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the opportunity to act systemically and

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creatively to help the people in an organization learn. At their best OD practitioners understand and act on the connectedness of the work process and serve the potential of the people within the organization.

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A review of Complex Responsive Processes in Organizations: Learning and Knowledge Creation, by Ralph Stacey, 2001. London, UK: Routledge, xii + 243

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Complex responsive processes (CRPs) focus on the interactions between people that take place in the living present as the building block of transformative organizations. This paper

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also introduces the seven da Vincian principles as a personal tool that twenty-first-century leaders might use to increase their capacity for creativity and to develop their ability to thrive in uncertainty.

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in sociology, psychoanalysis and group analysis, the theory of Complex Responsive Process (CRP) is the first complexity theory written specifically about human thought and communication (in contrast to other complexity theories which are based on natural or biological sciences and applied to humans by means of analogy

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Complex Responsive Processes in Organizations: Learning and Knowledge Creation. Learning and knowledge creation are seen as qualitative processes of power relating that are emotional as well as intellectual, creative as well as destructive, enabling

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as well as constraining. The result is a radical questioning of the belief...

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drawing from Mead's ideas, provides a process perspective on individuals and organizations as a challenge to the systemic perspective. The theory of

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complex responsive processes points to the incompressibly complex nature of reality and, consequently, to the innate limitations of systemic descriptions.

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The aim of this series is to give expression to a particular way of

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speaking about complexity in organizations, one that emphasizes the self-referential, reflexive nature of humans, the essentially responsive and participative nature of human processes of relating and the radical unpredictability of their evolution.

An Introduction to Complex Responsive

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Process: Theory and ...

Complex responsive processes of relating provides a foundation for RCC's emphasis on self-awareness. It shows that our differences and diversity are the source of novelty (creativity) in our conversations and that our capacity for responsiveness—approaching differences with curiosity rather than

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fear and defensiveness and remaining open to being changed—enables new patterns to evolve.

Complex Responsive Processes: A New Lens for Leadership in ...

Ralph D. Stacey. Ralph Douglas Stacey (born 10 September 1942 in Johannesburg) is a British organizational

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theorist and Professor of Management at Hertfordshire Business School, University of Hertfordshire, in the UK and one of the pioneers of enquiring into the implications of the natural sciences of complexity for understanding human...

A New Theoretical Foundation for Relationship-centered Care

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reflects efforts to map organizations and
practice (or activity) to the philosophical
shifts of postmodernism. Specifically we
can trace the evolution of ontological
and epistemological commitments from
entity based to transactional based
thinking - from substantialist to

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relational ways of knowing.

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Complex Responsive Processes in Organizations. This is reflected in the popularity amongst practicing managers and organizational theorists of notions of learning, sense-making, knowledge

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creation, knowledge management and intellectual capital in organizations and more recently, of emotional intelligence as an important management skill.

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The theory of complex responsive processes helps us to address the micro

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details of the local interactions in which people use systems tools of information and control. It focuses attention on how people's ongoing

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Definition. The responsive processes perspective of organizations, in which

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the organization is viewed as 'patterns of relating in which one can only participate' and the process of the organization is 'responsive acts of mutual recognition by persons.' The responsive processes view is in contrast to the systemic process view...

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Definition. Complex responsive processes and strategy -- Complex responsive processes is a responsive processes theory of strategy, in contrast to the systemic theories. This theory refers to the evolving processes of relating between people who form an organization. This is the basis for a

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theory, or perspective, of strategy,...

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