

RELATIONAL PRACTICE

– Journal on leadership and organizational development

Volume 3, number 3, 2012



SYSTEMIC • SOCIAL CONSTRUCTIONISTIC • APPRECIATIVE • STRENGTH BASED • NARRATIVE

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RELATIONAL PRACTICE

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EDITORIAL BOARD

Charlotte Dalsgaard, cand.techn.soc., konsulent, Harbohus

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Forlaget Mindspace

Ryesgade 77, kld. th.

DK-2100 København Ø

T: +45 26168481

E: kontakt@forlagetmindspace.dk

W: www.forlagetmindspace.dk

CONTENTS >>

Editorial.....	4
Origin of Appreciative Inquiry by Jane Watkins	7
On Human Understanding: From Mind to Relationship by Kenneth Gergen	9
The Philosophical Stance: A Way of Practicing by Harlene Anderson	11
Understand, Imagine, Create: Frameworks for Inspiring Change by Bliss Browne	13
Movements of feeling and moments of judgement by John Shotter	15
Whole School Transformation by Dawn Dole	17
Organizational reflexivity by Christine Oliver & Carsten Hornstrup	19

EDITORIAL

RELATIONAL

PRACTICE

NO. 3

CO-CREATING LEARNING, LEADING AND LANGUAGE – LIFE-GIVING RELATIONSHIPS IN FAMILIES, COMMUNITIES, SCHOOLS AND ORGANIZATIONS

We have made this volume of Relational Praxis into an e-video-journal. We want to share with you over seven hours of enthusiasm and knowledge about co-creative processes. We hope that you will share them with your social network – friends and colleagues – in order to investigate the potentials of social innovation, transformative dialogues and collaborative practices in leadership and organizations. All the presenters have a common interest in the art of co-creating responsible and life giving relationships.

On the videos you can see:

Harlene Anderson
Bliss Browne
Dawn Dole

Kenneth Gergen
Carsten Hornstrup
Christine Oliver
John Shotter
Jane Watkins

Based on social constructionist, systemic, narrative and appreciative ideas and practices, the presenters will inspire, motivate and enable you to create better social worlds, better practices and theory through professional development. The videos originate from a conference called Constructing Worlds held in 2009 in Copenhagen, Denmark.

The ambitions of this issue are – as it was for the conference – to bring together and to share ideas

from many different perspectives. By bringing together people from different places in the world and from different backgrounds such as Social Work, Therapy, Teaching and Learning, and Management & OD, we want to build on the ideas that found our practice.

We think that difference in perspective, background, ethnicity and culture is a vital part of seeing and acting in a complex world.

We hope, that you will enjoy it.

The editorial board of Relational Praxis
Charlotte Dalsgaard, Carsten Hornstrup &
Marianne Kølle



JANE WATKINS: ORIGIN OF APPRECIATIVE INQUIRY

In 2009 a conference called Constructing Worlds was held in Copenhagen. Jane Watkins spoke about where the organization change process of Appreciative Inquiry came from, and what impact Social Constructionism and Systemic Thinking has on the practice of Organization Development. Jane Watkins described the transition from deficit-based organization change as a product of Modernist thinking to the development of positive, future-focused change based on post-Modern ideas and beliefs.



<http://vimeo.com/album/2026985/video/47004953>



KENNETH GERGEN: ON HUMAN UNDERSTANDING: FROM MIND TO RELATIONSHIP

Kenneth Gergen examine what it is to understand another human being. Much hangs on this question, in both our professions and our daily lives. The major ways in which we answer this question are not only conceptually flawed, but have the potential for bringing about alienated and dysfunctional relations. The problems with the traditional views lie in the fact that our answers are largely premised on a conception of independent, rational, and emotional human beings. Gergen proposes that, when we can envision all meaning as emerging from coordinated action, we open a space for reconstructing the nature of understanding. This view not only escapes the conceptual enigmas of the past, but more importantly, invites us into a new and more promising range of practices.

Also in this video: Dan Wulf



<http://vimeo.com/album/2026985/video/47085996>



HARLENE ANDERSON: THE PHILOSOPHICAL STANCE: A WAY OF PRACTICING

The philosophical stance is a way of being in the world: a way of talking with, acting with, responding with and thinking with the people we meet in our professional practices. The stance is based on the assumptions of collaborative relationships and dialogical conversations as relational and generative, and becomes the orientation, attitude and process in which mutual transforming occurs rather than a technique.

Harlene Anderson is a leader in the development of a postmodern collaborative-conversational approach to psychotherapy and has applied her approach to organizations, education, research and consultation.

