REFLEXIVE INQUIRY

A Framework for Consultancy Practice

CHRISTINE OLIVER

Reflexive Inquiry A Framework For Consultancy Practice

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Reflexive Inquiry A Framework For Consultancy Practice:

   Reflexive Inquiry Christine Oliver,2018-04-24 This book sets out to explain how the reflexive inquiry model can be adapted to research so that consultants can continue to evaluate their work and learn from the process It draws out some implications of the principles arguments models and tools presented for undertaking research   *Reflexive Inquiry* Christine Oliver,2018   **The Reflective, Facilitative, and Interpretive Practice of the Coordinated Management of Meaning** Beth Fisher-Yoshida,Catherine Creede,Placida Gallegos,2012-04-12 The Reflective Facilitative and Interpretive Practices of the Coordinated Management of Meaning Making Lives Making Meaning showcases practical applications of the theory of Coordinated Management of Meaning CMM In the facilitation section CMM creates dynamics within groups leading toward improved ways of working together in the interpretation section CMM offers alternative frames to interpret interactions with one another and in the reflection section CMM is a means to reflect on experiences and interactions to deeper levels of understanding and learning CMM is grounded in social constructionism takes a communication perspective and provides concepts and tools for making better social worlds   *Systems Practice: How to Act in a Climate Change World* Ray Ison,2010-07-20 It is now accepted that humans are changing the climate of the Earth and this is the most compelling amongst a long litany of reasons as to why collectively we have to change our ways of thinking and acting Most people now recognise that we have to be capable of adapting quickly as new and uncertain circumstances emerge this capability will need to exist at personal group community regional national and international levels all at the same time Systems Practice is structured into four parts Part I introduces the societal need to move towards a more systemic and adaptive governance against the backdrop of human induced climate change Part II unpacks what is involved in systems practice by means of a juggler metaphor examining situations where systems thinking offers useful understanding and opportunities for change Part III identifies the main factors that constrain the uptake of systems practice and makes the case for innovation in practice by means of systemic inquiry systemic action research and systemic intervention The book concludes with Part IV which critically examines how systems practice is or might be utilised at different levels from the personal to the societal The development of our capabilities to think and act systemically is an urgent priority and Systems Practice aims to show how to do systems thinking and translate that thinking into praxis theory informed practical action which will be welcomed by those managing in situations of complexity and uncertainty across all domains of professional and personal concern   **Systems Practice: How to Act** Ray Ison,2017-08-10 This book shows how to do systems thinking and translate that thinking into praxis theory informed practical action It will be welcomed by those managing or governing in situations of complexity and uncertainty across all domains of professional and personal life The development of capabilities to think and act systemically is an urgent priority Humans are now a force of nature affecting whole earth dynamics including the earth s climate we live in an Anthropocene or Capitalocene and are confronted by the emergence of a post truth big data world What we have

developed organisationally and institutionally seems very fragile An imperative exists to recover whatever systemic sensibilities we still retain to foster systems literacy and to invest in systems thinking in practice capability This will be needed in future at personal group community regional national and international levels all at the same time Systems Practice How to Act is structured into four parts Part I introduces the societal need to invest in systems thinking in practice in contexts of uncertainty and complexity epitomised by the challenges of responding to human induced climate change Part II unpacks what is involved in systems practice by means of a juggler isophor examining situations where systems thinking offers useful understanding and opportunities for change Part III identifies the main factors that constrain the uptake of systems practice and makes the case for innovation in practice by means of systemic inquiry systemic action research and systemic intervention The book concludes with Part IV which critically examines how systems practice is or might be utilised at different levels from the personal to the societal div   Advancing Relational Leadership Research Mary Uhl-Bien,Sonia M. Ospina,2012-10-01 Leaders and followers live in a relational world a world in which leadership occurs in complex webs of relationships and dynamically changing contexts Despite this our theories of leadership are grounded in assumptions of individuality and linear causality If we are to advance understandings of leadership that have more relevance to the world of practice we need to embed issues of relationality into leadership studies This volume addresses this issue by bringing together for the first time a set of prominent scholars from different paradigmatic and disciplinary perspectives to engage in dialogue regarding how to meet the challenges of relationality in leadership research and practice Included are cutting edge thinking heated debate and passionate perspectives on the issues at hand The chapters reveal the varied and nuanced treatments of relationality that come from authors alternative paradigmatic entity constructionist critical views Dialogue scholars reacting to the chapters engage in spirited debate regarding the commensurability or incommensurability of the paradigmatic approaches The editors bring the dialogue together with introductory and concluding chapters that offer a framework for comparing and situating the competing assumptions and perspectives spanning the relational leadership landscape Using paradigm interplay they unpack assumptions and lay out a roadmap for relational leadership research A key takeaway is that advancing relational leadership research requires multiple paradigmatic perspectives and scholars who are conversant in the assumptions brought by these perspectives The book is aimed at those who feel that much of current leadership thinking is missing the boat in today s complex relational world It provides an essential resource for all leadership scholars and practitioners curious about the nature of research on leadership both those with much research exposure and those new to the field   **Practical Appreciative Inquiry** Sarah Lewis,2025-02-25 Equips leaders with a revolutionary approach to achieving positive organizational change Practical Appreciative Inquiry A Toolkit for Applying Appreciative Inquiry to Organisational Challenges Opportunities and Aspirations helps experienced practitioners and newcomers alike harness the versatility and flexibility of appreciative inquiry to improve any organization An invaluable how to guide it

