Thank you for your input as I was reading, I am starting to see what everyone is talking about.  What you said about transformational changes reminded me of books statement, “Dialogic OD practitioners therefore attend to building relationships and trust” (Bushe, 2015) I am still having some issues with the material but I can see that these techniques if that is the right word are derived from how people shape the reality around them, in opposition to how we normally see the world shaping us.

Your other statement about engaging with stakeholders reminded me of how Xerox came up with the GUI system which was taken by Apple and later by Microsoft. The engineers involved spent time brainstorming and opening up to one another. A team member talked about the environment that they had complete intellectual freedom. They would test ideas off each other, some would fail and someone rise to the top.

Thank you for your comments, I think I am coming around while reading yours and others posts.  
  
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.