

**GERVASE R. BUSHE - CURRICULUM VITAE**

Professor of Leadership and Organization Development  
and Area Coordinator, Management and Organization Studies  
Beedie School of Business  
Simon Fraser University,  
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Associate Faculty  
Ed.D. in Educational Leadership  
Faculty of Education  
Simon Fraser University

Adjunct Professor  
Department of Applied Human Sciences  
Faculty of Arts & Science  
Concordia University  
Montreal, Quebec, H4B 1R6

**POST-SECONDARY EDUCATION**

**Ph.D.** Department of Organizational Behavior, Weatherhead School of Management,  
Case Western Reserve University, Cleveland, Ohio, USA

**Trainer Development Program.** Five year post-graduate certification in laboratory education, T-group facilitation, and the design and delivery of managerial education. Sir George Williams Centre for Human Relations and Community Studies, Concordia University, Montreal, Quebec, Canada.

**B.A.** (Magna Cum Laude), Department of Interdisciplinary Studies,  
Faculty of Arts and Sciences, Concordia University, Montreal, Quebec, Canada.

**Diplome Études Collegial** (Arts). Loyola College, Montreal, Quebec, Canada.

## **UNIVERSITY TEACHING EXPERIENCE**

*Simon Fraser University, Case Western Reserve University, Concordia University*

*Graduate Courses:* Interpersonal Behaviour, Leadership and Group Development, Leadership and Teamwork, Organizational Behaviour, Organization Design, Organizational Assessment and Planned Change, Organization Development, Organizations and Human Resource Management, Consulting and Change Agency, Team Skills, Managing the High-Tech Enterprise, Managing Self and Other, Appreciative Inquiry, Client Relationship Management. (I have taught in every SFU MBA program since 1983)

*Undergraduate Courses:* Introduction to Management, Small Group Behaviour, Management of Self, Teamwork in Organizations, Human Relations in Business, Organization Development and Change, Organization Theory, Group Dynamics and Teamwork.

## **CURRENT RESEARCH**

Collaborative management in hierarchical organizations

Theory and practice of Dialogic Organization Development

Multi-site study of the impact of appreciative inquiry in a metropolitan school district.

Impact of Clear Leadership training on organizational outcomes

“Performance amplification” as a change strategy, particularly as applied to profitability of low margin businesses.

## **ACCEPTED FOR PUBLICATION**

Bushe, G.R. Appreciative Inquiry. In Kessler, E. (ed.) *The Encyclopedia of Management Theory*. Sage Publications.

Bushe, G.R. The Appreciative Inquiry into Learning at the Metropolitan School District: Unleashing a Culture of Creative Engagement. In Warrick, D.D. & Mueller, J. (eds) *Lessons In Leading Change: Learning From Real World Cases* .

Bushe, G.R. Generativity and the Transformational Potential of Appreciative Inquiry. In Avital, M., Cooperrider, D.L. & Zandee, D. (eds.) *Organizational Generativity: Advances in Appreciative Inquiry Vol.4*. Bingley, UK: Emerald Press.

## BOOKS

Bushe, G.R. (2009) *Clear Leadership: Sustaining Real Collaboration and Partnership at Work (2<sup>nd</sup> Edition)*. Boston: Davies- Black. Translated into Swedish and currently being translated into Spanish, Norwegian and Dutch.

Bushe, G.R. (2001) *Clear Leadership*. Palo Alto, CA: Davies-Black Publishers. Translated for the Indian sub-continent and published as *Clear Leadership* by Jaico Publishing House, Mumbai, India, 2003. Translated into Swedish as *Klart Ledarskap*. Stockholm: Ekerlids förlag AB, 2006.

Bushe, G.R. & Shani, A.B. (1991) *Parallel Learning Structures: Increasing Innovation in Bureaucracies*. Reading, MA: Addison-Wesley (series in Organization Development). Translated into Spanish: Bushe & Shani, *Estructuras Paralelas de Aprendizaje: Fortalecimiento de la Innovacion en Sistemas Burocraticos*. Wilmington, DE: Addison-Wesley Iberoamericana, 1993. (trans. by Gilda Moreno Manzur).

