

Code 4 Conversation as an organisational change process =either explicit or implicit illustrations of how conversation changed either relationships or meanings or understandings.

<i>Theme</i>	<i>Example</i>	<i>Comment</i>
Conversational consulting as a process to support the creation of conversational spaces within organisations that potentially to cultural changes	<p>‘So we didn’t explore that at the time but my guess is that that is also part of this what we are trying to do to with conversational consulting we are trying to present an approach which everyone can engage.’</p> <p>‘its somehow it has multiplicity of conversations that can lead to some shift but it is not the one off.’</p> <p>‘they have moved –that group has moved –they say they leave with more energy they resented listening to boring presentations to turn that into space where people created energy for themselves—now you can have a conversation with them because they have seen something that has changed’</p> <p>‘my interest has been piqued this morning in a sense of how L and I should do some culture work in OPM but just in terms of framing basically creating spaces that people can have the conversations that others have’</p> <p>‘we are likely to...more likely to find ourselves in the space where we connect with the learning energy and develop learning energy amongst others’</p>	<p>The pattern through the data focussed largely on how the consultants work enabled new ‘spaces’ to be created for conversations to take place. Co-inquirers linked this to a change in the organisation given the perception that previously such ‘spaces’ had previously not been available. The assumption is that such spaces enable everyone to be involved –this contrasts with the prior situation where not everyone was involved. Across the data is a largely implicit assumption that new spaces for conversation lead to newness of some sort. The last example quoted frames this as a space for ‘learning energy’ to emerge and this reflects a sense that spaces are helpful for the consultant in which they can do work that is new and that in itself enables others also to do some new work.</p>