

Organizations

Organizations, whether they be the modern day corporation, schools, start-ups, government agencies or non-profits, are human creations. Similarly, the notion of “management” is a social construction, that is subject to question and constant negotiation. Organizations and management play an important role in our society. In some sense, we could say that the quality of lives depend on effective and creative modes of management and organization. Considering how gross mismanagement, egregious acts of negligence, and other forms of organizational crises can wreak havoc on our lives and future generations, it is important to deeply question how to envision and create organizations that serve, nourish and foster the best of our humanity, while conserving the environment.

Because organizations and management are human creations, they are open to question. Why do we create organizations that stifle the creativity and dignity of people? Why do we design and produce products that are not responsive to customers and damaging to the environment? As leaders, why do we ignore our inner voice and sacrifice our deepest values? How can organizations be reimagined? What is the role of art, beauty, and aesthetics in designing for growth? What does it mean to really grow an organization? Is happiness at work possible? Why do we work? What is true purpose of work and how can we make work a noble and creative force for the greater good? How do we foster creative work for a creative economy?

Engaging these questions as a creative inquiry can lead to fruitful knowledge for both theory and practice. If organizations are created in our own image, what is this foundational image that is at the root of organizing? How can we see this image more clearly and question its validity? How does the image who we are, or what we think we are, reflected in how we organize and manage? What role does identity play in our conceptions of organizations and the way we go about change and transformation? How does our way of knowing in space and time influence the image of ourselves, and subsequently, our images of organizations?

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