Wyckham, R. Meredith, L. & Bushe, G.R. (Eds.) (1987) *The Spirit of Entrepreneurship: Best Papers from the 32nd Annual World Conference of the International Council for Small Business*. Vancouver, BC: Simon Fraser University.

## CHAPTERS IN BOOKS

Bushe, G.R. (2012) Appreciative inquiry: Theory and critique. In Boje, D., Burnes, B. and Hassard, J. (eds.) *The Routledge Companion To Organizational Change (pp. 87-103)*. Oxford, UK: Routledge.

Bushe, G.R. (2009) Dialogic OD: Turning away from diagnosis. Closing chapter in Rothwell, W.J., Stavros, J.M., Sullivan, R.L. & Sullivan, A. (eds.) *Practicing Organization Development: A Guide for Managing and Leading Change, 3<sup>rd</sup> Ed. (pp. 617-623)*. San Francisco: Pfeiffer-Wiley.

Bushe, G.R. (2008) An appreciative inquiry into learning at metropolitan school district. In Cooperrider, D.L., Whitney, D & Stavros, J.M. (Eds.) *Handbook of Appreciative Inquiry, 2nd Ed. (pp. 314-317)*. Brunswick, OH: Crown.

Bushe, G.R. (2006) Sense-making and the problems of learning from experience: Barriers and requirements for creating cultures of collaboration. In Shulman, S. (ed.) *Creating Cultures of Collaboration, (pp.151-171)*. San Francisco: Jossey-Bass.

Bushe, G.R. & Naiman, L. (2003) The figure/ground of conflict. In A.B. Van Gundy & L. Naiman (eds.) *Orchestrating Collaboration at Work: Using Music, Improv, Storytelling and Other Arts to Improve Teamwork, (p.97)*. San Francisco: Jossey-Bass/Pfeiffer.

Bushe, G.R. & Naiman, L. (2003) Golden moment. In A.B. Van Gundy & L. Naiman (eds.) *Orchestrating Collaboration at Work: Using Music, Improv, Storytelling and Other Arts to Improve Teamwork*, ( p.101). San Francisco: Jossey-Bass/Pfeiffer.

Bushe, G.R. (2001) Meaning making in teams: Appreciative inquiry with preidentity and postidentity groups. In Fry, R., Barrett, F., Seiling, J. & Whitney, D. (eds.) *Appreciative Inquiry and Organizational Transformation: Reports from the Field*, ( pp.39-63). Westport, CT: Quorum.

Bushe, G.R. (2000) Five theories of change embedded in appreciative inquiry. In Cooperrider, D. Sorenson, P., Whitney, D. & Yeager, T. (eds.) *Appreciative Inquiry: Rethinking Human Organization Toward a Positive Theory of Change* (pp. 99-110). Champaign, IL: Stipes. Reprinted in Cooperrider, D. Sorenson, P., Yeager, T. & Whitney, D. (eds.) (2001, 2005) *Appreciative Inquiry: Foundations in Positive Organization Development* (121-132). Champaign, IL: Stipes.

Bushe, G.R. & Shani, A.B. (1990) Parallel learning structure interventions in bureaucratic organizations. In R. Woodman & W. Pasmore (eds.) *Research in Organizational Change and Development, Vol.4.* (pp.193-220). Greenwich, CT: JAI Press.

Bushe, G.R. (1988) The performance appraisal task force: A case study in group dynamics In J.B. Lau & A.B. Shani, *Behavior in Organizations: An Experiential Approach* (4th Ed.) (pp.176-180). Homewood, IL: Irwin. (Reprinted in following editions)

Bushe, G.R., Danko, D.P. & Long, K.J. (1984) A structure for successful worker problem-solving groups. In D. Cleland (ed.) *Matrix Management Systems Handbook* (pp.714-731). New York: Van Nostrand Reinhold.

Bushe, G.R. (1981) Toward an understanding of accentuation of learning style and competency development in professional education. In D. Kolb & D. Wolfe (eds.) *Professional Education and Career Development* (pp.183-204). Washington, D.C.: National Institute of Education.

