



## Phenomenology of the Embodied Organization

### The contribution of Merleau-Ponty for Organizational Studies and Practice

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#### About the book

Drawing on contemporary debates and processing a lacuna in organization and management studies and practice, *Phenomenology of the Embodied Organization* explores the multidimensional phenomena and inter-relational processes of the body and embodiment in organizational life-worlds. By offering phenomenological and critical perspectives, the book contributes to the turn towards the body and practice in organization and management/leadership studies.

This book is organized in two parts. While the first part introduces phenomenology in general and Merleau-Ponty's philosophy of embodied senses, perception, intentions and responsive inter-corporeality and 'flesh' in particular, the second part focuses on the constitutive role of the body, embodiment and embodied practices in organizations.

Based on Merleau-Ponty's post-dualistic ontology, the 'proto-integral' process of 'in between', and senses in organizations are interpreted as affective and pathic events. Furthermore, the role of embodied intentionalities responsiveness, and corporeality of social bodies in various forms of organizing are discussed. Specifically, embodied acting, actors, agencies and 'bodies at work', as well as embodied performances and the new concept of 'inter-practices' in organizations are outlined. Following a processual turn and pragmatic orientation, a 'pheno-pragma-practice' of situated creative action is presented and discussed in relation to habits and improvisation. The final part reveals creative forms of embodied chiasmic organizing, connected to dilemma and paradoxes and offers practical, political, methodological and theoretical implications.

Overall, this volume endeavours to revive the affective and 'moving stance' of corporealities for more meaningful, sustainable practices in, of and through re-embodied organizations and beyond.

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