



NEW
PROGRAMME

Dialogic Organisation

Development

The theory and practice of transformational change with Gervase Bushe and Bob Marshak

4-6 June 2018 at Roffey Park

As the field of organisation development approaches its seventh decade of service to the world of work, will it remain relevant after so much change in society and business? We believe that the skills and mindset of OD work have never been needed more. And thankfully, scholars and practitioners alike have sought to update thinking and practice to meet changing realities, whilst also offering established approaches that are as universally relevant as they have ever been.

At the heart of this thought and practice development for many of those decades have been Dr. Robert Marshak and Dr. Gervase Bushe, two esteemed practitioners and scholars based in the

U.S. and Canada respectively. After several trips to the UK in recent years, Gervase Bushe will now be joined by Bob Marshak to run a one-off, unique programme at Roffey Park in the summer of 2018.

Bushe and Marshak will share some of their most popular and established work alongside their contemporary and ground breaking ideas and practice, focusing particularly on subjects within their concept of Dialogic OD. The three day seminar-style programme seeks to attract practitioners from across Europe, making it a great opportunity both to learn direct from two of the foremost working practitioners in OD, whilst also extending your wider professional network.

TO BOOK



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FEEES

£2,995 + VAT

Fees are inclusive of all tuition fees, materials, meals and accomodation

EARLYBIRD OFFER

£2,495 + VAT

For all bookings received before 15 December 2017

Registered charities receive a 50% discount off the full programme fee (places are limited)

Key outcomes of the programme include:

- Deepening your ability to plan and lead a team or organisation's development based on ideas from Interpretive Social Science and Complexity Science.
 - The Dialogic OD Mindset: What it is and why it matters
 - The three essential ingredients for facilitating transformational change
 - The three skill sets of Dialogic OD
 - When, why and how to contract with leaders and sponsors to carry-out Dialogic OD approaches: what's involved and why and when to consider a dialogic approach
 - How to help clients understand and lead emergent change processes
 - The importance of creating containers, and being a container, in Dialogic OD work
 - How to model, nurture and embed changes coming from dialogic interventions
 - Dialogic process consulting – how to listen to and work with everyday conversations in transformational ways
 - Exploring your current practices, implicit premises, and options for further development
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About Gervase Bushe

Gervase is the Professor of Leadership and Organization Development at the Beedie School of Business, Simon Fraser University in Vancouver, Canada. Recently voted in the top ten in HR Magazine's 2017 Most Influential Thinkers, Gervase's career spans over three decades of transforming organisational structures, culture and processes away from command and control toward more collaborative work systems. He is an award winning author of over 80 papers and three books on organisational change, leadership, teams and teamwork. *Clear Leadership* has been translated into 6 languages and he has won the prestigious Douglas McGregor award twice for his research papers. He has consulted to blue chip corporations and start-ups, public sector and business corporations, in a variety of sectors. Gervase was also the winner of Roffey Park's 2017 research competition with his paper *Where Organisation Development Thrives*.



About Bob Marshak

Bob Marshak holds faculty appointments at universities and institutes in the US and UK where he has educated thousands of participants in the theories and practices of organizational development. He has also consulted for more than 40 years with executives around the world about organizational change. His contributions to the field of organization development have been recognized by Best Article Awards from the *Journal of Applied Behavioral Science*, *Organization Development Journal*, and *OD Practitioner*; the Distinguished Educator Award from the OD and Change Division of the Academy of Management; and the Organization Development Network's Lifetime Achievement Award. Bob is the author of *Covert Processes at Work and Organizational Change: Views from the Edge* as well as more than 90 articles and book chapters on organizational consulting and change. He and Gervase Bushe are co-editors of *Dialogic Organization Development: The Theory and Practice of Transformational Change*.