Fry, R. & Bushe, G.R. (1981) On the definition and measurement of environmental press in professional education. In D. Kolb & D. Wolfe, *ibid.* (pp.152-182).

Bushe, G.R. (1980) "Group growth: Its dynamics and development" In R. Baker & D. Kolb *Employee Participation Groups Leader's Manual* (pp.4-9). Dallas: Baker & Co.

## **SCHOLARLY (REFEREED) PUBLICATIONS**

Bushe, G.R. & Chu, A. (2011) Fluid Teams: Solutions to the Problems of Unstable Team Membership. *Organizational Dynamics*, 40:3, 181-188.

Bushe, G.R. (2010) Commentary on "Appreciative Inquiry as a Shadow Process". *Journal of Management Inquiry*. 9:3, 234-237.

Bushe, G.R. (2010) A comparative case study of appreciative inquiries in one organization: Implications for practice. *Revista de Cercetare si Interventie Sociala / Review of Research and Social Intervention*, (Special Issue on Appreciative Inquiry) 29: 7-24.

Bushe, G.R. & Marshak, R.J. (2009) Revisioning organization development: Diagnostic and dialogic premises and patterns of practice. *Journal of Applied Behavioral Science*. 45:3, 348-368. **Winner of the Douglas McGregor Memorial Award for best paper published in the Journal of Applied Behavioral Science in 2009. Most read paper in JABS, 2010.**

Marshak, R.J. & Bushe, G.R. (2009) Further reflections on diagnostic and dialogic forms of organization development. *Journal of Applied Behavioral Science*, 45:3, 378-383.

Guest, S. & Bushe, G.R. (2008) Appreciative Inquiry and coaching: AI is not about the positive, an interview with Gervase Bushe. *The International Journal of Coaching in Organizations*, 4: 22-29.

Gilpin-Jackson, Y. & Bushe, G.R. (2007) Leadership development training transfer: A case study of post-training determinants. *Journal of Management Development*, 26:10, 980-1004. Digested in *Human Resource Management International Digest*, 16:7, 16-17 (2008).

Bushe, G.R. & Coetzer, G.H. (2007) Group development and team effectiveness: Using shared cognitions to measure the impact of group development on task performance and group viability. *Journal of Applied Behavioral Science*. 43:2, 184-212. **Winner of the Douglas McGregor Memorial Award for best paper published in the Journal of Applied Behavioral Science in 2007.**

Bushe, G.R. & Marshak, R.J. (2007) Revisioning organization development: A post-modern perspective. *Best Paper Proceedings of the 67<sup>th</sup> Academy of Management*, Organization Development and Change Division.

Coetzer, G.H. & Bushe, G.R. (2006) Using discrepancy theory to examine the relationship between shared cognition and group outcomes. *Team Performance Management*, 12:5/6, 155-161.

Bushe, G.R. & Kassam, A. (2005) When is appreciative inquiry transformational? A meta-case analysis. *Journal of Applied Behavioral Science*, 41:2, 161-181. **Honourable Mention, Douglas McGregor Memorial Award for best paper published in JABS in 2005.** Reprinted in Shani, A.B. & Coghlan, D. (Eds.) *Fundamentals of Organization Development, Volume 3*, (245-266). Thousand Oaks, CA: Sage Publications.

Coetzer, G.H. & Bushe, G.R. (2003) Using discrepancy theory to examine the relationship between shared cognition and group outcomes. *Best Paper Proceedings of the 63<sup>rd</sup> Academy of Management*, Managerial and Organizational Cognition Division, pp. MOC:B1-B6.

Bushe, G.R. (1998) Appreciative inquiry in teams. *Organization Development Journal*, 16:3, 41-50. Reprinted in Cooperrider, D. Sorenson, P., Whitney, D. & Yeager, T. (eds.) (2000) *Appreciative Inquiry: Rethinking Human Organization Toward a Positive Theory of Change*. Champaign, IL: Stipes, and Cooperrider, D. Sorenson, P., Yeager, T. & Whitney, D. (eds.) (2001, 2005) *Appreciative Inquiry: Foundations in Positive Organization Development*. Champaign, IL: Stipes.

