AN INTERNATIONAL
COLLABORATION**

SHANKAR SANKARAN (UNIVERSITY OF TECHNOLOGY SYDNEY AUSTRALIA)

WENDY ROWE (ROYAL ROADS UNIVERSITY, VICTORIA, CANADA)

PHIL CADY (ROYAL ROADS UNIVERSITY, VICTORIA, CANADA)

AGENDA TODAY

- Welcome and Introductions (10 minutes)
 - Welcome to the workshop – Shankar Sankaran
 - Key Question to discuss today – Shankar Sankaran
 - Introduction of the facilitators – Judith Kearney
 - Allocation of participants to tables – Judith Kearney
- Introduction to the process – Roelien Goede (5 minutes)
- World Café Rounds (50 minutes)
- Break (10 minutes)
- Prioritisation (15 minutes)
- Close - Eileen

KNOWLEDGE CAFÉ SESSIONS

1. *List everything you can think in response to the question asked by the facilitator on a flip chart in your table (5min)*
2. *There are no right or wrong answers.*
3. *Consider tangible and intangible features*
4. *Consider projects in any sector- private, public, non-profit.*

Round 1: Select **Three** Key Features of Action Research that you would value during an action research project in your tables from the list that you prepared. (15 minutes)

Round 2: Half the team on each table move clockwise to the next table and exchange knowledge from the discussions from Café 1. Reflect on the three key features listed on the table and decide whether you want to modify these. (15 minutes)

Round 3: Repeat the process with the team that remained during Round 2 moving clockwise to two tables away from the table you are now sitting in. Prepare a list of three features or characteristics that you have finally selected for the whole workshop to prioritize in a separate sheet. (15 minutes)

VOLUNTEER ROLES IN THE GROUPS



Facilitator – Ensures that everyone in the group gets a say, that all ideas are listened to and scribed. Move to the next group when round is complete.



Scribe – writes down what is being said. At the end of each round, you will pass the pen on to the new Scribe, and move to a new group.



Presenter – Stays back for one round, summarizes and briefs each new group about what has already been said previously. Appoint/volunteer new presenter for the new round. You can move in the next round.

Final presenter summarizes and shares the outcomes generated overall with the larger group.

HAVE A BREAK WHILE WE GATHER YOUR INPUTS

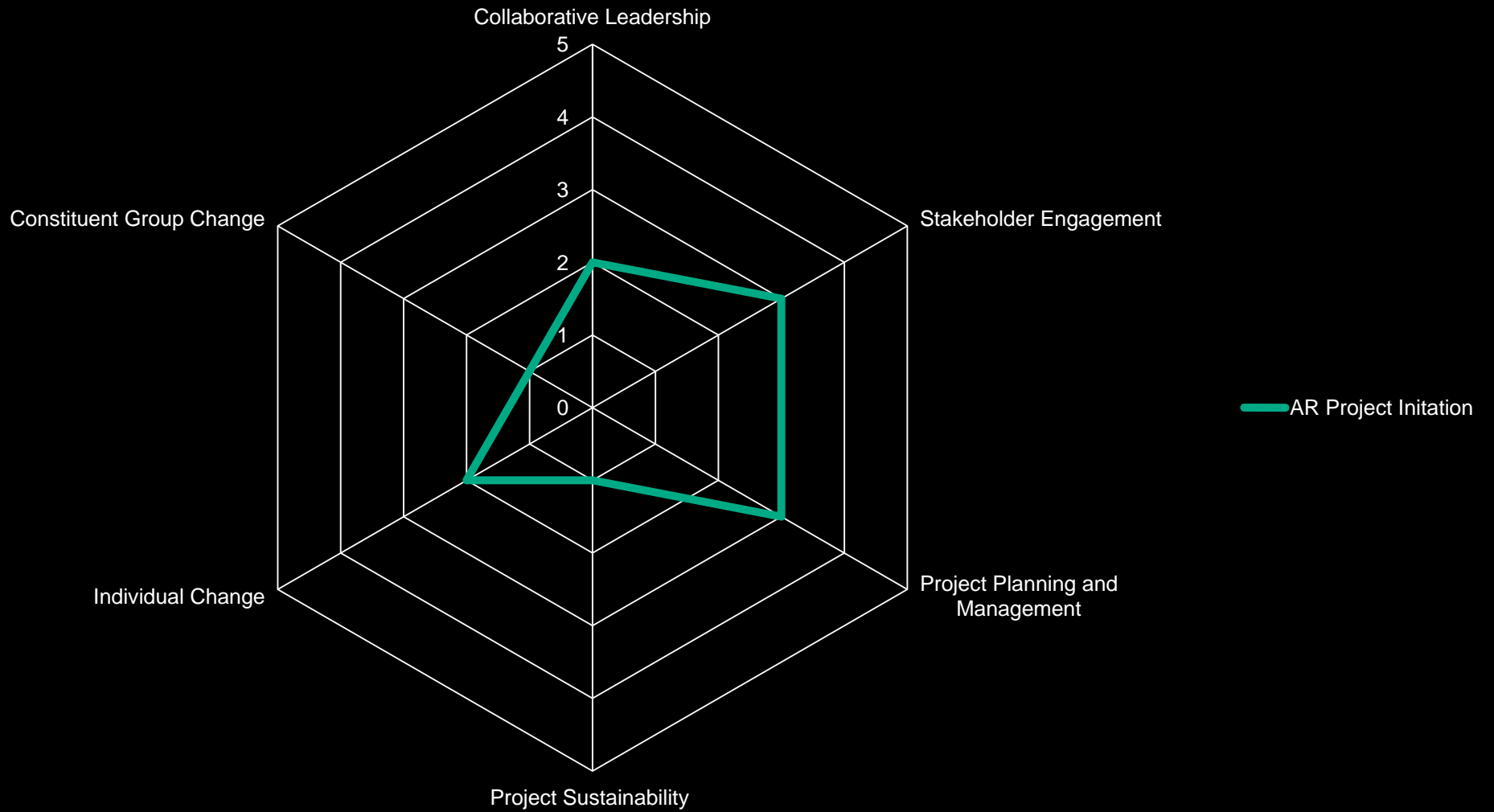
Thank you for your excellent inputs. We value them.

