

RADICALLY RETHINKING ORGANISATIONS AND THEIR DEVELOPMENT

A series of virtual events to investigate organizational life and to explore a different type of OD practice

People who work on organisation development – whether as the focus of their job or as part of their wider remit – walk a delicate balance. OD, after all, is meant to be about working alongside people to improve what happens in the workplace. But, at the same time, it is focused on improving effectiveness – and so carries managerial expectations about how it should work and what it should do.

One key concern is the way in which so much OD practice tends to ignore the importance of power in the workplace. Where OD scholars and practitioners do discuss power, it tends to be as something that they should individually try to possess, in order to enhance their position in the organisation

In so doing, OD tends to support power in that context, when – in fact – practitioners should be helping people to explore their lived experience of power in the workplace and to unpick it.

This series of seven 90-minute virtual events allows everyone involved in OD – or with an interest in the world of work and the experience of power therein – to come together to explore what this means for what they do – and how they might do things differently.

Drawing on the insights from his book entitled *Radical Organisation Development* (Routledge, 2020), Mark Cole as the facilitator will offer a supportive inquiry space for people to look at this issue – and its wider social and political context.

Using reflection and conversation, these events will open the opportunity to work individually and collectively, drawing on lived experience and people's freshest thinking, in order explore a different sort of OD practice in detail.

This series of 90-minute virtual sessions—offered via Zoom from 1600—will offer insight into the thinking behind the seven suggested elements of a refreshed and radical OD practice that appear in the final chapter of the book—and thence provide ample space and time in which participants will be able explore these in respect to their work.

02.11.20	Power	Book HERE
17.11.20	Parrhesia	Book HERE
02.12.20	Organising vs Organisation	Book HERE
14.12.20	Reflexivity	Book HERE
19.01.21	An existentialist orientation	Book HERE
04.02.21	Deconstructing the workplace	Book HERE
24.02.21	Disrupt and Reveal	Book HERE

Attendance is free of charge and numbers for each session will be set at 20 in order to enable a richer conversational exchange.



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