



Into the Unknown: OD and the Co-creation of Meaning

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OD and the Co-creation of Meaning(fulness)

What has been most meaningful for you in attending this alumni conference?

MSOD Alumni
Conference 2017





A sunset over a mountain range with a quote overlay. The sky is a mix of orange, yellow, and blue. The mountains are silhouetted against the bright horizon. The quote is written in white, sans-serif font.

ONCE YOU CHOOSE

HOPE

ANYTHING IS POSSIBLE

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We're in the business of co-creating meaningfulness leading to hope, and its hope that leads to possibilities!



OD and the Co-creation of Meaning(fulness)

Traditional OD has long favored the Diagnostic and Intervention model of change, and its subsequent outcomes as what's meaningful.....

OD in a complex future is the Co-creation of Meaning, which places the *interactive process as primary* and what *generates meaningfulness* Ergo, the hope for a better possibility.



OD and the Co-creation of Meaning(fulness)

Meaning(fulness) becomes the bridge between the intrapsychic dynamics and subsequent interpersonal action one is willing to take!





OD and the Co-creation of Meaning(fulness)

 *We all search for meaning(fulness) in our lives, whilst already in the process of making meaning.....*

And from this, in the midst of our journey.....

Our grand narrative emerges of who we believe we are, making sense of our experience and providing us an identity.....



Four Phenomena Shaping the Grand Narrative in our Life

Places of
Discovery

Profound
Moments

Shared
Experiences

Significant
Relationships



OD and the Co-creation of Meaning(fulness)

Our construction of meaning(fulness) speaks to how our existence makes a difference (positively or negatively) via the Grand Narrative we generate.....



.....about ourselves, our life, and about others.



OD and the Co-creation of Meaning(fulness)

Core Dynamics Underlying the Meanings in our Grand Narrative

Unconscious
Psycho-
emotional
Processes

Conflicting
Feelings and
Goals from
parallel
Psych/Emo/
Social/
Cognitive
Processes

Early
Experiences
Fostering
Confidence or
Generating
Wounds

Our Images of
“others” and
relationships
impacting
social
interdependence



OD and the Co-creation of Meaning(fulness)

Identify a significant theme in your story (life), (one you hear yourself saying often) and discuss what are the sources of experience that give rise to its meaning(fulness) for you?

**What's
Your
Story?**



OD and the Co-Creation of Meaning

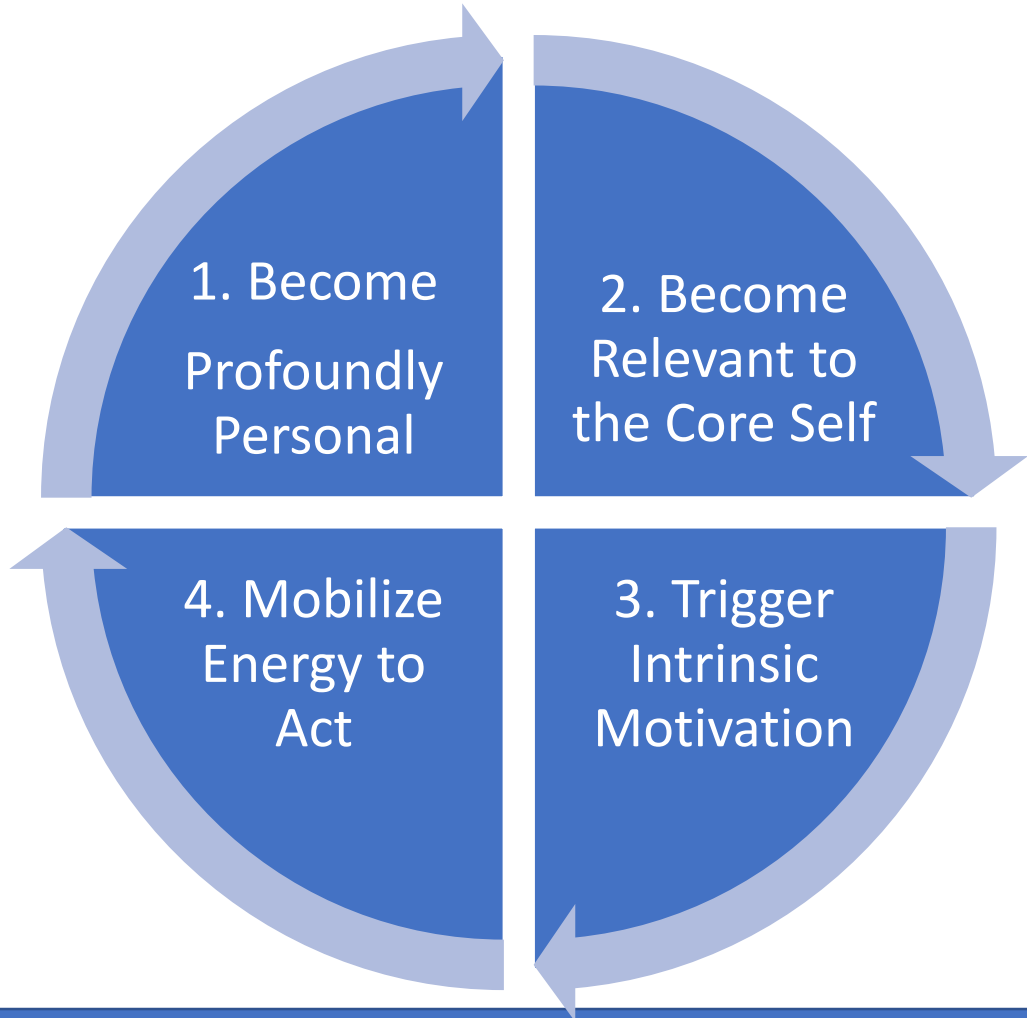
What if we looked at the change process as the co-creation of meaning (fulness), and the task of all change leadership as community building?



