

Gergen
Galveston Family Institute, Inc.
P.O. Box 540965
Houston, TX 77254-0965

THE TAOS INSTITUTE

P.O. Box 4628
Camina de la Placita
Taos, New Mexico 87571

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*Mr. George Herais, Editor
Harvard Business Review
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The limits of language...mean the limits of my world.

- Ludwig Wittgenstein, "Philosophical Investigations"

THE TAOs INSTITUTE

TAOS CONFERENCE CENTER
APRIL 1-4 TAOs, NEW MEXICO

1993

Realities and Relationships

Social Construction
in Therapy
and Organization
Development



IN COLLABORATION
WITH:

- THE HOUSTON - GALVESTON
INSTITUTE
- WEATHERHEAD SCHOOL
OF MANAGEMENT
CASE WESTERN RESERVE
- NTL INSTITUTE OF
APPLIED BEHAVIORAL
SCIENCE

Realities and Relationships

Social Construction in Therapy and Organization Development



Dear George,
I sent one to
your NY Park Ave
address - but it
came back. Are you
living in Boston now?
We thought you might
be interested in
our latest
adventure.
Happy new year,
- Mary

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

- Kenneth J. Gergen
"The Saturated Self"

SCHEDULE OF MAJOR EVENTS

March 31: Wednesday evening - Reception and Registration
Holiday Inn Don Fernando de Taos*

April 1-4 Presentations, Discussions & Workshops at the
Taos Civic Center

Thursday: Registration and Welcome

**Reality and Relationships: Postmodern Possibilities
Narratives and Relational Scenarios**

Reception buffet - Millicent Rogers Art Museum**

Friday: **Metaphors and Metamorphosis in Groups**

Exploring the Taos Environs**

Situated Identities: Interactive Workshops

Saturday: **Conflict and Change in a Pluralistic World**

Negotiating Realities in Therapy and Organizations

Evening entertainment by local artists and musicians**

Sunday: Sunshine Brunch**

Social Construction and Spiritual Realities

12:00 Partings

* The hotel (1005 Paseo del Pueblo Sur) is located on Highway 68
as you enter Taos from Santa Fe.

** Open to guests

Thanks for the
magazine -
it's great.

PRESENTATIONS, WORKSHOPS & PANELS WITH:

Harlene Anderson, PhD.

Houston-Galveston Institute

David Cooperrider, PhD.

Weatherhead School of Management

Case Western Reserve

Mary M. Gergen, PhD.

Department of Psychology

Pennsylvania State University

Kenneth J. Gergen, PhD.

Department of Psychology

Swarthmore College

Diana Whitney, PhD.

Whitney Associates

Taos Institute

Sheila McNamee, PhD.

Department of Communication

University of New Hampshire

Suresh Srivastva, PhD.

Weatherhead School of Management

Case Western Reserve

Social Constructionism - - A human science paradigm designed for the challenges of the 21st century - - is the theme of the premier conference hosted by the Taos Institute, an organizational development consulting group. The focus of this meeting is on the means by which social constructionist theory and practices can transform the work of the therapist, the organizational consultant, and other human relations professionals. Based on the idea that through relationships we can create and transform our realities, social constructionist approaches yield new and effective ways to resolve interpersonal conflicts, create new opportunities for relationships, and invite alternatives for solving organizational dilemmas.

Presentations, panels and workshops lead by well-known scholars and practitioners will introduce participants to frontier thinking and applications in social constructionism. Special attention will be given to the ways discourse analysis can facilitate problem definition and resolution, the function of narrative and metaphor in human relations, the meaning and challenge of co-constructing worlds, and ways of transforming meaning in individuals, families and organizations. Cultural events offered by members of the Taos communities will contribute to the proceedings.

Sheila McNamee, Associate Professor and Chair of Communication at the University of New Hampshire, writes and lectures on research innovations, meaning in organizational life, and social construction in the therapeutic setting. She is editor, with Kenneth Gergen, of **Therapy as Social Construction**.

Mary Gergen, Associate Professor of Psychology at Pennsylvania State, 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**.

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 both the U.S. and abroad, and specializes in international voluntary organizations.

Diana Whitney, is a communications expert with long experience consulting in both the private and public sectors. She is the head of the consulting firm, Whitney Associates, and a founder of the Taos Institute. She specializes in value building for organization futures.

Harlene Anderson, with Harry Goolishian, is the founder and Director of the Houston-Galveston Institute. She has authored several articles introducing social constructionist methods to the therapy world, and is co-author of **Language Systems and Therapy**. Dr. Anderson enjoys an international reputation for creative contributions to the marriage and family therapy field.

Surish 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 with many organizations.

Kenneth Gergen, Professor of Psychology, Swarthmore College, Pennsylvania, is internationally known for his seminal contributions to social constructionist theory and practice. He is the author of **Toward Transformation in Social Knowledge**, and most recently, **The Saturated Self**, treating the effects of post-modernism on personal lives.



TAOS • NEW MEXICO

TAOS, NEW MEXICO - Legendary for its Native American and Spanish heritage, its artistic and literary creativity, and its incomparable natural surroundings - offers an ideal setting in which to work and play. Adventurous conferees may wish to bring skis; major skiing areas are within an hour's drive, and the season will be open.