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In Participative Transformation, Roger Klev and Morten Levin insist that participative learning and developmental processes are essential in organizational change. They focus on introducing the kind of learning and development that shapes a self-sustaining developmental process that is an integral part of the daily activities of an organisation.

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There exists a wide literature on participative learning, but it tackles issues tied to the mainstream face-to-face approaches (Gorodetsky & Barak, 2008; Connolly, 2008; Percy, 2015; Sharp, 2015).

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