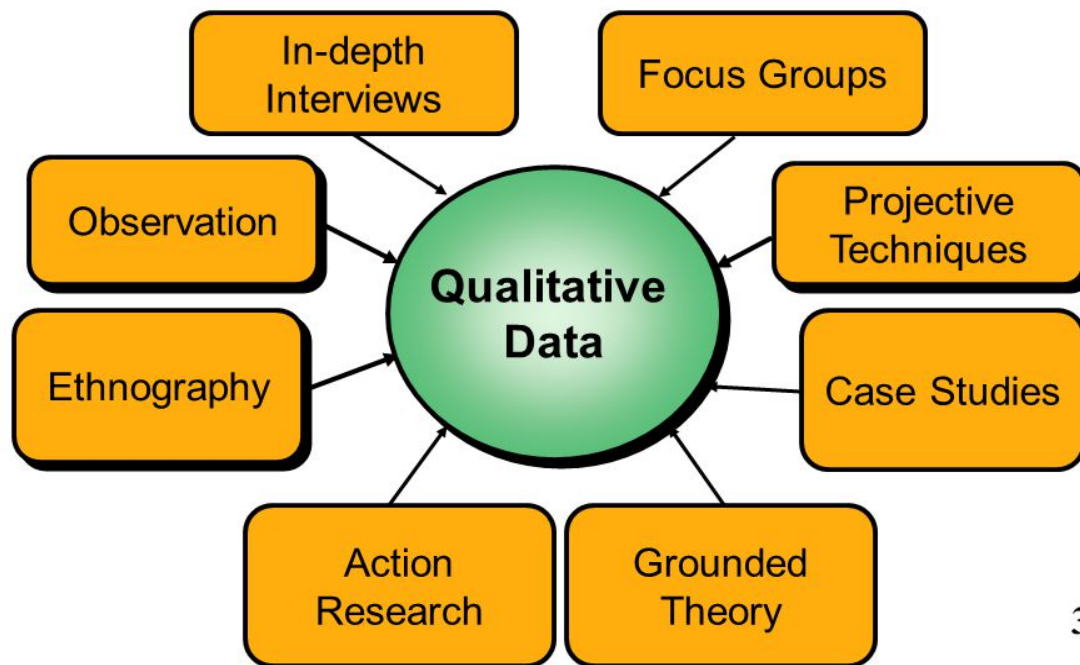


Qualitative Research Designs



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Qualitative Research Methods and Application

In-depth Exploration of Phenomenology and Grounded Theory

Three-day Hands-on Workshop for Social Science Researchers

By

Dr. Anil Behal

Introduction

Some cultures of research and inquiry such as action research, ethnography and others seem rather straightforward, but not phenomenology and grounded theory. They are perhaps the most misunderstood of all qualitative research methods, and yet, all knowledge seems to have been an outgrowth of structures of phenomena and consciousness.

What does understanding the “essence of a phenomenon,” mean to you as a researcher? And, what after all, is a phenomenon, really? Would it be something like eating, bathing, dressing, vacationing etc.? Probably not! A phenomenon is an unusual occurrence that is either observed or experienced as we try to make sense of it. While it is a novel occurrence, it does not have to be something extraordinary for it to be categorized a “phenomenon.” The most ordinary and mundane occurrences in life can suddenly feel extraordinary.

Walking through a densely wooded path alone and listening to the sound of dried leaves crackling under your feet can suddenly transport your mind to something quite primordial and pre-reflective. Rock and roll and the hippie culture were strange phenomena in the sixties. But not so today. You might say that Facebook and the burgeoning presence of social media are contemporary phenomena. So is the LGBT community that is trying to find its voice in the mainstream. It is to these phenomena that our attention is drawn and we wish to understand and study them further, using phenomenology as a methodology. It involves immersing ourselves as researchers in the life-worlds and lived experiences of participants in order to understand how they make sense of a given phenomenon.

What makes phenomenology intriguing is the “triple hermeneutic effect,” i.e., the reader of a study is making sense of the researcher who is making sense of the participant, who is making sense of the phenomenon under observation. Viewing a phenomenon through multiple lenses provides the reader with an unparalleled understanding. It’s a rich account of participants’ direct experiences, typically narrated by the researcher in the first person. The researcher takes a “paradoxically bilateral” stance, and both impacts and is impacted by the lived experiences and idiographic accounts narrated by the participants. This unique attribute separates phenomenology from all other qualitative research approaches.