contains a wealth of ideas and activities that readers can use to put appreciative inquiry into practice in many different organisational scenarios It demonstrates how to achieve change while fostering positive relationships promoting collective learning and utilizing the best features of the organization s culture to make rapid improvements Sarah Lewis a specialist organizational consultant and facilitator provides step by step advice for developing the leadership mindset required for practising appreciative leadership building resilience within an organization motivating performance boosting team creativity supporting planned change processes and much more Covering all key aspects of appreciative inquiry from a practice oriented perspective Practical Appreciative Inquiry Guides readers on applying appreciative inquiry theory in a wide range of real world management scenarios Integrates numerous case studies and examples of appreciative inquiry in action including many from the author s own practice Introduces the 5D model of appreciative inquiry and the SOAR model of strategy development Explains how to develop deliver and follow up an appreciative inquiry event summit and commission Discusses appreciative inquiry approaches to specific organizational issues such as fostering team member diversity reducing silo mentality virtual working challenges and health interventions Contains learning points discussion questions additional readings teaching exercises and links to online resources in each chapter Practical Appreciative Inquiry A Toolkit for Applying Appreciative Inquiry to Organisational Challenges Opportunities and Aspirations is a must read for all leaders managers and team members wanting to improve their organization as well as consultants and organizational development experts interested in using appreciative inquiry in their practice **Dialogical Meetings in Social Networks** Jaakko Seikkula,Tom Erik Arnkil,2018-05-08 This book describes and analyses two dialogic network practices Open Dialogues developed for use in psychiatric crisis situations and Anticipation Dialogues used in less acute situations such as multi agency muddles where the helper systems are stuck The book is both theoretical and detailed enough for practitioners who wish to apply the approaches to their work It is meant for professionals in the fields of psycho social work including therapists to day care personnel social workers to school teachers researchers and academics As the book touches upon dialogues with and within private networks the book reaches out to clients too *Clinical Practice at the Edge of Care* Laura Smith,2016-12-07 This book brings together psychological and psychotherapeutic contributions in clinical practice with at risk children and their families Chapters by experts working in a range of edge of care settings give an essential account of real world clinical challenges and dilemmas whilst drawing on relevant theory and the growing evidence base for edge of care work with children and families This title will be of interest to both clinical and social work practitioners those commissioning and developing best practice in edge of care services scholars and students of Clinical Psychology Systemic Psychotherapy and related disciplines The Performance of Practice Jim Wilson,2020-03-11 This book is about how to maintain an aliveness to the possibilities in therapy and practice and how to challenge ideas of orthodoxy in theory and methodologies that can become stale or followed like religions **Exploring the Professional Identity of Management Consultants** Anthony F.

