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attention has been
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intelligence as an
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management skill in these processes and knowledge creation. Complex Responsive Processes in Organizations Argues And Organizations argues that most of the literature on these matters, and the ways in which most practitioners now talk about them, reflect systems thinking and that its information

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processing view of knowledge creation is no longer tenable.

Complex Responsive Processes in Organizations: Learning ...

Definition. Complex responsive processes is one of several views of how complex organization becomes what it becomes. The

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dominant alternative view is the systemic process view. See organization for a summary of causal ways of thinking about organization.

Complex responsive processes of relating is descriptive, what people are doing in organizations, not prescriptive, what they could or should

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as a source for analogies with human action; places self-organizing interaction at the centre of the knowledge creating process in organizations.

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view this book reflects
efforts to map
organizations and
practice (or activity) to
the philosophical
shifts of
postmodernism. And
Specifically we can
trace the evolution of
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Process: A complexity

theory of human

interaction. Over the

past 5 years, Ralph

Stacey and his

colleagues at the

University of

Complexity and

Management Centre

have been developing

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a new way to make sense of human interaction (Stacey et al., 2000; Stacey, 2001). Drawing on sources in sociology, psychoanalysis and group analysis, the theory of Complex Responsive Process (CRP) is the first complexity theory written specifically about human thought

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Of course, complex responsive processes is by no means the only perspective to do so: this is equally true of critical

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process organisation studies, feminist perspectives, to name but three. Pillar 1

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A Review of
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The theory of
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Processes, developed
by Ralph D. Stacey
and his associates,

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

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Organizations: Learning ...
p.164 I am arguing that complex responsive processes of relating are the basis of all forms of human joint action using tools no matter how sophisticated those tools might be.
p.188-189 reified symbols... have no meaning until they are

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used as tools in the process of communicative interaction... It is in the ordinary, everyday detail of such interaction in the living present that people are constructing the future of their organization, enabled and constrained by the communication tools they ...

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... Learning And
in Organizations The
aim of this series is to
give expression to a
particular way of
speaking about
complexity in
organizations, one
that emphasizes the
self-referential,

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reflexive nature of humans, the essentially responsive and participative nature of human processes of relating and the radical unpredictability of their evolution.

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that most of the
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matters, and the ways
in which most
practitioners now talk
about them, reflect
systems thinking and

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that its information
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care (RCC) is a
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attention to relational
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self-awareness. A
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called complex
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of relating (CRPR)
offers strong
theoretical
confirmation for the
principles and

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practices of RCC, and
thus may be of
interest to
communications
researchers and
reflective
practitioners.

A New Theoretical
Foundation for
Relationship-centered
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theory of 'complex
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processes'. In my reading, his approach hangs on two central theses. First, the distinction between the individual and the social is judged as being unhelpful, because only through communicative interaction is meaning produced. Second, the

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the opportunity to act
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