



**Action Learning Action Research Association Inc
National Conference, Melbourne Victoria.
18th and 19th September 2009.**

Half day and Full-day Pre-conference skills development workshops on Thursday 17th September 2009.



LIVING DIFFERENTLY:

Action Researching our way through the Ecological and Economic Meltdown

Hosted by ALARA, The oases Graduate School and Borderlands Cooperative

In the midst of successive waves of 'bad news' about our global economy and ecology, Action Learning and Action Research practitioners are turning their visions, objectives and methodologies to the newly emerging context. The Conference will explore how our practice theories and epistemologies, participatory strategies and practices, and our learning/research methods and relational approaches, are best able to actively generate the crucial differences we are seeking in our ecological and social context and ways of living.

The conference will be held at the *Augustine Centre* – home to the oases Graduate School, the Borderlands Cooperative, the Action Research Issues Association and the state-wide SPIRAL network located at 2 Minona Street, HAWTHORN. Melways Ref. 45, E11.

PROGRAM AND REGISTRATION BROCHURE

Thursday 17th September 2009.
Pre-conference workshops

Workshop 1 – Full day. (9.30am to 4.00pm) Bob Dick: Action learning for leadership development and resilience

Organisations are finding that when many people in an organisation display leadership, responses to crisis or opportunity can be faster. When the collaborative leadership skills of facilitation, problem solving and decision making skills are more widely distributed an organisation is more resilient and agile.

Action learning offers a way of developing these resilience-enhancing leadership skills. Working in small teams on issues of importance, people learn to exercise leadership by leading. They learn problem solving by solving problems, they learn decision making by making decisions, they learn to facilitate by facilitating.

This one day workshop will introduce you to the use of action learning for developing leadership and enhancing resilience. The workshop will address one way of setting up an action learning team. It will also cover how to increase the impact of action learning by embedding it in a wider action learning program.

Workshop 2: Full-day (9.30am to 4.00pm) Dr Chris James: The Obstacles and Benefits of the Transition Towns Model. Cancelled but likely to be re-scheduled late 2009 or early 2010

Transition Towns is a movement that aims to build community resilience in the face of Climate Change and Peak Oil, it is based largely on permaculture. Transition Towns was conceived in Britain and has spread rapidly across the Western world. There are roughly twenty Transition Towns in Australia in various stages of development but the Transition Towns model does not go uncontested by a number of environmentalists. This workshop will look at the strengths and the weaknesses of the Transition Towns model and whether it is the best model for the Australian landscape.

Workshop 3: half-day. (9.00 for 9.30 to 12.30pm and/or 2pm to 5pm¹) Alexander Hayes: Point Of View Skilling & Action Technologies

In this workshop Alexander Hayes, Educator and Operations Manager of EDUPOV Pty. LTD. will engage participants in a critical analysis and action oriented interactive discussion interrogating the potential and possible current uses of point-of-view technologies (POV). Alexander will engage participants in an active discussion with reference to online sites with examples of POV technologies in use in education and also demonstrate the use of some POV technologies in a scenario based demonstration utilising an audience volunteer.

This presentation will facilitate active audience feedback and debate points from which the audience will have a position to question or engage with. The audience will have the opportunity to view and interact with POV practical examples and the technology itself. A number of POV technologies will be brought along to the event for the audience

Workshop 4: half-day (9.00 for 9.30 to 12.30pm and/or 2pm to 5pm) Professor Glenda MacNaughton and Dr Patrick Hughes: Using critical reflection in action research: the hows and whys

This workshop introduces the role of reflection, critical reflection and critically reflective practice in action research projects. Thinking critically about our circumstances increases our understanding of them, so reflection and critical reflection '*in action*' (in the moment) and '*on action*' (after the moment) are engines of change in action research. Critical theorists ask questions about difference, justice, fairness, power, discrimination and emancipation in their circumstances and in this workshop we will examine instances of such critical thinking that informed specific action research projects. The projects occurred within early childhood education, but their aims, methods and outcomes are applicable more broadly. It will also provide participants with opportunities to practise critical reflection.

