
THE TAOS INSTITUTE

Wyndham Garden Hotel
Naperville, Illinois
(30 miles west of Chicago)

November 20-23, 1997

CREATING THE APPRECIATIVE ORGANIZATION:

*Social Construction in
Organization Development*

Hosted by:



Benedictine
University

Master of Science in Management and
Organizational Behavior program and
the Institute for Management

CREATING THE APPRECIATIVE ORGANIZATION:

Social Construction in Organization Development

Thursday, November 20

7:00 p.m.

Registration, Reception, and Convening Session

Friday, November 21

8:00 a.m.

Registration and Welcome

9:00 a.m. - 4:00 p.m.

Sessions:

- * From Re-Engineering to Relational Transformation
- * Leadership in the Appreciative Organization
- * From Evaluation to Valuation

Saturday, November 22

9:00 a.m. - 4:00 p.m.

Sessions:

- * The Power of Appreciative Inquiry
- * Polyphonic Organizing: The Dynamics of Dialogue
- * Organizational Regeneration and the Large Scale Meeting

Sunday, November 23

Closing and Many Openings

11:00 a.m.

Brunch (Optional)



*The postmodern
condition is marked by a
plurality of voices vying
for the right to reality.*

*- Kenneth J. Gergen
(The Saturated Self)*

Presentations, Workshops & Panels

Organizations are human constructions held together by a fragile web of meanings. These meanings are created, solidified, and transformed through relationships. It is thus through relationships that organizational futures are made and lost. This conference will explore the powerful potentials of the Appreciative Organization. It is from specialized forms of dialogue that the Appreciative Organization emerges. The conference will furnish both theory and practical means for generating dialogues that coordinate, sensitize, and integrate the multiple voices of the organization. From these dialogues, problems give way to compelling organizational visions. The adaptive flexibility of the Appreciative Organization is maximally suited for confronting the challenge of rapidly changing conditions.

In 1991, the Taos Institute was founded by a group of scholars and practitioners committed to the belief that social constructionist practices have powerful and positive implications for human life and well-being. A group of Associates have now joined and Institute to enrich its resources and offerings. Since its inception, the Institute has hosted international conferences and workshops and provided consultation grounded in social constructionist theory to individuals and organizations.

In the Fall of 1996, Benedictine University introduced their new Ph.D. Program in Organization Development. The Program prepares management professionals with state-of-the-art education in the OD field. With a 25-year history of providing successful graduate-level OD education, Benedictine University takes its experience and knowledge to the next level.

Benedictine University's M.S. Management and Organizational Behavior Department (630) 829-6220 and The Institute for Management along with the Taos Institute are pleased to form a partnership to explore the Appreciative Organization.

Website: <http://www.serve.com/taos>

Toll Free Phone: 1-888-999-TAOS

The Taos Institute Founders

Sheila McNamee, Professor and Chair of Communication at the University of New Hampshire, writes and lectures on research innovations, meanings in organizational life, and social construction in the therapeutic setting. She is co-editor of *Therapy as Social Construction* and co-author of the forthcoming "**Relational Responsibility**," both with Ken Gergen.

Mary Gergen, Associate Professor of Psychology and Women's Studies at Penn State University, writes and lectures extensively on narrative psychology, feminist theory and methods, and organizational change. She is the editor of *Feminist Thought and the Structure of Knowledge*, and *Toward a New Psychology of Women: A Reader*, with Sara Davis.

Kenneth Gergen, Professor of Psychology at Swarthmore College, Pennsylvania, is internationally known for his seminal contributions to social constructionist theory and practice. His most recent books are: "**The Saturated Self**," which treats the effects of postmodernism on personal lives, and "**Realities & Relationships**," an examination of constructionist theory and relational being. He is an active consultant and well-known lecturer throughout the world.

Diana Whitney, President of Whitney Consulting, has pioneered social constructionist approaches to organization development in her work with corporations. She consults internationally with private and public sector organizations and specializes in creating innovative, high performance organization cultures. She writes and lectures on postmodern challenges facing leadership and on spirituality as an emerging business agenda.

Harlene Anderson, a founder and director of the Houston Galveston Institute, has authored several articles introducing social constructionist methods to the therapy world, and is co-author of *Language Systems and Therapy*, and most recently author of *Conversation, Language, and Possibilities: A Postmodern Approach to Therapy*. Dr. Anderson enjoys an international reputation for creative contributions to the marriage and family therapy field.

Suresh Srivastva, Professor of Organizational Behavior, Case Western Reserve, is a leading thinker in the area of relational constructions in organizations, and created an acclaimed series of edited volumes, including *Executive Power*, *Executive Integrity*, and *Appreciative Leadership and Management*. He is also an active consultant both in the United States and internationally.

David Cooperrider, Associate Professor of Organizational Behavior, Case Western Reserve, 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.