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J. Sostrin

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J. Sostrin : Re-Making Communication at Work before purchasing it in order to gage whether or not it would be worth my time, and all praised Re-Making Communication at Work:

0 of 0 people found the following review helpful. Redefines communication, placing it at the very heart of transformative changeBy Philip ThomasWhile we all likely understand the importance of communication, this author reveals a number of important myths or common mis-understandings around communication. He then redefines communication in a way that places it at the very heart of transformative change. He argues that communication itself -- our ways of interacting at all levels -- is what makes and sustains many of the unwanted patterns that limit

individual and organizational effectiveness. "Remake patterns, not people" is a phrase taken from this book that I think powerfully summarizes the authors message that powerful change becomes possible when we are able to make visible and shift the ways we communicate together. This book offers concrete concepts, tools and useful illustrations for helping leaders, managers, consultants, employees...indeed anyone looking to increase their effectiveness in work and life. To those who might look at this book and think it just another book on communication and the skills of listening and speaking we all know are important....you will be surprised. This book takes a very different approach to communication based on a powerful, yet little known theory of communication known as Coordinated Management of Meaning. Most will find the contents both refreshing and innovative...and more importantly, very empowering for those who choose to apply this knowledge and approach in their own lives. This author equips his readers with concrete tools and approaches that, when applied, that can immediately increase their effectiveness in work and any other context in life. We all know you shouldn't judge a book by its cover, and that is certainly true here given the very unattractive cover design! :) Please, look beyond the cover and if you're willing to be challenged in your own assumptions about communication and its power to make change, I highly recommend this book. 0 of 0 people found the following review helpful. Demystifies communication challenges! By pcmphd This book is worth the price. First it reveals why communication is so problematic and how outdated the usual approach is, and then it offers a workable, exciting, effective alternative. Sostrin's suggestions can make the difference between communication at work being a real liability, and it being the dynamic, productive asset we need it to be. I work as an organizational development consultant and executive coach, and this book is must-reading for consultants, execs, and leaders at all levels.

Almost 400 years ago philosophers John Locke and David Hume implicitly defined communication as a tool for the transmission of pure ideas, stating that the ideas themselves are what matter, not the way in which they are expressed and exchanged. Now known as the transmission model, this form of communication is still the foundation for academic courses in communication theory and practice, and is embedded in most business literature and education that address subjects related to workplace communication, organization behavior and culture, leadership, and conflict resolution. But what if this accepted model of communication was incomplete? *Re-Making Communication at Work* argues that the transmission model of communication needs to be replaced by a new approach to communication. Sostrin challenges the status quo by exposing the most common myths that inaccurately define successful communication at work. These misperceptions are replaced by a set of core principles that deliver a clear mandate for re-making communication at work. Sostrin not only provides the theoretical foundation for this new approach, but he uses a straightforward model and exercises that demonstrate how managers, students, and consultants can powerfully improve relationships, decision-making, and collaboration with a few lines and circles.