Workshop 5: half-day (9.00 for 9.30 to 12.30pm and/or 2pm to 5pm) Aunty Joan Vickery & Angela Clarke: Oral History in Indigenous Research

The use of research methods that have Western standards of scientific rigour often fail to include sacred and cultural aspects of Indigenous people's experience and result in the collection of data that is inaccurate and incomplete. Researchers in Indigenous health need to be able to employ methods that can encompass an Indigenous definition of health. This definition of health is multi-faceted, complex and embedded in culture and

¹ Depending on registration of interest, the workshops may be offered twice in one day, or to the most popular time slot

land. Research that can include this definition of health will ensure that more complete and accurate data is collected. An integral part of Indigenous knowledge are stories that communicate with ancestors and the natural world. Indigenous people develop and pass on Indigenous knowledge by storytelling. This workshop will explore appropriate research methods in particular the use of oral histories.

Workshop 6: half-day (9.00 for 9.30 to 12.30pm and/or 2pm to 5pm) Yoland Wadsworth: Action research for (truly) living human systems

Action research has struggled against being seen as a 'mere optional extra method' or 'just one technique among many'. Yet those of us who have found our way to 'doing it', have usually sensed that it is of far greater significance.

This workshop will be an active dialogue with people attending to explore the value and applications of a theory of inquiry as the dynamic for all living systems. In this transdisciplinary theory, the familiar action research cycle will be explored as 'mapping over' a living systems eco-cycle – and in turn, a Jungian understanding of psychological inquiry preferences as the individual's 'system' writ small, and a sociological understanding of socio-cultural formations and social change writ large, will be explored as mapping over the same cycle. The implications of these insights are that we may be better able to address the problems we routinely encounter in doing action research, as well as accomplishing the human endeavour of creating, changing and sustaining desired action and culture that 'gives life'.

Workshop 7: half-day (2pm to 5pm) Tim Winton: PatternDynamics™ an Introduction by its creator.

The Pattern Dynamics™ 2 hour introductory workshop is a creative, engaging, experiential group process based on a simple pattern language designed to help people learn the organising principles of natural systems. By learning Pattern Dynamics you will gain a powerful new way of working with others for global transition, for aligning your life work to positive change and for gaining the capacity to act with confidence in uncertain times. The PatternDynamics workshop process works with the patterns through the shifting perspectives of body (dynamic movement), mind (explanation, discussion and conversation), spirit (expanded awareness and cultivation of the witnessing observer), self (contemplation and reflecting), culture (creative group process) and nature (systemic engagement). **Please note: this workshop is available only in the afternoon.**

Workshop 8: half-day (9.00 for 9.30 to 12.30pm and/or 2pm to 5pm) A panel of members of the Action Research Consultants' Circle: 'Everything you wanted to ask about action research but were too afraid to ask' - A conversation about how we facilitate and teach action research.

Between three and five experienced and relatively well-known action research consultants/teachers will provide a panel and sounding board for questions from participants in this workshop about any aspects of the use of action research and related methodologies in field-of-practice settings – community, business, or government, or large or small organisations.

Each consultant will commence with a short reflection on what they do, why they do it, and how they typically go about doing it. Table discussions will consider these contributions and return to the plenary with questions and responses for the panel. The panel sees this as something like '*a fishbowl conversation around a campfire*' :-)) with questions and answers, but also dialogue and conversation between panel members and all attending. This is a mastery class requested by the ALARA committee; however we recognise that all attending are teachers and learners in living feedback systems. The panel will include Dr Yoland Wadsworth, Associate Professor Laura Brearley and Dr Daryl Taylor.

Workshop 9 half-day (9.00 for 9.30 to 12.30pm and/or 2pm to 5pm) Dr John Barton: Integrating Systems Thinking and Action Research.

This workshop will be a conversation which addresses questions including:

- How should we understand systems thinking?
- What has systems thinking got to do with Action Research?
- In what sense can we consider Action Research to be "scientific"?
- Why are theories of adult learning important to Action Research?