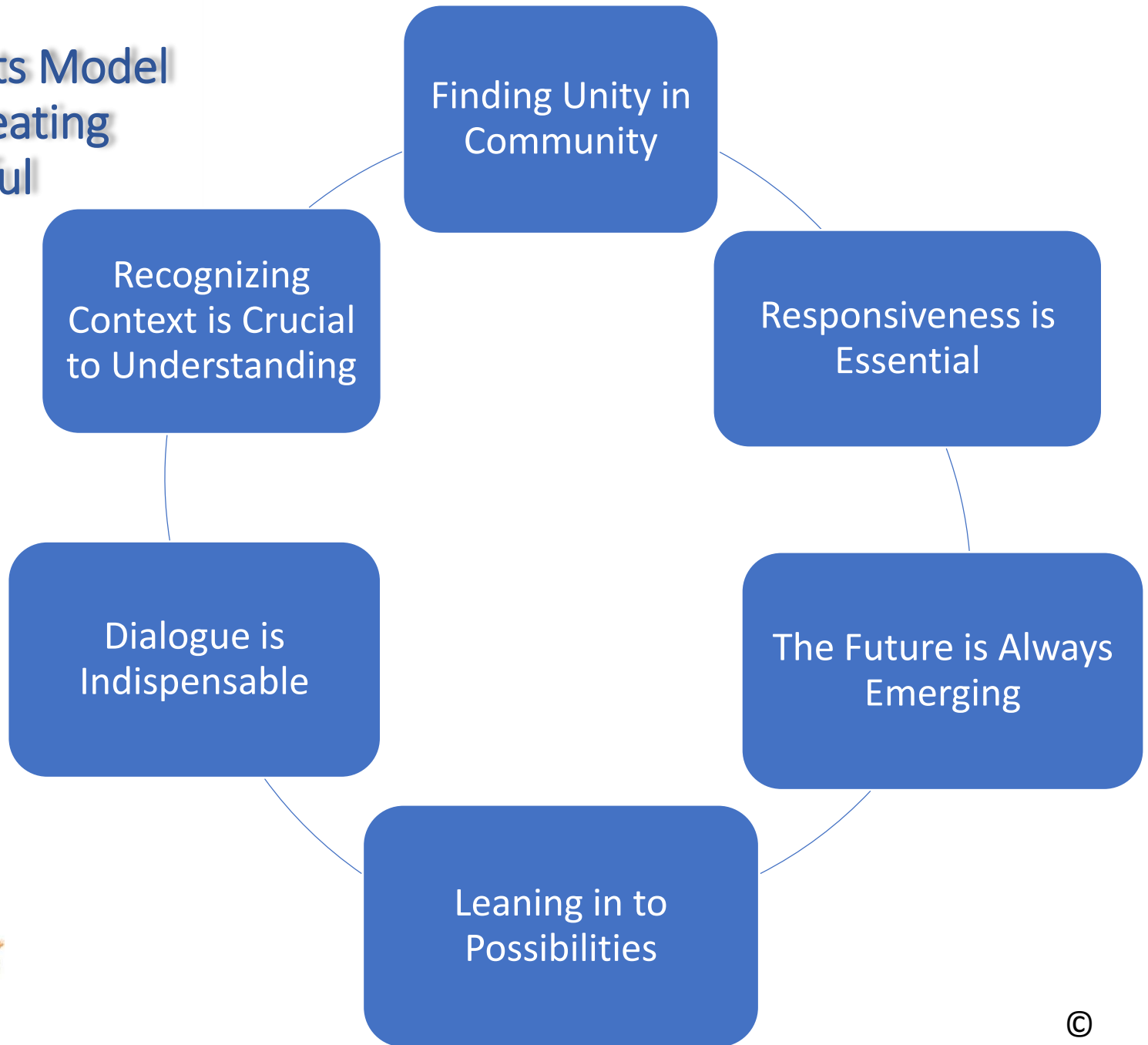


OD and the Co-creation of Meaning(fulness)