Bushe, G.R. (1995) Advances in appreciative inquiry as an organization development intervention. *Organization Development Journal*, 13:3, 14-22. **Chosen as one of the ten best articles ever published in the Organization Development Journal and reprinted in (1999) Special Issue: The Best of the OD Journal in the 20th Century, 17:2, 61-68.** Reprinted in Cooperrider, D. Sorenson, P., Whitney, D. & Yeager, T. (eds.) (2000) *Appreciative Inquiry: Rethinking Human Organization Toward a Positive Theory of Change (113-122)*. Champaign, IL: Stipes and in Cooperrider, D. Sorenson, P., Yeager, T. & Whitney, D. (eds.) (2001, 2005) *Appreciative Inquiry: Foundations in Positive Organization Development (179-188)*. Champaign, IL: Stipes.

Bushe, G.R. & Coetzer, G. (1995) Appreciative inquiry as a team development intervention: A controlled experiment. *Journal of Applied Behavioral Science*, 31:1, 13-30.

Havlovic, S.J., Kroll, P.R. & Bushe, G.R. (1994). Union-management cooperation: A process for increasing worker autonomy and improving work group effectiveness? Smith, A. (ed.) *Proceedings of the 30th Annual Conference of the Canadian Industrial Relations Association*, 105-116.

Bushe, G.R. & Gibbs, B. (1990) Predicting OD consulting competence from the MBTI and stage of ego development. *Journal of Applied Behavioral Science*, 26, 337-357.

Bushe, G.R. & Johnson, A.L. (1989) Contextual and internal variables affecting task group outcomes in organizations. *Group & Organization Studies*, 14, 462-482.

Bushe, G.R. (1989) Use of a parallel learning structure to implement system transforming innovations: The case of statistical process control. *Journal of Managerial Psychology*, 4, 25-31.

Bushe, G.R. (1988) Developing cooperative labor-management relations in unionized factories: A multi-case study of quality circles and parallel organization within joint QWL projects. *The Journal of Applied Behavioral Science*, 24, 129-150.

Bushe, G.R. & Shani, A.B. (1988) A review of the literature on the use of parallel learning structures in bureaucratic organizations. *Best Paper Proceedings of the 48th Annual Meeting of the Academy of Management*, 258-262.

Bushe, G.R. (1988) Cultural contradictions of statistical process control in American manufacturing organizations. *Journal of Management*, 14, 9-31.

Shani, A.B. & Bushe, G.R. (1987) Visionary action research: A consultation process perspective. *Consultation: An International Journal*, 6, 3-19.

Bushe, G.R. (1987) Temporary or permanent middle management groups? Correlates with attitudes in QWL change projects. *Group and Organization Studies*, 12, 23-37.

Pinfield, L., Wills, J. & Bushe, G.R. (1987) Productivity improvement in a capital intensive automated plant. *Industrial Management*, 29 (3), 13-17.

Shani, A.B. & Bushe, G.R. (1986) Action research: Two missing parts of the puzzle. *Proceedings of the Western Meetings of the American Institute of Decision Sciences*, 26-30.

Bushe, G.R. (1984) Quality circles in quality of work life projects: problems and prospects for increasing employee participation. *Canadian Journal of Community Mental Health*, 3, 101-113.

Devine, I. & Bushe, G.R. (1984) Integrating research on organizational crisis: Antecedents, adaptation and effects on employees. *Proceedings of the Administrative Sciences Association of Canada*, 5, 61-70.

## **PRACTITIONER PUBLICATIONS**

Bushe, G.R. (2010) Being the container in dialogic OD. *Practicing Social Change*, 1:2, 10-15.

Bushe, G.R. (2010) The failure of collaborative leaders. *Insight: The Chartered Institute of Management Accounts e-magazine*, September. (<http://www.cimaglobal.com/Thought-leadership/Newsletters/Insight-e-magazine/Insight-2010/Insight-September-2010/The-failure-of-collaborative-leaders/>).

Bushe, G.R. (2010) An introduction to the organizational learning conversation. *CEO Magazine*, August. (available online at <http://www.the-chiefexecutive.com/features/feature93537/>).

