**Hermeneutics of Dialogue and Conversation**

**In the Context of Effective Communication**

**COM 803-12: Hermeneutics and**

**Communication (Fall 2023)**

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**No. 2 Assignment on Developmental Reading**

1. Create Developmental Readings from seminal sources and scholarly peer-reviewed journal articles. Review the instructions for Assignment #3, the course essential elements, and course readings to identify selections of books and journals to create entries.

a. Refer to the "Student Guide to Developmental Readings" in the General

Helps folder for updated information on sample comments, the grading rubric,

Moreover, critical definitions related to developmental readings.

**Thesis**

Balancing the narrative in any conversation (verbal or oral), communication, discussion, or study research underscores the essence of hermeneutical interpretation of spoken or written language. The intersection of subjectivity (pre-understanding, prejudice, notions, or held worldviews) and objectivity in the information exchange (impartiality, fairness, and independence) is interesting. To Schmidt K. (2023), Philosophical hermeneutics recognizes that interpretations are influenced by the interpreter's pre-understanding (subjectivity) and the text's or experience's objectivity. It seeks to balance these two aspects. Moreover, “Gadamer's hermeneutics revolves around the fusion of horizons, where the interpreter's horizon interacts with the text's horizon, leading to a deeper and more nuanced understanding. Dr. Schmidt and Gadamer seem to lay some groundwork for the philosophical and hermeneutical interpretation of conversation communication in work and professional areas. The essence of dialogue and conversation is in exchanging ideas, opinions, data, and information written or spoken and clearly understood by the listener. Nevertheless, mere understanding is not enough; there must be equity, fairness, and participation in exchanging information between the speaker and listener in dialogue and conversation from both sides to achieve effective communication. Moreover, “So many people talk but do not connect. When you connect with people, there is a relational and emotional connection (Maxwell, 2018). Connectivity in dual or participatory communication will be examined to ascertain its strategic relevance and roles in dialogue and conversation.

**Hermeneutics of Dialogue and Conversation in the Context of Effective Communication**

**Introduction**

 The developmental study critically examines the dialogue and conversation communication skills and the pervasive attributes they generate in exchanging information between two or more people and the audience. Moreover, to determine why conversation is a ‘cooperative function’ and has the potential to build a relationship between the speaker and listener" to accomplish connectivity. The “Gadamerian hermeneutic conception of communication: the universality of interpretation (of reason, language and understanding), hermeneutical situation (addressing, fusion of horizons), the principle and the canon of performance will be stretched for more knowledge of the elements of communication (Vlăduțescu et al., 2017). The research areas include the essential aspects of conversation: dialogue, discourse, debate, and diatribe. To assess their comparative applicability. Furthermore, a leader's four 4- Conversations involve creative, critical, corrective, and caring conversations that will be analyzed to ascertain their suitability for effective conversational communication. These factors will be examined to determine their relevance to transformational and transactional leadership, secular and Christian organizations.

**Source One**: Ellinor, L., & Girard, G. (2023). *Dialogue: Rediscover the transforming power of conversation*. Crossroad Press.

 **Comment 1**:  Conversations and dialogues are best expressed when both parties,

 speakers and listeners actively participate.

 **Quote/Paraphrase:** Dialogue is a powerful communication practice that

 transforms those engaged. – It relieves the hidden power of conversation- creating collaborative partnerships (Ellinor & Girard, 2023). “How we start a conversation is crucial. Our goal is not to convince or compel but enable others to share their views” (Bertotti, C., 2017, July 30).

 **Essential Elements:**  Transform, crucial, compel, collaborative partnership.

 **Additive/Variant Analysis**: The variant is "our goals are not to convince or compel" the listener in a conversation. Sometimes, the speaker must convince

 the listener of a conflict requiring resolution. However, Bertoti, Ellinor, and

 Girard may sound slightly different in their approach, but they share the similarity of partnership and collaboration in healthy conversational communication.

 **Contextualization**: The communication style in a dispute is to dialogue and sell ideas that would be convincing to other parties to resolve or overcome some conflicts. However, there are mentoring or coaching conversations you may not try to persuade but play the guiding or advisory roles. These are all crucial elements in effective communication.

