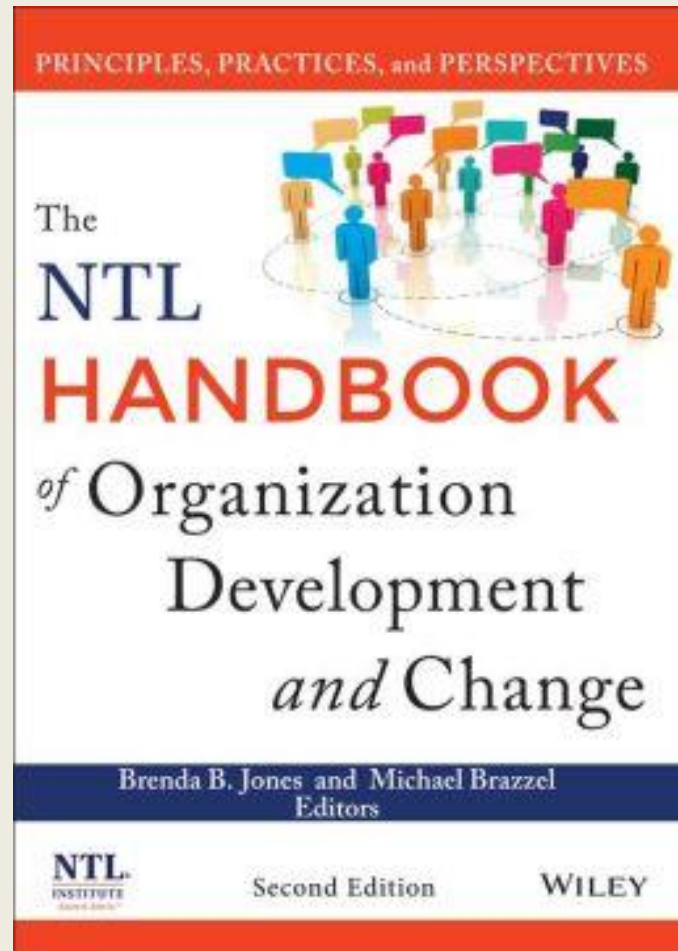


Action Research in the New OD and the Old: One is silver and the other gold

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Action Research in OD



Some questions

- Is action research (AR) old school?
- Is there a new AR in the new OD?
- Is it better than the old AR ?

Diagnostic vs. Dialogic

- Realist vs. Constructivist
- Social Science vs. Humanistic
- Planned vs. Emergent Change
- Problem vs. Possibility Centered
- Collaboration vs. Co-Creation
- Learning Vs. Empowerment

This Session

- A historical perspective
- A questioning of categories
- A provocative case study
- A dialogue in the room
- Drawing our own conclusions at the end

History of Action Research



History of Action Research



History of Action Research



History of Action Research

- Insert picture of Robert Chin Here

History of Action Research



Beginnings of the New OD



Beginnings of the New OD



Beginnings of the New OD



Beginnings of the New OD



The beginnings of the new OD



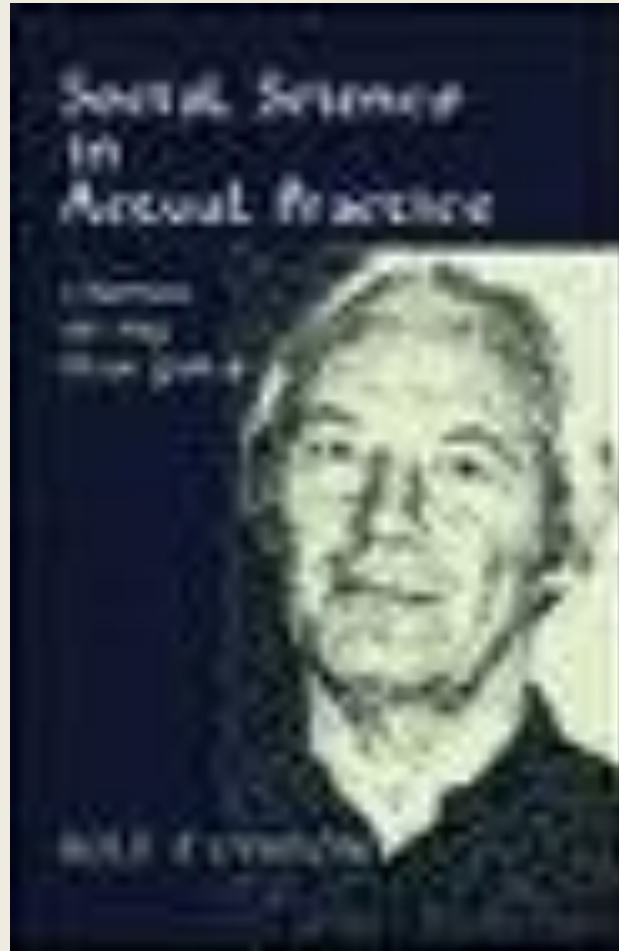
The Beginnings of the New OD



The Beginnings of the New OD



OLD School or New School?



The articulation of the New OD



Values of Action Research

- Spirit of Inquiry
- Collaboration
- Participation
- Education/empowerment

Classic Action Research Cycle

- Sharing skills, methods, and concepts
- Diagnosis of problems using social science methods
- Set planned change goals
- Participation in change actions
- Reflection on results
- New assessment

AR in the New OD

- Co-creation of the consulting relationship: establish the container
- Inquire into perspectives and possibilities: encourage the dialogue
- Create the conditions for emergent change: experiment and learning

A provocative Case Study

Diagnosis or Dialogue?

You decide

Your cases and choices

- Talk with the people nearest you
- Reflect on recent cases
- Ask what choices are you making?
- Consider how would you characterize them new OD/AR, old OD/AR?
- Why one or the other?

Conclusion? AR is a way of being in OD

- Openness and Inquiry
- Sharing thoughts, feelings
- Appreciating difference
- Seeking mutual understanding
- Sharing control
- Continuous action and learning

AR is in you and in your OD

- How do I/we see, think, feel about...?
- Why did we/I do that?
- What might “they” be thinking?
- How could “we” find out?
- What has worked in the past?
- Who has figured this out?
- How did it go? What can we learn?
- What meaning are we making of this?

Please Complete a Survey Before You leave!

Your feedback is greatly appreciated.

Thank You!