Bushe, G.R. (2010) When people come and go. *Wall Street Journal/MIT Sloan Management Review Executive Adviser*, August 23, p.R6.

Bushe, G.R. (2009) Learning from collective experience: A different view of organizational learning. *Organization Development Practitioner*, 41:3, 19-23.

Bushe, G.R. & Marshak, R.J. (2008) The post modern turn in OD: From diagnosis to meaning making. *Organization Development Practitioner*, Special Issue on Organization Development for the 21<sup>st</sup> Century. 40:4, 10-12. Reprinted in Shani, A.B & Coghlan, D. (Eds.) *Fundamentals of Organization Development, Volume 4, (415-419)*. Thousand Oaks, CA: Sage Publications.

Bushe, G.R. & Pitman, T. (2008) Performance Amplification: Building the Strength Based Organization. *Appreciative Inquiry Practitioner*, Special Issue on Strength Based Organizations, 10:4:23-26.

Bushe, G.R. (2007) Appreciative Inquiry is not (just) about the positive. *Organization Development Practitioner*, 39:4, 30-35. Reprinted in the *Oxford Leadership Journal*, 1:4 (2010), 1-9. Slated for reprint in Verma, P. (ed.) *Appreciative Inquiry: Concepts and Experiences*. Ahmedabad, India: Academy of Human Resource Development.

Bushe, G.R. (2007) Why using appreciative inquiry as a research method is unlikely to lead to research publications. *Appreciative Inquiry Practitioner*, Special Issue on Using AI for Research, 9:4, 8-11.

Bushe, G.R. (2005) Praise and blessing: The function of the leader archetype. *AI Practitioner*, 7:4, 41-43.

Bushe, G.R. (2005) Appreciative leadership. *Journal of the American Dietetic Association*, 105:5, 699-700.

Bushe, G.R. (2004) Managers want tribes not teams: An invitation to rethink teambuilding. *Organization Development Practitioner*, 36:1, 9-12. **One of 35 articles chosen from hundreds in the OD Practitioner to be translated into Spanish in 2008.** Digested for the National Post's Financial Post Executive section, Dec 2, 2008, FP8.

Bushe, G.R. (2002) The inner core of leadership. *Leader to Leader*, 25 (summer), 37-41.

Bushe, GR. (2001) Self-differentiation: The missing ingredient in leadership. *Organization Development Practitioner*. 33:2, 41-47.

Bushe, G.R. (2000) Clear leadership. *Proceedings of the 2000 OD Network Annual Conference*, Atlanta, pp.13-20.

Bushe, G.R. (1998) Power and the empowered organization: The design of power in highly adaptive organizations. *Organization Development Practitioner*. 30:4, pp.31-43.

Bushe, G.R., Havlovic, S.J. & Coetzer, G. (1996) Exploring empowerment from the inside-out, Part 2. *Journal for Quality and Participation*, 19:3, 78-84.

Bushe, G.R., Havlovic, S.J. & Coetzer, G. (1996) Exploring empowerment from the inside-out. *Journal for Quality and Participation*, 19:1, 36-45. **One of 22 articles selected for the 1996 Anbar Management Hall of Fame from over 13,000 articles reviewed from the 400 leading management journals world wide.**

Bushe, G.R. & Pitman, T. (1991) Appreciative process: A method for transformational change. *Organization Development Practitioner*, 23:3, pp. 1-4. Reprinted in *On the Beam*, 11:2 (1991), pp.2-3 and *Business Dynamics*, 54 (1992) pp.1-3. Abstracted in *Brain/Mind Bulletin* 16:9 (1991) p.8.

Bushe, G.R. & Pitman, T. (1991) Cardwork: Capturing and communicating theories of action. *On Learning*, 1:3, pp.4-5.

Bushe, G.R. (1988) Social system issues in implementing statistical process control. *Proceedings of the 1987 Organization Development Network National Conference*, 275-280.

Bushe, G.R. (1986) Designing organizations for intrapreneurism. *Vision/Action*, 6(2), 9-11.

Bushe, G.R. (1985) Breaking out of contingency theory in organizational design. *Proceedings of the 1985 Organization Development Network National Conference*, 181-186.