 **Comment 2:** Crucial Conversation should not be hastily made in any situation. Any form of communication is subject to interpretation when they are not coded secrets.

 **Quote/Paraphrase**: Anytime you find yourself stuck, stop and ask what crucial conversations you are not holding or not doing well (Grenny, J., 2015).

 Gadamer considers interpretation an intrinsic communication process: no communication can exist without interpretation. He reveals as central elements of Gadamerian hermeneutic conception of communication the universality of performance (of reason, language, and understanding), hermeneutical situation (addressing, fusion of horizons), the principle, and the canon of interpretation (Vlăduțescu et al., 2017).

 **Essential Elements:** Crucial, conversation, interpretation, intrinsic communication, central elements, hermeneutic conception, communication, the universality of performance, hermeneutical situation, fusion of horizons, the canon of interpretation.

 **Additive/Variant Analysis**: The additive is "stop and ask" to retool and carry out a meaningful conversation conducive to all involved in the conversation. Vlăduțescu’s take on “Gadamer’s theory of universality of performance and the fusion of horizon” portrays the hermeneutical interpretation of communication as indispensable factor: “No communication exists without interpretation” is a fact.

 **Contextualization**: A two-way communication between the speaker and listener or receiver is ideal for exchanging information. Conversation and dialogue are most effective when the speaker and listener participate. It creates easy understanding when communication is interpreted.

**Source Two**: Andrei, P. D. (2020). The eloquent leader: 10 steps to communication that propels you forward. Independently published. Amazon.com.

 **Comment 3**:  Corrective Conversation comes readily handy in verbal and nonverbal communication.

 **Quote/Paraphrase**:  In today's world, verbal communication is severely lacking, and effective communication has fallen by the wayside (Andrei, P. D., 2020).

 **Essential Elements:** Verbal and non-verbal communication, effective communication.

 **Additive/Variant Analysis**: The variant is the generalization that "effective communication has fallen by the wayside." Not in all cases. The world

 is dynamic, and there seems to be an accelerated frequency of communication. Corporate institutions embrace effective communication styles through training on cultural diversity and inclusion, information feedback, and prompt

 responses to employees' suggestion box contacts.

 **Contextualization**:  Effective communication seems to be moving away from the parlance of excessive direct verbal communication. The TVs, texting, and email have become modern avenues for effective communication—even the TVs have interactive through public voting for competitors, etc.

 **Comment 4:** There is the desire to be corrective in conversational communication, to determine or reassess "what happened and now what" when conversations do not achieve their goals in a dialogue setting.

 **Quote/Paraphrase**: The epigraph of *Daring Greatly* is this quote from Theodore Roosevelt, *"It is not the critic who counts-The credit belongs to the man in the arena."* The courage to be vulnerable is not about winning or losing; it is about the courage to show up when you cannot predict the outcome (Brown, 2018).

 **Essential Elements**: Epigraph, daring, greatly, critic, arena, courage, vulnerable.

 **Additive/Variant Analysis**: The variant is, "It is not the critic who counts." The "critic" certainly counts as a point of adjustment or corrective measures in any conversation. Critiques point out grey areas in communication. They become the yardstick for corrective communication.

 **Contextualization:**  The critic presents the unseen probable flaws not seen in the conversation. This helps the critiqued make plausible corrections and

 Answers to " now, what, how, when, and where?". Critics are best used to correct the errors, perhaps not the narrative, for effective communication.

**Source Three**: Maxwell, J. (2018) Communication - A Minute With John Maxwell, Free Coaching (ESP).

 **Comment 5**: In communication, connectivity is vital.

 **Quote/Paraphrase**: So many people talk but do not connect. When you connect

 with people, there is a relational and emotional connection (Maxwell, 2018).

 **Essential Elements:** Connect, relational, emotional.

 **Additive/Variant Analysis**: The additive in Maxwell's communication is "there is

 relational and emotional connection" when you communicate with people. You do not communicate in isolation; even in non-verbal communication, two or more

 people are involved.

 **Contextualization**: Effective communication finds expression in a conversation

 when there is a 'dialogue' between two or more people. Maxwell's connectivity –

 paradigm seems to reflect the characteristics of dialogue conversation. "Dialogue is a

 cooperative, two-way conversation." The goal is for participants to exchange facts and information and build relationships with one another.

