

Re-Authoring...

Culture Transformation & Culture Building

Description:

What is the dominant narrative about your organizational culture? An innovative culture? A hierarchical culture? A family-oriented culture? A crisis management culture? A reactive or proactive culture? What story do you tell yourself about it? What are the stories told by employees about who we are and how things work around here? What cultural shifts do you want to create or influence?

The **Re-Authoring Culture Transformation and Culture Building** workshop aims to share and practice the skills needed to co-create, build and collectively transform organizational culture through the narrative approach. The narrative approach acknowledges that organizational culture is experienced through the collection of narratives that are lived and told at coffee stations, after meetings in the hallway, in parking lots etc. To build and transform the culture of an organization requires an awareness and understanding of:

1. The power of the storying capacity of the work-community,
2. the power of language in the creation of the culture,
3. the influence of power in the telling of preferred organizational culture narratives and
4. the importance of the relationships that carry these narratives.

The narrative understanding proposes culture transformation and culture building as the shift from competing narratives toward narratives that are co-constructed and shared by all. This workshop is suitable for participants who are willing to bring their stories and challenges within culture transformation and culture building into the room.

Intentions & Gifts of this Session

- Understand and explore the storying capacity of human beings
- Practice the skill and awareness of language as a collaborator in culture transformation and culture building
- Practice the skill of naming dominant problem narratives and alternative preferred narratives
- Creating the context of human connectedness for culture transformation and building
- Re-author the narratives that lead to thin conclusions of who we are and who we can become as organizations
- Respect the local knowledges and expertise of organizations
- Thicken and enrich the preferred stories of organizations

Facilitators:

Chené Swart, PhD is the author of the book, **Re-Authoring the World: The Narrative Lens and Practices for Organisations, Communities and Individuals**. Her international training, coaching and consulting practice applies the re-authoring approach in co-constructing alternative narratives that guide personal and communal agency, new ways of doing and being, and transformed lives. Chené works with individuals, businesses, and civil society organizations. See <http://www.transformations.co.za>

Yabome Gilpin-Jackson, PhD is a scholar and practitioner in the areas of leadership, human systems, organization development (OD), and transformative learning. Her experience includes work in the private, public and non-profit sectors locally and internationally. She is most alive when she is supporting people, groups and systems to uncover possibilities they have not seen before and ignite transformations. See www.sldconsulting.org

Drs. Swart and Gilpin-Jackson have shared passions for principles of social construction, narrative and generativity in their work. They are both contributors to the groundbreaking book **Dialogic Organization Development: The Theory & Practice of Transformational Change**. They have co-presented at the World Appreciative Inquiry Conference, 2015 together and continue to write in the field, contributing to The Organization Development Practitioner and other journals and volumes. They also share lineage and love for the African continent.

Who should attend?

This workshop is suitable for any individual who is interested in exploring the re-authoring process and lens as it relates to culture transformation and culture building. Leaders, managers, human resources and organization development practitioners, coaches, educators, students, social workers and healthcare practitioners are welcome to come and discover the practices and power of re-authoring and re-storying organizational culture.

Registration Information

Date & Time: Monday May 2, 9:00am – 3:00pm

Registration fee: \$255. Please register and pay [here](http://sldconsulting.org/reauthoring-culture/)

Location: Adler University, 1090 West Georgia Street, Vancouver, 7th floor Community Room

Contact: yabome@sldconsulting.org for more information