In broad terms, systems thinking will be defined in terms of human cognition and the need to adopt multiple perspectives to handle complexity; the *logic* of Action Research will be explained in terms of the early pragmatist school of philosophy based on the work of C.S. Peirce. In addition, it will be advocated that Action Research methods need to adopt principles of adult learning based on dialectic thinking.

PROGRAM
Friday 18th September 2009

8.15am	Registration
9.00am to 9.45am	The Welcome to Country will be conducted by Aunty Doreen Garvey-Wandin, Wurundjeri-Wandooon Senior Elder. Connecting up: Who's here? Find your mob.
9.45am to 10.00am	Snapshot of the Sessions, Day 1

10.00 – 10.30 Morning Tea

Onemda VicHealth Koori Health Unit (University of Melbourne) - Poster - Knowledge Transfer.
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11.00 – 12.00pm Concurrent sessions

System and Business	Indigenous	Sustainability	Education	Virtual Worlds
Rod Sarah and Tim Haslett Monash University <i>Using a Business School AR Doctoral Student Cohort for Knowledge Creation.</i>	Indigenous Participant's Caucus <i>Emerging Issues regarding participatory action research for Indigenous people</i>	Jennifer Borrell, and Sharron Lane <i>Kildonan Uniting Care, Environmental Sustainability & Social Justice Are Not The Same Thing</i>	Jill Sanguinetti <i>Victoria University. Post compulsory education: a model pedagogy.</i>	Margaret O'Connell Penny Neuendorf <i>Canberra Institute of Technology.</i> <i>Participation in Virtual World Environments: Immersive or Coercive?</i>

12.00 – 1.00pm Concurrent sessions

Systems and Business	Indigenous	Sustainability	Education	Virtual Worlds
Diane Kalendra <i>Lecturer Waikato Developing & implementing a market orientation in a Government Business Enterprise.</i>	Janet Kelly <i>Moving forward together: Respectfully working in Aboriginal and non-Aboriginal 'spaces' and the spaces in between</i>	Ross Colliver, TTDG; Cam Walker, Friends of the Earth; Dr Colin Hocking, Victoria University <i>Working change across levels of scale</i>	Wilma Kurvink and Amanda Douglas, Wesley College. <i>Collaborative practice and professional growth – an in depth look at sustainable curriculum practice between teachers and librarians.</i>	Geoff Brown, Consultant. <i>The Space Between: Using Social Media for learning in the community</i>

1.00 to 1.45pm Lunch During lunch, with Professor Ortrun Zuber-Skerritt will facilitate a Philosophy Café where issues about action learning and action research discussed over a cup of coffee or a glass of wine.

1.45 – 3.15pm Concurrent sessions

Systems and Business	Indigenous	Sustainability	Community and International Development and Systems	Methods
John Molineux <i>Panel of speakers</i>	Bill Genat <i>Lecturer University of Melbourne</i> <i>Catalyst paper: action researching with Indigenous people to make a difference.</i>	Colin Hocking <i>Action Learning and Behaviour Change for Sustainability</i>	Daryl Taylor, integralevolution and Paul Wildman, Kalgrove Pty Ltd <i>lcEd - Integral community Economy development</i>	Dr Susan Goff <i>Twyfords Consulting</i> <i>Enabling Emergent Knowledge and Knowing: Second iteration</i>

3.15 pm Afternoon Tea

3.30pm - 5.30	Bushfire Trauma and Transformation Laura Brearley, Daryl Taylor and Jill Sanguinetti were each deeply affected by bushfires that threatened their homes. They will present songs, photographs, poems and art installations that have come out of that experience. Session only: \$15. Session plus conference dinner at Borderlands: \$40.
6.30pm for 7.00pm	Dinner : Main Hall, Augustine Centre. Cate Kyne and Augusto Boal A Celebration Book Launches: Professor Ortrun Zuber-Skerritt's latest book (2009) <i>Action Learning and Action Research: Songlines Through Interviews</i> . will be launched by Bob Dick. Doing Action Research in Early Childhood Studies: A step-by-step guide by Professor Glenda MacNaughton & Dr Patrick Hughes will be launched by Margaret O'Connell.

