I am under the assumption we are talking about each chapter under the "Part II Theoretical Bases of Dialogic Organization Development.

In the quote of Kurt Lewin given by the professor this week, “there is nothing so practical as a good theory.” The theories that we have looked at this week Dialogic OD and some spattering of Diagnositc OD have shown the many forms, requires and assumptions by several authors. As the book pointed out we don’t have a ridged set of rules to follow but aspects of OD to assist us with assisting others. At the same time, we acknowledge our own role in the process of Dialogic OD.

**Discourse and Dialogic Organization Development**

“Changing the discourse in organizations involves changing the conversations, narratives, text, and modes of communication that create, and sustain, and provide the enabling content and context for the way things are” (Bushe, 2015) Change doesn't happen in vacuum, we create meaning through discussion. Using this theory you can use structured dialogue for change. We know that we are all individuals with independent thoughts. Using conversations and relationships change can emerge.

I have not used this theory yet in practice, but I do see opportunities to implement this tool. Often, I can get overwhelmed and want my version of expectations implemented the way I intend. In the past when someone stronger willed than me stepped up and did it their own way I was shown that there is more than one way to complete a job. I now know that I could have used discourse and as the book states prefer modalities than my own.

Now that I know about the power of language and how it can shape organizations, I can use this to support others to come to a consensus about the current right actions. You will find this sometimes in troubleshooting where one person trails off in one direction, and others have different outlooks. I have had so much trouble with this and still need to learn to not only expect it be done my way.

**Understanding Organizations as complex Responsive Processes of Relating**

“Human beings fundamentally depend on each other and that interdependence is continuously expressed I the form of communication” (Bushe, 2015) Reflecting back on what little I know of people and organizations. They are built together. The small changes in mood, needs and concerns affects us all. Similar to bad PR killing a company, a sour boss can wreak havoc on an organization. Like in an organization can be unpredictable. It isn’t like the 70’s where people stayed in one job for years.

Your relationships and everyday interactions will shape your group or your organization. Learning about this theory we can come to understand that we are individuals achieving our own goal, but we are surrounded people others doing the same. The theory is human centered and understandable. This theory will let us understand that relationships are the most important tools for change.

I have stated something similar above and most of these theories point me in this direction that its impact is to bring me closer to other people. To value the time and commitment to communications, social interactions and dialogue among groups. These types of theory with Dialogic OD take the center away from hierarchical change to relational or interpersonal relationships.

Several examples of how to execute these ideas are listed earlier in the books. I think I like the group discussion; however, I do believe there is an end point where this is affective. The books talk about the practitioner will need to know when and where to switch OD techniques. Which is where experience will come into play. However, I will be encouraged to dynamics that are rarely talked about from now on. Watercooler talk, culture influence, and tone when discussing with others.

Reference:  
Bushe, G. R., & Marshak, R. J. (2015). *Dialogic organization development : the theory and practice of transformational change*. Berrett-Koehler Publishers, A Bk Business Book.