Buono,Léon de Caluwé,Annemieke Stoppelenburg,2013-03-01 The volume is based on the presentations and discussions from the Fifth European Conference on Management Consulting sponsored by the Management Consulting Division of the Academy of Management which took place June 2011 at Vrije Universiteit in Amsterdam the Netherlands The conference theme Exploring the Professional Identity of Management Consultants attempted to capture the highly ambiguous social status of this young and emerging profession Management consulting does not have professional standards or accreditation criteria like those found in medicine or law there are low barriers to entry and a broad range of tasks are undertaken in the name of consulting As a result a crucial aspect of what constitutes such a loosely defined profession is the identity of its members The professional identity of management consultants is continuously developing through the interplay of how consultants are seen and valued by clients as well as in the larger society and how consultancy firms and consultants identify and position themselves This theme includes a variety of topics ranging from the interaction between consultants and their clients consultant rhetoric and self presentation and the plethora of books media and public discourse on consulting to human resource policies and practices knowledge development activities of consultancy firms career and life stories of consultants and consultancies and consulting associations accreditation bodies and education programs All of these factors contribute either directly or indirectly to identity construction in the field of management consulting **Leading at All Levels** Annette MacArtain-Kerr,2018-10-09 Leading at All Levels Using Systemic Ideas to Get the Most from the Workplace moves away from traditional perspectives on leadership and utilising ideas from systemic consultation provides a rationale for leadership at all levels emphasising the potential of everyone in organisations to lead in their own area of work Reviewing the theory of resilience and its place in organisational life the book provides guidance on how to foster resilience in the workplace Written in accessible language the book is divided into three sections on work and leadership on problem solving and finally on approaches to leading at all levels A variety of perspectives on leadership are explored as well as barriers to effective leadership and there are many suggestions for improvement The book discusses the ways in which systemic thinking can contribute to enhance leadership which includes considering different perceptions and experiences of leadership the influence of power in workplace relationships and organisational outcomes the link between positive employee engagement for performance and well being at work and the importance of interpersonal and relational behaviour on leadership The book also considers the importance of everyday workplace interactions to our understanding of leadership and supports a wide understanding of workplace conflict It contains examples throughout which are applicable to different types and sizes of organisation and provides suggestions for readers relating to the practice of leadership at all levels Good leadership is of great importance to today s organisations The book suggests that by paying more attention to leadership at all levels organisations can work towards improving productivity which has been highlighted as a critical issue in the UK since the 2008 recession Leading at All Levels will appeal to systemic trainees practitioners and systemic consultants and to

those in related professions as well as to personal development practitioners and coaches **Improving Quality in Healthcare** Murray Anderson-Wallace,Nick Downham,2023-11-29 This book is for anyone who is interested in improving quality in healthcare It will appeal to those who are traditionally responsible for quality matters as well as practicing clinicians and leaders Unusually it will also be as relevant to those who have the keenest interest in the quality of care interested citizens It is a deliberate antidote to the anti intellectual QI tool driven mechanistic approach that still dominates much of healthcare quality improvement work The authors both of whom have extensive experience of working in and around quality issues in healthcare at a national regional and local level challenge such approaches which they believe fail to take account of patient and organisational context and invite reductionism cherry picking atomisation of complex issues leading ultimately to simplistic and unsustainable outcomes Key features of the book An exploration of some of the often overlooked and misunderstood core concepts of quality their history and meaning in a contemporary context A framework to question the work using four interconnected conceptual domains as a valuable framework to consider improving quality and reducing failure demand Critical re examination of the dominant approaches to change that are frequently adopted in quality work many of which have been rooted in scientific management that have failed to live up to their promise particularly transformational Exploring how an inter disciplinary perspective can reframe aspects of quality thinking **Group Analysis: Working with Staff, Teams and Organizations** Aleksandra Novakovic,David Vincent,2019-02-12 Featuring contributions from a range of organizational contexts Group Analysis Working with Staff Teams and Organizations identifies the key features to group analytic practice as well as how different theoretical orientations such as Systemic and Tavistock Consultancy approaches can be incorporated into the process The book addresses two essential features of group analysis the exploration of unconscious dynamics in groups and the shifts of observational attention between the group as a whole the individual in the group and the group in the individual Including perspectives from both organizational consultancy and reflective practice chapters feature analysis with groups and subgroups in a range of settings including a forensic psychiatric hospital a children s hospice an Anglican religious community and the management team of a global organization Group Analysis Working with Staff Teams and Organizations is a major contribution to the developing literature on group analysis It will be of great interest to psychotherapists organizational consultants facilitators of reflective practice groups coaches trainees in these disciplines and any professionals who work with staff teams and organizations **Depth Leadership** Helene Smit,2014-05-09 Depth Leadership is written for leaders who want to use a depth approach in their daily work The depth approach is based on the idea that human behaviour is determined not only by conscious thought and feeling but also by a wellspring of thoughts feelings and potential stored in the unconscious mind The ideas in this book are grounded in academically sound theory but are discussed from a layperson s perspective Depth Leadership is aimed at anyone who leads a group whether a formal organizational group or an informal social group It can help CEOs chairpersons directors project

