

My Sense, Your Sense, Our Sense: An Interactive Sensemaking Journey Through Organizational Change

Adrienne Arroyo, Master of Arts
Human Dimensions of Organizations
The University of Texas at Austin

Introduction

I used my first semester HDO learning experiences to create **a workshop** for my work colleagues to help address an organizational problem. The design of the workshop was highly situated, designed for a very specific group of colleagues meeting in a very specific place at a very specific time in our history. For my capstone, I created **an interactive exploration** of the workshop: an online set of slides with reader-activated elements that provide contextual information in layers. In this product, I showcase how I used HDO coursework to make sense of organizational circumstances and how I used that sense to design and implement the workshop.

The Product: <https://bit.ly/aahdo22>

Methodology

My approach was **autoethnographic**, involving the use of my own lived experiences to have academic conversations about social, cultural, and political issues. What I present is very personal, particular, situated. I offer my journey as a **case study** of how one person made sense of a difficult situation using the tools and experiences of graduate coursework.

- I use these **four elements** to provide a rich and dynamic account of my journey.
- Sensemaking Snapshots
 - Retrospective Commentaries
 - Workshop Artifacts
 - Additional Information

Product Elements

SENSEMAKING SNAPSHOTS “*in situ*, situated, in-the-moment”

Writings from my HDO coursework provide a window into how I was using my HDO learning to make sense of my organizational circumstances while deeply embedded in both coursework and organizational life

RETROSPECTIVE COMMENTARY “*ex situ*, looking back”

Reflections written while creating my capstone product to fill in the narrative gaps left by the Sensemaking Snapshots and add insights developed from stepping back and making connections

WORKSHOP ARTIFACTS Slides, handouts, activities

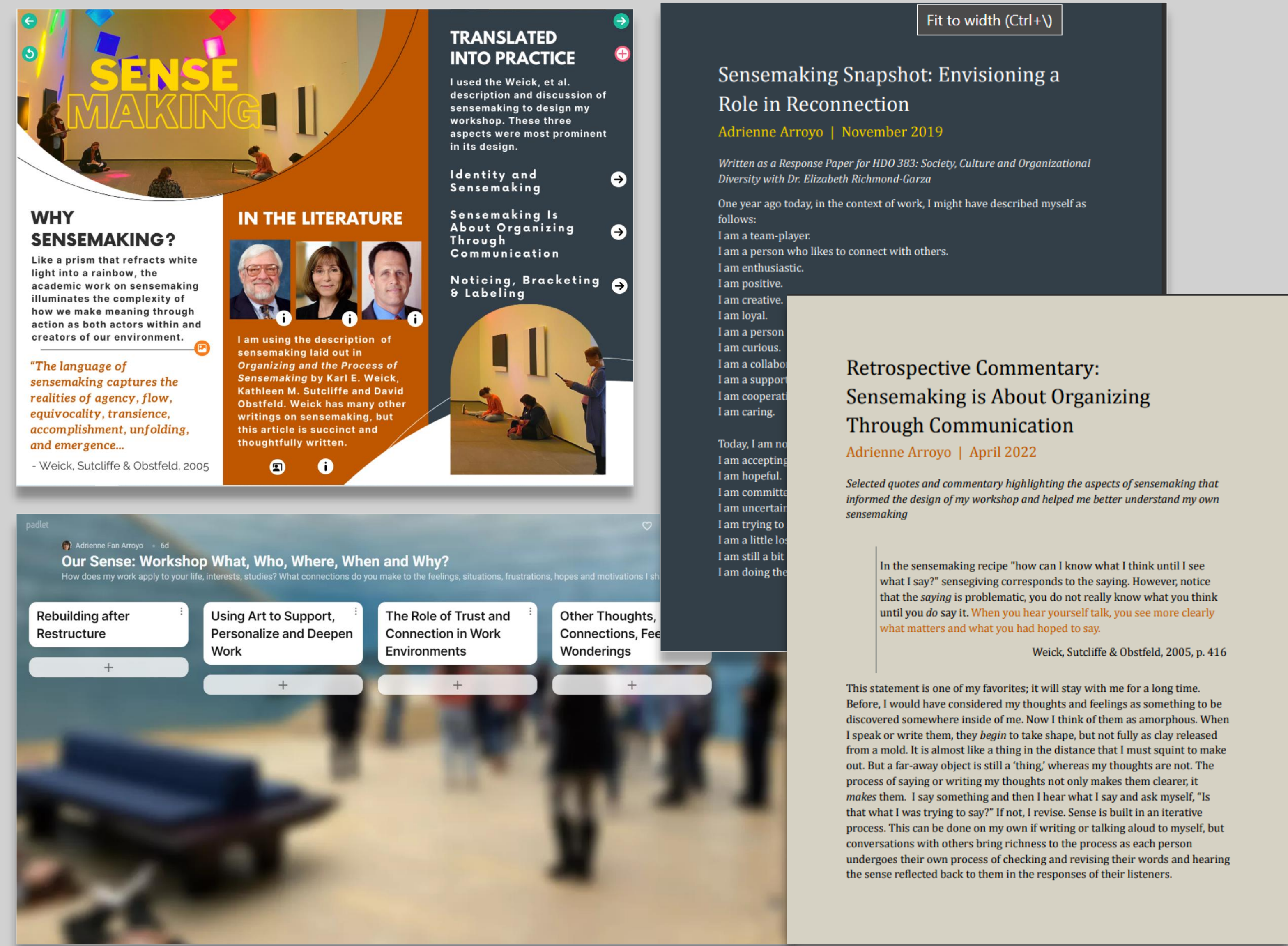
I include pieces from the workshop to demonstrate how I translated my thoughts and understanding into actions and resources for others (“enactment”)

