Editor's note

This "Talent on Discourse" issue presents six contributions of excellent young researchers. Research on organizational discourse is "hot". The Organization and Discourse Conference which was held in Amsterdam last July not only attracted a lot of stimulating and refreshing papers, but also opened up a rich variety of perspectives on organizational change. Although it is only a small, backward step from narratives and stories to organizational culture, a discursive-based analysis encourages scholars to go far beyond the "classic" interpretive studies on shared meaning.

This issue provides a platform to researchers of the next generation who – in their own way – show that a narrative analysis related to organizational studies leads to new bodies of knowledge. Most of the contributions are based on Ph.D. projects. Some of the papers are co-productions of related scholars or supervisors.

The contribution of Altopiedi and Lavie underlines the crucial role which both organizational and personal narratives play when they are interwoven with the process of making sense of externally designed proposals for change. Hartz and Habscheid focus on a so-called "discourse of unity". Their analyses of staff magazines published between 2004 and 2005 show that these magazines are both vehicles and producers of such discourses. Prud'homme van Reine discusses different types of identity processes related to narrative reconstructions in large-scale merger processes. He states that dilemmas stemming from these identity processes, such as professional autonomy versus transparent rules and teaching as a 'calling' versus 'performance' orientation, need to be addressed in order to make mergers successful. The contribution of Murtola concentrates on the process of identity construction within a large entrepreneurial project. By their choice of terms and expressions in the context of a project, actors mould the entity they are creating and become involved in the construction of its identity. Berendse et al. focus on the different ways in which particular narratives (and counter-narratives) are transformed into organizational practice. They argue that the acceptance, adoption and dissemination of narratives in innovation-based contexts is closely linked to processes of identification and legitimation. The final contribution, that of Chisalita, explores the relationship between a practice-oriented approach to technology use and organizational discourse. She concludes – on the basis of her research – that external environments emerge as a crucial aspect which influences the way technology is used in organizational contexts.

I hope that the diversity of the papers, though united in their shared narrative 'home perspective', will inspire the reader to rethink his own assumptions and preoccupations with regard to organizational change. I am convinced that the definition of organizational dynamics in terms of discursive practice will not only be a challenging academic exercise, but will also have a major impact on the ways intervention programs in organizational practice are approached, organized and executed.

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