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**Title:** From the Analysis of Verbal Data to the Analysis of Organizations: Organizing as a Dialogical Process

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**Abstract:** The analysis of conversational turn-taking and its implications on time (the speaker cannot completely anticipate the future effects of her/his speech) and sociality (the speech is co-produced by the various speakers rather than by the speaking individual) can provide a useful basis to analyze complex organizing processes and collective action: the actor cannot completely anticipate the future effects of her/his acts and the act is co-produced by multiple actors. This translation from verbal to broader classes of interaction stresses the performativity of speeches, the importance of the situation, the role of semiotic mediations to make temporally and spatially distant 'ghosts' present in the dialog, and the dissymmetrical relationship between successive conversational turns, due to temporal irreversibility.

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