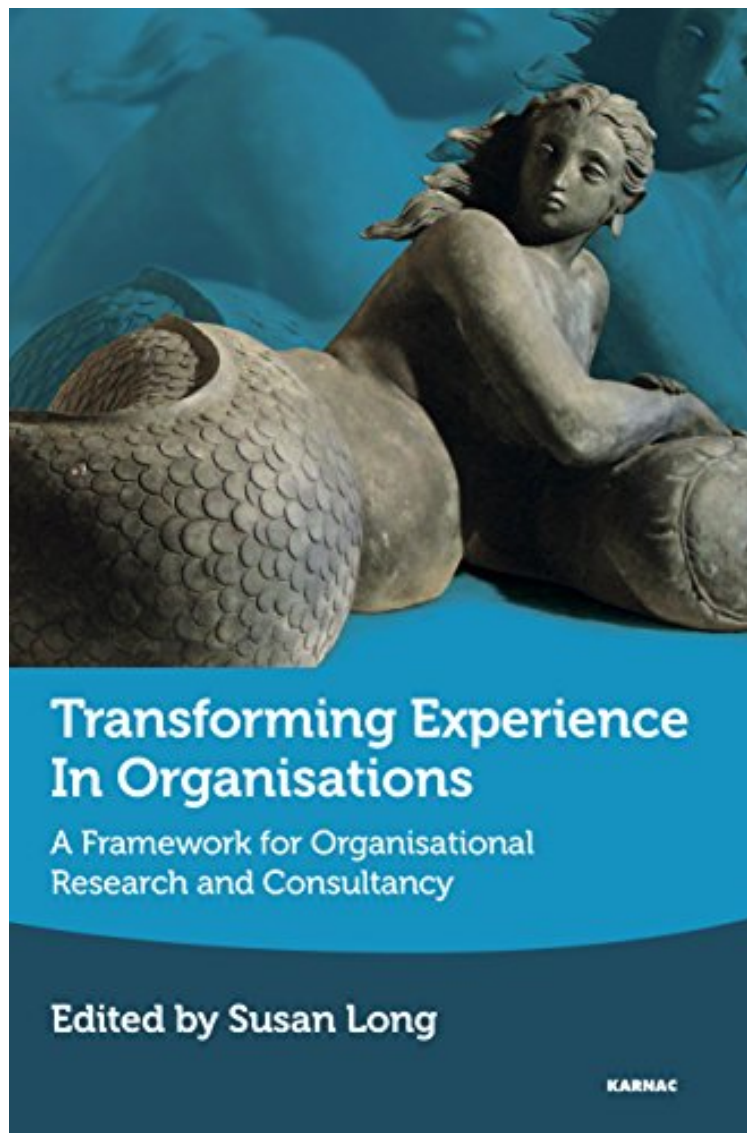


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Transforming Experience in Organisations: A Framework for Organisational Research and Consultancy

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From Karnac Books : Transforming Experience in Organisations: A Framework for Organisational Research and Consultancy before purchasing it in order to gage whether or not it would be worth my time, and all praised Transforming Experience in Organisations: A Framework for Organisational Research and Consultancy:

0 of 0 people found the following review helpful. A game changing bookBy MISS OLIVIA MARGOAnyone serious

about seeking to make a difference in organisations, communities, and society would benefit greatly from this, regardless of what sector or industry they're in. This is a wonderfully holistic and diverse exposition of a unique body work, making available to the reader some very robust and complex research about organisational life. The ever-changing nature of our world requires some real skill and discipline to navigate as leaders, consultants, and change makers. Organisational Analysis and the framework outlined in this book offers the ideas, tools, and examples of this, providing a sense of "freedom to make a difference". It takes the reader to pragmatic places, spiritual places, and everywhere in between. This offering is much more integrated and holistic in its breadth than contributions I have read in related fields. It's challenging, gritty, and honest. You can tell the authors put their hearts, minds and guts into it!