Have a short break for ten minutes while the facilitators assemble a list of features that you have selected to prioritise on! You can observe the process if you like.

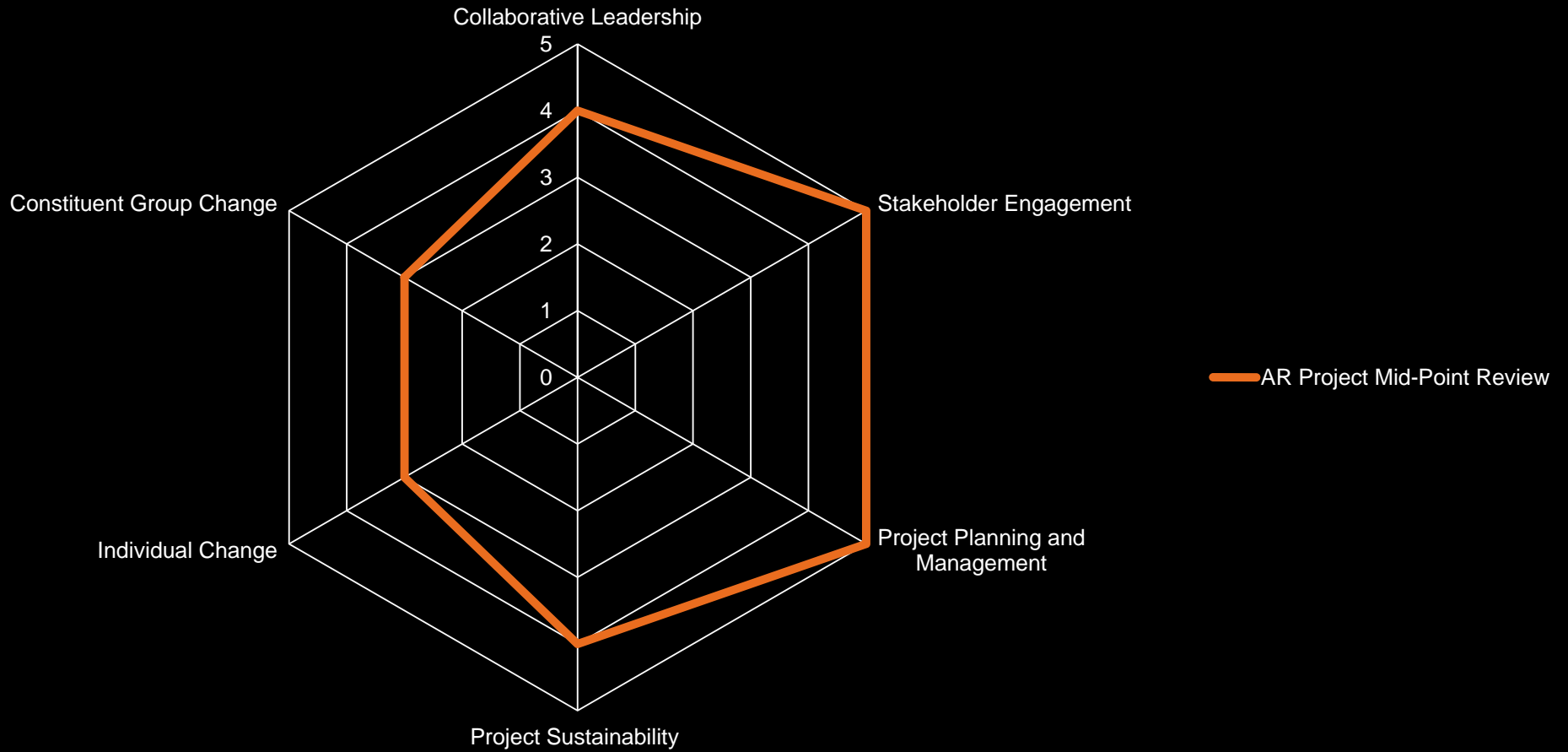
VOTING PROCESS

- Each of you have been given ten dots.
- We have summarised the key features that you have decided on the flip charts pasted on the wall. We have merged similar items that were provided by you to minimise the number of features you will have to vote on.
- You can place all the ten dots you have on one of the features or distribute them across the features on the flip charts.
