

## 35 years of AL & AR in Austria

### An intellectual, practical and personal challenge.

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In this presentation at ALARA and/or the world congress (as a workshop - 1,1/2h) I will present four examples (one for each decade: the 70s, 80s, 90s and the new century) taking an interactive approach (by using Video/DVD, oral presentation, discussion) to highlight our ongoing effort in AL & AR.

First example: A project on community activation and development to combat poverty and social inequality in a rural area in Upper Austria (1976 - 1978, lasting for two decades).

Second example: Youth research on young people development and future perspectives in the 80s (including coping strategies versus new technologies).

Third example: Organizational development and action learning within a merger between four insurance companies to become UNIQA, one of the biggest insurance companies in Central Europe.

Fourth example: AL in the field of Aviation (exemplified on Air Traffic Control) and outlining future research needs to meet the upcoming change processes by "liberating" the air space and implementation of new revolutionary technologies.

These summaries of sustainable activities with their impact on the groups and communities concerned (as well as their respective environments) should stimulate future pathways for innovative practice, visualize again the dialectical interconnection between theory and practice and its personal impact on us (the scholars - even if we are already senior researchers) because, ... the process of learning never ends!

#### I. PROMOTING AL & AR

Implement effectively and support innovation:

- Establish and support a culture of reflection! Sustainable commitments to planning change and transfer.
- Building a climate of trust! Rules of trust within groups (e.g. use case examples).
- Focus on awareness of self-responsibility!
- Observe new trends: e.g. technology, economy, social change, generational change, organisational & management trends, global developments versus local key (burning) issues ...
- In learning processes empathize a „failure culture“ (e.g. ATCOs) When becomes a failure a real (burning) failure?
- Clarify different meanings of SAW! (e.g. technicians, ATCOs, etc.
- Emphasize the different time structure in Learning & Science! Entschleunigung – slow down, also mentally).