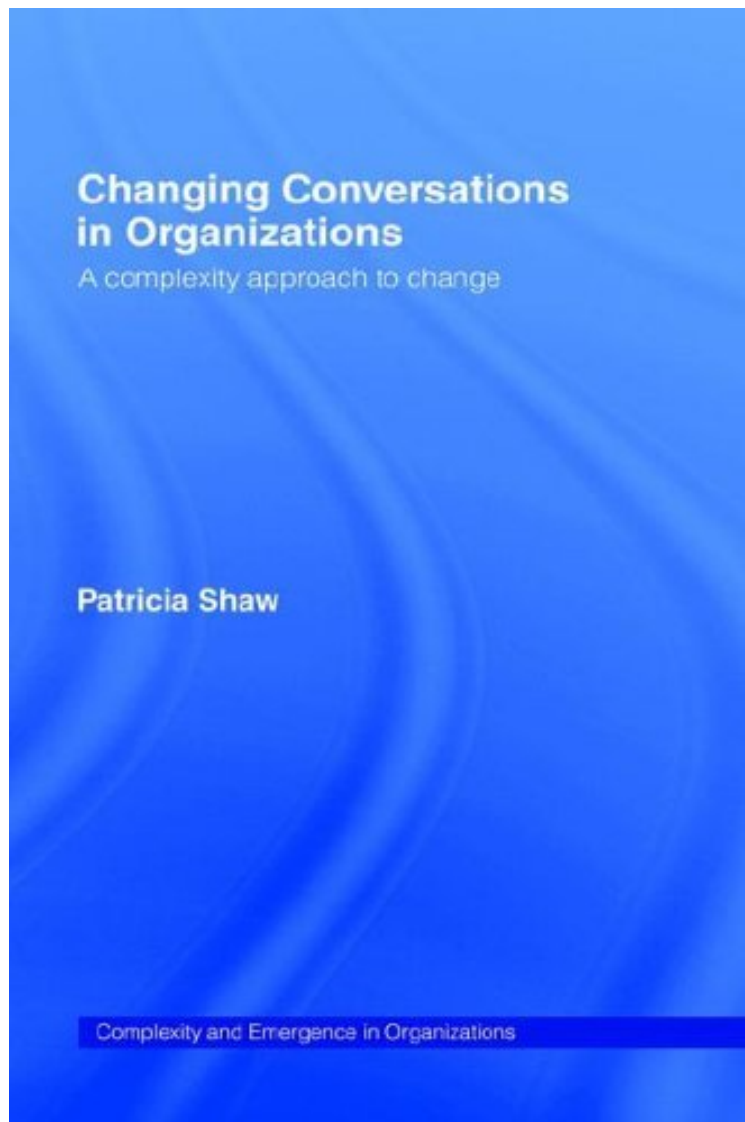


[FREE] Changing Conversations in Organizations: A Complexity Approach to Change (Complexity and Emergence in Organizations)

Changing Conversations in Organizations: A Complexity Approach to Change (Complexity and Emergence in Organizations)

Patricia Shaw

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Patricia Shaw : Changing Conversations in Organizations: A Complexity Approach to Change (Complexity and Emergence in Organizations) before purchasing it in order to gage whether or not it would be worth my time, and all praised Changing Conversations in Organizations: A Complexity Approach to Change (Complexity and Emergence in Organizations):

1 of 1 people found the following review helpful. An important read for change agentsBy Jeffrey MarshDr. Shaw's

work hopefully will re-ignite more action research in transformative organizational change. There is a long thread of academic conversation that suggests major change is vastly complex and chaotic to say the very least. Predetermining the endpoint in major business change/re-engineering has proven to be highly unsuccessful for decades. New thinking about lasting change is called for. Dr. Shaw, in reflecting on her consulting experiences highlights these issues and, at the same time, offers an approach/mindset that change agents should seriously consider. I can personally attest to the efficacy of such a stance in affecting change. Jeff Marsh Ph.D. 0 of 0 people found the following review helpful. This book will help you get the right conversations between the right people about the right questions. Magic! By Peter O'Connor I have 30 years experience in consulting, change and project management. I have written beautiful reports - but I was often frustrated that they rarely changed behaviour. This book helps me to pinpoint how I can help my clients to work differently. There is some really great wisdom here! Very accessible and practical. I'll keep going back to this book when I hit those problems again. 1 of 1 people found the following review helpful. Organization Development 2.0 By Ronald p Milam Thought provoking, action inspiring! Patricia brings a complexity lens to organization development and facilitation. I recommend it to organization development practitioners looking to expand their capacity to support change.

Drawing on the theoretical foundations laid out in earlier volumes of this series, this book describes an approach to organizational change and development that is informed by a complexity perspective. It clarifies the experience of being in the midst of change. Unlike many books that presume clarity of foresight or hindsight, the author focuses on the essential uncertainty of participating in evolving events as they happen and considers the creative possibilities of such participation. Most methodologies for organizational change are firmly rooted in systems thinking, as are many approaches to process consultation and facilitation. This book questions the suggestion that we can choose and design new futures for our organizations in the way we often hope. Avoiding the widely favoured use of two by two matrices, idealized schemas and simplified typologies that characterize much of the management literature on change, this book encourages the reader to live in the immediate paradoxes and complexities of organizational life, where we must act with intention into the unknowable. The author uses detailed reflective narrative to evoke and elaborate on the experience of participating in the conversational processes of human organizing. It asserts that possibilities are perpetually sustained and changed by the conversational life of organizations. This book will be valuable to consultants, managers and leaders, indeed all those who are dissatisfied with idealized models of change and are searching for ways to develop an effective change practice.

Must of the thinking about orgazational change suggests that we can choose and design new futures for our firms. Questioning this idea, this book also describes an approach to change and development informed by a complexity perspective..