



PROGRAMME

ALARPM 6th and PAR 10th WORLD CONGRESS

Sunday 21 – Wednesday 24 September 2003
University of Pretoria, South Africa

**Action Learning, Action Research and Process
Management (ALARPM)**

Participatory Action Research (PAR)



PROGRAMME COMMITTEE

Dr Tessie Herbst	Technikon Pretoria (Convenor)
Prof. Ansu Erasmus	Technikon Northern Gauteng
Gail Janse van Rensburg	Vaal Triangle Technikon
Masebala Tjabane	Vaal Triangle Technikon
Marthi Harmse	Sasol Technologies
Marena Lotriet	University of Pretoria
Dr Pieter du Toit	University of Pretoria
Dina Cloete	University of Pretoria
Danielle Heyns	University of Pretoria
Rinelle Evans	University of Pretoria

Streams

The Congress streams include learning partners in the following fields:

<p>LEADER PRACTICES Stream Coordinators: Dr Pieter du Toit & Rinelle Evans</p> <p>Evidence of acting the role as leader in the field of AR, AL, and PM practices should be reported. Practitioners of AR, AL, and PM should be innovative and move beyond the notion of best practices. Or how else could evidence be given of improving one's practice?</p>	<p>ORGANISATIONAL LEARNING AND THE FUTURE OF WORK Stream Coordinator: Dr Tessie Herbst</p> <p>This stream will cover Action Learning and Action Research approaches to contemporary organisational learning and development issues, as well as present sessions on future options for work and the processes of workplace reform and renewal. Sessions will also cover approaches to learning partnerships in organisations, not only between management and staff, but also between work teams and individuals in the workplace.</p>
<p>DIVERSITY IN LEARNING Stream Coordinators: Danielle Heyns and Dina Cloete</p> <p>This sub-theme explores the application of action learning and research to facilitate learning that takes diversity of learners into account. We envisage seeing and hearing about a range of experiences from around the world and discovering how different strategies for dealing with diversity issues in learning have been implemented. Topics of interest include:</p> <ul style="list-style-type: none"> • Race • Ethnicity • Gender • Learning styles • Multiple intelligences • Whole brain teaching 	<p>REFLECTIONS ON PROFESSIONAL DEVELOPMENT Stream Coordinators: Prof. Ansu Erasmus and Marena Lotriet</p> <p>This theme will cover Action Learning and Action Research approaches to professional development. How does the international AL/AR community approach professional development? Can AL/AR make a visible difference? This sub- theme will elaborate on these questions by reflecting on relevant experiences, either as a 'receiver' or a 'giver' of professional development. What was successful, why and how can it be improved?</p>
<p>SOCIAL AND COMMUNITY DEVELOPMENT Stream Coordinators: Marthi Harmse and Masebala Tjabane</p> <p>This sub-theme focuses on world communities and the processes they undertake in creating socially useful knowledge for the 21st century in general and the African millennium in particular. The rationale for these processes is sustainable world development. Topics of interest are:</p> <ul style="list-style-type: none"> • Mode two knowledge • Collaborative and participatory action research • Community-based research • Poverty alleviation • Engaging with HIV/AIDS • Paradigm shifts – local and global issues • ABET, RPL and lifelong learning 	<p>LEGISLATIVE AND POLICY ISSUES Stream Coordinator: Prof. Ansu Erasmus</p> <p>This sub-theme will explore the legislative and policy issues that have an impact on institutionalising action learning and action research. How does current national legislation influence the adoption or rejection of an action-learning paradigm in higher education? This sub-theme includes case studies of how the above questions are addressed by institutions.</p>
<p>UPCOMING RESEARCHERS Stream Coordinator: Gail Janse van Rensburg</p> <p>This stream provides a platform for young or upcoming researchers to present their work in an interdisciplinary atmosphere. Presenting a poster (or paper) during one of these sessions will enable new ALAR practitioners to savour the exciting world of research. We invite prospective participants to liaise with other researchers in their fields and familiarise themselves with fresh approaches and future research projects.</p>	<p>LINKS AND PARTNERSHIPS Stream Coordinator: Prof. Ansu Erasmus</p> <p>The main object of this sub-theme is to report on joint research projects and collaboration between countries, institutions and organisations worldwide. International participation in projects promotes research excellence and quality and builds the foundations for sustainable co-operation and long-term research collaboration. We believe that joint research contributes to capacity building and facilitates sustainable links.</p>

Keynote Speakers

Professor Ortrun Zuber-Skerritt

Stream: Reflections on professional development

Director of OZI (Ortrun Zuber International) Pty Ltd, Australia.
Professor of Professional and Organisational Development, International Management Centres Association (Headquarters, UK).
Adjunct Professor, Faculty of Education, Griffith University, Brisbane.
Visiting Professor in South Africa, Germany, Austria, Holland and New Zealand.

Co-presenter: Doctor Thomas Kalliath

Department of Psychology, The University of Waikato, New Zealand.

Professor Peter Reason

Stream: Reflections on Professional development

Professor of Action Research/Practice.
Director of the Center for Action Research in Professional Practice in the School of Management at the University of Bath.

Professor Cheryl de la Rey

Stream: Leader practices

Deputy Vice-Chancellor: University of Cape Town, South Africa.
Responsible for research, innovation and post-graduate studies, institutional transformation and government and community relations.

Professor Susan Weil

Stream: Organisational learning and the future of work

Professor of Social and Organisational Learning and Founder Director of SOLAR.
(Centre for Social and Organisational Learning as Action Research), University College, Northampton (UK).

Co-presenter: Professor Danny Burns

Professor of Social and Organisational Learning at the University of the West of England.

