SENSEMAKING BY NARRATIVES
How Organizing Occurs Through Mentoring Relationships

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Dialogic mentoring relationships, where mentor and protégé collaborate to construct organizational reality (Bokeno & Gantt, 2000), are beneficial for sensemaking and organizational learning.

Organizational life is a network of relational linkages (Putnam, Phillips, & Chapman, 1999; Jablin & Putnam, 2001). This metaphor provides a lens for understanding how sensemaking occurs in organizations through mentorship.

These relationships are driven by narratives. Narratives are shared and simultaneously shaped by mentor and protégé as they carry mentorship partners forward in the unfolding history of organizational processes (Bokeno & Gantt, 2000; Abolafia, 2010).

Combing the seminal works of Weick’s sensemaking (1988; 1995) and a synthesis of mentoring literature, conclusions are drawn to demonstrate how dialogic mentoring linkages lead to collaborative sensemaking, and thus, reliable organizing (Weick & Roberts, 1993).

The verbiage of organizations as organizing is helpful in understanding mentoring relationships as they make sense of organizational processes.

Additionally, analyzing how mentoring relationships transfer the interpersonal co-construction of meaning to organizational sensemaking through relational linkages by explicating the nuances of collaboration is vital. Lastly, mentoring as a communicative sensemaking process is highlighted and future research implications are discussed.

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