



Transforming Experience in Organisations: A Framework for Organisational Research and Consultancy

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This book explores a theoretical model - the Transforming Experience Framework (TEF) - used to understand the complexities and ambiguities of experience within organisational life. The TEF explores how people can take authentic action through taking up roles. The model is initially presented together with an understanding of the nature of unconscious dynamics and their disturbing and creative potentials. The various chapters explore situations, dilemmas and case studies in organisations through expanding on different aspects of the Framework. The chapters of this book are written almost exclusively by men and women who have worked for the Grubb Institute, now named the Grubb Guild, some of them for 50 years and others as graduates or Faculty of the Grubb Institute's Master's Programme in Organisational Analysis and Leadership. Writers include or have been influenced by Bruce Reed, Barry Palmer, David Armstrong, Jean Reed, Bruce Irvine, Vega Roberts, Susan Long, Rebekah O'Rourke and John Bazalgette. The present manifestation of the Grubb thinking is through the Grubb School of Organisational Analysis: <http://www.grubbschool.org.uk>. Susan Long edits the book in her role as a Faculty Member in the Grubb School of Organisational Analysis. The intention of bringing this collection together is to demonstrate how the model can be used in organisational analysis, research and consulting. The framework has been gradually developed over many years with evolving versions being tried and tested in organisational research and consulting but has not been comprehensively described previously. The framework is in constant evolution and should be regarded as a living model, responsive to new ways of thinking and to changes in organisational experiences and contexts.

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