Ineke Buskens

Stream: Leader practices

Cultural anthropologist with a passion for research methodology, women's empowerment and Africa.
Currently heading a major South African HIV/AIDS research project looking into infant feeding practices.

Professor Richard Bawden

Stream: Organisational learning and the future of work

Visiting Professor at Michigan State University, USA.
Researches the application of systems principles to the process of development.
Visiting Professor at the Open University in England, the University of Natal in South Africa, Tamil Nadu Agricultural University in India and Rutgers and Cornell Universities in the USA.

Tim Dalmau

Stream: Organisational learning and the future of work

Dalmau Network Group, Australia.
Well-known expert in Process Management, Professional and Organisational Development.
Consultant to the public and private sectors.

Honorary Guest Speakers

Ben Boog: Lecturer in community organisation/education and secretary: Dutch Network (Participatory) Action Research.

The relationship of researchers and researched subjects: The dialogical process of result assessment in action research projects in different socio-cultural contexts

Margaret A Fletcher and Brendan Bartlett: Faculty of Education at the Griffith University in Brisbane Queensland, Australia.

Action in professional development: bringing thoughts of change to workplace reality

Judith McMorland: A change management consultant and senior lecturer in the Department of Management and Employment Relations, University of Auckland Business School, New Zealand.

How do we learn to work together across difference?

Susan E Noffke: Susan has extensive experience of working with primary school learners and is, *inter alia*, involved in pre-service teacher education and curriculum design.

PhD means "Person Holding Doors": A tentative exploration of the role of critical scholars in social justice and school reform

Chris Kapp: Founder member and past president of SAARDHE (The South African Association for Research and Development in Higher Education) and founding editor of the *South African Journal of Higher Education*. His current research includes projects on post-graduate supervision and the training and leadership development in higher education.

The application of action learning and reflective practice as "Partners in Action" in the training of facilitators of learning in higher education

Eileen Piggot-Irvine: Director of the New Zealand Principal and Leadership Centre and a part-time senior lecturer at Massey University, Auckland.

Facilitating openness and learning partnerships in action research

Yoland Wadsworth and Julie O'Brien: Yoland has been involved in in-depth action research for many years, working as a researcher, participatory action research facilitator, author, research paradigm activist and consultant. She will speak about a 30 year interest in the puzzle of defensive reactions and the assertion of power to contain valuable change arising from action research systemically. She will report on a sequence of 'whole systems' PAR studies and some new thinking that has emerged from them.

Why so hard to ask? - Some findings regarding ambivalence about actively seeking to hear others' experience and feedback

Peter Rosseel: Peter Rosseel is Director of Lifelong Learning (3L) - Research and Development, and Director of the Centre for Educational Change, Leadership and Intercultural Growth, University of Leuven in Belgium.

Knowledge Management through Facilitation of Learning – the Role of Universities

Members of the International Support Group

Richard Bawden, Visiting Distinguished University Professor at Michigan State University (USA) since December 1999, following his retirement from the University of Western Sydney, Hawkesbury (Australia) where he was Professor of Systemic Development, and, for many years, Dean of Agriculture and Rural Development.

Ben Boog, Senior Lecturer at Groningen University (Netherlands), Department of Adult Education and Social Intervention. Secretary of the Dutch Network Action Research since 1989, and in English since 1996.

Bob Dick, Managing Director of Interchange, his consulting practice for about 30 years, and Adjunct Professor at Southern Cross University (Australia), supervising action research theses and maintaining an extensive action research web site.

Orlando Fals Borda, Emeritus Professor of Sociology at the University of Colombia and Honoris Causa of the University of Venezuela; former Dean and Vice-Minister of Agriculture of Colombia; Research Director of the United Nations Institute for Social Development at Geneva; President of Latin American Council for Adult Education; Deputy of the National Constituent Assembly of Colombia; Visiting Professor in European, Japanese and North American universities; Guggenheim Award, Hoffman United Nations Prize, Kreisky Award for Human Rights (Austria).

Davydd Greenwood, Goldwin Smith Professor of Anthropology and Director of the Institute for European Studies at Cornell University (USA) where he has served as a faculty member since 1970. He has been elected a Corresponding Member of the Spanish Royal Academy of Moral and Political Sciences. He served as the John S. Knight Professor and Director of the Mario Einaudi Centre for 10 years and was President of the Association of International Education Administrators.

Judith McMorland, Senior Lecturer in Change Management in the Department of Management and Employment Relations, University of Auckland Business School (New Zealand) and Director of her own consulting practice, working mainly with NFP and public sector organizations. Co-ordinator of the NZ Action Research Network and a member of the international ALARPM Management Committee.

Tim Pyrch, Professor of Continuing Education at the University of Calgary (Canada) and Director of the Certificate in Adult Learning Program, specialising in community development and work-based learning. Extensive international work experience in Ethiopia, Thailand, the Philippines, Mexico, Ukraine and the UK.

Peter Reason, Professor and Director of the Centre for Action Research in Professional Practice, School of Management, University of Bath (UK), which has pioneered graduate education based on collaborative inquiry. Best known for editing the Handbook of Action Research (2001 with Hilary Bradbury) and the forthcoming (2003) new Action Research journal.

Yoland Wadsworth, Adjunct Professor, Institute for Social Research, Swinburne University of Technology (Australia) and President of the Action Learning, Action Research and Process Management (ALARPM) Association.

Ortrun Zuber-Skerritt, Director of OZI (Ortrun Zuber International P/L, specialising in Action Learning and Action Research, leadership programs, postgraduate research training and supervision, including qualitative research methods) and Adjunct Professor at Griffith University (Australia) and Professor of Professional and Organisational Development in the UK-based International Management Centres Association (IMCA).