managers teachers police officers nurses municipality managers preachers sports coaches choirmasters and even parents in their leadership practice This edition is a rework of The Depth Facilitator s Handbook which was published in 2009 as a textbook for students of facilitation and is extensively illustrated by award winning artist Katherine Glenday   *Gossip and Organizations* Kathryn Waddington,2012-08-21 Gossip is a complex and ubiquitous phenomenon widely found and variously practiced Gossip and Organizations provides the reader with an analysis of gossip and informal knowledge across different national organizational and cultural contexts drawing upon empirical findings and the author s experiences of researching gossip in nursing and healthcare organizations and higher educational institutions Kathryn Waddington aims to dispel once and for all the myth that women gossip and men have conversations shattering the illusion that gossip at work is trivial talk This book challenges the assumption that gossip is a problem that should be discouraged While there is undoubtedly a dark side to gossip Kathryn Waddington argues that paying closer attention to gossip as organizational communication and knowledge enables exploration of other ways of seeing interpreting and understanding organizations Gossip is not merely an impediment of organizing it is a form of organizing which shapes perceptions and actions and can forewarn managers of future failure in organizational systems The complexity of gossip is such that a of range inter disciplinary explanations is necessary in order to account for this form of communication and knowledge across multiple levels and spaces in and around organizations Waddington provides a new evidence based framework incorporating ethics emotion identity sensemaking and power as a guide future research theorizing and critical reflective and reflexive practice in the field of organizational gossip
    Orientation to Inquiry in a Reflective Professional Psychology Lisa Tsoi Hoshmand,1994-01-01 This book approaches professional inquiry in psychology from a perspective that integrates research and practice and prepares students for the diversity of methods employed in the field It examines a broad range of models and methods of inquiry in both research and practice and provides a framework for linking issues of knowledge to the special context of professional psychology Guided by a vision of psychology as a self critical discipline and a reflective profession Hoshmand provides a pluralistic perspective on inquiry including alternative paradigms for the professional education of clinical counseling consulting and other practicing psychologists as reflective scientist practitioners She gives special attention to the cognitive development and knowledge processes of the professional and offers suggestions for professional training and mechanisms of teaching and learning   **A Study of Commendable School Reform Consultants** Ilene Mae Satchell,2006   *Les stratégies de changement* David Autissier,Faouzi Bensebaa,Jean-Michel Moutot,2012-05-16 Le changement est la pr occupation premi re des dirigeants d entreprise et des managers qui y voient un instrument au service de la performance et de l adaptabilit de l organisation contraintes environnementales innovation dynamique entrepreneuriale Beaucoup d crits ont t r alis s sur les fondements du changement pourquoi changer et sur les outils de la conduite du changement mais peu de choses existent sur la fa on de penser le changement avant son d ploiement Cette r flexion ex ante permet de rendre le changement compr

hensible et bien accept par ceux qui le subissent L ouvrage propose une m thodologie permettant de d finir la strat gie illustr e de nombreux cas r els d taill s *The Sage Handbook of Social Constructionist Practice* Sheila McNamee,Mary M. Gergen,Celiane Camargo-Borges,Emerson F. Rasera,2020-09-30 The SAGE Handbook of Social Constructionist Practice is the first major survey of innovations in professional practice emerging from a social constructionist orientation to social science This key perspective has been unique in its stimulation of pioneering practices over a broad number of professions This volume offers insights into the latest developments in theory showcases the range and variations in practical outcomes while pointing to emerging directions of development The Handbook focuses on hands on practices while offering the theoretical tools for further enriching their application The authors are leading figures in their fields including organizational development therapy healthcare education research and community building The volume will be particularly useful for students scholars professional practitioners and change makers from across the globe PART ONE Introduction PART TWO Research Practices PART THREE Practices in Therapeutic Professions PART FOUR Practices in Organizational Development PART FIVE Practices in Education PART SIX Practices in Healthcare PART SEVEN Community Practices

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