

# Montessori Perspectives on Newcomer Socialization

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## Introduction

How can leaders **cultivate innovation** in their organizations while still promoting a culture of **stability, order, and discipline**?

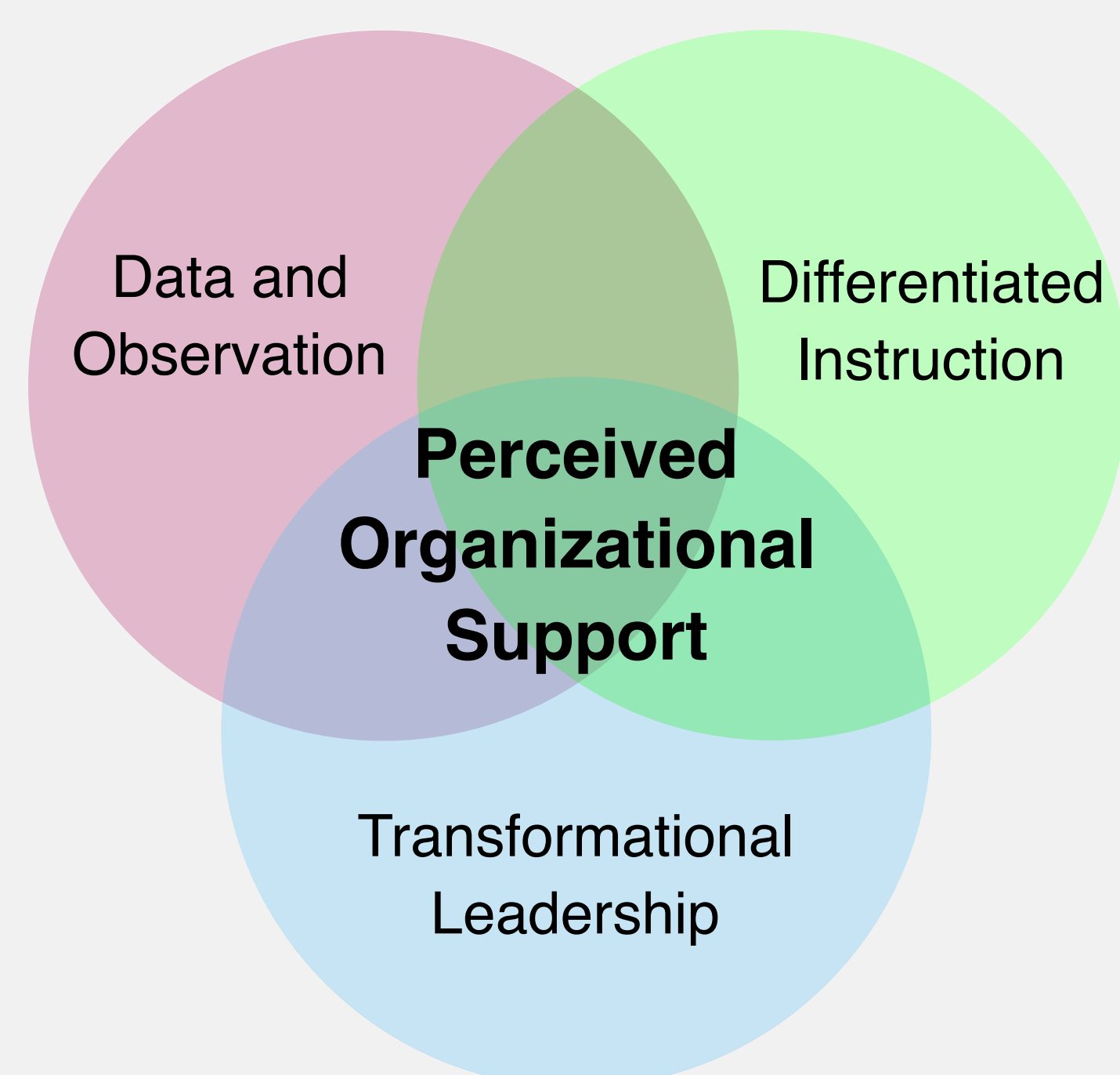
To achieve this balance, organizations can **use Montessori philosophy as a framework** for transmitting organizational culture, intentionally developing innovators from day one.

When viewed as an approach to organizing, Montessori philosophy offers a **systematic means of promoting innovation and development**.

## Methods

Literature survey supported by and in conjunction with insight gained from my six years' teaching experience in a Montessori setting.