MESSAGE FROM THE CONGRESS ADVOCATE

Welcome all. This congress, like those before, is committed to exploring action learning (AL) and participatory action research (PAR). Our mix of participants from different fields, professions and sectors of society bespeaks the opportunity for learning and exhilaration awaiting us. As we seek to enrich life and our understanding of it, we move in an increasingly complex world where unforeseen forces – some enabling, some destructive – challenge us to maintain courage and optimism. We are compelled to think deeply, to act with tolerance and circumspection. Indeed, time of profound change is precisely when AL and PAR are most useful.

Victimhood, blame shifting and resignation are easy but feckless responses. We need to take practical responsibility for our local and global problems, and acknowledge our ethical responsibility to care for the earth for those who live in future times. 'Think globally, act locally' is a truly appropriate axiom. The actions advocated by Reg Revans, who first coined the term 'action learning', offer wise guidance: share our ideas, experiences and ignorance; ask probing questions; learn from and with each other, particularly from what did not go well in our work. Before us now is an exciting opportunity to engage with **learning partners in action**. So let's get together to create some lively learning action of our own!

Professor Ortrun Zuber-Skerritt, Congress Advocate

SUNDAY, 21 SEPTEMBER 2003

11:00-16:00 Registration

11:00-15:00 Refreshments

14:00-16:00 Optional tours

16:30 Departure from Groenkloof Campus: Pretoria drive en route to mayoral venue

18:00-21:00 Welcome reception hosted by Father S Mkhathshwa, the Executive Mayor of the Tshwane City Metropolitan Municipality

MONDAY, 22 SEPTEMBER 2003

08:00-12:00 Registration

09:00-09:15 Venue: Auditorium
Congress Opening Prof. Jonathan Jansen (University of Pretoria), Prof. O Fals Borda (PAR), Prof. Y Wadsworth (ALARPM)

09:15-10:00 Chair: Prof. Peter Reason
Venue: Auditorium
Keynote Address
Prof. Ortrun Zuber-Skerritt and Dr Thomas Kalliath
From little things big things grow: From Australia-South Africa links to international learning partnerships in action

10:00-10:30 Refreshments
Entertainment: Keynote singers

10:30-11:00 Chair: Prof. Danny Burns
Venue: Auditorium
Keynote Address
Tim Dalmau
The process enneagram: An introduction to the framework and methodology

11:10-12:20 Concurrent Sessions

MONDAY 22/9	11:10-11:40	11:50-12:20
STREAM		
Diversity in Learning	Chair: Rinelle Evans Venue: B101	
	Maria Magdalena Dreyer Concept maps as learning strategy for performance improvement in English vocabulary skills: An action research project	Werner Soontiens Action learning of professional skills: The realities of being "non-English"
	Chair: Annemarie Hattingh Venue: F102 Allan Munro Forum theatre as action learning action research: The Boalian Strategy (workshop)	
	Chair: Hetta Potgieter Venue: F201 Pieter H du Toit Matching action research and learning style flexibility (workshop)	
Reflections on Professional Development	Chair: Thea de Kock Venue: Computer laboratory	
	Annelise Kachelhoffer and Julie Mackey Online professional development through action research: A New Zealand experience	
	Chair: Gerda Bender Venue: B107	
	Marena Lotriet and Gail Volschenk Teaching teaching without teaching teaching	Parveen Kalliath and Thomas Kalliath From social work practitioner to academic: Applying action learning concepts to role transition
	Chair: Bob Mash Venue B108	
	GUEST PRESENTATION: Chris Kapp The application of action learning and reflective practice as "partners in action" in the training of facilitators of learning in higher education	Marina le Grange Modern academics in higher education: Lifelong learners?
Organisational Learning and the Future of Work	Chair: Tessie Herbst Venue: F202 Joanna Kozuba-Kozubska Personal development through action learning and explication (workshop)	
	Chair: Rhena Delpont Venue: B110	
Participation in Social and Community Development <i>Farming/Health</i>	Marianne Ekman Philips and Beth Maina Ahlberg Planning from without or developing from within? Collaboration across the frontiers of health care	Debbie Smith The implementation of the critical cross-field outcomes as implemented by Education, Training and Development (ETD) practitioners at Gold Fields Limited
	Chair: Masebala Tjabane Venue: B202	
Participation in Social and Community Development <i>Health</i>	David M Amudavi and Nelson Mango Enhancing community-based research: The case of participatory action research experience in a rural community in Kenya	HE Austen, D Medupe, B Mokoena and SJ Wessels Mangaung University of the Free State community partnership programme: A holistic integrated model in sustainable development
	Chair: Marthi Harmse Venue: B203 Keiko Goto, Hélène Grégoire, Sara Sywulka, Jude-Marie Alexis and Chisomo Mbango What every adolescent has a right to know: A PAR approach to HIV/AIDS prevention among youth (panel discussion)	
Participation in Social and Community Development <i>Service Learning</i>	Chair: Richard Mahlangu Venue: B204	
	Mabel Erasmus The natural affinity between (participatory) action research and service learning in South African higher education institutions	Luzelle Naudé A service learning experience in the South African context – extending the boundaries of learning beyond the classroom
Participation in Social and Community Development <i>Agents of Change</i>	Chair: Sarie Honiball Venue: B106 Coyan Tromp Possibilities and preconditions of a social science based on mode 2 knowledge (workshop)	