This book explores a theoretical model - the Transforming Experience Framework (TEF) - used to understand the complexities and ambiguities of experience within organisational life. The TEF explores how people can take authentic action through taking up roles. The model is initially presented together with an understanding of the nature of unconscious dynamics and their disturbing and creative potentials. The various chapters explore situations, dilemmas and case studies in organisations through expanding on different aspects of the Framework. The chapters of this book are written almost exclusively by men and women who have worked for the Grubb Institute, now named the Grubb Guild, some of them for 50 years and others as graduates or Faculty of the Grubb Institute's Master's Programme in Organisational Analysis and Leadership. Writers include or have been influenced by Bruce Reed, Barry Palmer, David Armstrong, Jean Reed, Bruce Irvine, Vega Roberts, Susan Long, Rebekah O'Rourke and John Bazalgette. The present manifestation of the Grubb thinking is through the Grubb School of Organisational Analysis: <http://www.grubbschool.org.uk>. Susan Long edits the book in her role as a Faculty Member in the Grubb School of Organisational Analysis. The intention of bringing this collection together is to demonstrate how the model can be used in organisational analysis, research and consulting. The framework has been gradually developed over many years with evolving versions being tried and tested in organisational research and consulting but has not been comprehensively described previously. The framework is in constant evolution and should be regarded as a living model, responsive to new ways of thinking and to changes in organisational experiences and contexts.

'This book offers a wonderfully evocative journey into the highly distinctive and imaginative perspective on group and organisational life opened out by the Grubb Institute. It draws on both its founding vision and its later reformulation in a new century within a radically changing social and organisational context. Affectionately edited by Susan Long, it stimulates and repays a close reading.' - David Armstrong, Associate Consultant, Tavistock Consulting, London

'This book stimulates ideas about boundaries and how they differentiate systems from their environment. It is an exciting collection of essays about the complexity of taking roles and the social unconscious. From a new perspective, authors discuss familiar topics such as unconscious processes, role framework, organisational analyses, the meaning of a system, and power. Anyone who is curious about the here-and-now process in organisations and searching for the answer to the question, "Is power a dirty word?" will find this book interesting. A very impressive combination of business case studies and theory.' - Ekaterina V. Mikhaylova, PhD, Associate Professor of Psychoanalysis and business consulting at the Higher School of Economics, Moscow, Russia

'This is, without question, an important critical anthology on new developments in psychodynamic thinking and socioanalysis, and essential reading for anyone interested in the fast changing field of unconscious process in organisations. This well-conceived collection will make a significant contribution to the available literature on psychoanalytic studies of organisations.' - Marianna Fotaki, Professor of Business Ethics, University of Warwick

Susan Long highlights the singular contribution of Bruce Irvine and the Grubb Institute to our understanding of some of the most deeply held and intrinsically valued aspects of organisational life. The contributions to this volume consistently highlight the spiritual domain of organisation, that domain which is so often the source of vitality and purpose, and in doing so they enable us to rethink what is meant by the unconscious, interconnectedness and leadership.' - Paul Hoggett, Emeritus Professor of Social Policy, UWE, Bristol; psychotherapist registered with the British Psychoanalytic Council and Member of the Severnside Institute for Psychotherapy

The Transforming Experience Framework (TEF) presented throughout this book is an original approach, stimulating for analysts, consultants and researchers working with a systems psychodynamics perspective. Building on the history and expertise of the Grubb Institute, it stresses the interconnectedness between the person, the role, the system, the context and "the source", therefore avoiding the very present risk of a personalisation of the issues in the workplace. Once more Susan Long demonstrates her openness, creativity and depth of thinking as a clinician in the social field.' - Gilles Amado, Emeritus Professor of Organisational Psychosociology, HEC Paris, and founding member of the International Society for the Psychoanalytic Study of Organisations

About the Author Susan Long is an organizational consultant and researcher. Formerly Professor of Creative and Sustainable Organisation, she is now an adjunct Professor at RMIT and in Melbourne Australia where she conducts courses for senior managers, supervises research students and conducts organizational research. As an organizational consultant she works with organizational change, executive coaching, board development, role analysis, team development and management training. She is a member of Comcarersquo;s advisory board for the Center of Excellence for Research into Mental Health at Work and

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