

The Communicative Constitution of Organizations: The Four Flows Model

Robert D. McPhee, Karen K. Myers, Joel O. Iverson

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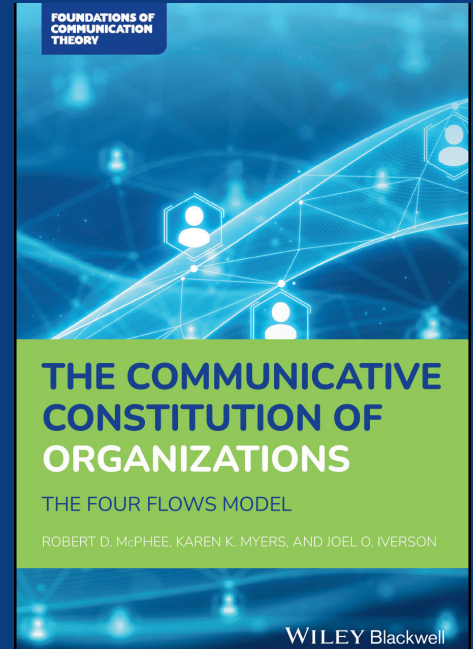
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Discusses interrelations or confluences among communication flows as the Four Flows Model of organizational communication

The Four Flows Model illustrates how communication makes an organization what it is, presenting in-depth information on the Communicative Constitution of Organizations (CCO). Written by a team of renowned experts in the field, this comprehensive resource is designed for all those involved in the study of organizations, particularly advanced students and researchers in Business, Sociology, Communication Studies, and the subdiscipline of Organizational Communication.

Articulating the significance of the Four Flows Theory for CCO scholarship, this innovative volume:

- Discusses interrelations or confluences among flows and explores relations of the Four Flows Model with alternate perspectives
- Emphasizes the need to ask broader questions in CCO theorizing regarding the ways socio-material things are constituted
- Lays out the context of 4F theory and identifies the key issues CCO theories should address
- Describes how conlocutions allow sensitive exploration of relations
- Introduces the concept of transtruction to Structuration Theory, explaining how communication produces and reproduces organizations

ABOUT THE AUTHORS

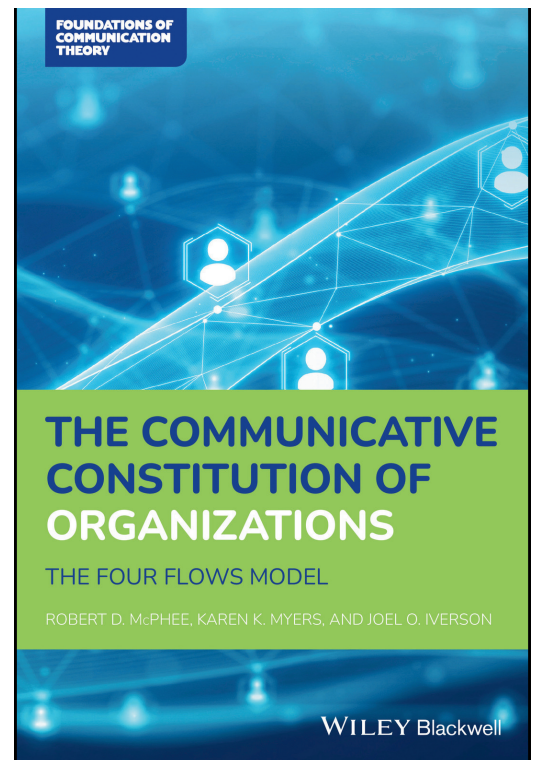
Robert D. McPhee, Professor Emeritus, Hugh Downs School of Human Communication, Arizona State University. His scholarship has primarily focused on organizational and group communication, communication theory, and quantitative research analysis methods. His work has appeared in various communication and organizational studies journals.

Karen K. Myers, Professor of Organizational Communication, University of California, Santa Barbara. Her research examines workplace interactions including membership negotiation, vocational anticipatory socialization, communicative constitution of organizations, emotions in the workplace; communication between the generations in the workplace, workgroup communication in high-reliability organizations, and workplace flexibility.

Joel O. Iverson, Professor of Communication Studies, University of Montana. His research focuses on the communicative processes of organizing at group, organizational, and community levels, with an emphasis on risk and crisis communication. His theoretical developments include the Four Flows Model of Communication and Communities of Practice Theory.

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