- It is best to make up your own mind than be influenced by the numbers of dots that you see. It is also good to an open mind and not be influenced by the points you provided from your tables
- The facilitators will then rank the features based on your voting. We will summarise the outputs from the workshop and send them to you if you will leave your email with us.
- Let me explain how the results you arrived at can be used in practice.

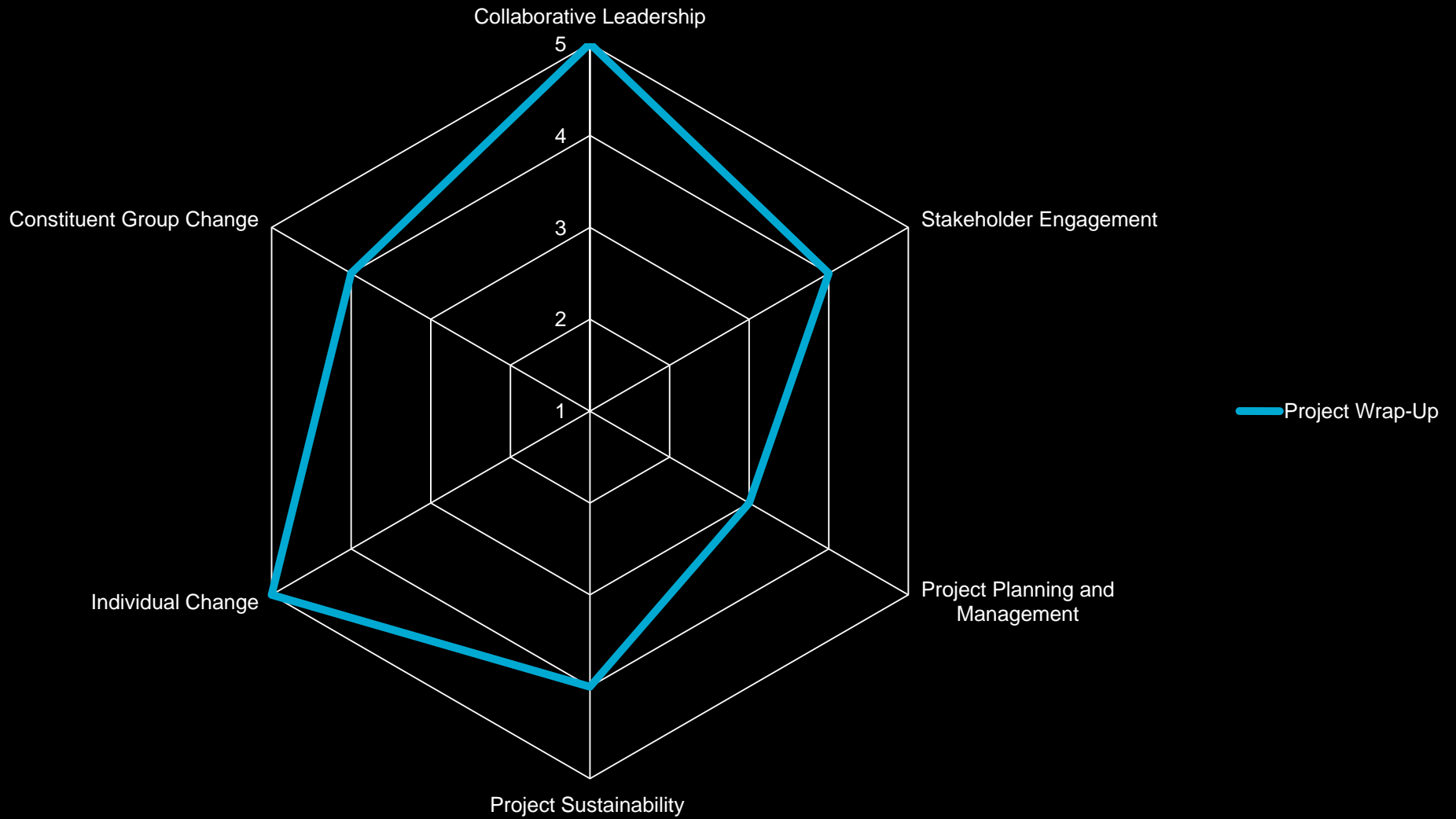
AR Maturity Profile - Initiation



AR Maturity Profile - Mid-Point



AR Maturity Profile Wrap-Up



AR Lifespan Comparison