Sometimes, while doing research, we find ourselves stuck in a quandary, a liminal space if you will, as the heart tries to push its way through, but our mind asks us to exercise refrain. It asks us to slow down, to pause, to reflect, and to not use force. And yet, we force the decision without compunction. While it's great to listen to your heart often, it's also prudent to stop, reflect, and decide whether it makes sense to act on something. This conscious capacity for reflective inaction, that Keats called "negative capability," is allowing oneself to be perturbed enough by the heart, but knowing that the reaching after fact and reason robs us of the enigma of the encounter. You simply cannot jump from one state into another without experiencing the transition and rites of initiation. Transformation often occurs in that nimble state of mind, which is unencumbered by the desire to reach out and engineer an outcome. That is the true essence of social science research.

Research and inquiry call for the human capacity to be perturbed and allow oneself to be open to the vagaries of human existence without getting caught up in the doctrinaire of knowledge. In a sense, our minds must become a thoroughfare for all that is yet to emerge.

Foucault writes,

"The danger (of this enterprise), in short is that instead of providing a basis for what already exists, one is forced to advance beyond familiar territory, far from the certainties to which one is accustomed, towards an as yet uncharted land and unforeseeable conclusion." –Foucault

Doctoral workshop:

The hands-on workshop intensive is offered over a three-day timeframe using elements of didactic and experiential learning, with greater emphasis on the latter, in the very spirit of phenomenology and grounded theory (both of which are inductive approaches). It is not designed to be a lecture where students sit back and learn theory. They learn about phenomenology by doing phenomenology. In preparation for the workshop, students are expected to read and browse through papers and resources that are provided before the workshop.

While day one focuses on getting participants' feet wet as they delve into uncharted territory and learn a new research language, days two and three are the capstone of the workshop where students engage with and immerse in in-depth studies using "phenomenology" and "grounded theory," starting with picking a concept (study phenomenon), crafting a concept paper, brainstorming possible research questions (RQ) and methodology, understanding how to do a literature review, and finally draft a dissertation proposal. The class will have access to a comprehensive password-protected online Box folder where they may conveniently download study materials, papers, and publications prior to attending the workshop.

Day 1:

- What is phenomenology? What is grounded theory?
- What do they study? How are they similar and different?
- What is the "essence" of a phenomenon? What is meant by the "lived experience" and "life world" of study participants?
- The "philosophical giants" of phenomenology and grounded theory: Husserl, Heidegger, Schutz, Merleau-Ponty, Sartre, Hegel, and contemporary phenomenologists such as Van Manen. Glaser & Strauss, Charmaz etc.
- Understanding the important definitions and lexicon of phenomenological inquiry, such as paradoxically bilateral research, lived experience, life world, human sciences, epoche, (bracketing), phenomenological reduction, Verstehen, triple hermeneutics etc.
- Paradox and dialectical tension
- <https://www.sonoma.edu/users/d/daniels/phenomlect.html>

In-depth discussion:

-Negative Capability: A Critical Faculty in Social Science Research and Practice

(Group Exercise)

-Formation of breakout research groups

Day 2:

Case study 1: (half day)

A deconstruction and analysis (facilitator's doctoral dissertation)

Negative Capability: A Phenomenological Study of Lived Experience at the Edge of Certitude and Incertitude (published with UMI/ProQuest: 2014)

Discussion: A systematic, step-by-step (turnkey) research methodology entitled "Interpretative Phenomenological Analysis" (IPA) developed in the UK for studying and analyzing phenomena.

