

change practices

Constructing

the future

through

relational

inquiry.

Institute
for *Creative
Change*

&

The
TAOS INSTITUTE



Call (602) 277-9077 or e-mail us at conf@changetalk.com or visit our website at www.changetalk.com.

Kerr Cultural Center
Scottsdale, Arizona

NOV. 5-7, 1998

The purpose of change practices

This conference will provide experiences that provoke conversations about the complexities of change. Based on social constructionist ideas, the emphasis is on change as it emerges within relational contexts. An interactive and experiential format will invite participants to transform theory into practice. This format will encourage learning through exploration that is playful and collaborative as we tinker together with innovative ideas. This conference will be creative, imaginative and fresh.

Goals of the Conference:

1. To provide experiences that provoke conversations about the complexity of change.
2. To apply social constructionism and postmodern inquiry to change practices.
3. To explore theories that view change as evolving within relational contexts.
4. To implement practices of change that are creative, relational, appreciative and collaborative in organizational and therapeutic settings.

the institutes

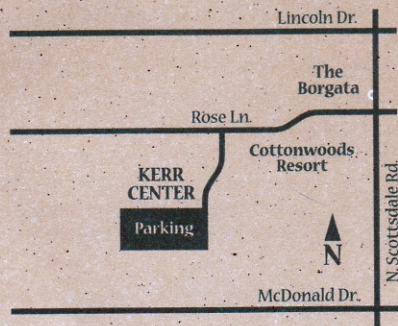
The Taos Institute is a pueblo, or community of scholars and practitioners working to explore, develop and extend the implications of social constructionism within a multitude of professional practices. The Institute is a non-profit organization whose founders, associates and members collaborate to design and promote creative, appreciative, and relational processes in families, communities and organizations around the world.

The Institute for Creative Change is a learning community dedicated to exploring practices that enhance thinking about people and change. Our mission is to create learning experiences and generate opportunities for collaboration about change evolving within relational contexts. Our focus is on the use of appreciation, resiliency, and multiple possibilities which promote visions for effective action. We are committed to maintaining a respect for the influences of context, complexity, biology and language.

the place

Kerr Cultural Center
6110 N. Scottsdale Rd.,
Scottsdale, Arizona

The setting is a former territorial hacienda that has been attractively converted into a peaceful conference center with beautiful patios and landscape. The Center is located in the heart of Scottsdale's resort district and accommodations are abundant nearby.



the cost

The fee for the conference will be \$265 if paid by August 1, 1998 and \$295 if paid later. Early registration is suggested as the number of participants is limited.

the participants

We invite participation from the fields of psychotherapy, organizational development and other professions who share the desire to be effective in creating change. Participants will be encouraged to share the similarities among their fields, as well as to interact in generating dialogues about change. Participants will have opportunities to expand networks of personal and professional connections.

the content

Topics related to change practices will include: Conversations and Language... Power of Relationships... Value of Collaboration... Learning Communities... Living Organizations... Curiosity, Inquiry and Dialogue... Multiple Realities... Chaos and Complexity... Appreciative Inquiry... Reflections and Innovations... Relational Responsibilities... Envisioning... Constructing the Future...

Thursday, November 5, 1998

6:00-7:00 pm

REGISTRATION

7:00-8:30 pm

OPENING EXERCISE

Faculty of the Institute for Creative Change in Collaboration with the Faculty of the Taos Institute

This exercise provides an opportunity for the participants to become acquainted with the faculty and each other. It will familiarize the participants with the relational format of the conference and will set the tone for collaboration. Participants will apply the theoretical concepts of 'multiple selves' and how 'relationships' create selves.

8:30-9:00 pm

CONCEPTUAL OVERVIEW

Kenneth Gergen

Social constructionist ideas can drive the change process. Kenneth Gergen is a leader in the development of social constructionist theory. He will present an overview of constructionism and relational thinking as an integrative preface to the conference.

Friday, November 6, 1998

8:00-8:30 am

LATE REGISTRATION

8:30-10:15 am

VITAL ASSUMPTIONS OF CHANGE

Faculty of the Institute for Creative Change

This exercise will provoke thinking about various assumptions that invite change in the relational context. Participants will explore these assumptions as they interact in this experiential exercise.

10:15-10:30 am

BREAK

10:30 am-12:00 pm

RELATIONAL RESPONSIBILITY

Sheila McNamee

Relational responsibility focuses on practices that value, sustain, and create relationships where common meanings can be constructed. Our attention will be directed toward refiguring responsibility in relational terms. An array of conversational resources will be proposed that sustain and support the process of jointly constructing meaning.

12:00-1:30 pm

LUNCH

Numerous delightful restaurants are within walking distance from the conference site.