MONDAY 22/9	11:10-11:40	11:50-12:20
STREAM		
Legislative and Policy Issues	Chair: Dina Cloete Venue: B206	
	Geoffrey Woolcock Action research within an “elite” research-intensive university: Why bother?	Chris Opondo and Laura German Using action research to enhance farmer-led research and extension in Uganda
Links and Partnerships	Chair: Pamela Kruse Venue: B208	
	Sandra Speedy Action learning and action research in South Africa: Reflections on a leadership project	GUEST PRESENTATION: Susan E Noffke PhD means “Person Holding Door”: A tentative exploration of the role of critical scholars in social justice and school reform
Leader Practices	Chair: Ansu Erasmus Venue: F108	
	Jan J Wessels and Gerhard van Rensburg Implementation of Problem Based Learning at the South African Army College at the tactical level of war (workshop)	
Special Stream for Upcoming Researchers	Chair: Ronel Callaghan Venue: B209 Christine Moussi and Tricia Hiley Leaps of insight! 'Visualizing' action research (workshop)	
	Chair: William Fraser Venue: B210	Jaci Chapman Nutrition in Action
	Heidi Casarotto Implementation of learning theories	
	Chair: Gail Janse van Rensburg Venue: B102 Deborah Lange Co-creating a learning environment for the conference unfolding mind, body and spirit. Conference learning culture (workshop)	

12:30-13:45 Lunch
PAR General Meeting (working lunch)
 Venue: Reception Venue 2

13:45-14:30 Chair: Prof. Chris Kapp
 Venue: Auditorium
Keynote Address
 Prof. Cheryl de la Rey
Leadership training programmes for women: Assumptions about gender and leadership

14:40-15:10 Concurrent Sessions

MONDAY 22/9	14:40-15:10
STREAM	
Diversity in Learning	Chair: Gail Volschenk Venue: B101 Kittitouch Soontornwipast Using project work to solve the problem of students’ apathy in the English for science and technology class: Action research
	Chair: Toy White Venue: F201 Janinka Greenwood and Arnold Manaki Wilson Shifting the centre
	Chair: Annemarie Bates Venue: B105 Deidré Hendricks The use of action learning to design and implement an interactive multimedia student recruitment tool

MONDAY 22/9 STREAM	14:40-15:10
Reflections on Professional Development	Chair: Sandra Scholtz Venue: B108 Pat Mayers Training trainers, challenging nurses, changing practice, improving care – a qualitative evaluation of the implementation of the PALSA project
	Chair: Caroline Selepe Venue: B202 Chris Reddy Action research and reflective practice: Catalysts for professional development processes?
	Chair: Joanna Kozuba-Kozubska Venue: B109 GUEST PRESENTATION: Peter Rosseel Knowledge management through facilitation of learning – the role of universities
Organisational Learning and the Future of Work	Chair: Matete Madiba Venue: B110 Richard Nyirenda Visioning and scenario-based participatory action planning in Mafungautsi Forest, Gokwe Zimbabwe
	Chair: Tessie Herbst Venue: F101 Vijai Rajagopal School cultures – driving effective change: Action learning in an Indian school
Participation in Social and Community Development <i>Farming</i>	Chair: Ansu Erasmus Venue: F103 Cheryl ME McCrindle Experiences in participatory action research to promote animal health and food safety in rural, peri-urban, urban and settlement areas in South Africa
Participation in Social and Community Development <i>Health</i>	Chair: Gail Janse van Rensburg Venue: F105 Linda M Eskell-Blokland An ecological approach to diversity in a South African township
Participation in Social and Community Development <i>Agents of Change</i>	Chair: Allen Munro Venue: F107 Rebekah Green An engineer sits at the table: Technical knowledge in the participatory process
Legislative and Policy Issues	Chair: Sandra Speedy Venue: F109 Susan Boser Democratising policy-making through action research: A mechanism for large systems change
	Chair: Maria Jakovljevic Venue: B203 Luz Bernadette (Lou) De Castro Myles Policy in action: Young people's transit to learning, earning and being
Links and Partnerships	Chair: Geoffrey Woolcock Venue: B204 David Coghlan Collaborative development in the extended manufacturing enterprise through action learning: An action research study
Leader Practices	Chair: Marina le Grange Venue: B106 Jonathan D Jansen and Pieter H du Toit Young scholars development programme: Strategy for professional development of academic staff
Special stream for Upcoming Researchers	Chair: Corrie van der Linde Venue: B206 Marië van der Watt An investigation into the integration of critical reflection as a learning strategy in the training of health science practitioners