 **Comment 6:** Speaking and communicating, connecting, and feedback seem to constitute the primary cycles of communication.

 **Quote/Paraphrase**: If you are in a two-way conversation, participants are both listening and talking. In a cooperative discussion, participants are interested in the perspective of everyone involved (Angel et al.,(2020).

**Essential Elements:** Two-way conversation, listening and talking, cooperative discussion, participants, perspective.

 **Additive/Variant Analysis**: The additive is "participants are interested in the perspective of everyone involved." That is, entertaining each other's viewpoints. Learning and respecting the other’s point of view is crucial.

 **Contextualization**: The mutual "interest in perspectives" is the essence of conversation based on dialogue. The ability to reach out and understand each other's points of view stimulates or accomplishes comprehension and connectivity. Such connectivity comes with collective participation and respect for each other’s opinions.

  **Source Four:**Frantell, K. A., Miles, J. R., & Ruwe, A. M. (2019). Intergroup dialogue: A review of recent empirical research and its implications for research and practice. *Small-Group Research*, *50*(5), 654-695.

 **Comment 7:**The four constituent elements of Conversation communication, Dialogue, Discourse, Debate, and Diatribe, are crucial in modern organizational leadership.

**Quote/Paraphrase:**Intergroup dialogue (IGD) is a small group intervention for sustained communication- to foster intergroup relationships and critical consciousness and promote social justice(Frantell et al., 2019).

**Essential Elements:** Intergroup dialogue (IGD), small group intervention, sustained communication, critical consciousness, foster, intergroup relationship, social justice.

**Additive/Variant Analysis:**The additive is that the "intergroup dialogue (IGD) fosters intergroup relationship and social justice." Building relationships through dialogue creates connectivity and understanding among the group. Social justice implies equity, ethical morality, and mutual respect for conversational dialogue.

**Contextualization:**  Intergroup dialogue enhances "critical consciousness," a conducive condition and environment for exchanging information, ideas, and opinions among or between the conversant. The participants freely express their views and opinions.

**Comment 8:** Integrated dialogue conversation usually enhances a structured form of learning and teaching.

**Quote/Paraphrase:**  This paper discusses research highlighting the importance of structuring collaborative learning experiences that challenge students' thinking and scaffold their learning to promote critical and creative problem-solving and enhanced cognitive understanding (Gillies et al., 2019).

**Essential Elements:** Structuring collaborative learning experiences, challenge, scaffolding their learning, problem-solving, and enhancing cognitive understanding.

**Additive/Variant Analysis:** The additive is "structuring collaborative learning experiences to challenge students' thinking." Challenging the students' thinking is the essence of modern college research and study education.

**Contextualization:** Conversation dialogue has accelerated verbal and digital communication online. It creates a formidable expanse of exchange of creative ideas. Moreover, it is tolerant to corrective and research studies.

**Source Five**: Mukhari, S. S. (2016). *Teachers' experience of information and communication the technology used for teaching and learning in urban schools* (Doctoral dissertation).

 **Comment 9**:  Teaching learning requires both formal and informal communication.

 **Quote/Paraphrase**:  Information and Communication Technology ICT) in teaching and learning is gaining momentum in world schooling systems. Moreover, they must adopt and integrate technology to improve their pedagogic activities (Mukhari, 2016). **Essential Elements:** Information and communication technology, ICT, gaining momentum, world schooling systems, integrate technology pedagogic activities.

 **Additive/Variant Analysis**: The additive is, "The use of Information & Communication Technology (ICT) in teaching & learning is gaining momentum" globally. Technological communication seems to have overtaken the internet and college education by storm. The COVID era seemed to have elevated virtual communication, now embraced and applicable in university lectures.

 **Contextualization:**  The combined use of information and communication technology (ICT) in schools would further energize the students and facilitate education, vocational skill development acquisition, and research study programs.

 It also accelerates student teaching classes online. Virtual education is the new norm and perhaps is meant to stay long because it is cost-effective and promotes

 ease of education.

 **Comment 10**: Conversation communication seems to break ground in school Linguistics and language studies.

 **Quote/Paraphrase**: The uniqueness of the Language Classroom and its complexity raises a need for foreign language teachers to develop the necessary skills and knowledge to observe, analyze, and evaluate their classroom discourse (Ghafarpour, H., 2017).