Saturday 19th September 2009

8.15am Registration	
9.00am to 9.30am	Reflection on Day 1

9.30 – 10.30am Concurrent sessions

Systems and Business	Health and Human Services	International development	Sustainability	Methods	Sustainability
John Barton John Barton Associates Pty Ltd <i>Action Research and the Art of Motorcycle Maintenance</i>	Dr Phil Crane, Social Work & Human Services, QUT. <i>PAR and current directions in Australian human services.</i>	Tanzi Smith <i>Scales of Learning: an action research experience in Vietnam.</i>	Lizzie Bickmore, Kildonan Uniting Care <i>Action research: the garden path & the Grow Your Own Healthy Lifestyle Project</i>	Susan Goff Twyfords Consulting <i>Is transformation real?</i>	Tim Winton Permaforest Trust <i>PatternDynamics™</i> <i>Exploring the application of a sustainability Pattern Language.</i>

10.30am Morning Tea

11.00 – 12.00noon Concurrent Sessions

Methods	Health and Human Services	International development	Sustainability	Methods	Sustainability
Kay Distel Listening Consultant and Somatic Psychotherapist. <i>Engaging Through Voice and Listening – A Self-Study Action Research</i>	Dr Vicki Vaartjes, Twyfords Consulting <i>Organisations in crisis: The hard case for the soft skills of Action Learning</i>	Dr Jacques Boulet oases <i>The Paradox of Community and International Development (Action) Research: how to research that of which you haven't got a clue?"</i>	Dr Laura Brearley <i>Community, Creativity and Resilience: Creative Approaches to Action Research in a Changing Environment</i>	Susan Goff <i>Is transformation real? continued</i>	<i>PatternDynamics™ Contd.</i>

12 noon

**ALARA Annual General Meeting
All members welcome to attend**

1.00pm Lunch

1.45 – 3.00pm Open Space	New Shoots on Old Roots What are the areas of growth for Action Learning and Action Research to which you are committed? An Open Space session where you work with other participants around your area of interest
3.30pm Plenary	Reflection on the Conference
4.00pm	Close

Profile of Presenters

Tanzi Smith is a final year PhD student at the Institute for Sustainable Futures, at University of Technology, Sydney. Her research is about the use of ecological principles as a means to help us learn about what sustainability could look like, in a development context. She lives on 10acre property in rural Queensland and when not studying or gardening, Tanzi assists with a community driven campaign to save the Mary River from an unnecessary dam.

Geoff Brown, Director of Tangent Consulting, specialises in group facilitation, community engagement and in the design and delivery of community change programs. Geoff's passion for community development and environmental sustainability has inspired him to work as a facilitator in the natural resource management, community development and sustainability arenas over the past four years.

Ross Colliver, Director of TTDG, has worked for thirty years as a facilitator and consultant in the interface of community, government and industry. For the last fifteen years he has facilitated planning and capacity building in natural resource management in rural landscapes, working at community, regional, state and national levels. He facilitates action research in government agencies, most recently, with community groups and policy staff in natural resource management.

Colin Hocking Victoria University, is an environmental educator using a university as a base for community education programs, such as the Belonging and Fire Festivals, the Sustainable Living Mini Festival (2002), the Sustainability Street Program, and the Friends of Iramoo group. Dr Hocking has been part of establishing the Iramoo Community Centre and Wildlife Park adjacent to Victoria University's St Albans campus.

Cam Walker, Campaigns Coordinator with Friends of the Earth, offers assistance to community groups who want to influence decision makers, either when they are angry about a poor decision that affects their lives, or when they decide they have to take direct responsibility themselves for social change.

Aunty Joan Vickery AO is an Elder of the Gunditjmarra People and has been an active Koori Community member all her life. She is a Patron of Onemda Koori Health Unit at the University of Melbourne and Elder in Residence to Wirraway Mirrim a Koori research group. Aunty Joan is a co-author of *Nyernila Koories Kila Degaia-Listen up to Koories Speak about Health* an oral history that documents the beginnings of Aboriginal organizations in Victoria. Aunty Joan is an Elder on the Broadmeadows Koori Court and the Koori County Court and is involved in numerous research projects and Aboriginal boards.