The Process used to co-create Meaning(fulness) of the Change must:








6 Elements Model for Co-Creating Meaningful Change





Element 1: Finding the Unity in Community:

-  *Experiencing a Sense of Belonging*
-  *Being Related to as a Valued Member:
Knowing Who you are Matters*
-  *Feeling a Part of Something*
-  *Sense of Communal Responsibility & Commitment*
-  *There is a Unity of Purpose*





Element 2: Context is Critical to Our Understanding



“The future is recognizable when it arrives, but in many respects not predictable before it does.”

(Stacey, Griffin, & Shaw 2000)



Context is Critical to Our Understanding

 *We see through the lens of our past experiences -*

Ergo, we use our past to make sense of our present in an effort to predict and control the future.....





Context is Critical to Our Understanding

*Realizing this is to grasp
that we are always:*

*.....Bringing Together
Diverse Sense Making for
Mutual Understanding*






Context is Critical to Our Understanding

- *In the complexity of life and organizations we recognize that our present day experiences and relationships are difficult to define and **defy meta-narrative understanding**, since each of us potentially sees something different based on our past experiences.....*

• (Mangiofico, 2003 based on adaptations of Clegg & Hardy, 1996)



Element 3: Responsiveness to Intra- and Inter-Personal Dynamics

 *Finding the meaning for the evolved narrative that is necessary for change requires challenging the meanings of our current one.....at both an individual and collective level*



To Be Announced



Responsiveness to Intra- and Inter-Personal

- 🌳 Fears define the boundary of one's life.
- 🌳 Overcoming the present story requires an ego strength that allows one to take action.
- 🌳 Consequently, we must have the courage to meet our self in this journey in order to change our life.





Element 4: Dialogue is Indispensable and creates a new lived experience

Effective Dialogues allow for
Prospective Sense Making: *How
do we know what is Meaningful to
me? To you?*


Allows a New Story about the
meaning(fulness) in our
relationships and community to
emerge through a new lived
experience.



let's talk



Dialogue is Indispensable, But Difficult To Do!

 *Speaking out that hurt/injury that binds becomes subversive in a world where the social/professional message is to be unflawedbut it is necessary for genuine transformation*



**The gifts of
imperfection**



Dialogue is Indispensable

- Each Gathering is about the Future we want to create....., so:

What's the conversation we need to have that will hold meaning(fulness) and create the desired transformation we're seeking?

Meaningful text goes
HERE



THERE IS NO GREATER AGONY
THAN BEARING AN UNTOLD
STORY INSIDE YOU.

- MAYA ANGELOU


truth inside Of You

This is from where emancipatory learning emanates!



Element 5: The Future is Always Emerging



 *Future is always being created by what we believe.....*

Consequently we must learn to live with the emergence of meaning as a natural state



The Future is Always Emerging: Ergo, be careful not to move too quickly

 Need to just explore it and discover what it is telling you,

...allowing the data to emerge unstructured so that it might come together as a new perspective, creating new meaning(fulness)...

.....Thus a new narrative, a new way of knowing becomes possible





The OD Practitioner Needs to Facilitate That Future is Always Emerging


- Only by accepting that you have **a choice in interpreting** the meaning that was created around this hurt (thus, you are not powerless) are you liberated (emancipated learning) to move beyond the story you've been holding.

Change the meaning, thus changing the story, allows a new future to emerge!






The OD Practitioner Needs to Facilitate Leaning in to the Possibilities

 *Which requires
a leap of faith,
taking action
before the
outcome is
known!*





The OD Practitioner Needs to Facilitate Leaning in to the Possibilities


 *Transformation occurs when we
have the courage to act on the
meaning(fulness) that is Possible!*

**The Construction of Meaning(fulness)
creates the shift!**




The OD Practitioner must Facilitate the Co-Creation of a Shared Process that holds for the Collective:

The Promise of
Something Hopeful

 A Plan that is
Aspirational and
Achievable;

Being a Part of
Something Greater
than Ourselves or in
the Service of Others

 A Purpose that is
Meaningful at the
Level of One's
Identity

**What's the
meaning(fulness)
that if manifested,
has the power to
transform you?**

©

MEANINGFUL
CHANGE



OD and the Co-creation of Meaning

Thanks