1:30-3:00 pm

IMAGINATIVE INQUIRY

Bob and Sharon Cottor

An interactional presentation in which the audience will be invited to collaborate with Bob and Sharon in working with a family business scenario from an appreciative, relational and imaginative perspective. A macro role-play format will be utilized to demonstrate the complexities of change and the power of the constructionist approach when simultaneously applied to both family and organization.

3:00-3:15 pm

BREAK

3:15-4:45 pm

COLLABORATIONS

Harlene Anderson

Practical implications for collaboration in the therapy, learning, and organizational contexts will be presented. Harlene will challenge the expert-non expert dichotomy and the hierarchical structures that flow from it. She will demonstrate how conversational partners are powerful in the process of transformation and change.

4:45-5:30 pm

LARGE GROUP REFLECTIONS

Ken and Mary Gergen, David Cooperrider, Diana Whitney, Alan Asher and Cindy Weiser

Faculty members will form a reflecting team and discuss what they have appreciated about their experiences from the conference thus far. Participants will then reflect upon the reflections of the team.

**Saturday,
November 7, 1998**

8:30-10:15 am

**APPRECIATIVE INQUIRY AND LARGE GROUP
EXPERIENCE**

Diana Whitney and David Cooperrider

One of the most consistent beliefs in the field of organization and community change is that the most effective group size is 6-8 people. This notion has become something of a sacred mantra. Now, from a social constructionist perspective, of building communities of meaning, interactive groups of 100 or even 1,000 can be more effective. In this session David and Diana explores lessons from their practices, working interactively with large groups in the joint construction of the future. Special emphasis will be upon the use of interview protocols involved in Appreciative Inquiry (AI). This session will propose a "positive revolution" in the transformation of social science knowledge.

10:15-10:30 am

Break

10:30-12:00 pm

**APPRECIATIVE INQUIRY AND LARGE GROUP
EXPERIENCE (CONTINUED)**

12:00-1:15 pm

LUNCH

Provided at the conference. Enjoy!

1:15-2:45 pm

**CHANGETALK - THE TRANSFORMATIVE POWER
OF DIALOGUE**

*Muriel McClellan and Wendy Ellis in
Collaboration with Mary Gendron*

This exercise will explore the power of dialogue in the creation of new meanings. Using this conference as a context, shifts in meaning making as they are provoked and enhanced within a learning community will be examined. Technology will be used to provide multiple opportunities for reflections that allow large numbers of voices to be "heard" instantaneously.

2:45-3:00 pm

BREAK

3:00-4:30 pm

LARGE GROUP EXERCISE

Ken and Mary Gergen will lead our large group through an exercise using metaphors and change practices that we will take with us. Participants will be invited into a discussion of "What are you curious about now?", thus leaving the conference with a sense of "open space" for generating possibilities in the future.

4:30-5:00 pm

CLOSING

**Earn 14.0
continuing
education**

**credit
hours.**

continuing education credit

This program is designed to qualify for up to 14.0 hours of Category 1 continuing education credit for psychologists according to A.A.C. R4-26-207 (B) (1) and (C). 'Change Practices' is sponsored by the Arizona Psychological Association. AzPA is approved by the American Psychological Association to offer continuing education for psychologists. AzPA maintains responsibility for the program.

Graduate level professionals involved in psychotherapy and organizational development are encouraged to participate in the entire experience from Thursday at 7:00 pm through Saturday at 5:00 pm in order to receive the full 14.0 C.E. credit hours.

accommodations

To make hotel sleeping room reservations, try contacting one of the following nearby hotels. Call the Renaissance Cottonwoods at 1-800-468-3571, the Ramada Valley Ho at 1-800-228-2828, or the Scottsdale Hilton at 1-800-445-8667.

cancellation policy

Refunds, minus a \$35.00 processing fee, will be made one week prior to the conference. **NO** refunds will be made after October 29. A \$15.00 fee will be charged on **ALL** returned checks. Confirmation letters will not be sent.

for more information

Call (602) 277-9077 or e-mail us at conf@changetalk.com or visit our website at www.changetalk.com.

registration form

Name _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ (____) _____
HOME OFFICE

E-mail Address _____

payment

Make checks payable to the Institute for Creative Change. The fee for the program is \$265 until Aug. 1, 1998. After that there is a \$30 late registration fee, for a total of \$295.

special accommodations

- ☐ Please check here if you require special accommodations to fully participate. Please attach a written description of your needs.

submit

payment

and

registration form

to:

Institute for Creative Change
727 East Bethany Home Road
Suite #125
Phoenix, Arizona 85014

From the Taos Institute:

Harlene Anderson is a founder and faculty member of the Houston Galveston Institute and enjoys an international reputation for creative contributions to the marriage and family therapy field. She is co-author of *Language Systems and Therapy* and her latest work is *Conversation, Language, and Possibilities*. She is also co-founder with J. Paul Burney, of *Collaborative Consultations*.

