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A social process: Sense is made in organizations through conversations, communications, and the exchange of ideas, and it is influenced by the actual, implied, or imagined presence of others. That is how sense becomes organizational. Ongoing: Sensemaking is an ongoing, constantly negotiated process. The implication of this insight for organizational sensemaking is that organizations are always in the middle of complex situations, which they try to disentangle by making and then revising ...

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Sensemaking in Organizations consists of a preface and eight chapters that set out the origins, principles, and applications of Weick's sensemaking concepts. It's worth reading just for the preface, which is delightfully welcoming for a volume of organizational theory.

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Sensemaking or sense-making is the process by which people give meaning to their collective experiences. It has been defined as "the ongoing retrospective development of plausible images that rationalize what people are doing". The concept was introduced to organizational studies by Karl E. Weick in the 1970s and has affected both theory and practice. Weick intended to encourage a shift away from the traditional focus of organization theorists on decision-making and towards the processes that co

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Organization emerges from an ongoing process in which people organize to make sense of equivocal inputs and enact that sense back into the

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world to make it more orderly (Weick et al., 2005, p. 410). In other words, organizing is achieved to the extent that sensemaking is accomplished (Sandberg

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