Case study 2: (half day)

A study (doctoral dissertation) deploying Interpretative Phenomenological Analysis (IPA)

Day 3:

Grounded Theory Methodology (GTM): Intricacies and nuances

Comparing and contrasting various grounded theory approaches to studying phenomena

GTM case studies 1 and 2:

A construction of a previously agreed upon phenomenon to be collectively studied by the class, deploying the Grounded Theory Methodology (GTM):

- Exploring a study phenomenon
- Developing a concept paper and research question (RQ)
- Setting up a study design and positioning the research methodology
- Developing a draft research proposal
- Data gathering method
- Data analysis and interpretation (recordings, transcription, analysis)

Breakout groups:

All workshops participants will be actively involved on days 2 and 3 in an exercise where they undertake the following tasks:

- State a phenomenological/grounded theory "research question" (RQ) around a topic of interest
- Understand the "phenomenon" that they are researching. While this may appear to be an easy task, it is also one of the most challenging. Unless researchers are able to carefully identify and pinpoint the phenomenon in their research questions, they may end up researching something quite different
- Draft a study design

Each group will designate a team member who will report out the outcome of the group exercise to the entire class so that other scholars may reflect and provide feedback. This enhances interaction and encourages an atmosphere of supportive learning.

Summary and wrap-up:

A recap of the three days with special emphasis on what students have learned and are taking away from the intense workshop experience.

Post-workshop learning and sharing (Phenomenology Research Cohort):

We are pleased to invite doctoral students and research faculty from all institutes to join a newly created research cohort on LinkedIn. You must be a member of LinkedIn in order to join the cohort. The link to the group and a description of the cohort are below:

<https://www.linkedin.com/groups/10332029>

Workshop testimonials and comments from doctoral students and research faculty:

“Honestly, I had lost trust in workshops because of how they rush through the slides and give you material that you could simply read off a book! I would end up feeling frustrated for the time, money, and energy spent. Qualitative research is something I have always been interested in and most of my learning came through self-reading because there is serious lack of expertise in this area in Indian academic settings. So I decided to bravely attend another workshop! To my surprise, it was unlike any other! You could see that Dr. Anil Behal was really immersed in phenomenology and took us through that road beautifully. It’s hard to put these abstract experiences in words. Nevertheless, that’s exactly what you do in phenomenology! The workshop was very absorbing, and he provided enough time for things to sink in. You probably can’t resist voicing your thoughts even if you belong to the quietest of the lot. It invoked this sweet feeling in me when the researcher is swimming in the deep waters of his topic and he doesn’t yet know where he is heading. It’s a sort of a zone you need to be in and just enjoy the process as it evolves. You have to be in it to know it! I’d like to convey my heartfelt thanks to Dr. Anil for this experience. And I do agree when he says, "You don't choose phenomenology, but phenomenology chooses you!" --Shaima Naaz (Clinical Psychologist, NIMHANS, Bangalore)

“I had been out of touch with qualitative research. I had primarily trained myself intensely to work with quantitative data, as my job had required this. When I first saw the workshop details, it piqued my interest. It had familiar names of philosophers and scholars. I thought this would be a brilliant opportunity to enhance the rudimentary knowledge I had about qualitative research. I had never met Dr. Behal in person, but my interaction with him on LinkedIn and over mails reassured me of my decision to partake in this workshop. The three days were packed with incredible discussions and dialogues. Seldom have I seen such enthusiasm in learning research. The way the floor was left open to anyone to come forward and talk was the highlight of the workshop! I personally believe that learning experientially is more long lasting and advantageous. With a trainer like Dr. Behal who was so forthcoming and humble, my learning only increased manifold. I would 100% recommend anyone who's trying to learn about or bush

up on qualitative methods to take up this one of a kind workshop.” --Aaheli Dasgupta (Clinical Counseling Psychologist: Outside attendee at NIMHANS, Bangalore)

“The NIMHANS workshop helped in understanding the concept of Phenomenology which otherwise sounded like a complex word. It also threw enough light on the feasibility aspect, which helped in understanding the possibility of undertaking a study based on this approach. I think this was the highlight of the workshop, where the participants felt the need to embrace methods that were less used otherwise by researchers, fearing the complexity and dearth of similar studies in India. The workshop truly encouraged us to take the road less travelled!” -- Sushma G. Murthy (Attendee, NIMHANS, Bangalore)

“It was a great experience for me to attend the recent workshop conducted at NIMHANS. Three days completely immersed in the world of qualitative research! Dr. Behal’s expertise in IPA and support in designing a study using IPA, improved my confidence in carrying out my own study, which also uses an IPA framework. There were a lot of doubts regarding the differences between “descriptive” and “interpretative phenomenological analysis.” He helped us in distinguishing both in a structured manner. We also received an outline of the grounded theory inductive methodology. The workshop gave me a feeling that there is a lot more to learn, and with proper guidance, we can excel in the qualitative methodology. Thanks for giving us the confidence in carrying out pure qualitative studies. I also felt that I now have a mentor to contact in case I am struck in my research. --Manjusha Warriar (PhD scholar, Dept. of Psychiatric Social Work, NIMHANS, Bangalore)