Bushe, G.R. (1985) Organization design and OD. *Vision/Action*, 4(4), 1-3.

#### **UNPUBLISHED CONFERENCE PAPERS**

Bushe, G.R., Marshak, R.J. & Barrett (2011) Theory and Practice of Dialogic OD. 71<sup>st</sup> Meeting of the Academy of Management, San Antonio, TX.

Bushe, G.R., Buteau, L., & Filleul, M. (2009) It's All About Learning: Three years of Appreciative Inquiry at the Vancouver School Board. 2009 World Appreciative Inquiry Conference, Kathmandu, Nepal. On-line conference presentation.

Bushe, G.R. (2007) Transformational, Incremental or No Change At All: Moderators of the Impact of Appreciative Inquiry. 67<sup>th</sup> Meeting of the Academy of Management, Philadelphia, USA.

Bushe, G.R. (2007) Developing Managerial Skills for Organizational Learning: The Clear Leadership Approach. 7<sup>th</sup> International Conference on Knowledge, Culture and Change in Organizations, Singapore, July 26-29.

Bushe, G.R. (2005) Revisioning Organization Development: A Postmodern Perspective. Conference on: Social Construction: A Celebration of Collaborative Practices. Taos, NM.

Bushe, G.R. & Kassam, A. (2004) When is appreciative inquiry transformational? An analysis of published cases. 64<sup>th</sup> Meeting of the Academy of Management, New Orleans, USA.

Bushe, G.R. Coetzer, G.C. & Havlovic, S.H. (1995) "The Emergence of Empowered Work Teams in a Fragmented Change Effort: Paths of Least Resistance". 54th Meeting of the Academy of Management, Vancouver, BC.

Bushe, G.R. (1995) "Appreciative Inquiry: A Post-Modern Approach to Action Research for Social Change". Conference on: New Approaches to Community Economic Development, Simon Fraser University, Vancouver, B.C.

Bushe, G.R. (1992) "Warm Fuzzies and Slide Rules: The Co-evolution of Organization Development and Total Quality Management". 51st Meeting of the Academy of Management, Las Vegas, NE.

Bushe, G.R. & Gibbs, B. (1989) "Ego Development, Role Enactment and Corporate Staff Behavior: A Field Study". 48th Annual Meeting of the Academy of Management, Washington D.C.

Bushe, G.R., Hardy, J., & Gibbs, B. (1989) "Developmental Stage and Jungian Type as Predictors of Consulting Competence". 48th Annual Meeting of the Academy of Management, Washington D.C.

Bushe, G.R. & Johnson, A.L. (1987) "Contextual and Internal Factors Affecting Task Group Outcomes in Organizations". 47th Annual Meeting of the Academy of Management, New Orleans, LA.

Bushe, G.R. & Etherington, L. (1987) "System Transforming Innovations: Attributes Predicting Success". ISF 7th International Symposium on Forecasting, Boston, MA.

Bushe, G.R. (1986) "Developing Cooperative Relations in Unionized Factories: Power, Trust and Parallel Structures". 46th Annual Meeting of the Academy of Management, Chicago, IL.

Bushe, G.R. (1986) "Cultural Contradictions of Statistical Process Control in American Manufacturing: A Study of Technological Innovation". Annual Conference of the Administrative Sciences Association of Canada, Whistler B.C.

Bushe, G.R. (1985) "Relationships Between Group Temporality and Member Attitudes: Middle Managers in QWL Change Projects". 45th Annual Meeting of the Academy of Management, San Diego, CA.

Bushe, G.R. (1984) "Increasing the Probability of Creating Effective Task Groups the Manager Doesn't Belong to: An Empirically Testable Model". Annual Meeting of the Western Academy of Management, Vancouver, BC.

Bushe, G.R. (1984) "Developmental Trends of Parallel Structure Interventions in Unionized Manufacturing Organizations: A Set of Propositions". 44th Annual Meeting of the Academy of Management, Boston, MA.

Bushe, G.R. (1983) "Exploring Managerial Resistance to Worker Problem-Solving Groups: Some Comparative Data". 43rd Annual Meeting of the Academy of Management, Dallas, TX.

