

The First International Conference on

# Dialogic Organization Development

August 6, 2015

Vancouver, BC, Canada

Dialogic OD is the next step in the evolution of organizational change theory, from thinking of organizations as organisms that adapt to their environments, to organizations as conversations where individual, group, and organizational actions result from self-organizing, socially constructed realities created and sustained by the prevailing narratives, stories, and conversations through which people make meaning about their experiences.

Beginning with their award winning paper in 2009, Gervase Bushe and Bob Marshak have been building a comprehensive theory that explains why 40 different change methods, like Appreciative Inquiry, Open Space Technology, Dynamic Facilitation, World Cafe, and Organizational Learning Conversations work or don't work. Their new book, coming out in 2015, explains the underlying practices that make each of those methods successful.

An international group of Dialogic OD practitioners, all contributors to the new book, will join Gervase and Bob in a dynamic, interactive day sure to leave you with new ideas you can immediately use in your change practice.

Organizations are seen as complex responsive processes where people's thoughts and actions are in a continuous process of meaning making and emergence. Change is not something that happens between periods of stability. Rather change is always happening at varying rates of speed.

Change in beliefs and actions results from changing the conversations that shape everyday thinking and behavior. However, Dialogic OD is not simply about creating good dialogues or objective exchanges of information. Rather, transformational change depends on the ability of these conversations to disrupt the status quo, introduce new, generative images that allow people to see old situations from new perspectives, and change the core organizational narratives - the prevailing beliefs, stories and images that shape how people in the organization make meaning of any situation.

[beedie.sfu.ca/DOD](http://beedie.sfu.ca/DOD)

"Dialogic Organization Development (OD) could not have arrived at a better time. The assumptions underlying it and some of the goals for social change and improvement that it articulates not only build on an important historical legacy but reinforce those aspects of OD that will be most needed in the future."

Edgar Schein, Professor Emeritus, MIT

**\$290 CDN** +5%GST

Includes a copy of the Dialogic Organization Development book, a \$69.95 US value, and lunch. Net proceeds go towards DOD research.

Thursday, August 6, 2015

**Location:** SFU Morris J Wosk Centre for Dialogue,  
515 West Hastings Street, Vancouver, V6B 1L6

**Register:** [beedie.sfu.ca/DOD](http://beedie.sfu.ca/DOD)

**Inquiries:** [beedie-events@sfu.ca](mailto:beedie-events@sfu.ca)

## Program Design

8:30am – 5:00pm

### MORNING

Edgar Schein: Opening address  
Gervase Bushe & Bob Marshak: Plenary Address: Overview to the Theory and Practice of Dialogic Organization Development

Two 45 minute Breakout sessions. Choose among:

Averbuch: Entry, Readiness and Contracting for Dialogic OD

Barrett: The Philosophical Bases for Dialogic OD

Corrigan: Hosting and Holding Containers

Gilpin-Jackson: Supporting Leaders through Organizational Transformation

Goppelt & Ray: Working Live: Dialogic Process Consultation

Holman: Engaging Emergence for Transformational Change

Roehrig & Schwendenwein: Amplifying Change: Cultivating Change after Dialogic Events

Storch: The Skills of Dialogic OD

### LUNCH

### AFTERNOON

After lunch we will use Open Space Technology to allow participants and presenters to interact around topics of mutual interest. Insights, Questions and Ideas will be harvested during the following plenary session.

Bushe, Marshak and the assembled presenters will close with thoughts on the future of transformational change in organizations.

# Presenters



**Tova Averbuch**, seasoned OD consultant and pioneer of whole-system and large-group interventions in business and society. She is a leading practitioner of Open Space Technology, co-founded “Oganim – —Opening Space for Collective Wisdom,” and teaches in the Organizational Consulting master’s program at Tel Aviv University, Israel.



**Frank Barrett** of the Naval Post-Graduate School in Monterrey, California, inventor along with David Cooperrider of Appreciative Inquiry, and a thought leader on applications of social constructionist philosophy to organization development and change as well as the use of jazz as a metaphor for understanding innovation in organizations.



**Gervase Bushe**, from the Beedie School of Business at Simon Fraser University, co-inventor of Dialogic OD, globally known for his development of the practice of Appreciative Inquiry and for his book, *Clear Leadership*, and the Clear Leadership Course, translated into six languages and taught to tens of thousands of managers around the world.



**Chris Corrigan**, a principal in Harvest Moon Consultants, a Canadian firm, is well known in global circles for his expertise in large-group methods such as Open Space Technology and World Café and is a steward and teacher/practitioner in the Art of Hosting.



**Yabome Gilpin-Jackson**, the Managing OD Consultant in the Fraser Health Authority, teaches undergraduate and graduate courses in Leadership and Organization Development, at Beedie and the Adler School of Professional Psychology. She has written numerous papers on dialogic OD and maintains an independent consulting practice.



**Joan Goppelt**, Director of Practice at Act Too Consulting in California, provides organization consulting and research. Joan has degrees in mathematics, computer science, and organizational systems. Along with her partner, Keith Ray, she has developed and written about a unique form of Dialogic Process Consultation.



**Peggy Holman**, author and consultant, is lead editor of *The Change Handbook* (2007) which profiles sixty-one processes that enable diverse groups to create their desired future. Her award-winning *Engaging Emergence: Turning Upheaval into Opportunity* (2010), built from complexity theory, provides a map for working with complex situations.



**Robert J. Marshak**, an organizational consultant for more than forty years, is currently Distinguished Scholar in Residence for OD Programs in the School of Public Affairs, American University. Co-inventor of Dialogic OD, and author of more than eighty-five publications on consulting and change, including the book, *Covert Processes at Work* (2006), he is a recipient of the US OD Network’s Lifetime Achievement Award.



**Keith W. Ray**, Director of Research at Act Too Consulting began his career as a scientist and project manager and then became an internal OD consultant. Keith now evolves his external practice using principles of social construction and complexity and along with his partner, Joan, has developed and written about a unique form of Dialogic Process Consultation.



**Michael J. Roehrig** has cultivated collective leadership and co-created change for more than twenty years. Trained in business administration, humanistic psychology, and systems thinking, he has extensive experience as an internal and external consultant and as a practice leader and VP for Organizational Development in two global corporations. Michael maintains a consulting practice in Germany with an international partner network.



**Edgar H. Schein** is the Sloan Fellows Professor of Management Emeritus, MIT Sloan School of Management, from which he retired in 2008. He continues to consult, coach, and write, and has published *Career Anchors* with John Van Maanen (4th Ed., 2013), *Organizational Culture and Leadership*, (4th Ed., 2010), *The Corporate Culture Survival Guide*, (2nd Ed., 2009), *Helping* (2009) and *Humble Inquiry* (2013).



**Joachim Schwendenwein** maintains a global consulting practice, supporting leaders, teams, and organizations through challenging development and transformation processes. Joachim has published extensively on corporate transformation and learning. He lectures at European and American universities and chairs the Austrian Association for Group Dynamics and Organization Consulting (OEGGO).



**Jacob Storch** was the founder and managing director of the largest Dialogic OD consultancy in the Nordic countries for fifteen years. His new consultancy works at the intersection of consulting and research. He teaches at Aarhus University, Denmark, and has authored or co-authored five books, including *Leadership Based Coaching* (2006), and numerous articles on discursive approaches to management and change.