“I regularly attend research workshops conducted by all domains so that I get different perspectives and occasionally pearls that I can take back to my domain of interest. I attended this conference at BIM, Trichy without any expectations and presumptions. However, It resulted in a paradigm change in the way I look at questions, rather ask questions in my field. I feel obliged to you Dr. Behal for initiating me into phenomenological inquiry and IPA. I look forward to applying this approach to empathize with the lived experience and life world of the people in pain and disease whom I encounter on a day-to-day basis.” --Dr. I. P. Yadev (Consulting Surgeon, Trivandrum Medical College: Attendee at BIM, Trichy)

“Thank you for the opportunity to testify for the qualitative workshop on “Interpretive Phenomenological Analysis” (IPA). I am here to share briefly my experience of learning Phenomenology and IPA. As a researcher I have been trained in Quantitative Methods of Research, but in your workshop at Jamia Millia University, my understanding of Qualitative Methods got nurtured. It was a valuable learning experience. You actually provided a quality learning platform where a remarkable base of phenomenology was built on the first day, and on the second day, hands-on training was given to understand IPA with the help of data (semi-structured interview written in your thesis). It was a great active learning experience for me. Hope to hear you soon in your next workshop.” --Dr. Fauzia Nazam (Post-doctoral fellow (UGC), Dept. of Psychology, Aligarh Muslim University: Attendee at Jamia Millia Islamia)

“Thank you so much for sharing knowledge and experience with us at the Department of Psychology at Jamia Millia. It was an excellent workshop, which depicts your hard work and dedication to this field. Thank you also for sharing your knowledge and experiences of IPA, a

qualitative research method. I appreciate your method of teaching and innovative thinking. Your commitment to excellence has inspired others. I congratulate you on your success. All the very best!” --Dr. Sushma Suri (Sr. Asst. Professor, Dept. of Psychology, Jamia Millia Islamia, New Delhi)

“For someone who is an ardent native of the positivist island, this was quite an enlightening workshop. Dr. Behal divided the two-day event into four distinct sections: (i) introduction to the concept of phenomenology, (ii) phenomenology into practice via a concept from his own thesis namely “negative capability,” (iii) introduction to interpretative phenomenological analysis (IPA) - which was complemented, again, by his own dissertation material, and (iv) participants of the workshop got a hands-on taste of doing IPA through a topic of common interest - “what was it like to be a participant of the phenomenology workshop?”

I was amazed by just how informative and eye opening this workshop was for me. Not only was the information taught at a perfect pace and in an informal way, so that everyone could understand what was being discussed, it also gave a clear structure to phenomenological study by using IPA. Workshop participants seemed to get a lot out of it and I was particularly impressed with how Dr. Behal made phenomenology appear so interesting and effortless. I would recommend it to any social science scholar who is ambitious and wants to see the world from a different lens.” –Prof. Dina Banerjee (OB & HRM, IIM-Udaipur)

“It was a great learning experience to attend Anil's workshop. The workshop offers not just theoretical insights on phenomenology but the way Anil presented examples from his own thesis work improved practical understanding of doing phenomenology. I thoroughly enjoyed the workshop clarifying my concerns and listening to others'. The participative nature of the workshop made the learning experience more enriching. The two days for me were like a dialogical journey of qualitative research methods in general and phenomenology in particular. I wish Anil the best in his future endeavors of sharing the knowledge on phenomenology.” – Asst. Prof. Vijayta Doshi (OB & HRM, IIM-Udaipur)

"Being just a beginner in the FPM program, I had a scant and limited understanding of phenomenology. This workshop not only introduced me to the nuances of phenomenology as a research method, it also ignited in me a curiosity to know the method better. Dr. Behal walked us through the intricacies of phenomenology in a highly interactive and engaging manner. With a bunch of participants that included seasoned researchers as well as amateurs, he kept us all involved and interested at every step of the workshop. He addressed elementary as well as the most intricate questions with the same finesse. His modesty, reflecting in the patient and empathetic approach that he has, is commendable. His encouragement and guidance are most valuable and have helped me gain clarity towards phenomenology as a method and research as a process. The experience of the workshop and the insights that I gained from it will definitely help me in the course of my FPM journey, and I am thankful to Dr. Behal for it.” –Arti Shrivastava (FPM doctoral scholar, IIM-Udaipur)

