Kara Langford

Title: "Agile Performance Management for Agile Organisations"

'A participative action research (PAR) project was undertaken within a small organisation that develops software using 'Agile' methods; a limited change approach was employed, addressing the specific problem of executing performance management.

The research is viewed from a constructivist perspective, enabling the co-creation and analysis of data through an interpretation of process produced via human interaction. Use of PAR enabled a deeper understanding of contextual performance management implementation than exploration based research would have produced.

An abductive approach was employed to enable incorporation of existing theory alongside analytical methods. Thematic analysis was undertaken on data gathered during a workshop, using the session transcript, co-generated material outputs and the researcher's diary. The diary added further context, enabling reflexivity and meta-learning, adding richness to data analysis.'