

Review of *Through the Reading Glasses*

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Thank you ever so much for offering this opportunity to review the *Through the Reading Glasses* manuscript. It is a very important piece of art, as well as making an academic contribution. I have had a pleasure to become familiar with this text in various ways. One of the beauties of the *Through the Reading Glasses* manuscript is that it seems to be impossible – at least in the traditions of academic discourse – to define what it is about. To me each reading has provided new angles; I have found links to the lack of a feminist methodology in innovation studies; how to talk about social change and human diversity; arts as a specific form of knowledge and knowledge creation; discussions of creativity and imagination in a context of innovation studies and practice; awareness of power games and deep structural power relations we are constructing in organizational research and practice; a need for critical reflection on organizing; and unsettling conventional practices through the arts.

This manuscript expresses clearly and elegantly its central themes, making for a wonderful reading experience. *Through the Reading Glasses* is relevant both to research and to the arts as ways of knowing. It contains significant information and emotional knowledge; therefore it is an important piece which functions on multiple levels, exploring aesthetic phenomena in organizations.

For example, the idea of a scholarly article produced in the form of a play is a beautiful example of how arts-based methods can give us alternative descriptions of specific organizational phenomena.

Through the Reading Glasses is situated within current discourses in the scholarly literature even though these are not shown explicitly in the text. To this end, my reading of it would be enhanced if there were references to conclude the text. I would love to know what literature informed the author during his writing process, and how those works linked directly to the play. While many people, including me, do not need explanations, I think that readers and scholars not so familiar with this kind of approach would benefit if they could find links to familiar literature.

For example, in Finland in practical policy level there are ongoing discussions about the arts as a way of creating understanding and knowledge, and it would be wonderful to be able to offer this resource to a community interested in applying arts into learning, development and innovation. These audiences need some kind of bridging back to the ideas that this text is based on and the kinds of values it cherishes.

Methodologically, perhaps the author could provide a prologue where he discusses design principles which underpin the work. This is to make the manuscript more reliable and strong in its “hidden” arguments, specifically what *text* means to the academy. In such a prologue, the author might also articulate more explicitly the kinds of phenomena

and themes he is contributing to the field of organizational research as well as business and management, or to be more explicit about what the reader can expect to find when interpreting it. A prologue at the beginning would help a broader audience to follow logic of the manuscript.