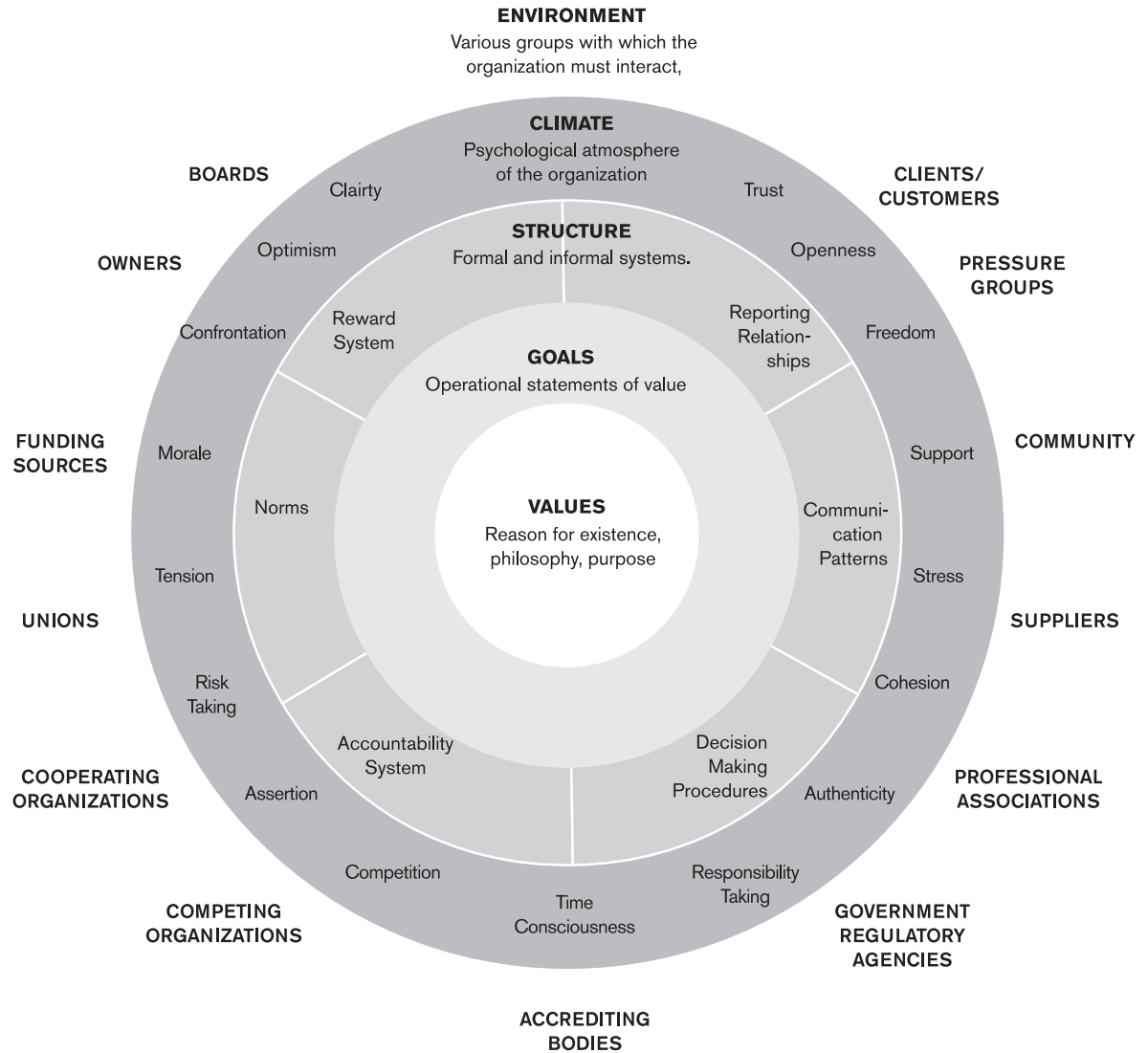


FIGURE 11.3 | The Organizational Universe Model



Adapted from John E. Jones, "The Organizational Universe," in William Pfeiffer and John E. Jones, eds., *The 1981 Annual Handbook for Group Facilitators* (San Diego: University Associates, 1981).