15:10-15:40 Refreshments

15:40-17:30 Concurrent Sessions

MONDAY 22/9	15:40-16:10	16:20-16:50	17:00-17:30
STREAM			
Diversity in Learning	Chair: Ina Louw Venue: B101		
	Hetta Potgieter and Sanet Schoeman Music education in action	Irena Marinko and Silva Novljan Learning and teaching styles and libraries	Dilara Demirbulak An analysis of the teaching and learning conditions at a higher education institution
	Chair: Soloshna Vandeyar Venue: B103		
	Sandra Scholtz and Jaco Scholtz - <i>Paper with the demonstration of learning and teaching material on a multi-media CD</i> Launchpad – Footprints to function sense and a sense for the geometry of three-dimensional space	Jan Grundling Implications of learning orientations on knowledge transfer: The case of Technikon students	Sanet Schoeman Music education ALARM
Reflections on Professional Development	Chair: Eileen Piggot-Irvine Venue: F108		
	GUEST PRESENTATION Brendan Bartlett and Margaret Fletcher Action in professional development: Bringing thoughts of change to workplace reality	Susan Boser, Daniel Welliver, Barbara Feroz and Patricia Scott Exploring spaces for conducting university-based action research: A conversation (workshop)	
	Chair: Johannes Slabbert Venue: B107		
	Jill Sanguinetti Action research and the politics of educational discourse	Gail Janse van Rensburg Reaching the end sooner, later or wiser: The article route of publishing a thesis or dissertation (workshop)	
	Chair: Fanie le Roux Venue: B108		
	George Hoefflin, Jean-Michel Favre and Chantal Tieche Christinat Formative assessment in professional development: Realising a pilot portfolio project	Carolyn Kagan Participative learning for evaluation: A systems approach to the development of evaluation capability in community health projects (workshop)	
Organisational Learning and the Future of Work	Chair: Gawie Engelbrecht Venue: B109		
	Tricia Hiley Emancipating our ears and voices ~'Re-sounding' Action Research~	Sally Curren Action learning using the WSDM in selected Atteridgeville schools	
	Chair: Hentie Wilson Venue: F201		
	Chris Kapp The use of action learning to develop an instrument for assessing growth and development in an academic department (workshop)		Karen Daniels and Ineke Buskens The pot of gold is found beyond control: Reflections on the design and implementation of a care learning approach in public health in South Africa
	Chair: Herman van Niekerk Venue: B102		
Yoland Wadsworth Strategic questioning: Drawing on the work of Fran Peavey (workshop)		Rhena Delport, Johannes C Cronje, Johann Engelbrecht and Ansie Harding Computer-mediated communication in pre-graduate mathematics courses	

MONDAY 22/9 STREAM	15:40-16:10	16:20-16:50	17:00-17:30
Participation in Social and Community Development <i>Service Learning</i>	Chair: David Maunders Venue: B203		
	Robyn Zevenbergen Using consortia models in community-based action research projects	Vera Roos, Linda Davis, CE Prinsloo, A Kritzing, E Naudé and JC Wessels Learners' perceptions of action learning in a community context	Gerda Bender Community action planning in the development of community education programmes for rural communities in South Africa
Participation in Social and Community Development <i>Agents of Change</i>	Chair: Mari-Ann Moss Venue: F102		
	GUEST PRESENTATION: Ben Boog, Cootje Logger and Jacques Zeelen The relationship of researchers and researched subjects: The dialogical process of result assessment in action research projects in different socio-cultural contexts (workshop)		GUEST PRESENTATION: Yoland Wadsworth and Julie O'Brien Why so hard to ask? Some findings regarding ambivalence about actively seeking to hear others' experience and feedback
Legislative and Policy Issues	Chair: Thea de Kock Venue: B106		
	Ann Balcombe and Vern Winitana Methodological pluralism: A New Zealand indigenous case study of research process management and organisational project management	Pascal C Sanginga, Adison Kakuru, Rick Kamugisha, Frank Place, Adrienne Martin and Ann Stroud Bridging research and policy for improving natural resource management: A participatory learning and action research in the highlands of South-western Uganda	
Links and Partnerships	Chair: Danielle Heyns Venue: B206		
	Cama Brandt, Andreas de Beer and Hannelize Jacobs Forming an action learning set to design and implement a small business learning programme in South Africa: A case study	Julian Müller, Wilhelm van Deventer and Lourens Human Fiction writing as metaphor for research: A narrative approach	
Leader Practices	Chair: Luz Bernadette (Lou) de Castro Myles Venue: B207		
	Loyiso Jita and Pieter H du Toit Critical reflections on an instructional leadership programme for school principals	Rinelle Evans and Pieter du Toit Portfolios: An assessment tool for undergraduates. A reflective analysis of success factors	Annette Boshoff Frame of reference: Framework or border?
	Chair: Susan Noffke Venue: B208		
	GUEST PRESENTATION Judith McMorland How do we learn to work together across difference? (workshop)		William Smith and Stephan Vorster An evaluative study of the facilitation practices of the directing staff at the South African Army College: Junior command and staff course

MONDAY 22/9	15:40-16:10	16:20-16:50	17:00-17:30
STREAM			
Special Stream for Upcoming Researchers	Chair: Johan Kruger Venue: B209		
	Hélène Grégoire Contributing to community youth development theory and practice through reflection on practitioners' stories	Wenche Dageid Starting up a community-based, participatory intervention programme aimed at meeting the needs of HIV positive women and their families in the Limpopo Province	Uluoch Daniel Olocho Evaluation of business training and counselling on the growth of small and micro enterprises in the Uasin-Gishu district, Kenya
	Chair: Pieter du Toit Venue: B210		
	Margaret Scott and Filimão Chambo Facilitating the character development of Nazarene adults in Mozambique via whole brain learning strategies (<i>workshop</i>)		Helena Schoeman Implementing education innovation in a course for higher education practitioners through action research

19:00-24:00 [National Zoological Gardens \(optional\)](#)

Bus departs at 18:30 from Groenkloof Campus

TUESDAY, 23 SEPTEMBER 2003

08:00-12:00 Registration

08:30-09:00 Reflection session
Venue: Auditorium
Facilitator: Judith McMorland
Congress assessor: Seugnet Blignaut

09:00-09:45 Chair: Prof. Ortrun Zuber-Skerritt
Venue: Auditorium
Keynote Address
Prof. Susan Weil and Prof. Danny Burns
Systemic action research in cross-boundary public work

09:55-10:40 Chair: Prof. Richard Bawden
Venue: Auditorium
Keynote Address
Prof. Peter Reason
Quality in action research

10:40-11:10 Refreshments

11:10-12:30 [Concurrent Sessions](#)

