

# FROM ENGINEER TO CO-CREATIVE CATALYST; AN INCLUSIONAL AND TRANSFORMATIONAL JOURNEY

*An inquiry into the epistemology of how traditional management 'tools and theory' can be used and evolved in enhancing organizational effectiveness in an industrial setting, and how to value and evaluate change.*

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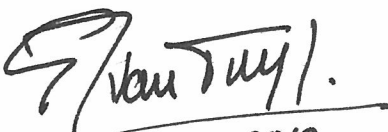
A thesis submitted for the degree of Doctor of Philosophy  
University of Bath  
School of Management

April 2009

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## Summary of Research Topic

### Title:

From Engineer to Co-Creative Catalyst; An Inclusional and Transformational Journey.

*An inquiry into the epistemology of how traditional management 'tools and theory' can be used and evolved in enhancing organizational effectiveness in an industrial setting, and how to value and evaluate change.*

### Abstract:

This thesis is motivated by my desire to understand what it is a Change Agent actually does. Change Agents work in a variety of ways, and have a variety of organizational experiences in helping to create change. Over the years I have become more aware that there is no single body of theory that combines and explains the practical and theoretical approaches that can be taken in Change Management.

In this thesis I will show how I use my current and past practice to improve my understanding of my ontology as a Change Agent and develop an Inclusional epistemology, based on my evolving practice. This ontology transforms the way Change Management within an industrial setting can be approached, by creating fluidity across boundaries and a receptive co-creative space. In this way I create my own Living Theory.

This thesis demonstrates through the narrative of my personal journey how being an Engineer and a Co-Creative Catalyst in generating organizational change can be an Inclusional and transformational journey. Co-Creative Catalyst(s) use their own professional and personal values to help generate a creative space at the 'Edge of Fluidity', a space of embodied and emergent viewpoints on what change should be. This thesis will demonstrate how an Inclusional practice can be used to help create change, whilst also demonstrating that current economic practice needs to be understood as a fundamentally important barrier to fluidity of ideas across boundaries. This thesis demonstrates how Inclusional change can incorporate social, technical, as well economic models to be truly sustainable.

A further element that this thesis shows is that the language used needs to change in order to generate an Inclusional and transformational journey. The language used in this narrative changes with the development of my epistemology.



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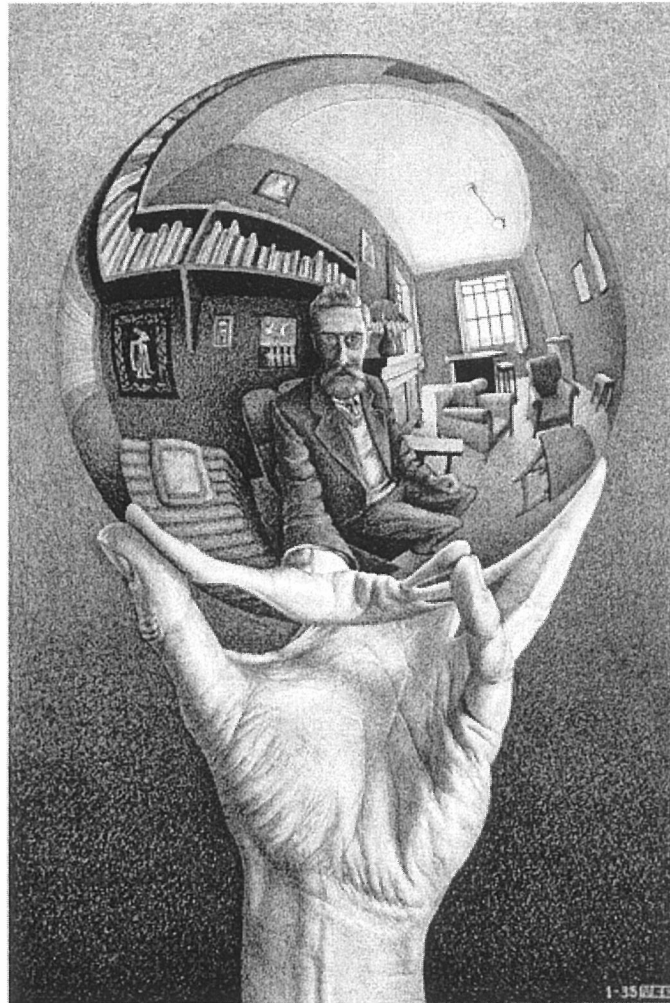
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This is a thesis about change, personal change linked to organizational change. I am an Engineer and I am a Co-Creative Catalyst, a person who helps others to transform the situation they are in. This thesis is about improving the steps a single person or social formations can make to increase the chances of creating a better and more sustainable future. The most important changes are in individuals' behaviours. This changes structures, processes, competences and allows development. If this is done, results will follow.

This thesis is not about 'crystal ball gazing' and has been built on my experiences and uses practical examples from my practice as a Change Agent. It is about real situations, real people and real steps that could be made to help transform situations, by making boundaries 'fluid'.

As the picture shows, a person can be on both sides of a boundary. It is just about points of view, and an openness and empathy towards the other viewpoint – Inclusionality!



## Acknowledgements

There are a great many people who have helped me in writing this thesis by reading initial drafts and then challenging me, or by just listening and asking questions to clarify their understanding. I want to acknowledge their influence on this thesis and me, and to thank them for their help.

The following people I want to thank are in no particular order:

Scott McKenzie and Roger Laign (RLG International); Laas Elzenga and Philip Lawry (Shell); Egil Eide, Siegmar Behnke, David Durkee and Marilyn Smith (ExxonMobil); Harald Schulenberg (Gazprom); Harris Swartz (Oxidental Petroleum); Wolfgang Mitschker and Freek Zuidema (KCADeutag); Dee Keane (Oxford); Donna Ladkin (Cranfield); Jason Nicholls and Ian Phillips (CARPP 7 members, University of Bath).

There are many others, and they will know who they are. Thank you.

A special mention needs to be made for Chris Barnes at the University of Bath for her common sense approach and telling me what to do.

A special thank you also goes to Dr. Alan Rayner of the University of Bath as the internal examiner and Prof. David Sims of the Cass Business School as external examiner. I am delighted to have had these two experts, in relation to the points made in this thesis, examine me.

Last, but not least, a very special thanks goes to Dr. Jack Whitehead, whose support and belief in me have been an ongoing, welcoming and challenging source of encouragement. He has been a 'rock' in the ocean, constantly there! He could not possibly have done more than he did for me.

*This paper is for Gerry, James and Alex.*

*With Love.*

