While I may agree that the VUCA world (volatility, uncertainty, complexity, and ambiguity) may exist, it is not to the extent that all things grind to a halt. If I were to be honest, the field I am in hasn’t changed that much. Sure, we have had technological advances, but core business structures haven’t changed much. Well, aside from businesses moving to be in bed with the Government, that will only happen while profitable.

I could say this: the basic needs of people haven’t changed. People show off the new “thing” they bought, give to help others, want entertainment, want education, and want to destroy themselves in some fashion when they are young. On the other hand people don’t read the paper for news; they are more apt to look at a headline or now a ten-second video from a talking head they trust. The pace of business has changed, so that would be another point for VUCA.

The problem with paying for blue checkmarks almost crashed a company from fake accounts. Here, you would need people with experience to sift through the garbage to get to the truth. In addition, the reliance on technology has affected companies by shifting to IT and now moving in-house IT to some form of cloud services. I didn’t have a warm feeling after reading the eight key premises shown in our book.

I don’t mean to sound sour, but this read like word salad, and the first statement contradicted itself. “Many more dialogic forms of OD are now explicitly based … [on] notions of multiple ‘truths.’” (Bushe, 2015) Can you say it's true that there is no truth? That sounds like a contradiction. I do see some connections between VUCA and the Dialogic OD mindset. When you read down to number six, there is a statement that organizations should be considered as constantly in flux, which agrees with VUCA.

In the seventh, they talk about seeing plans as obstacles and not as resources, which is odd to me. If you are not planning and just winging it, which I am not sure if they are implying, then you don’t know what your outcome potential will be. If you look at the next stage it seems like it calls this out “Consultants need to be aware of their immersion in the organization.” (Bushe, 2015) This is why I would be skeptical of all consultants, and they don’t have skin in the game. If they fail they don’t feel the pain they create.

Sorry for the ramble, as I was reading, I was reminded of when I first went to college and had to get my wife to translate poetry for me because I couldn’t understand what they were saying. The Dialogic statements seem to partly align, but it may be my not understanding what I am reading. For the table, I am pretty much on the left side until you get to change, consultants, and process. For those, I didn’t see a need to be pulled to one side or another. I can see a benefit to both.

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.

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