TUESDAY 23/9	11:10-11:40	11:50-12:20
STREAM		
Diversity in Learning	Chair: Thea de Kock Venue: B101	
	Maria Jakovljevic, Piet Ankiewicz and Estelle de Swardt Action research in an information system design context: Exploring its relevance to enhance technological problem-solving	Vollie Spies Humanities teaching in higher education: An enriched experience through the utilisation of diversity

TUESDAY 23/9	11:10-11:40	11:50-12:20
STREAM		
Reflections on Professional Development	Chair: Marié van der Watt Venue: B103	
	Bob Mash The development of distance education for general practitioners on common mental disorders through PAR	Angeni Bheekie Matching process with content for nurse-educators: The PALSA intervention
	Chair: Margaret Fletcher Venue: B102	
	GUEST PRESENTATION Eileen Piggot-Irvine Facilitating openness and learning partnerships in action research	Rudi Roose Powerlessness as a basis for professionalism
	Chair: Marena Lotriet Venue: B105	
	Gert van der Westhuizen and Elbie Henning (symposium) Action research practice: Issues of value, development and learning 1. About action, research, participatory status and rhetoric 2. Our journeys as research learners – beginnings, choices and directions	
Organisational Learning and the Future of Work	Chair: George Hoefflin Venue: B108	
	Tricia Hiley Taking it personally! The reverberations of living and working in the first person	
	Chair: Henk Jooste Venue: B109 Pamela Kruse Purposeful participation in meetings (workshop)	
Participation in Social and Community Development Health	Chair: Rhena Delport Venue: B110	
	Charlotte Mbali and Dorothy Appalsamy An evaluation of rural hospital internships for medical students at the medical school, University of Natal	Lai Fong Chiu Building action research capacity: The contributions of local knowledge
Participation in Social and Community Development Service Learning	Chair: Corrie van der Linde Venue: B202	
	Jerome-Alexander van Wyk and Freda Daniels An integrated mentoring strategy for service learning in higher education	SS Honiball and I Seale Revitalisation of a community development project in a community-based programme for nursing
	Chair: Tessie Herbst Venue: F201 Jethro Pettit Workshop on the experiences of the initiative on teaching and learning participation in higher education (workshop)	
Participation in Social and Community Development Agents of Change	Chair: Annemarie Bates Venue: F202 Sonia Ospina Bozzi, LaDon James, Barbara Miller and Lateehfa Simon Collaborative research and leadership development: A workshop about the power of action-reflection (workshop)	
	Chair: Hentie Wilson Venue: B106	
	Gawie Engelbrecht An action research model for the implementation of sustainable community development projects	
Leader Practices	Chair: Ina Louw Venue: B206	
	Pieter H du Toit, Annemarie Hattingh, Tinus Kühn and Saloshna Vandeyar Critical reflections on the professional development of trainers in hazardous waste management	Cornelius PA van Niekerk and Louis S Janse van Rensburg Implementation of Problem Based Assessment at the South African Army College at the tactical level of war
Special Stream for Upcoming Researchers	Chair: Loyiso Jita Venue: B207	
	Vreda Pieterse and Inge P Sonnekus Rising to challenges of combining qualitative and quantitative research	

TUESDAY 23/9	11:10-11:40	11:50-12:20
STREAM		
Special Stream for Upcoming Researchers (continued)	Chair: Sandra Scholtz Venue: B208 David Hercules Pienaar Action research: Whole brain-presentation on fitting and machining theory (workshop)	
Posters	Chair: Masebala Tjabane Venue: Ground floor (B block) en route to computer laboratory	
	Moshimodi M Bapela Effective assessment practices in higher education learning: Proper contextualisation of assessment parameters	
	Gail Janse van Rensburg Developing computer competent learners through integrative assessment	
	Theo du Toit Development of a computerised marking system using Visual Basic 6 for the subject End-user Computing	
	Imelda Koen Teaching and learning tools to accommodate diversity in learning	
	Linda du Plessis Technology – a support mechanism for diverse Information System learners?	
	Toy White, Fanie le Roux and Richard Mahlangu Enhancing the environment for improved academic performance	
	Eshetu Tadesse Bogale and Sarie S Honiball Community assessment: A survey for the community health needs at Mangaung Freedom Square, Free State, South Africa	
	Yoland Wadsworth and Merinda Epstein A case study in building continuous feedback systems into organisational structure and culture	
	Hornfray Cherng Teachers connected through sharing life stories	
Bridget O'Regan Conducting action research in multiple complementary cycles: Teaching and learning online		
CC Wolhuter Action research and Comparative Education		
Matete Madiba Initiating an action learning action research project for staff development		
Ann Balcombe and Vern Winitana Reciprocal exchange: A New Zealand case study using multi-methodologies in intercultural community-based research		
Mari Ann Moss Participatory design methods used to support WICeD™ transitions		

12:30-13:45 Lunch

13:45-14:30 Chair: Prof. Susan Weil
 Venue: Auditorium
Keynote Address
Prof. Richard Bawden
Transforming engagement: The need for a universal discourse