 **Essential Elements:** Uniqueness, foreign language teachers, analyze, evaluate, classroom discourse.

 **Additive/Variant Analysis**: The additive is "foreign language teachers evaluate their classroom discourse.” To enable them to blend their context and style in or with the prevailing school standards. Moreover, it is exploratory communication.

 **Contextualization:**  Every school has its culture, curriculum, and standards of operation in classroom language teaching and learning. Curriculums have in-built rubrics and standards. These standards now constitute the teaching and learning processes over time.

 **Source Six:**  Bertrand, C. J. (2018). *Media ethics and accountability systems*. Routledge.

 **Comment 11:** Tabloidization communication is fraught with

 **Quote/Paraphrase:** Tabloidization of the news media- has proved that "the

 market" cannot ensure media quality- they must be free of political and

 economic muzzling. The only solution is to add self-regulation or quality.

 control (Bertrand, C. J., 2018).

 **Essential Elements:** Tabloidization, news media, political economic muzzling, self-regulations, quality control.

 **Additive/Variant Analysis:** The variant is. “Tabloidization of the news media-

 has proved that "the market" cannot ensure media quality.” Sensationalization

 of the news can be fraught with diatribe communication and aspersions. Diatribe communication comes with gossiping, perhaps vindictive and not a benign one.

 **Contextualization:**  Effective communication, self-regulation, and control can

 provide quality news communication. This is especially true in electronic and social

 media through the equitable exchange of information, dialogue, and healthy

 debates, void of diatribe communication. Diatribe communication involves ranting and raving, unacceptable bullying.

**Comment 12:** Diatribe -browbeating (bullying) can hurt the listening audience.**Quote/Paraphrase:** Diatribe, the goal is to express emotions, browbeat those who disagree with you, and inspire those who share the same perspective (Betti, 2020).

**Additive/Variant Analysis:** The variant is "Diatribe- the goal is to browbeat those that disagree with you." Diatribe represents the intolerance of the conversant. It is a one-sided communication designed to thwart the efforts of others from communication.

**Contextualization:** A speaker that "badgers" can create unease in a conversation, defeating the purpose of the communication. Browbeating resorts to nagging, forceful, and pushful forms of communication. Employees and clients are always advised to watch out for subtle bullying and browbeating tactics to stem it from the buds.

**Source Seven:** Jensen, U. T., Moynihan, D. P., & Salomonsen, H. H. (2018). Communicating

The vision: How face‐to‐face dialogue facilitates transformational leadership. *Public*

*Administration Review*, *78*(3), 350-361.

 **Comment 13**:  Transformational leadership can gain from conversational communication.

 **Quote/Paraphrase**: Transformational leadership promises to meaningfully improve outcomes by communicating an inspiring vision of the organization. However, this promise rests to a great degree on the communication skills and behaviors of the leader (Jensen et al., 2018).

 **Essential Elements:** Transformational leadership, communication skills, inspiring vision, and behaviors of the leaders.

 **Additive/Variant Analysis**: The additive is that “Transformational leadership promises to meaningfully improve outcomes by communicating an inspiring vision of the organization" to accomplish the organization's mission. The vision and mission constitute the core values of any organization. Policies are contingent on a well-prepared mission serving as the pathway for organizational success.

 **Contextualization:** Accomplishing the organizational mission is accelerated when a common language is spoken. Moreover, a common language must be complemented by sound organizational culture, norms, and traditions of doing business.

 **Comment 14**: The transformational leader can utilize effective conversation- communication to create an enabling environment for the organization's corporate culture.

 **Quote/Paraphrase:** Leadership is the art of influencing others to achieve desired

 objectives in organizations, and the literature argues that the effectiveness of the

 transformational leadership- and its charismatic characteristics, more effective,

 and innovative (Budur, T., 2020).

 **Essential Elements:** Transformational leadership, charismatic characteristics, innovation.

 **Additive/Variant Analysis**: The additive is "Transformational leadership is charismatic, more effective, and innovative." This is made possible by charismatic style and informal communication alongside formal communication.

 The charismatic, likable leader creates some disciplined followership prepared to listen when he or she communicates ideas or instructions to them, verse versa.

