A proposal to study The emergence of shared - A presentation of the research area for a compilation thesis

Introduction
Intended changes have an objective, or cause, why they are introduced. The expected outcome is described as the motivational factor for why the change is initiated (Balogun & Johnsson, 2005). Many scholars have argued that it is advantageously that those in concern of the change have some kind of shared cognitions, knowledge, interpretations or frames of reference (Lyles & Schwenk, 1992; Espinosa, Slaughter, Kraut & Herbsleb, 2007; Mohammed, Ferzandi & Hamilton, 2010). As business researchers we can study how people express these phenomena, and language and conversations come at foreground. We can assume that shared expressions indicate something more similar than none-shared expressions do. For this reason the concept of Expressions of shared interpretations will be used.

Aim
The aim is to explore Expressions of shared interpretations as emergent outcomes of efforts of continuous change. It is also to examine how these expressions emerge and how they can be influential and interrelated. Research questions:

- How do Expressions of shared interpretations emerge as emergent outcomes of efforts of continuous change?
- How can Expressions of shared interpretations be influential for efforts of continuous change? Why?
- How are the emergent Expressions of interpretations interrelated?

Method
The research questions will be described, examined and explored by using qualitative research methods, with the ambition is to contribute to a deeper understanding in the designated research area. Theories of shared cognitions (Kirkman & Rosen, 1999) and processes of sensemaking (Weick, 1995) will be used to highlight Expressions of shared interpretations.

Empirical presentation
The emergence of shared Expressions will be studied in Swedish Health and Elderly care, focusing on efforts of Continuous Quality Improvement (CQI). In Paper 1 (a pre-study) teams working with continuous change have been studied. In Paper 2 – 4 the focus will be upon how co-workers make sense of a new working task (a quality register; Senior alert).

Expected contributions
There is a rapid growth of Quality registers in Sweden (Rosén, Sjöberg & Åström, 2010). Despite this, there is very little knowledge regarding how co-workers perceive the new working task, or how they make sense of them. The ambition with the thesis is to provide with a deeper understanding and knowledge how quality registers are made sense of. This knowledge is important for all leaders and facilitators of change in health – and elderly care. Managers and change agents need to understand the understanding of the change recipients (Balogun, Rousseau, Rudolph & DePalma, 2006).
References