14:40-15:10 **Concurrent Sessions**

TUESDAY 23/9 STREAM	14:40-15:10
Diversity in Learning	Chair: Basie Wessels Venue: B101 Ronel Callaghan Introducing students to computers: An action research approach
	Chair: Tinus Kühn Venue: B103 Michal Razer, Victor J Friedman, Rami Sulimani and Ismael Sykes "Reaching Out": A Strategy for reversing exclusion in education
	Chair: Pieter du Toit Venue: B105 Ina Louw From desperation to liberation through action research
	Chair: Danielle Heyns Venue: B107 Hentie Wilson and William J Fraser An action research case study of active learning through dialogue, action and structure in self-study distance education packages
Reflections on Professional Development	Chair: Jill Sanguinetti Venue: B108 Marena Lotriet, Allan Munro, Christa Kruger, Glynis Pickworth and Julia Blitz Paradigm abrasion: The experience of interdisciplinary research and the doctors under construction
	Chair: Richard Mahlangu Venue: B109 Tessie Herbst and Hermien Johannes Implementing 360 degree feedback on the Net: Using action learning to develop an Internet-based multi-rater performance feedback system
	Chair: Magda Mulder Venue: B110 Paulus Murray and Pip Bruce-Ferguson Interrogating issues of race and oppression using living educational theory
Organisational Learning and the Future of Work	Chair: Gerda Bender Venue: B202 Lyn Dean, Louise Kelly, Rosalind Elliot, Gail Tomsic, Mary Almer and Jane Stein-Parbury Implementing group reflection and action learning to assist organisational cultural change
	Chair: Masebala Tjabane Venue: B203 Mariana Pretorius Applying action research to improve interpersonal and organisational effectiveness
	Chair: Gail Volschenk Venue: B204 Marthi Harmse Processes to change: From academe to industry
Participation in Social and Community Development <i>Environment</i>	Chair: Soloshna Vandayar Venue: B106 Corrie van der Linde Problem trees as a participatory tool to appraise the quality of campus life
Participation in Social and Community Development <i>Crafts</i>	Chair: Linda du Plessis Venue: B102 Rita Tasker Groenpunt clay workshop: A positive approach towards rehabilitation (Paper and exhibition)
	Chair: Loyiso Jita Venue: B207 Alté Bester A participatory action research approach to programme evaluation in a rural society
Participation in Social and Community Development <i>ICT</i>	Chair: Gawie Engelbrecht Venue: B209 June Lennie and Greg Hearn The potential of PAR and participatory evaluation for increasing the sustainability and success of community development initiatives using new communication technologies

TUESDAY 23/9	14:40-15:10
STREAM	
Legislative and Policy Issue	Chair: Fanie le Roux Venue: B210 Zein Kruger, Susan van Tonder, Annemarie Bates and Edmie Vosloo Action research and the compilation of an outcomes-based examination paper
	Chair: Ansu Erasmus Venue: F101 James Beebe Rapid Assessment Process (RAP) and Participatory Action Research (PAR): Complementary approaches with similar methodologies but different implications for leadership
	Chair: Deborah Lange Venue: F103 Tricia Hiley Living POETically is an act of academic leadership
Links and Partnerships	Chair: Geoffrey Woolcock Venue: F105 Dilara Demirbulak, Masilya Mutisya and Ayşegül Taş What is the organisational intelligence level of the higher education institution?
Leader Practices	Chair: Toy White Venue: F107 Megan Seneque Challenges to leadership development: A model for professional praxis
	Chair: Annemarie Hattingh Venue: F109 Henk Jooste The influence of action learning on rural Mpumalanga secondary school principals and the resultant effect on Grade 12 results
	Chair: Bob Mash Venue: B208 José Vargas Hernández The use of open and distance education in facilitating changes in managerial development: The Mexico experience

15:10-15:40 Refreshments

15:40-17:30 Concurrent Sessions

TUESDAY 23/9	15:40-16:10	16:20-16:50	17:00-17:30
STREAM			
Diversity in Learning	Chair: Maria Jacovljevic Venue: B101		
	Trudy Sutherland Electronic fault-finding, a dying art or time-saving device?	Peter R Warren Interdisciplinary teams in information systems and technology education: Action research applied to active learning	Linda Dasseville Feminist philosophy of action and a new, integrated approach for traumatised children, their kin and carers in sub-Saharan Africa
	Chair: Matete Madiba Venue: B103		
	Thea de Kock, Pieter H du Toit and Johannes A Slabbert Radical innovation in teacher education – work in progress (panel discussion)		Ian Hughes, Flavien Ndonko, Boukary Ouedraogo, John Ngum and Doris Popp International education for action research: The Bamenda Model
Reflections on Professional Development	Chair: Caroline Selepe Venue: B102		
	Linette Hawkins, Lew Hess and Marion Pitt Power differences in partnerships: Implications for learning	Margaret Fletcher Reflections on reciprocity in professional development. Learning partners as professional learning teams (workshop)	

TUESDAY 23/9	15:40-16:10	16:20-16:50	17:00-17:30
STREAM			
Reflections on Professional Development (continued)	Chair: Cama Brandt Venue: B107		
	Susan Mathieson From compliance to innovation: Using theories of situated learning and cognition to inform an institution-wide programme evaluation intervention	Adri Beylefeld Help! I have chosen an action research study design (workshop)	
	Chair: Marthi Harmse Venue: B108		
	Judith McMorland and Thomas Kalliath Learning together through networking	Anel Louw, Lauren Farrol, Marilette von Wielligh and Belinda Kruger How could learning quality be improved through appropriate initiation?	Jennifer Weir and Denyse Webbstock Implementing and evaluating professional development in higher education: An international comparison
Organisational Learning and the Future of Work	Chair: Dina Cloete Venue: Computer laboratory		
	Mari Ann Moss Designing WICeD® Transitions: from research and development projects to production and maintenance teams	Danielle Heyns Action research: A research approach towards providing a web-based information resource	
	Chair: Herman van Niekerk Venue: B110		
	Mohd Amy Azhar Mohd Harif and Chad Perry New practical framework of financial planning process in developing a new franchise system: An action research study in Malaysia	Christine Simmons Adventure and accelerated learning in high energy teams	Gorm Simonsen Direct participation in job design
	Chair: Allan Munro Venue: B202		
	Liz E Mellish Ap-pre'ci-at-ive in-quiry' Can we change the way we change? (workshop)		
Participation in Social and Community Development <i>Adult Learning</i>	Chair: William Fraser Venue: F202		
	Patrick Nolan Confronting long-term unemployment through social entrepreneurship: An action research study (workshop)	Jill Sanguinetti and David Maunders Generic skills and pedagogies of adult and community education: An action research exploration of teachers' practices	
Participation in Social and Community Development <i>Agents of Change</i>	Chair: Vollie Spies Venue: B204		
	Victor J Friedman, Bill Withers and Antonia Dosik The power of why (workshop)	SP Treurnicht and MJ Small Participatory learning and action: Sharing the South African experience	
Participation in Social and Community Development <i>Globalisation</i>	Chair: Gail Janse van Rensburg Venue: F201		
	Linda Kreitzer Globalisation and indigenisation: Power issues in social work knowledge	Lennart Svensson Teachers' understanding of teaching and learning internationalisation in the Swedish nurse education	Wayne Fallon From protagonists to partners: Participative research in the corporate landscape