ADDITIONAL INFORMATION Resources curated from the Internet

I provide background information using Internet sources and include links to the academic papers that informed my work

‘OUR SENSE’ (the 5th element) “How can I know what I think until I see what I say?”

- Sensemaking is social and occurs through communication. Throughout the ‘interactive exploration’, **I invite you to add your own sense to the project.**
- How does my work apply to your life, interests, studies?
 - What connections do you make to the feelings, situations, frustrations, hopes and motivations I share with you?



Technology

- To produce this ‘interactive exploration,’ I used three online platforms.
- Slide design: Canva (www.canva.com)
 - Slide hosting + interactivity design: Thinglink (www.thinglink.com)
 - Linked file hosting: Google Drive (drive.google.com)
 - Viewer comments boards: Padlet (www.padlet.com)



View Product

Literature Cited

Weick, K. E., Sutcliffe, K. M., & Obstfeld, D. (2005). Organizing and the process of sensemaking. *Organization science*, 16(4), 409-421.

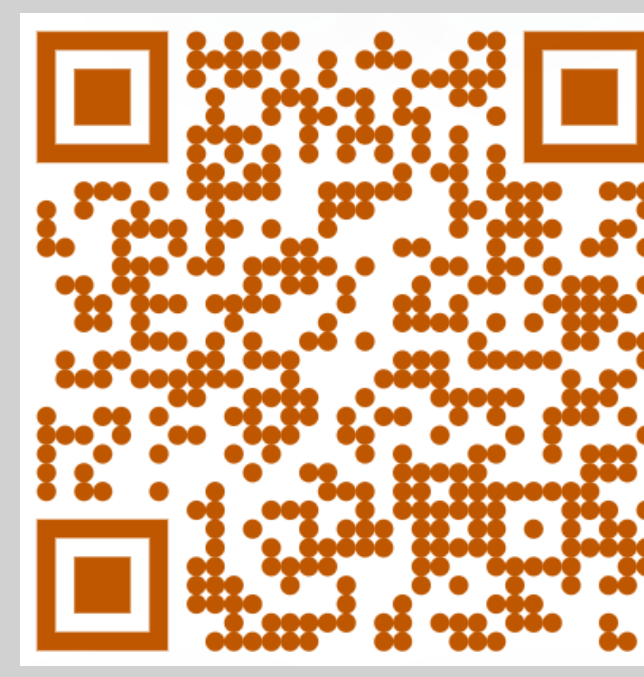
Additional works cited listed in the interactive exploration (“the product”)

Acknowledgments

Many, many thanks to my family and my capstone advisors, John Traphagan and Clay Spinuzzi. I am also deeply indebted to my workshop participants, the organizational supervisors who approved and supported the workshop, friend reviewers and all the HDO professors and staff.

Contact

Adrienne Arroyo
afanarroyo@gmail.com



Digital Poster