David Cooperrider is an Associate Professor of Organizational Behavior at Case Western Reserve. He writes and lectures extensively on appreciative inquiry, generative metaphor, and constructionist practices in organizational development. He consults extensively in the U.S. and abroad, and specializes in international voluntary organizations. Currently, he is involved in a massive training effort for NGO managers from all parts of the globe.

Kenneth J. Gergen is the Mustin Professor of Psychology at Swarthmore College. He is a major figure in the development of social constructionist theory and its applications to practices of social change. He also lectures widely on contemporary issues in cultural life, including the self, technology, postmodernism, family life, and political conflict. He is the author of a number of works, including *Toward Transformation in Social Knowledge*, *The Saturated Self*, and *Realities and Relationships*.

Mary M. Gergen is a professor of psychology, affiliated with the Women's Studies Program, at Pennsylvania State University. She has positioned herself at the intellectual convergence of feminist theory and post-modernist thought, as a social constructionist. Her most recent publication is *Toward a New Psychology of Gender*, edited with Sara N. Davis. Among her earlier publications is *Feminist Thought and the Structure of Knowledge*. Her forthcoming book is *Impious Improvisations: Feminist Reconstructions in Psychology*.

Sheila McNamee is chair and professor of communication at the University of New Hampshire. She writes and lectures extensively on organizational meaning and transformation, social construction in therapeutic process, and research innovations. She is co-editor of *Therapy as Social Construction* and co-author of *Relational Responsibility: A Transformative Dialogue*, both with Kenneth J. Gergen.

Diana Whitney is Managing Director of Whitney Consulting Alliance, and an organizational development consultant, whose international work with corporations focuses on leading edge, constructionist processes for organization change. She works extensively with large scale culture change, mergers and strategic transformation. She is recognized as a foremost practitioner and developer of *Appreciative Inquiry*. She writes and speaks on postmodern organizational development, spirituality in the workplace, and appreciative inquiry.

From the Institute for Creative Change:

Robert Cottor and Sharon Cottor founded the Institute for Creative Change as the first family therapy training program in Arizona. The work of the Institute has always reflected Bob and Sharon's passion for exploring and learning more effective practices for creating intentional change with relationships and organizations. They are principals in a multi-disciplinary consulting firm, the *Family Business Roundtable*, which specializes in working with families-in-business and their business entities. Sharon and Bob are Associates of the Taos Institute.

Alan Asher is a Marriage and Family Therapist in Tempe, AZ, Co-Anchor of the Learning Laboratory and enjoys exploring the connections between biology and creative change.

Pepper Davis is a Professional Counselor and Marriage and Family Therapist in Phoenix, AZ and bridges relational responsibility into Arizona's professional certification process.

Wendy Danto Ellis is on the faculty of the Scottsdale Memorial Health System Family Practice Residency Program, the University of Phoenix. She energetically co-coordinates the Advanced Training Program and enjoys bringing forth opportunities to explore Change-Talk.

Edry Naddour Goot is Professional Counselor in Phoenix, AZ, on the faculty at Maricopa County Community Colleges and enthusiastically puts postmodern living into practice.

John C. Gutierrez is a Diplomat in Clinical Social Work, a clinician at the Department of Veterans Affairs and adjunct faculty at Arizona State University's Graduate School of Social Work. He works creatively with restorying the challenges after veterans experiences.

Fran Harris is a certified social worker, family therapist and Director of Parenting Skills Program in Tempe, Arizona, an agency that uses social constructionist ideas in collaboration with its clients.

Libby Howell is a licensed Psychologist in Tempe, AZ and is dedicated to inviting others to share in her appreciation of relational experiences in outdoor contexts.

F. Philip Irish is a therapist in Phoenix, AZ who invites an appreciation of the complexity involved in working with adolescents and their families.

Judith A. Levin is a Clinical Nurse Specialist and a Certified Nurse Practitioner in private practice in Phoenix, AZ. She brings forth multiple ways of thinking about health in a relational context.

Muriel S. McClellan is a licensed Psychologist who practices in Phoenix. She enjoys the creation of learning opportunities that focus on the relational aspects of change by co-coordinating the Advanced Training Program. She is webmaster for www.changetalk.com, an award winning site.

Cindy Caplan Weiser is Clinical Independent Social Worker, Co-Anchor of the Learning Laboratory and effectively brings theories of change into practice.

In Collaboration with:

Mary Gendron is a licensed psychologist and Associate of Leadership 2000. She lives the theory by her constant curiosity and effervescent ability to be appreciative.

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727 East Bethany Home Road, Suite #125
Phoenix, Arizona 85014

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