



International Society for Organization Development and Change

www.isodc.org

info@isodc.org



NEWSLETTER

April 2016



In This Issue

From the Editors.....	3
Letter from the President	5
2016 Board Election Results Are In!	7
Educating In OD and Change for the Future	7
Fuel for Positive Workplaces	8
An Introduction to Teamwork	8
Reflections on the Benedictine University Lecture Series Workshop: with Dr. Michael Beer	9
In memoriam of Dr. Robert T. Golembiewski (1932-2016)	9
Upcoming Webinars presented by NEXUS & ISODC	10
Save the Date – Upcoming Conferences.....	11
Call for Papers and Articles.....	12

From the Editors...

Welcome to our spring 2016 edition of The ISODC Newsletter! We hope that everyone is getting to enjoy some beautiful spring flowers and warmer weather, minus the allergies with a bit of luck! This year feels as though it is flying by so fast, as I am sure many of our readers can appreciate. So, with that in mind, we hope that one and all are taking some well-deserved time to enjoy some fun spring-time activities with family and friends.

In this issue, we are pleased to present an introductory message from Roland E. Livingston, the President of the Board of ISODC. In this letter, he shares his gratitude for members continued involvement in our esteemed organization and offers congratulations to elected Board and Committee members, along with expressing his own goals for the ISODC.

In this issue we are honoring Dr. Robert T. Golembiewski who left us on New Years Day. Dr. Golembiewski helped shape corporations and state, national, and international government entities throughout his long and remarkable career. Please share your memories on the ISODC Facebook and LinkedIn pages.

Dr. David W. Jamieson discusses the need for a process of reframing and redesigning the doctoral program at the University of St. Thomas in “Educating in OD and Change for the Future”. This intriguing article highlights the need for this specific doctoral program to be updated to produce the most innovative scholar-practioners of change. The program is described to reveal the ways and means developed to succeed in producing graduates who want to make a difference for their organizations and for the general public.

Dr. Gerald R. Wagner presents an article titled “Fuel for Positive Workplaces” emphasizes the importance of positive workplace cultures and asserts that they are essential for an organizations survival. The creation of the IOC and its operational undertakings as described provide an optimistic picture of use of culture role models can improve employee workplace cultures within any industry.

Terri Marks shared with us about a lecture/workshop Dr. Michael Beer gave at Benedictine University recently. His talk was titled, *Building Sustainable, Higher Ambition, High Commitment, High Performance Companies: Leader choice and careful design*. While Dr. Beer contends that OD practitioners tend to begin with the human side of things, but we also need to look at the companies financial performance as well. Two HP case studies were analyzed as well. Many thanks to Dr. Beer for sharing his knowledge and insights on organizational systems change.

James Renlund is sharing with us his second article that talks about teams, team research and their purposeful place within organizations. The article looks at theory and different models of teamwork. He also explores whether the word sacrifice should be included in the definition of teamwork. James is going to post his article on the ISODC LinkedIn page and would like to hear your thoughts and get your feedback on this insightful article.

As a reminder, we have two exciting webinars to participate in coming up this quarter. **NEXUS and ISODC present webinar 1 “Collaborative Change Events-Blending Methods for Maximum Impact” with Dr. Steve Cady on April 27, 2016 2:00 PM EDT at: <https://attendee.gotowebinar.com/register/1151999387768009476>.** Please invite your colleagues.

NEXUS and ISODC present webinar 2: “The New Rules for Women - How can we help women become successful” with Anne Litwin on July 21, 2016 11:00 AM EDT at: <https://attendee.gotowebinar.com/register/7977114463094657540>.

Save the Dates:

- Hawaii, Pacific & Global Breadfruit Summit in Partnership with ISODC this coming August 27 - 31, 2016 at the Turtle Bay Resort on the North Shore of Oahu. Please see www.isodc.org for more information.
- IODA conference at Mysore, INDIA will be held from 24th - 27th August, 2016. Please see www.lodanet.org for more information.

We hope you enjoy this issue and as always, we want to hear from you on the work you are doing both for newsletter articles (email cezbo@hotmail.com and kimjbarker@gmail.com) and for the Organization Development Journal (www.isodc.org in the members' only section). Also, please remember to invite your friends and colleagues who you feel would benefit to join our growing and vibrant organization by going to www.isodc.org! We are always delighted to welcome new participants and ideas!

Cheers,

Kimberley Barker and Rebecca Minor

Letter from the President

Roland E Livingston



This is my first message to you as President of the Board of ISODC, and I must admit that at the moment I feel rather like a duck: calm above the waterline, paddling madly underneath it! I look forward to building on the sturdy foundation laid by my predecessor, Jeanne Maes and thank her for her stewardship of ISODC, for the past three years. I also send my congratulations to the Board members who were elected in the recent polling of the membership. Ken Wall, who was re-elected, and Steve Cady who is joining the Board for the first time.

Thank you, too, to all of the others who chose to run for a position on the Board. They were, **Jeremy Grandstaff, Harris Friedman, James Morris, and Valerie Vales. My hope is that each of them will continue their interest in ISODC and stay actively involved.**

Other changes in the leadership of ISODC are also taking place. Our thanks to Cheryl Anderson for her role in serving as Chair of the Membership Committee for the past two years, and to Phil Brown for his role as Chair of the Program Committee. Both of them have chosen to move on to focus on other aspects of their very busy lives. So, we welcome Jeremy Grandstaff as the new chair of the Membership Committee, and James Morris, as the new chair of the Program Committee.

