Chemistry beaker analogy – braiding of organisational learning mechanisms over time

The heat energy under the beaker is provided by the problematic or indeterminate situation (Lorino, 2018), or ‘felt need for change’. Participants can then ‘bind’ to a problem-solving process that is being gradually synthesised as the action research cycles unfold, to contribute towards achieving solutions or improvements.

Integration of cognitive, structural and procedural OLMs enables synthesis of a problem-solving process and new solutions in an HE distance learning design and delivery context

Adapted from Boyd (2022, p.303. Available from: https://oro.open.ac.uk/84495/)

This work © 2023 by Dr Lesley Boyd is licensed under CC BY-NC-SA 4.0