

Call for Papers



JOURNAL OF CHANGE MANAGEMENT

Special Issue on Discourse, Translation and Change

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Translation

- the process of translating words or text from one language into another
- the conversion of something from one form or medium into another
- the process of moving something from one place to another

(Oxford English Dictionary, 2011)

Discursive approaches understand organizational change as the movement of meanings. Their focus therefore is on explaining how new meanings enter the organization and how they gain legitimacy to engender new ways of understanding, being and action. The process whereby new discourses become established and legitimated involves translation. This special issue will explore different ways of thinking about organizational change in relation to discourse and translation.

In its common use, translation refers to translating texts between languages and genre. Yet if we understand organizational reality as comprising many different ‘languages’ (Czarniawska and Sevón, 1996), then we also need to better understand how meanings that constitute organizations and organizational change are constructed, negotiated and legitimated through discourse. New or alternative discourses have translating properties in the sense of presenting new understandings, with the potential to create change or enact new organizational realities, thereby “open[ing] up strange and ambivalent spaces not yet defined” (Clegg et al., 2006, p. 314). This calls into question traditional conceptions of resistance to change, since engagement with new meanings, proposed by the architects of change, involves challenge and modification by other organizational participants. Unpacking dominant, embedded discursive constructions in organizations involves translation, in the act of appropriating, re-inscribing and challenging established ways of knowing and being. Fundamental to translation therefore is a consideration of power relations as “translation is never innocent” (Chávez, 2009, p. 25).

Discourse analysis of organizational change also has the potential to make important contributions towards understanding processes of organizing and making sense of change in our increasingly complex, interdependent, yet local-global world. Discourses do not operate deterministically or translate unchanged as they move across time, space and cultures. The local reproduction of hegemonic discourses involves translations that open up the possibility of different forms of organizing and being organized. That said, the acts of translation that we engage in as part of constructing our accounts of organizational change place particular challenges and responsibilities on us as discourse analysts (Grant & Hardy, 2003).

In this special issue, we invite empirical, theoretical and reflexive contributions that address organizational change from the perspectives of discourse and translation. Possible topics that could be addressed include, but are not limited to, the following:

- How discourse, power and socio-material relations come together in creating privileged translations of organisations.
- The dynamics involved in establishing alternative discourses, necessary for constructing organizational change.

- How discourse is involved in translating particular meanings of change in organizations and society. For example, how particular meanings are reinforced, challenged or changed in regards to the systems and institutions that underpin and regulate global business and financial markets; global warming, climate change, sustainability and the environment; globalisation and cultural change, relations between developed and developing economies, when East meets West, immigration and human rights; and work, career and identity in the 'new economy' or 'knowledge society'.
- The discursive effects that discourse analytic approaches and analysts have – or should have - in translating and negotiating meaning in organizational and societal change.

Submission Process

Papers (6000-8500 words) should be submitted as an email attachment to all three guest editors (see below for email addresses) with the subject heading 'JCM Special Issue - Discourse, Translation and Change'. Submissions should follow the general guidelines of the *Journal of Change Management* (<http://www.tandf.co.uk/journals/rjcm>).

Refereeing and the selection of papers will be conducted according to the journal's normal procedures (double-blind review). Submitted papers should not have been previously published nor be currently under consideration for publication elsewhere. High quality submissions that are not selected for publication in the special issue will be given full consideration for publication in a regular issue of the journal.

The deadline for submission of papers is **1 June 2012**. The expected date of publication of the special issue is 2013.

For further information on the special issue, please contact the guest editors.

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