



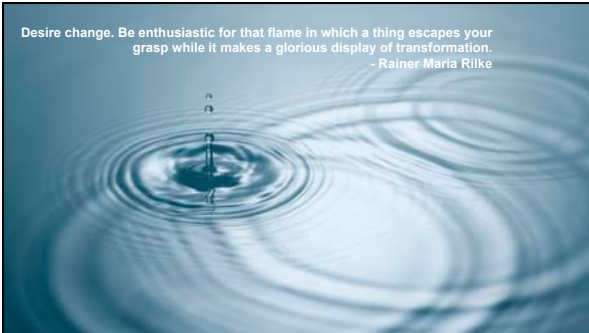
Micro-moves for Positive Organizational Change

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Venago


Desire change. Be enthusiastic for that flame in which a thing escapes your grasp while it makes a glorious display of transformation.
- Rainer Maria Rilke



Why think about organizational change?

1. Prior participants recommended more preparation to return home ready to encounter others and enroll them in change.
2. We love change agents!
 - By virtue of being here and participating in this transformative experience, you are positioned to be powerful change agents in your educational institutions.

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A perspective on positive organizations

➤ **Positive Organizational Scholarship** is a field of research that investigates how organizations can expand possibilities for excellence, thriving, and flourishing from a normal to an extraordinary trajectory

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Positive Deviance Curve

HopeLab
Openness
Authenticity
Teamwork
Work-life integration
Play and fun
Best self performance

Negative deviance Positive deviance

Ineffective Effective Excellent
Inefficient Efficient Extraordinary
Harmful relating Helpful relating Honoring

Frameworks for positive change

➤ **Inscaping** (Nilsson & Paddock, 2014)

- Surfacing the inner experiences of organizational members during the normal course of everyday work
- Inner experiences encompass not only emotions but ideas, intuitions, curiosities, aspirations, values, biographies

➤ Putting inscaping into practice:

- Ask experiential questions during functional meetings: e.g. "How do we want to feel during this curriculum change process?"
- As part of planning, ask questions about our own passions, fears, etc.
- Start and end gatherings with "check ins" that allow people to say how they are feeling in the moment; use these in the middle of stuck conversations as well.

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Frameworks for positive change

➤ **Micro-moves** (Golden-Biddle, 2014)

- Actions and interactions comprising change processes that are small and often barely visible but essential to generative momentum
- Emphasizes processes of change that foster engagement and hope

➤ Three types of micro-moves

- Turn toward the unfamiliar and explore with "what if..." questions.
- Create common experiences of what is unknown by walking the path together: "What could we do and observe together?"
- Convene people to explore possibilities and form new ideas early in the process of change, before the future is formed.

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Let's play with inscaping and micro-moves!

Role play instructions for a curriculum meeting are on your handout.
How might you engage in ways that allow for positive change?

A cartoon illustration of Snow White and the Seven Dwarfs sitting around a table in a kitchen. They are all smiling and talking. Snow White is in the center, wearing a blue dress with red spots. The dwarfs are wearing various hats and clothing. There are colorful dishes and a basket on the table.

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