



CHANGE PIONEERS
SHAPING THE FUTURE

PRESENTS

Change Leadership:

The Dialogic Mindset and Generative Change

Join **Gervase Bushe** in Munich this April for a 2-day Masterclass in Change Leadership

April 7-8, 2025

Munich, venue TBA

Fee: 1,200€ for corporate participants

900€ for non-profit and self-employed

REGISTER

Research has consistently found that a Dialogic Mindset is a superior approach to change leadership versus the Kotter/Change Management approach, particularly when dealing with complex, wicked, adaptive challenges. Developing a dialogic mindset is pivotal to success in a world of increased complexity and uncertainty. Gervase will share his latest findings on leading and facilitating organizational change to produce rapid, transformational results in this masterclass.

Examples:

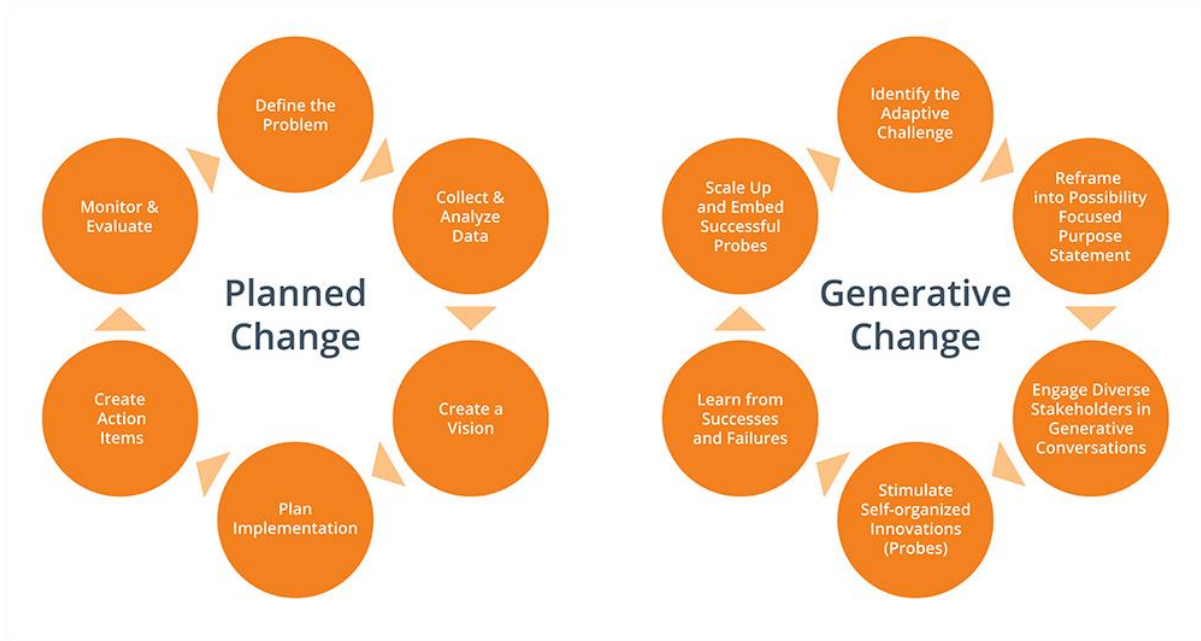
[Hastings & Schwartz, Leading change processes for success. *J of App Beh Sci*, 2022.](#)

[Giacomini, Rocca and Tonoli. Exploring materiality and stakeholder engagement in European water utilities' sustainability strategies, organizational practices, and reporting. *Business Strategy and the Environment*. Epub ahead of print 2024.](#)

[Hastings. Guidance for successful healthcare transformation: A systematic review of change management practices and outcomes. *Australian Journal of Management*, 2025.](#)

During the masterclass, you will

- Understand the basic requirements for rapid transformational change
- Identify ways to engage leaders in this new way of leading change
- Confront and compare your current beliefs and practices with the Dialogic Mindset
- Work on a live case, applying generative change principles to deepen your understanding and ability to bring these processes into your change practice



Gervase is the Professor of Leadership and Organization Development at the Beedie School of Business, Simon Fraser University in Vancouver, Canada. Since his award-winning 2009 article¹ introducing the concept of Dialogic Organization he has been regarded as an international thought leader in Dialogic Development with over 40 years of consulting to leaders creating outstanding teams and organizations. He has over 100 publications and won numerous awards. Gervase edits and publishes the [BMI Series in Dialogic Organization Development](#) and leads long-term programs for developing Dialogic OD skills inside organizations. He is known for his highly experiential courses that get high ratings from professionals and managers. Read about his life and practice in the [Palgrave Handbook of Organizational Change Thinkers](#)



Change Pioneers is a global consulting ecosystem for organization development, change management, team and leadership development. We are passionate about creating future-fit companies while facilitating sustainable change and cultivating

high-performing teams grounded in purpose. We offer an integrated human-first approach: recognizing the primary value of people in moving organizations forward. We work with evidence-based practice: using neuroscientific findings to create solid ground rules for change and transformation.

Check out our LinkedIn channel: <https://www.linkedin.com/company/change-pioneers/>