 **Contextualization:** Innovative transformational leadership can enhance the cohesive corporate culture of the organization. It galvanizes plausible cultural diversity and identity everyone buys into, identifies with, and accepts. Moreover, the employees develop a sense of group culture, teamwork, and comradeship. They embrace productivity and performance with a sense of interest and career.

**Source Eight**:  Aga, D. A. (2016). Transactional leadership and project success: the moderating role of goal clarity. *Procedia Computer Science*, *100*, 517-525.

 **Comment 15:**  The comparative Transactional Leadership is very business-conscious,

 profit-focused and profit-communication-oriented.

 **Quote/Paraphrase**:  Transactional leadership is considered - a necessary

 and a precondition for transformational leadership to be effective. The study

 examines the project goal clarity- it moderates the relationship between

 contingent reward and project success (Aga et al., 2016).

 **Essential Elements:** Transactional Leadership, transformational leadership, precondition, project goals, project goal clarity, moderates the relationship, contingent rewards.

 **Additive/Variant Analysis**:  The additive is "Transactional leadership is

 considered a necessary condition for transformational leadership to be

 effective." One way or the other, both leaders have some angles of

 intersectional services. Each is not an "absolute”; they can be interdependent

 on the other.

 **Contextualization:**  Every business is partly transactional and even

 transformational in setting (performance productivity). However, the style of

 leadership can differ. For example, a nonprofit organization may be less

 transactional and more transformational in the rehabilitation service industry. The combined form of Leadership is preferred in this author’s organization.

 **Comment 16**: Transactional leadership is dynamic with effective communication.

 **Quote/Paraphrase**: Transactional leadership provides them with information

 necessary to identify the appropriate transactional leadership behaviors to

 improve the success of projects- as well as communication practices-positively

 and significantly correlated (Lingard, H. et al., 2019),

 **Essential Elements:** Transactional leadership, behaviors, success of projects, communication practice.

  **Additive/Variant Analysis**: "Transactional leadership provides them with

 information necessary to improve the success of projects." It is reward-oriented. It carries with it forms of discipline that employees do uphold.

 **Contextualization**:  Transactional leadership finds correlated or well- coordinated communication vital to project success. Modern organizations prefer it because it observes some standards of control. Employees have to

 abide by policies that demand productivity and standard expectations.

 **Source Nine**: Blakemore, S. (2019). Faith-based diplomacy and interfaith dialogue. *Brill*

 *Research Perspectives in Diplomacy and Foreign Policy*, *3*(2), 1-124.

 **Comment 17**:  Inter-faith dialogue communication is critical in modern secular &

 Christian organizations.

 **Quote/Paraphrase**: States can effectively use interfaith dialogue to achieve policy objectives, yet some policies are detrimental to achieving goals. Faith- based Diplomacy and interreligious dialogue can be innovative diplomatic

 perspectives helpful in addressing contemporary global issues (Blakemore, S., 2019).

 **Essential Elements:** Interfaith dialogue policy objectives, detrimental, Faith- based Diplomacy, interreligious dialogue, innovative diplomatic

 Perspectives, contemporary global issues.

 **Additive/Variant Analysis:** The additive is “interfaith dialogue- can help address contemporary global issues." Interfaith dialogue is community-oriented. It helps in fostering partnerships between different religious faiths. Moreover, such a community is peaceful and development-oriented.

 **Contextualization:** Interfaith dialogues are urgently required in gay rights to be seen as humans first ( for God's love and mercy). It helps to tone down communication diatribes (browbeating others), racism, police brutality, etc.

 Modern Christian organizations welcome LGBTQs to their service and are not judgmental.

 **Comment 18:** Religious communication is crucial in conversation communication.

 **Quote/Paraphrase**: Religious communication affects political behaviors through

 two primary channels: from a religious source and a political source. The

 scope and effectiveness of spiritual communication remain a field ripe for

 further research (Knoll, B.R., 2019).

 **Essential Elements:** Religious communication, political behaviors, primary channel, political source, scope and effectiveness, spiritual communication, a field ripe for further research.

 **Additive/Variant Analysis**: The additive is, "Political communication affects behaviors from two sources: from religious and political." These are like two sharply different areas. Moreover, they are often polarized by extreme right or left ideological persuasions.

