

## ***Creative Interchange***

The mission of *SynerChange* Chicago is to bring about the conscious and consistent practice of Creative Interchange in organizations today.

Based on the work of American philosopher **Dr. Henry Nelson Wieman**, Creative Interchange is the name given to the human process by which individuals, groups and entire organizations learn, change and perform to their highest potential.

While CI is a natural process, our cultural norms and individual egos and habits often prevent us from optimally communicating with and contributing to each other. Organizations, for example, don't always take advantage of the collective wisdom of their many employees, in part because they don't have a good process for making collaborative decisions and solving problems. The Creative Interchange process facilitates shared exchange and creative integration so that groups develop a common vision and strategy that is meaningful for all involved. (For more, see the article "**Creative Interchange in Groups.**")

The Creative Interchange Process has **Four Phases**: Authentic Interacting, Appreciative Understanding, Creative Integrating and Expanding Capacity.

SynerChange Chicago helps to foster relationships and organizational practices that are needed for Creative Interchange to flourish and for organizations to most effectively improve and grow.

*SynerChange* Chicago is part of the Creative Interchange Network, a global virtual network of companies in Atlanta, Toronto, Finland, Belgium and Chicago—all with the same mission—and other philosophical partners around the world.

For more information on network partners, see:  
SynerChange International: <http://www.synerchange.com>  
Creative Interchange Institute: <http://www.ciinstitute.com>  
SynerChange Belgium: <http://synerchange.ys.be>