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Abstract. Sensemaking involves turning circumstances into a situation that is comprehended explicitly in words and that serves as a springboard into action. In this paper we take the position that the concept of sensemaking fills important gaps in organizational theory. The seemingly transient nature of sensemaking belies its central role in the determination of human behavior, whether people are acting in formal organizations or elsewhere.

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The effects of power on sensemaking processes remain poorly understood, as noted by a series of reviews (Brown, Colville, & Pye, 2015; Maitlis & Christianson, 2014; Maitlis & Sonenshein, 2010;

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Therefore, sensemaking also serves as the underlying theory for all three competencies of Non Routine Leadership™, acting as both an individual process and an organizational responsibility. With these perspectives in mind, we define sensemaking through the lens of leadership as a three-part process of:

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Organization emerges from an ongoing process in which people organize to make sense of equivocal inputs and enact that sense back into the world to make it more orderly (Weick et al., 2005, p. 410). In other words, organizing is achieved to the extent that sensemaking is accomplished (Sandberg & Tsoukas, 2014).

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