Angela Clarke is a Gunditjmarra woman and is Deputy Director at Onemda VicHealth Koori Health Unit at the University of Melbourne. Angela has a degree in Community Development and a Masters of Public Health and serves her Community on a number of Aboriginal boards. She is a co-author of *Lookin After Are Own-Supporting Aboriginal Families through the hospital experience* and *Nyernila Koories Kila Degaia-Listen up to Koories Speak about Health*.

Wilma Kurvink has been the College Head of Wesley College Libraries since 1999 and Head of Professional Development for the St Kilda Rd Campus at Wesley for the past eighteen months. Prior to this she was a secondary teacher, curriculum leader and worked extensively with ESL students in disadvantaged schools.

Amanda Douglas is a humanities and ESL teacher, and Head of ESL at Wesley College. She has worked extensively in international schools, and private language colleges. Amanda is interested in language, higher order thinking, and increasing student commitment to learning.

Diane Kalendra is a Business Advisor in her own consultancy and Research Fellow with Gibaran Learning Group. Dr Kalendra has over 20 years experience in Marketing Management, Business Development and Leadership in large national and multi-national organisations, as well as entrepreneurial experience in building from scratch two multi-million dollar businesses.

Yoland Wadsworth has been practising and thinking about action research for a very long time. Dr Wadsworth wrote the bestsellers *Do It Yourself Social Research* and *Everyday Evaluation on the Run*. The workshop explores the applications of her life work's theory: the deep rationale for action research being that inquiry is the dynamic of life itself. RMIT University is sponsoring a free preparatory seminar on the same topic on Friday 11 September (contact Centre for Applied Social Research on (03) 9925 5067 for details).

Bill Genat is a senior lecturer at Onemda VicHealth Koori Health Unit at the University of Melbourne and the author of *Aboriginal Healthworkers: Primary Health Care at the Margins*, UWA Press, 2006, and co-author with Ernie Stringer of *Action Research in Health*, Pearson Education, 2004.

Brad Firebrace is originally from Shepparton two hours north of Melbourne and is a descendant from Cummeragunja, working at Onemda VicHealth Koori Health Unit specialising in community knowledge transfer and working on the heart health & tobacco programs.

Rachel Reilly is originally from Adelaide and now lives and works in Melbourne. She is Research Fellow at the Onemda VicHealth Koori Health Unit, University of Melbourne, where she is involved primarily in community-based health promotion and evaluation.

Susan Goff is a Participatory Systems Facilitator. With a background in Social Ecology she ran her own company in Australia for 18 years specialising in participatory action research, action learning and participatory evaluation to promote human inquiry in the interests of social and environmental sustainability Dr Goff is now Senior Consultant with Twyfords specialists in community and organisational engagement, bringing action research and deliberative democracy into new orientations. Susan lives in Sydney with her husband and three children.

Vicki Vaartjes is a consultant and director of Twyfords specialists in building organisational and community capability for stakeholder engagement and transformation. She is particularly specialised in applying action learning as a grounded and practical approach to enhancing leadership and executive effectiveness. Her coaching and facilitation brings with it a perspective on how modern organisational systems are coping with the challenges of the current economic downturn.

Kay Distel works as a Listening Consultant and Somatic Psychotherapist. She is completing her PhD using self-study Action research as the methodology. Kay has just returned from a study tour to UK to meet some researchers in her field.

Jacques Boulet has lived and worked in just about all continents and has gratefully learned a lot from all the encounters with the 'others'. He's particularly interested in (re)developing good theory which supports and enriches good practice, and the other way around. After academic involvements in Europe, the US, Australia and Hong Kong/China, he is now mostly busy with work at the Borderlands Cooperative and in the oases Graduate School.

Phil Crane, Senior Lecturer, Social Work and Human Services, Faculty of Health, Queensland University of Technology. Phil's major interests include early intervention, youth homelessness, and the more inclusive and socially sustainable development and management of urban and peri-urban areas. His research is largely qualitative, with a particular interest in action research as a service development and evaluation tool.

Lizzie Bickmore works with the Kildonan Uniting Care 'Grow Your Own Healthy Lifestyle' Project. This project hopes to harness backyard food gardening activities to effect family and individual health, especially in relation to improvements to well being, physical activity and nutrition.