Also in the video: Carsten Hornstrup & Sheila McNamee



<http://vimeo.com/album/2026985/video/47009785>



BLISS BROWNE: UNDERSTAND, IMAGINE, CREATE: FRAMEWORKS FOR INSPIRING CHANGE

In 2009 a conference called Constructing Worlds was held in Copenhagen and Bliss Browne presented the Imagine Chicago project which has inspired a global movement of social innovation. Browne spoke about her pioneering frameworks for inspiring community building by harnessing imagination for public good, creating reliably constructive partnerships across differences of gender, age and culture and helping individuals and organizations shift from deficit-based to strength-based mindsets and communication. Hear stories drawn from the global Imagine movement about creative ways to elicit vision and hope, build on strengths, and inspire constructive engagement and action.

Also in the video: Sally St. George & Louise Laustsen



<http://vimeo.com/album/2026985/video/46879070>



JOHN SHOTTER: MOVEMENTS OF FEELING AND MOMENTS OF JUDGMENT

Tom Andersen, in being “a wanderer and worrier” (as he put it), was constantly reflecting on his own practice, on his way of ‘going on’, to further develop and refine it. Each new way came to him, he said, on reaching a ‘crossroads’, a point when he felt unable to continue any longer in the same way. But once he stopped doing what he had come to see as ethically wrong, he found, he said, that the “alternatives popped up almost by themselves”.

It is what the nature of that imaginative judgmental work feels like, looks like, and sounds like that Shotter discusses in this talk.

Also in the video: Mary Gergen



<http://vimeo.com/album/2026985/video/47015692>



DAWN DOLE: WHOLE SCHOOL TRANSFORMA- TION

Workshop on Whole School Transformation

Dawn Dole talks about several schools that have utilized Appreciative Inquiry to bring about positive change. The power of collaboration, appreciation and dialogue are explored through these case stories.



<http://vimeo.com/album/2026985/video/47093160>



CHRISTINE OLIVER & CARSTEN HORNSTRUP: ORGANIZATIONAL REFLEXIVITY

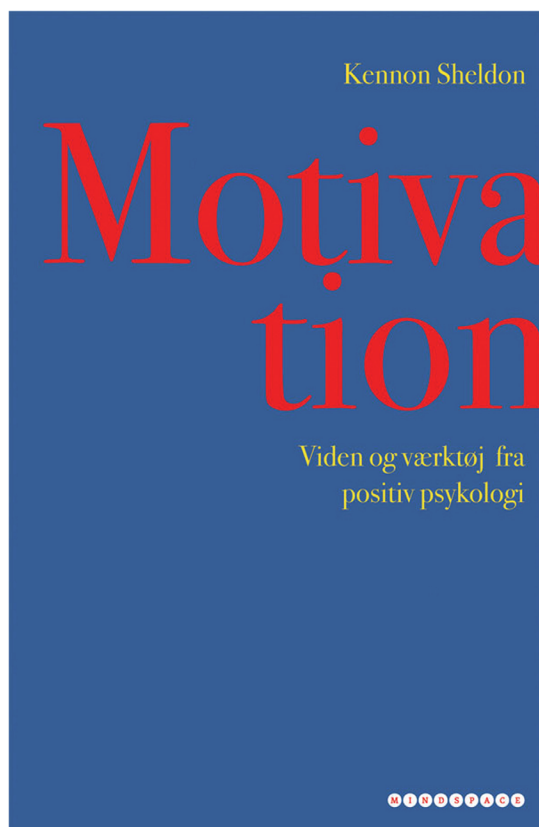
Workshop on Strategic reflexivity

In this workshop Christine and Carsten introduce a new turn in the development of a systemic approach to organizations. By elaborating and connecting the idea of relational reflexivity to an overall strategic approach to leading through dialogue, they argue that, managers and leaders should look beyond the local issues, if they are to create organizations that can handle complexity and change in a more competent way.



<http://vimeo.com/album/2026985/video/47089299>





Kennon Sheldon

MOTIVATION

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“Denne bog handler om motivation. Det er en praktisk anvendelig, forskningsbaseret bog, hvilket er lidt usædvanligt.”

Fra bogens forord ved Ebbe Lavendt

Editorial board:



MARIANNE KØLLE

Forlaget Mindspace
Ryesgade 77, kld. th.
DK-2100 København Ø
www.forlagetmindspace.dk
kontakt@forlagetmindspace.dk

Harbohus

CHARLOTTE DALSGAARD

Harbohus ApS
Skalhuse 5
DK-9240 Nibe
www.harbohus.dk
www.charlottedalsgaard.dk
cd@harbohus.dk



MacMann Berg
Systemisk ledelse og organisationsudvikling

CARSTEN HORNSTRUP

MacMann Berg
Karetmagergaarden
Graven 25B
DK-8000 Århus C
www.macmannberg.dk
ch@macmannberg.dk

