

# EIGHT KEY PREMISES

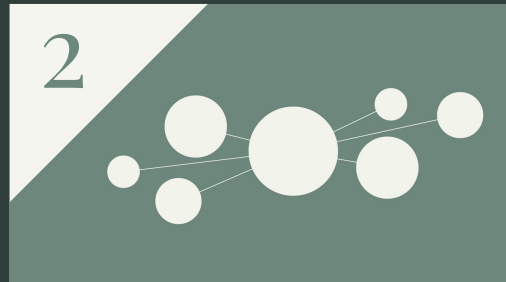
## OF DIALOGIC ORGANIZATION



### Reality and Relationships

#### Socially Constructed

The Dialogic OD mindset believes that organizations are socially constructed realities. In every conversation, this reality is being created, maintained, and/or changed.



### Mean Making Systems

#### People Interactions

The Dialogic OD mindset thinks of organizations not just as open systems interacting with an environment, but as dialogic systems in which people are continuously sense-making.



### Language Matters

#### Words Create Meaning

The Dialogic OD mindset thinks that words do more than convey information, they create meaning. Thinking is powerfully influenced by written and verbal communications.



### Changing Conversations

#### Create Change

Change requires changing who is in conversation with whom, what is being talked about, how conversations take place, and by asking what is being created from current conversations.



### Self-Organizing

#### Construction of Social Reality

The Dialogic OD mindset believes that organizations are self organizing, emergent systems where social reality is being constructed every day, a continuous flow rather than a stable entity.



### Increase Differentiation

#### Inquiry and Engagement

Participative inquiry is designed to maximize diversity, encourage unique perspectives, concerns, and aspirations, and surface the variety of perspectives and motivations in the system.



### Transformational Change

#### More Emergent Than Planned

Transformation requires holding an intention while moving into the unknown. Disrupting current patterns in a way that engages people in uncovering collective intentions and motivations is required.



### OD Practitioners

#### Part of the Process

OD practitioners need to be aware of their own immersion in the organization and reflexively consider what meanings they are creating and what narratives their actions are privileging and marginalizing.