Jennifer Borrell is a senior researcher with Kildonan UnitingCare. Her current work includes research and evaluation for the organisation's Social Advocacy Services and the residential energy audit program. Dr Borrell has a special interest in participatory research design and methodology. Her book *Understanding Problem Gambling: the Interaction of Personal and Structural Processes* (2008) outlines a framework to address a wide range of social and personal issues.

Penny Neuendorf has been working in the health industry for 18 years and is a teacher in the Centre of Health, Community and Wellbeing, but also works in the Centre for Education Excellence as an Education Designer, at Canberra Institute of Technology. Currently Penny is working as the Education Project Manager on a Virtual Worlds in Health Education project which is funded by the TRSNR scheme, a COAG Initiative. She is undertaking a Master of Online Education at Southern Queensland University, where her research interests include action learning in virtual world environments using role play simulations for health professionals.

Marg O'Connell is Education Manager of flexible learning in the Centre for Education Excellence at the Canberra Institute of Technology (CIT). Marg has an Arts and Education background and has worked in tertiary, community and vocational education sectors around Australia. She began her work in flexible learning as an education designer, focusing on the design of online learning spaces and teaching strategies to enhance students' learning experience. She is currently undertaking a Master of Education at the University of Technology, Sydney, where her research interests include investigating the nature of vocational education and training (VET) research, and its impact on VET teacher pedagogy and practice.

Daryl Taylor has extensive experience in Big picture conceptual thinker with highly effective inter-organisational partnership brokerage record. He is an established community innovator can demonstrate initiation of whole of government best practice outcomes specialising in 'joined up' integrated systems policy and strategy development leadership. Clear and deep experience in strategic community and global foresight, anticipatory action learning, community visioning and resilient futures frameworks. He practices in the area of management, motivation, supervision, coaching, enabling, influencing, negotiation and conflict resolution using participatory action research leadership within broad local / international research partnership networks and Communities of Practice. Finally he has substantial demonstrated expertise in community and professional engagement, trust building, relationship and network facilitation.

Paul Wildman has broad publishing consulting and small business experience and an extensive track record in the areas of, Sustainability and Practical Economics, Exemplar Project and Systems design and development, Artificer Learning (Bush Mechanics), Bioneering, Anticipatory Action Learning, Strategic Planning, Futures Studies, Business and Organisational Development and Action Learning. In the early 90's he was in charge of Adult and Apprenticeship training in Queensland. Presently (2001-present) he works in Kids and Adult Learning, through his family company KALGROVE Pty Ltd, which specialises in Child Care, and Adult Learning Development areas in the private sector, undertaking strategic, and catchment analysis in the company's business niche [<http://www.kal.net.au/>].

Janet Kelly is a community health nurse/researcher who seeks to respectfully work with Aboriginal people in health care and research. She is currently working at Finders University in a PAR project entitled *Stepping Up: Mainstream Care for Aboriginal people*.

Bob Dick is an independent scholar and occasional consultant and academic. He lives in the western suburbs of Brisbane with the love of his life, Camilla. For about thirty-five years now he has been using action research and action learning to help others (and himself) improve their practice and their communities and organisations.

Patrick Hughes is a Research Fellow at the University of Melbourne's Centre for Equity and Innovation in Early Childhood (CEIEC). Formerly, Dr Hughes has also been a Senior Lecturer in Communications at Deakin University, and he has taught Media Studies and Cultural Studies at London University and at the Open University. Patrick has been a communications consultant to companies and governments in the UK and Australia. His work has been widely published.

Glenda MacNaughton is Professor in Early Childhood Studies and Director of the Centre for Equity and Innovation in Early Childhood in the University of Melbourne's Graduate School of Education. Professor MacNaughton's most recent book, co-authored with Patrick Hughes, is entitled *Doing Action Research in Early Childhood Studies: A step-by-step guide*.

Chris James is an artist, writer and transpersonal psychotherapist who specialises in therapeutic approaches to activism and community development. She is currently researching Transition Towns at Deakin University, a topic Dr James will explore in her full-day pre-conference workshop.

