**New Book Announcement**: ***Performing Organizational Paradoxes***

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***Publisher:*** Routledge (hardcover, e-book)

*Performing Organizational Paradoxes* takes a constitutive, process approach to organizational paradoxes. It underscores the performative nature of paradox through its underlying dialectical tensions, its sociomaterial foundations, and power features that bring paradoxes to life, sustain them, and enable their transformation.

The book broadens the research on organizational paradox by embracing a constitutive approach and delineating the debates and misconceptions of this perspective. For the novice reader, several chapters focus on identifying paradoxical tensions in organizations, developing repertoires of responses to them, and relating them to outcomes of organizational processes.

For the advanced reader, key chapters focus on the ubiquity of power and paradox, how bodies enter into paradox in narratives and emotional reactions, and how language cues categories that inventively aid in responding to power and paradox. The last chapter sets forth an agenda for future research that challenges scholars to focus on the ongoing development of organizational paradox. Also, the book employs multiple case analyses and exemplars to illustrate these features of organizational paradoxes.

Filling an important gap in the existing literature, this book is a key resource for scholars and students in the fields of communication, management, educational administration, organizational psychology, and any other fields that study organizations. It is an essential read for scholars interested in the organizing aspects of tensions, contradictions, dialectics, and paradox.

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***To Order the Book:***[www.routledge.com/9780367856335](http://www.routledge.com/9780367856335)

***Endorsements:***

This is a masterful book, written by two masters of the craft. In *Performing*

*Organizational Paradoxes*, Fairhurst and Putnam offer what this scholarship

has long needed: an extended treatment of paradox as a unique stance

on the very constitution of organization. Drawing on their grasp of theory,

Fairhurst and Putnam’s performativity framework sets forth a unique lens

to the notion of organizing. Their perspective reveals important insights

regarding the multiplicity of knotted tensions, the sociomateriality of all

practice, and the centrality of power. This book holds revelations galore for

readers who are willing to follow the pursuit and promise of paradox.

 *Timothy Kuhn, Chair and Professor of Organizational Communication,*

 *Department of Communication, University of Colorado, Boulder*

Fairhurst and Putnam offer thought-provoking insights into the nature,

responses to and role of paradox in our world. Intricate yet clear, bold yet

nuanced, they empower a constitutive approach. Their research unpacks

paradox-related phenomena, including a sociomaterial ontology and dialectical

dynamics as well as the interplay of power, performativity and

narrative sensemaking. Their creativity and rigor will inspire scholars who

explore paradoxical tensions across disciplines.

 *Marianne W. Lewis, Dean and Professor of Management, Carl H.*

 *Lindner College of Business, University of Cincinnati, USA*

Fairhurst and Putnam are experts in paradox theory. I am always eager to

read their work as I continue to learn from it and I was delighted to do so

with this book. They have again produced a masterpiece by clarifying and

advancing a constitutive approach to paradox. In doing so, they challenge

our assumptions, deepen our insights, and invite us to improve our understanding.

Anyone who is interested in unpacking how the world operates

needs to read this book.

 *Wendy K. Smith, Dana J. Johnson Professor of Management,*

 *University of Delaware, USA*

These days, organizational scholars tend to reserve their most original and

interesting ideas for academic articles, relegating books to the task of integrating

or elucidating previous research. Fairhurst and Putnam’s volume

breaks with this tradition by offering a trove of stimulating, ground-breaking

concepts that greatly enrich paradox literature and push it in new

directions. It is a must-read for anyone interested in the study of organizational

tensions and contradictions.

 *Marco Berti, Associate Professor, UTS Business School, University of*

 *Technology, Sydney, AUS*