### Montessori Practices Contributing to Perceived Organizational Support (POS)



## Literature Cited

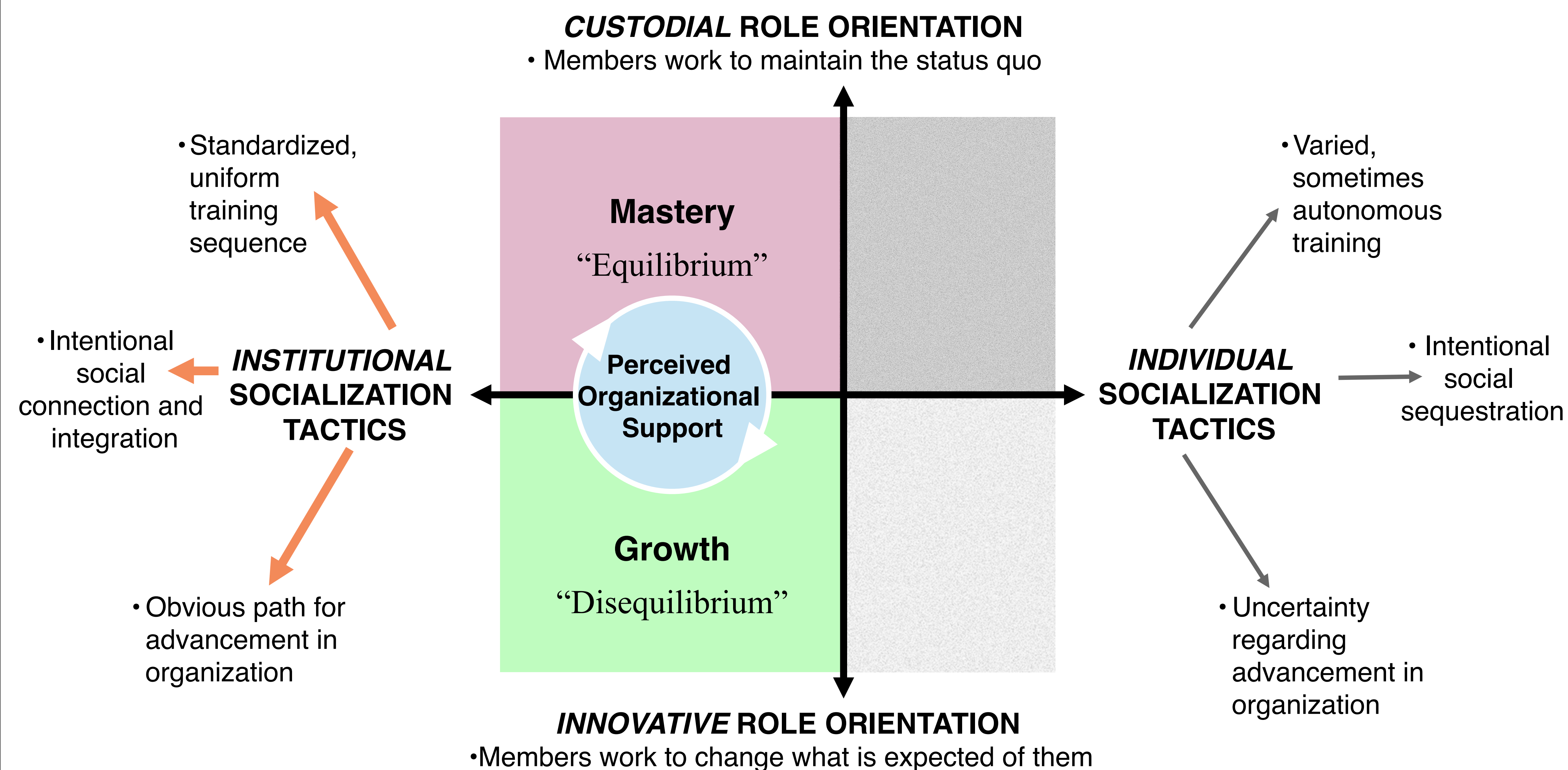
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## Results

Using *institutional* socialization tactics, Montessori teachers create unique organizations in which students perceive themselves as highly supported members of a highly structured group.

In these conditions, potentially-disruptive cycles of growth and mastery (“disequilibrium” and “equilibrium”) do not interrupt the organization’s overall goals. Instead, when such cycles are intentionally anticipated and accounted for, they foster even greater development and innovation.

### Interaction Between Socialization Tactics and Outcomes



Ten students work independently in a Montessori classroom: a highly structured environment where innovation and development thrive

## Recommendations

To cultivate a highly structured organization where innovation can thrive, socialize and support new members from day one:

- Standardize training** process and sequence for all members
- Intentionally connect** new members with returning members and with one another
- Promote concentration** and periods of uninterrupted work
- Establish a clear path** for advancement within the organization

## Acknowledgments

Many thanks to the HDO faculty and staff for making a program like this possible, in particular my advisors Dr. Elizabeth Richmond-Garza, Dr. David Beaver, and Dr. Clay Spinuzzi. Thanks to the HDO class of 2015 for providing a wealth of experience and insight over the past year and a half. I owe my family a debt of gratitude for their patience and support, especially my husband Rich who always saw the light at the end of the tunnel! Finally, I dedicate this work to the students in my own classroom - living proof of the wisdom that comes from “following the child.”