Bushe, G.R. (1983) "Measuring the Institutionalization of OD/QWL Change Projects: The Search for Dependent Variables". 43rd Annual Meeting of the Academy of Management, Dallas, TX.

## RESEARCH REPORTS AND MANUALS

Bushe, G.R. (2007) *Transforming School Culture: One Year Results on the Use of Appreciative Inquiry for the Metropolitan School Board's Learning Inquiry, 2006 – 2007*. CMA Centre for Strategic Change and Performance Measurement, Segal Graduate School of Business, Simon Fraser University.

Bushe, G.R. & Grossling, R. (2006) *Engaging Conflict: The Impact of Clear Leadership Training on How People Think about Conflict and Its Management*. Faculty of Business Administration, Simon Fraser University.

Bushe, G.R. (1998) *Appreciative Inquiry Workshop Manual*. Vancouver: Discovery & Design.

Bushe, G.R. & Furst, D. (1997) *White Water Leadership: Managing Self and Systems in Turbulent Times*. Vancouver: Discovery & Design and Furst Consulting.

Bushe, G.R., Havlovic, S.J. & Coetzer, G. (1995) *Empowerment from the Inside-Out: The Emergence of Empowered Work Teams in a Regulated Utility*. Ottawa: Canadian Centre for Management Development, Government of Canada.

Bushe, G.R. (1991) *Commitment-Based Work Organizations: An Integrated Handbook for Organizational Designers*. Vancouver: Discovery & Design.

Bushe, G.R. (1991) *Handbook for Starting a Men's Group, (2nd Ed)*. Vancouver Men's Evolvement Network. (Translated into French by Reseau des Hommes de Quebec)

Bushe, G.R. (1987) *The Change Agent's Handbook*. Vancouver: Discovery & Design.

Bushe, G.R. (1986) *A Study of the Current Organizational Design and Operating Procedures at A.B. Company with some Recommendations for Change*. Burnaby, BC: Faculty of Business Administration, Simon Fraser University.

Bushe, G.R. (1985) *Dynamics of Implementing Statistical Process Control: A Behavioral Science Perspective*. Ottawa: Office of Industrial Innovation, Department of Regional Industrial Expansion, Government of Canada.

Bushe, G.R. (1983) *Overcoming Managerial Resistance to Worker Problem-Solving Groups: A Comparative Study of Four Manufacturing Plants*. Ph.D. dissertation, Department of Organizational Behavior, Case Western Reserve University, Cleveland, Ohio.

## RESEARCH FUNDING

Principal Investigator. **Modelling the Dynamics that Lead to Family Business and Business Family Success.** SSHRC – Research Development Initiatives, March 2009. \$39,000.

Principal Investigator. **A Study of Appreciative Inquiry at the Vancouver School Board.** Co-investigators: Dr. Tom Lawrence, SFU; Dr. Rick Iverson, SFU. BC Ministry of Education, February, 2006. \$150,000.

Principal Investigator. **Predicting Group Outcomes from Group States Coded at Individual and Group Levels.** SSHRC small grants, 2003. \$4,500.

Joint Investigator. **A Study of Organizational Design Issues at PMC-Sierra.** Joint investigator: Larry Pinfield. MOT Research Grant, 2000. \$3,500

Principal Investigator.: **A Study of Empowered Work Teams and Team-Based Organizing in a Public Sector Organization.** Co-investigator, Stephen Havlovic. Canadian Centre for Management Development, 1993. \$10,000 .

Principle Investigator. **Dynamics of Implementing Statistical Process Control: A Behavioural Science Perspective.** Technological Innovation Studies Program, Department of Regional Economic Expansion, Government of Canada, 1984. \$20,000

## **SCHOLARLY ACTIVITIES**

Member of the Editorial Board,  
Journal of Applied Behavioral Science, 1992 to present  
Organization Development Practitioner, 1993 to present  
Group and Organization Management, 1986 to 2003

Competitive papers referee, Organization Development Division, Academy of Management.

