



**Gry Espedal** is an associate professor at VID Specialized University in Oslo, Norway and is currently teaching at the master-program of value-based leadership. Espedal holds a doctorate in organizational theory and values. Espedal has a decade of experience as a consultant in leadership training, and is an author of several books within the field of relational leadership and solution-focused approach.

#### Presentation of research

Many organizations have established core-values to enhance legitimacy, organizational identity and to promote certain behaviors. However, the core-values are for many employees merely buzzword rather than guiding principles followed in practice. Espedal has researched values in a faith-based organization that for a century has been working with values. Her study extends the emerging research on values work by identifying a process of value inquiry. The process of value inquiry is questioning the dominant value frames to open the possibility of reconsidering what constitutes the beliefs of the organization, and of finding a meaningful way to re-frame its value-creating activities. This research shows how values have been used as guiding principles for behavior and practice through changing institutional contexts. The research contributes to the theoretical trajectories of institutional work and institutional logic to shed light on processes institutionalizing values work.

*“Since I teach students in a class of relational leadership and coaching, the LEAP network seem very interesting for me. I love teaching the students in a way that make them conscious about themselves and learn how to make an impact. How leaders can contribute to a sustainable planet, seem very intriguing also how they can make a change and transform their own practice as well as the world”.*

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