“I attended a two-day workshop on phenomenological research methods by Dr. Anil Behal at IIM-Udaipur. It was an intense affair and a great learning experience. Starting with a vague idea of the term phenomenology, and with very little practical experience of in-depth qualitative

research, I could gain a reasonable understanding of this methodology. After going through the reading material shared by Dr. Behal before the workshop, I had several doubts. The discussions in the workshop and the insights brought in by the instructor clarified all those doubts. The participants came to workshop with diverse experiences and skills, leading to diversity in the questions that were asked, and Dr. Behal could clarify most of our doubts. He was always approachable and open to discuss things even outside the workshop hours. At the end of it, I am sure that I would want to use IPA in my research work in future, and whenever I do, I know where to start, what to read, and how to proceed. Thanks for the wonderful learning experience Dr. Behal.” --Deepak Maun, Doctoral Student (Innovations & Management in Education), IIM Ahmedabad.

“I had the privilege of attending Dr. Behal's workshop at Symbiosis International University, Pune on 'Phenomenology,' as an external candidate. It will always remain as one of the most cherished experiences of my life. I actually confirmed my participation with a lot of apprehension around the concept, its relevance and objectivity but was pleasantly surprised that within no time I found myself completely in synch with the flow of the discussions and observed that the rest of the participants too were also completely drawn into the depth of the program. The interest and passion with which Dr. Behal led the discussions on concepts of 'phenomenology', 'negative capability', 'capturing lived experience' etc., very delicately paved the way for getting connected with one's research work from a superficial level to a more in-depth experience. It gives a lot of hope and assurance for researchers like me to know that Dr. Behal would now be actively participating in mentoring doctoral students in India on a regular basis. I can see the immense value add that he would bring on board with his association in the area of research.” –Vinaya Shaju (attendee at Symbiosis International University, Pune)

“On behalf of the participants, let me congratulate you for offering a very meaningful workshop at IIM-Trichy, which is a good catalyst for those who may consider getting into qualitative research. As shared by many of the participants, the experiential exercise helped us in clarifying how to state the phenomenological research question, the nuances of identifying the phenomenon, and of course, on the concept of 'negative capability' which could help us as humans in many ways. Thanks a lot for sharing the reading materials and also other references.” --V.Vijaya (Associate Professor, IIM-Trichy)

“It was a wonderful experience to be part of a hands-on session on the phenomenological research methodology. Many of the participants of the workshop are still at the beginning of their research journey, and hence, I am sure you have contributed immensely towards the future research at IIM Trichy. It was thoughtful of you to walk us through the step-by-step process of phenomenology by using your own work as well as works of other eminent scholars. I must say that your cheerful attitude and patient listening made the session more engaging!! Thank you once again.” --Padmavathi Shenoy (Research scholar and PhD student - Organizational Behavior/Human Resource Management, IIM-Trichy)

“Firstly, I thank you for sparing your time for directing me throughout this summer research work. It is a privilege to be working with you. The workshop has been very useful for me in terms of applying qualitative methodology with my research design. It has also been insightful on the nuances that it can have if not done with utmost care. You were a superb facilitator for the

workshop. It has been your simple and subtle way of teaching that made my understanding of 'Phenomenology' refined. I am thankful to you for the experience.” --Farheen Fathima S.B., (Research scholar and PhD student, FPM-2016, OB & HRM, IIM-Trichy)

