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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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organize to make sense of equivocal inputs and enact that sense back into the 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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