17:45-18:45 **ALARPM AGM Meeting**
Venue: Auditorium

20:00-24:00 **CONGRESS BANQUET – Groenkloof Campus**

WEDNESDAY, 24 SEPTEMBER 2003

08:00-08:30 **ALARPM Committee of Management Meeting**
Venue:

08:30-09:00 **Reflection session**
Venue: Auditorium
Facilitator: Eileen Piggot-Irvine
Congress assessor: Seugnet Blignaut

09:00-09:45 **Chair: Prof. Yoland Wadsworth**
Venue: Auditorium
Keynote Address
Ineke Buskens
Freeing the leader within: Reflections on functions of leadership in participatory research and facilitation processes

09:55-10:40 **Chair: Prof. Yoland Wadsworth**
Venue: Auditorium
PAR SYMPOSIUM: An introduction with short, 5 minute discussion-starting comments from a panel of experienced PAR practitioners
Introductory commentators will include Orlando Fals Borda (South America), Marja Swantz (Finland and Africa), Jethro Pettit (UK and internationally), Dick Couto (USA), Mwajuma Masaigh (Africa) and Yoland Wadsworth (Australia)
From pioneers and roots of participation thinking to the problems of success and co-option

10:40-11:00 **Refreshments**

11:10-12:20 **Concurrent Sessions**

WEDNESDAY 24/9	11:10-11:40	11:50-12:20
STREAM		
PAR Symposium (continued)	Chair: Yoland Wadsworth Venue: Auditorium From pioneers and roots of participation thinking to the problems of success and co-option (symposium)	
Diversity in Learning	Chair: Danielle Heyns Venue: B101 Johannes A Slabbert Show me your practice theory! (workshop)	
	Chair: Gail Janse van Rensburg Venue: B103 Kieran Hewitson, Mathew Manawaiti, Ted Clark and Pip Bruce-Ferguson What ways work? Helping our students stay and achieve in a Maori university (workshop)	
Reflections on Professional Development	Chair: David Maunders Venue: B107	
	JC de Villiers and Y Botma Learning about triage and emergency care	D Johan Kruger No content
	Chair: Tinus Kühn Venue: B108	
	MT Gumbo and GJ van der Westhuizen Action research as a relevant process for curriculum transformation	Liesel Hermes Development of academic reading literacy in teacher training

WEDNESDAY 24/9 STREAM	11:10-11:40	11:50-12:20
Reflections on Professional Development (continued)	Chair: Jill Sanguinetti Venue: B109	
	Margo Hittleman, Monica Ruiz-Casares and Isatou Jack Creating curricula: Participatory approaches to professional development within the university	Monica Ruiz-Casares Participatory evaluation of PAR learning
	Chair: Ansu Erasmus Venue: F201 Joanna Kozuba-Kozubska Reflections of an action learning zealot: Selling the benefits of action learning processes more effectively (workshop)	
Organisational Learning and the Future of Work	Chair: Herman van Niekerk Venue: B203	
	Mohd Amy Azhar Mohd Harif and Chad Perry Using action research on franchise systems within distribution networks in Malaysia	Marjolein BM Zweekhorst, JEW Broerse and JFG Bunders Institutionalisation of a participatory approach to technology development within a Bangladeshi organisation
	Chair: Pieter H du Toit Venue: B102 Hilary Geber Mentoring training as organisational learning in higher education: An action research study (workshop)	
Participation in Social and Community Development Globalisation	Chair: Masebala Tjabane Venue: B106	
	Marietjie van der Merwe, Ruth Albertyn, ME van der Merwe and AS van Wyk The effect of participatory action research on transformation, empowerment and knowledge in adult education	Laurie Ann Vasily Hierarchy and its discontents: Adult education for social change within a Nepali Dalit community
	Chair: Dina Cloete Venue: B206 Lorraine McBride and Louise Morphett Journey away from family violence (workshop)	
	Md. Anisur Rahman Roots of participation and self-reliance thinking and action research in Rabindranath Tagore	Doria Daniels Levelling the research ground: The subject as researcher and researched – visual commentary of informal settlement women on community
Legislative and Policy Issues	Chair: William Fraser Venue: B208 Suzan Lewis and Rhona Rapoport The integration of paid work and the rest of life: A collaborative, interactive approach to breaking the barriers (workshop)	
Closing Session	12:30-13:00	
	Venue: Auditorium Seugnet Blignaut Assessing Africa's beat	

13:00-13:45 Lunch