“The two-day workshop on Phenomenological research at NMIMS, Mumbai promised to be interactive and insightful, and so it was for me. Dr. Behal provided us with the readings way in advance, and hence we could come prepared for a fruitful discussion. To start with, the readings, everything that was discussed, used and referenced in the two days was provided to us beforehand. I think that is an excellent quality of the facilitator to share all relevant materials with the participants. The readings are varied and in-depth, providing useful information about the concept of phenomenology as well as how to do such research. The sessions themselves were engaging and interactive, and more importantly, made us reflect and delve deeper into the nuances of phenomenology beyond the classroom as well. Dr. Behal's passion for teaching shows through his enthusiasm to not just answer questions but get the participants to reflect on the questions and get the answers themselves. He was unfazed by any of the questions raised and discussed everything with a smile. I also liked the fact that other researchers' work was also discussed in this session, with due credit being given to them. This gave a sense of what other works have been done in the field. I would say, this was a very hands-on, rigorous and reflective program that left me inspired to engage in phenomenological research, now that I have a basic understanding of it. Thank you very much Dr. Behal for providing the opportunity to do so.” --Tanvi Mankodi (Doctoral Scholar, IIM Ahmedabad: Attendee at the NMIMS workshop)

“The workshop at IIM Udaipur was extremely engaging and insightful for me. I had read very briefly regarding phenomenology before the workshop and my understanding was very hazy about the same. But during the course of discussions, the ideas regarding phenomenology became clearer to me and more intriguing at the same time; especially the part of the workshop where you discussed and offered suggestions on the participants' research questions and offered great practical insights that led to an increased understanding of how to formulate a phenomenological research question. Also, the workshop introduced me to my peers at other institutions and gave me an idea of what is happening elsewhere in academia. Overall, the workshop has improved my appreciation of phenomenology and piqued my interest to explore it further.” --Amogh Kumbarger (Doctoral scholar, IIM-Ahmedabad)

“Participating in the phenomenology boot camp was an experience in drawing on Dr. Behal's treasure of scholarship. I learnt to place phenomenology in the universe of research methods and specifically understood the strengths and pitfalls of using the phenomenology approach. I found phenomenology as an interesting complement to the research methods I currently use and am grateful to Dr. Behal for initiating me into this rich tradition of scholarship.” --Ashwin Iyengar (Doctoral student, IIM-Bangalore)

"My dissertation was coming to a closure as I was attending the boot camp. As part of my doctoral dissertation, I have done qualitative case study research. This boot camp introduced me to a new world of doing qualitative research. We had good quality discussions with the fellow participants during the boot camp. I could understand the possibilities of looking at my current research using the lens of phenomenology. In fact, I realized that the intense emotions expressed by my respondents could pave the way for a separate phenomenological study in the

future. I will chew on this phenomenological idea for quite some time." --T.S. Krishnan (Doctoral candidate, IIM-Bangalore)

“Thank you very much for inviting me to the phenomenology boot camp and for the attachments (of the presentations). It is indeed a very new experience, and my interest in “Interpretative Phenomenological Analysis” (IPA) has grown two-fold. I hope to proceed on these lines or in combination with other qualitative research methods.” (Prof. (Dr.) Vemuri, EFPM program (2014-18), IIM-Kashipur)

“Dr. Anil Behal is an enthusiastic and encouraging educator who worked hard to involve and include everyone in the sessions. Even though phenomenology was a new area for me, Anil's helpful support meant that as the two days progressed, I had a better sense of the field and how my other experiences and knowledge fitted into this approach. If, like me, someone is new to phenomenology they should be ready to stick with the process since it does become clear as time goes on.” --Andrew Steele (Doctoral candidate, Internal Communication Training Institute, Bradford, United Kingdom)

“Being a PhD research scholar, many a times I had come across the concept of phenomenology as a research methodology and had gone through different sessions on the same. This workshop was distinct in the way it was structured and delivered. Dr. Anil Behal succeeded in delivering such a powerful, sometimes dry concept in a very simple and interesting way, connecting it with his own doctoral thesis and participants' research topics. The interactive, inclusive and pragmatic pedagogy along with strong theoretical underpinnings created a perfect learning environment. Also, I would like to thank Dr. Behal for introducing such a potential construct – ‘negative capability’ and its immense application in the arena of research as well as in day-to-day life. Overall it was worth attending the session, as it was rigorous enough to capacitate the participants to look at the social reality from a phenomenological perspective. Thank you for spending two days with us and for being a fantabulous facilitator/tutor throughout. Looking forward to more discussions and programmes in the future.” --Divya Almitra (PhD student, TISS, Mumbai)

