ME, MYSELF AS A LEARNING & DEVELOPMENT PRACTITIONER
AND MY PHD RESEARCH.
Mercy Kesiena Clement-Okooboh
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Introduction – Setting of my narrative

• This is an action research/work-based PhD research
• Based in the human resources/learning and development department of Veolia Energy (Dalkia) in Dublin, Ireland
• Energy & Utilities sector
• It’s parent company is Veolia Environnement
• 365 employees in Dalkia
Identify a concern/Research Question

• How can I improve the effectiveness of learning and development practices within my organisation in Veolia Energy (Dalkia) Ireland?
Why am I doing this research?

• The context and purpose of this study is to improve and develop my learning.
• Implement a framework/processes/procedures in place to improve the quality and effectiveness of learning practices in my organisation.
## Research Aim/Objectives

<table>
<thead>
<tr>
<th>Type of Objectives</th>
<th>Objectives &amp; Forces driving this Organisational change:</th>
<th>Methods</th>
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</thead>
<tbody>
<tr>
<td>PhD</td>
<td>Evaluate and reflect on training approach</td>
<td>Ideas in Literature Reviews.</td>
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<td></td>
<td>Develop a generic learning framework</td>
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<td>Work</td>
<td>Improve work practices</td>
<td>CPD Accreditation, gain further awards, Case Study, Structured, Semi-structured &amp; Open interviews; Focus groups; surveys</td>
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<td>Analyse the impact</td>
<td>Thematic analysis, <em>Validation</em>, Triangulation.</td>
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Research Methodology

• Action research Methodology
  “Action research is a form of enquiry that enables practitioners in every job and walk of life to investigate and evaluate their work” (McNiff & Whitehead, 2011)

• Thematic analysis Methodology
  “This is a qualitative analytic method for:
  ‘identifying, analysing and reporting patterns (themes) within data. It minimally organises and describes your data set in (rich) detail. However, frequently it goes further than this, and interprets various aspects of the research topic.’ (Braun and Clarke, 2006, p.79)

• Mixed Methodology – survey, semi-structured interviews, focus groups
Research Strategy:

- Qualitative Methods – Surveys, Case Study, Semi-Structured Interviews, Focus group
- Quantitative Methods - SPSS
QUESTIONS? FEEDBACK!