Ad-hoc reviewer for Academy of Management Review, Organization Studies, Personnel Review, California Management Review, Canadian Journal of Administrative Sciences, Leadership Quarterly, National Science Foundation, Journal of Social Behavior and Personality, Group Facilitation, Human Relations.

## **SELECTED INVITED TALKS:**

Invited Talk, “Dialogic Change Models”, Saybrook University, Department of Applied Behavioral Science, Seattle, October 20, 2011.

Closing Address, “Driving Organizational Change By Focusing On Strengths”. Conference Board of Canada, Council of Human Resource Executives, Vancouver, March 3, 2011.

Keynote Panel Address, “Is there a New Organization Development?” NTL Institute of Applied Behavioral Science Conference on The New OD, Silver Springs MD, March 18-21, 2010.

Keynote Address, “Appreciative Inquiry”. New Horizons in Education, Yukon Territorial Government, Whitehorse, June 9, 2008.

Keynote Address “Transforming Organizational Culture through Appreciative Inquiry: Lessons from 20 Years of Research and Experience”. 7<sup>th</sup> International Conference on Knowledge, Culture and Change in Organizations, Singapore, July 26-29, 2007.

Keynote Address “Appreciative Leadership and Change. California League of Cities, City Managers Conference, San Francisco, February, 2007

Invited Talk, “Appreciative Inquiry”. Canadian Education Association, Vancouver, May 15, 2006.

Keynote Address, “The Appreciative Self: Inspiring the Best in People”, Leading Positive Organizational Change in the New Millennium, University of California Berkeley, June 23-28, 2002.

Invited lecture, “Clear Leadership: A New Image of Leadership for the New Millennium” Holland College, Charlottetown, March 2001.

Invited talk, “‘Truth’ and ‘Openness’: Collaboration in a Post-Modern Organization”. Conference on New Terms of Engagement in a Networked World, Simon Fraser University, November, 2000.

Invited talk, “Appreciative Inquiry in Teams” University of Calgary, June 2000.

Invited lecture, “Appreciative Inquiry” University of South Africa, Pretoria, RSA, March, 1999

Invited lecture, “Post Modern Approaches to Action Research”, Center for Advanced Leadership Studies, Stockholm School of Economics, Sweden, September 1998.

Invited lecture, “Appreciative Inquiry” Swedish Council for Working Life and Stockholm School of Economics, Sweden, September 1998.

Invited lecture, “Appreciative Inquiry” Masters in Leadership and Training program, Royal Roads University, Victoria, Canada, June 1997.

Invited lecture, “Appreciative Inquiry” Masters in Applied Behavioral Science program, Leadership Institute of Seattle, Washington, USA, March 1993.

## **HONOURS AND AWARDS**

2010 Inducted into the NTL Institute of Applied Behavioral Science.

2009 Douglas McGregor Memorial Award for best paper published in the Journal of Applied Behavioral Science.

2007 Douglas McGregor Memorial Award for best paper published in the Journal of Applied Behavioral Science.

Selected best papers, Organization Development and Change Division, Academy of Management, 2007.

Honorable Mention, 2005 Douglas McGregor Memorial Award for best paper published in the Journal of Applied Behavioral Science.

Chosen as the “hot prof” in the Segal Graduate School of Business by Canadian Business magazine, 2005.

Selected best papers, Managerial Cognition Division, Academy of Management, 2003.

Chosen one of the ten leading appreciative inquiry practitioners world wide by the AI Commons, Case Western Reserve University, Cleveland, OH, 2002.

One of the best papers published in the Organization Development Journal in the 20<sup>th</sup> Century Award, Organization Development Journal, 1999.

One of the best management papers of the Year, Anbar Management Hall of Fame, London UK, 1996.

Selected best papers, Organization Development Division, Academy of Management, 1988

One of the 10 best papers, Western Academy of Management, 1984.

Award for Doctoral Studies from the Government of Quebec, 1979-82 (\$7,500 per annum).

Awarded the Interdisciplinary Studies Medal. Concordia Faculty of Arts and Sciences, 1978.

Valedictorian of the Concordia University Faculty of Arts and Sciences, 1978 graduating class of 1,200.