"I came to this course with a lot of questions on methods to be adopted in my proposed research work. I wanted to capture lived experiences and phenomenologically study the themes and present my interpretations and arguments based on a few identified social theoretical frameworks but did not have the clarity or the details and the outcomes. I was even agnostic of how this type of work can generate a wealth of theoretical outputs. Coming from an engineering background, it was a little hard to assimilate, but I had an intuition that this method is best suited for my research work. The workshop helped me gain understanding and strongly crystallize all my loose and superficial thoughts. After this workshop I embraced this method without any second thought. I will look forward to write one more testimonial once I conclude my research work, giving credit to you for this methodology without any second thought.” --Naveen Tarur (PhD student, TISS, Mumbai)

“I found the workshop on phenomenology conducted by Dr. Anil Behal at TISS, Mumbai very informative, insightful and relevant for my doctoral programme. It focused on both, the philosophical as well as the operational elements of phenomenology, which was immensely useful. The workshop design was highly interactive and the sessions were backed by a great of

experiential sharing which created space for us to delve deep into phenomenology. I am thankful for the opportunity and look forward to exploring ways of enriching my study design using the concepts I learnt at Dr. Behal's workshop."--Anuradha Rajan (PhD student, 2014 batch, TISS, Mumbai)

"Individually for me the phenomenology workshop which you conducted at TISS on 17th and 18th January 2017 was very useful. I am currently using phenomenology to collect data for my doctoral research. Through your lectures I could find answers to some of my problems. I also appreciate your offer to support and guide us all. Thank you. Your lectures were interactive and there was no tension in the class. We had a friendly, relaxed atmosphere throughout the workshop for which the credit goes to you. Looking forward for your guidance." --Ujjwala Deshpande (PhD student, TISS, Mumbai)

"Dr. Behal carries a mix and match of academic and practitioner epistemic standpoints. It has been observed that mostly 'phenomenology' is being introduced to the scholars by keeping more of a theoretical underpinning. However, with Anil's skill-set, the understanding becomes more nuanced, beginning with his doctoral thesis to the experiences he encounters as a practitioner. At the end of the workshop, Anil navigates the researchers to come up with a group research objective pertaining to a lived experience of an individual or of a community. Thanks Anil for your wisdom." --Saurabh Das (FPM doctoral student, MICA, Ahmedabad)

"Phenomenology, as the word suggests, is a method which focuses on direct lived experiences and streams of consciousness. Before this workshop, I wasn't familiar with the expression 'hermeneutic circle' and how it operates with cognitive stimuli. Now, I can distinguish between the ethnographic approach and phenomenological analysis. Other terminologies such as 'inter-subjectivity' and 'paradox' will remain forever in the backyard of my mind. It was a real pleasure to interact with you Sir for the weekend. Apart from the session, what I liked the most was your method of teaching. I really hope that someday I can use it to guide my students." (Payal Trivedi, FPM doctoral student, MICA, Ahmedabad)

"I recently attended your 2-Day-Workshop on Phenomenological Research Methodology. The workshop was highly interactive and insightful. I like your pedagogical style and the way you conducted the workshop and disseminated the subject matter. I not only learned a great deal about the theoretical basis underpinning phenomenological research methodology but also about how to apply it in a real-world research challenge. You shared your own PhD research paper on 'Negative Capability' to demonstrate the application of the methodology. You brought life and fun to the whole learning experience. What I admire the most about you is that you not only guided me during the workshop but you have been accessible post workshop too." --Tejas Shah (MPhil student, Clinical Psychology, Amity Institute of Behavioral Health and Allied Sciences, NOIDA)

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About the author:

Dr. Anil Behal is the CEO of ORGDYNE Training & Consulting, LLC, a Philadelphia-based global firm dedicated to connecting people and ideas worldwide. As an avid social science researcher and scholar-practitioner, Anil has been at the forefront of deploying technology for cutting-edge initiatives, such as pioneering the first-ever “online” group relations conference in the Tavistock tradition in 2006, followed by a subsequent offering in 2007 to integrate the somewhat diverse group relations and NTL methodologies. Anil earned a PhD in Human and Organizational Systems (OD) from the Fielding Graduate University, California. His research interests include applied communication theory, phenomenology, and the psychodynamics of groups and organizations. He is a passionate facilitator and academic coach who consults with Lee Hecht Harrison, the global leader in talent mobility and outplacement. As a strong proponent of “Anekantavada” and pluralism, he works regularly with Fortune 100 companies in the US, including MNCs in India.

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