 **Contextualization:** You can only mix doctrines with politicking if the basis of communication is dialogue, truth, honesty and humility, ethics, and integrity. Sometimes, religious and political views intersect for the community's common good. Some communities ensure that people have equal access to education. Politicians or legislators frame laws to reflect this.

**Source Ten**:  Saidah, N. R., & Munir, A. (2020). Communication Strategies Used by EFL Learners in Task-Based English Debate. *Linguistic, English Education and Art (LEEA) Journal*, *3*(2), 414-425.

 **Comment 19**:   Debate is a practical conversation activity. It assumes a recognized stance

 on issues, with both parties conveying their arguments in very concise ways.

 **Quote/Paraphrase**: English debate activity- promotes student-centered learning-

 Opportunities- for students to speak English and challenge students to use their

 language sources to strengthen their arguments (Saidahet al. et al., 2020).

 **Essential Elements:** English debate activity, student-centered learning-

 Opportunities, challenge, strengthen, arguments.

 **Additive/Variant Analysis**:  The additive is, "English debate activity promotes

 learning opportunities- strengthen their arguments." It is resourceful to engage in a

 healthy debate. It creates a sense of skills, practice, and composure.

 **Contextualization:**  Debating is a teaching and learning process. It is competitive, and you must master the skills through regular practice to achieve victory and beat your debating opponent. The skills acquired will enhance the student’s thesis presentation or public speaking.

 **Comment 20:** There is competition in literary arguments in debate communication.

 **Quote/Paraphrase**: Debate is an activity that can facilitate- it explains- in detail how debates can be structured to promote various critical thinking skills and intrinsic motivation to learn (Field, 2017).

 **Essential Elements:** Debate, facilitate, detail, structure, promote, critical thinking, skills, intrinsic motivation.

 **Additive/Variant Analysis**: The additive is "debates can be structured to promote a variety of critical thinking skills and intrinsic motivation to learn." Debating unfolds the characteristic features of a discourse, the exchange of ideas and opinions. Effort is made to present compelling arguments meaningful to the listening umpires and the audience.

 **Contextualization**: Debate encourages students, employees, and leaders to present constructive ideas to win their arguments and accept the contrary in good faith. Debating on issues of concern and interest occurs daily, even unnoticed by the debaters in most formal and informal settings. Some debates in an office setting consist of arguments and brainstorming to get the best applicable strategies

 required in a given situation.

**Conclusion**

 The hermeneutics of communication unfold the interpretation and the characteristic features of dialogue and conversation in some straightforward formats. They are best expressed when both speakers and listeners actively participate. This study reveals that any crucial conversation or dialogue should not be hastily made. Corrective conversation comes readily- handy in verbal and nonverbal communication. Moreover, there is the desire to be amenable to criticisms and critiques of one’s writing or speech to ensure there is room for corrective measures in conversational communication. It enables you to determine or reassess "what happened and now what," especially when conversations initially do not achieve their goals in a dialogue setting. In communication, connectivity is vital (Maxwell, 2018; Doucet, 2020; Andrei, 2020); it serves the interest of both the speakers and the listeners. Speaking and communicating, connecting, and participatory feedback constitute the primary functions in the communication cycles. The Gadamerian theories and concept of fusion in the horizon and the universality of communication interpretation intersect with Dr. Schmit’s subjective and objective communication functions through hermeneutical interpretation. The takeaway is threefold:

 **i)** The critical hermeneutical interpretation of effective communication reveals four constituent elements of conversational communication: Dialogue and Discourse, Debate, and Diatribe, which are crucial in modern organizations and their leadership. The Integrated dialogue usually enhances a structured form of learning and teaching, requiring formal and informal communication. **ii)** Transformational and transactional leadership have much to gain from conversational communication. They can utilize effective conversational communication to create an enabling environment for the organization's corporate culture (Aga, 2016; Ellinor & Girard, 2023; Benton & Craib, 2023).  **iii)** Religious and secular communication (Blakemore, 2019; Strober, 2020; Drew, 2022) is crucial in dialogue and practical conversation activities. They assume a recognized stance on issues, with both parties conveying their philosophical or dogmatic principles, practice, and perhaps arguments concisely.

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