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First, at its most simple, organizational sensemaking is about making sense of events tied to the operation of an "organization"<sup>TM</sup>. Second, and more complex in its implications, the operation of an "organization"<sup>TM</sup> or set of "organized"<sup>TM</sup> activities forms a particular framework within which sense is made. For example, organizations "stay tied together by means of controls in the form ...

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1 Making Sense of Sensemaking in Organization Studies Andrew D. Brown, Ian Colville, & Annie Pye A version of this paper has now been accepted for publication in

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Sensemaking enables leaders to have a better grasp of what is going on in their environments, thus facilitating other leadership activities such as visioning, relating, and inventing.

### **SENSEMAKING - SAGE Publications**

Sensemaking (engl.) bzw. Sinnstiftung beschreibt den Prozess, mit dem Menschen den über die Sinne ungegliedert aufgenommenen Erlebnisstrom in sinnvolle Einheiten einordnen.

### **Sensemaking – Wikipedia**

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" ( Weick, Sutcliffe, & Obstfeld, 2005, p. 409 ).

### **Sensemaking - Wikipedia**

Leadership involves the capacity to make sense of the ambiguities and challenges in organizational life and translate those into appropriate choices and actions. Effective leaders avoid myopic or simplistic interpretations, build sound everyday theories that fit the situations in which they find themselves, and use those to facilitate the accomplishment of a larger good.

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