

1+2+3 of Action Research

Nick Wilding, February 2006

1 Personal Transformation

At the heart of transformative learning is the cultivation of *awareness*. Embodied awareness practices have been taught by spiritual traditions for centuries, and include meditation, yoga, and t'ai chi. Action research awareness practices, resting on these foundations, can also include journaling, Meditation, Yoga, Supervision, Creative expression, Story writing etc

2 ... enhanced by transformative group work

Purpose: To build effective team practice. The second-person work is the heart of the transformative capacity of new learning, for it proceeds from a cellular conviction that people learn relationally, in and through the presence of one another. The goal is to find one's own authority and to share it, thereby amplifying learning for self and others.

How: Monitoring outcomes, regular team reflection and planning meetings, 'collaborative inquiry', facilitating participant, client, participant and partner learning, celebrations, story-telling

3 ... informing complex, adaptive evolutionary systems change

Purpose: To influence 'whole system' change dynamics

How: Larger networking meetings, 'Future Search' visioning conferences, writing and web-site dissemination, etc. Third-person work is about catalyzing larger momentum of a movement towards social justice and ecological sustainability by sharing core knowledge, accomplished through media that allows for reaching a broader audience.

+ Going Integral

Purpose: To focus intention on connecting first, second and third person approaches by consciously applying theories of personal, community and societal development (when appropriate) to inform strategic focus and direction of the action learning projects.

How: Co-Learning; Mentoring; Training Inputs; Reading; Creation of 'bottom-up' theoretical frameworks.

○ With clear Values respecting multiple values systems

Purpose: To hold open a creative, catalytic space where multiple voices are heard in the service of conscious evolution toward the fulfilment of ecological sustainability, social justice, and the flourishing of bio-linguistic and cultural diversity on earth. Calling on both compassion with insight in equal and unfurling measure.

How: Through integral, transformative practice we develop awareness, compassion and insight that allows us to build conscious community where we can safely explore the edges of our 'comfort zone'. We engage with people 'where they are at' by acknowledging that value systems co-evolve with life conditions