Rod Sarah has been involved in applying action research and learning approaches to organisational practice for the last fifteen years. His research interest centres on systems theory and specifically open systems theory (OST) principles, and how this informs action research, organisational learning, and system modelling in business settings. He is currently lecturing at Monash and Swinburne Universities in Melbourne where he integrates an eclectic systems thinking and action research background with over thirty years of practical business and consulting experience.

John Barton is a strategy consultant who teaches strategy and system dynamics at Monash University and the ANU, and supervises graduate students at Monash and the Melbourne Business School. He has held numerous teaching and leaderships positions in universities and business around the world. John is originally a graduate in mathematics from the University of Melbourne, studied graduate economics and econometrics at La Trobe University, and completed a PhD titled "*Systems Thinking: Philosophy, Methodology and Applications to Knowledge Management*" (Monash). He has also completed executive education in strategy at the Sloan School of Management, MIT, and is an alumni of the Cranlana Foundation program in leadership and ethics.

John Molineux works as a Human Resources Director at the Australian Taxation Office and as a casual Lecturer for the Department of Management at Monash University and he is co-supervisor for two action research PhD students. He is an active member of the action research cohort at Monash and is a member of ALARA, AHRI and ANZAM. His doctoral thesis was based on an organisational cultural change action research project, involving a systemic understanding of strategic human resource management. His continuing ongoing research interests involve building action research processes into organisational change and systems design.

Tim Winton lives in Byron Bay. He makes his living as a sustainability consultant, land planner, designer and project manager with specialties in permaculture design, sustainable forestry and organic agriculture. Tim spends most of the rest of his time volunteering at Permaforest Trust, a sustainability education organization he founded in 1997.

Jill Sanguinetti has taught in ESL and literacy schools, ACE and TAFE over the last few decades. She is currently Adjunct Senior Lecturer in the School of Education at Victoria University in Melbourne, where her current focus is on research methodology, research supervision and adult education pedagogy.

Laura Brearley has worked in adult education for 23 years in adult community and vocational education and training sector as well as in private enterprise and in higher education. Her particular areas are Human Resource Development and Organisational Development, Change and transition management, Action Learning, mentoring and Work-Based Learning. Associate Professor Brearley is also known for her work in Adult Migrant Education and most recently for using the creative voice in processes of transition in organisational change.

Alexander Hayes is the Educator and Operations Manager of EDUPOV Pty. LTD. Alex also works for a range of clients to build and manage Information Systems.

Please note: we will be printing a hard copy program and if you require copies to distribute via your networks, please contact Jeannette Kavanagh on jkavanagh@ains.net.au

**ALARA National conference Melbourne 2009
Registration form**

Please use our new pay online secure website registration option available at <http://events.alara.net.au>

For details about travel to and from the conference and about accommodation, please contact Jeannette Kavanagh on (03) 9509 4227 or Jacques Boulet at Borderlands on (03) 9819 3239

Registration type	Fee
Full registration – includes Conference Dinner and all other meals, plus complimentary ALARA membership.	\$375
ALARA Member	\$290
Low income registration (self-assessed)	\$180
Low income ALARA Member	\$135
ALARA scholarship	\$80
Pre- Conference Skills Development Workshops – full-day – half-day	\$400 \$220
Please note that minimum and maximum numbers apply for all workshops and unless the minimum number is reached, workshops will be cancelled. In that case, you will receive a full refund unless you attend your second preference.	

Participant details – for those who opt to send a cheque

Name: _____
Address: _____
Phone: () _____
Mobile: _____
Email: _____
Food preferences: eg gluten-free; vegan; vegetarian, halal, kosher etc.
Pre-Conference Workshop: Please number the workshop(s) you wish to attend and provide a second preference:
Workshop No _____ second preference: Workshop No _____

Position _____

Organisation/group _____

Payment :

Attach Cheque to this registration form – payable to 'ALARA'

If you elect to register by mail, please send this completed registration form to:

Donna Alleman
ALARA Administration Coordinator
83 Plimsoll St
Greenslopes Queensland 4120, Australia