Other committee chairs include, Stan Horowitz (Marketing), Tom Myers (Affiliations), Joanne Preston (Publications), and Ken Wall (Operations). No doubt you will notice that these individuals also serve as members of the ISODC Board of Directors. That presents both a challenge, and an opportunity for us all.

The structure of ISODC includes the Board and the committees that are needed to carry out the functions that support our mission. This represents the ISODC commitment to **shared leadership** for the organization, and any one of you can participate in that leadership. Regular board meetings are held on the first Monday of each month. Your ideas can be sent to me or to any member of the board for inclusion on the agenda (preferably at least one week before the Board meeting).

As I begin my role as president, let me share with you my goals for ISODC. They are:

- to enhance member engagement, by proactively finding out what is important to you as a member, and then figuring out a way to do some of those things, with your direct involvement.
- to grow the organization from its present membership of about 300 (but not too large that we don't know each other)

- to formalize the way we operate (but not become too structured, so that we lose the ability to be flexible and responsive to member wishes and needs)
- to support student membership and active participation in ISODC (through soliciting their contributions to the newsletter, the ODJ, information exchanges, and conferences)
- to continue to hold information exchange style conferences so we can come together and share ideas and, as colleagues, to help each other with consulting and research activities

I believe that the world we live in has become a place where organizations of all kinds are challenged with what has become known as a VUCA environment. VUCA stands for volatile, uncertain, complex, and ambiguous. ISODC is the body that I believe can help organizations of all kinds deal successfully with this new normal. We should not, however, just accept it as is. I see our role as one that helps organizations to change the meaning of the VUCA acronym to one of *vision, understanding, clarity, and agility*.

VUCA is the environment in which organizational development must find its footing in order to remain relevant, viable, and positioned to add value to what organizational leaders need today and in the future. I see ISODC as a catalyst to help organizations move to VUCA Prime, by remaining true to the values of OD while catching the wave that is changing organizational life for all of the people, across the globe who are buffeted by change.

In the VUCA Prime world, volatility can be countered with **vision** because vision is even more vital in turbulent times. Uncertainty can be countered with **understanding**, which is the ability of a leader to stop, look, and listen. Complexity can be countered with **clarity**, the deliberative process to make sense of chaos. Organizations that can quickly and clearly tune into all of the minutiae associated with chaos can make better more informed decisions. Finally, ambiguity can be countered with **agility**, the ability to communicate across the organization and to move quickly to apply solutions.

I trust that you all will join with me and the Board, as we move in the direction of building ISODC as an entity that will continue to provide leadership and guidance to organizations of all kinds.

2016 Board Election Results Are In!

The ISODC would like to congratulate those elected to the 2016 ISODC Board of Directors:

Ken Wall
Steve Cady

Thanks to everyone who stepped up to run for the Board.

Jeremy Grandstaff
Harris Friedman
James Morris
Valerie Vales

Your continued contributions are needed to make 2016 one of ISODC's best years ever! We are still finalizing committee leads and some board positions. Please let us know what you would like to do and how you would like to serve. We look forward to staying in touch!

Educating In OD and Change for the Future

By David W. Jamieson, Ph.D.

As the world changes and our field changes, how we educate next generation scholar-practitioners in change has become challenging. At St. Thomas, we have spent over a year reframing and redesigning our doctoral program. More and more people now have master's degrees in OD, OB and Leadership. If they wish to become masterful change agents or lead organizations thru major change, doctoral education is the appropriate level of education. This is not a crowded market with only a few doctoral programs that actually teach OD at the core (e.g., Benedictine, Alliant, Fielding, and St Thomas).

[READ THE ENTIRE ARTICLE](#)



Fuel for Positive Workplaces

By Gerald R. Wagner, Ph.D.



In order for an organization to thrive, nothing is more important than the presence of a positive workplace culture. And while there's been extensive research demonstrating the importance of happiness and engagement in the workplace, there are still countless employees who are not aware of what is happening today within exceptional workplace cultures. This means all employees.

Too many employees are bored, stagnant, and under-appreciated; they remain unaware of the possibilities for growth, fulfillment, and respect in their chosen careers. And too many companies have yet to realize the social and

financial benefits of improving their workplace cultures.

[READ THE ENTIRE ARTICLE](#)

An Introduction to Teamwork

By James Renlund

Welcome back to the second article in a series that explores teams, teams research and their place within organizations. Reemphasizing the first article - the intention of this series is to create a thoughtful and purposeful place for dialogue that engages the ISODC community in developing new ideas and practices for teams research. We *need* your participation on the ISODC LinkedIn page in order for this series to work. This article will take a quick look at the idea of teamwork, some historical perspectives within ODC, and where teamwork is headed.



[READ THE ENTIRE ARTICLE](#)

Reflections on the Benedictine University Lecture Series Workshop: with Dr. Michael Beer

By Terri Marks



Beautiful weather ushered in the Spring Lecture Series at Benedictine University this April where many current students, alumni, and guests came to listen to Dr. Michael Beer, the Cahners-Rabb Professor of Business Administration, Emeritus from the Harvard Business School. Dr. Beer shared his extensive knowledge and experience in OD, leadership, organizational effectiveness, and organizational change in his very informative lecture/workshop entitled *Building Sustainable, Higher Ambition, High Commitment, High Performance Companies: Leader choice and careful design*.

This article will provide a synopsis of his presentation and its relevance to us as OD practitioners.

[READ THE ENTIRE ARTICLE](#)

In memoriam of Dr. Robert T. Golembiewski (1932-2016)



Dr. Robert T. Golembiewski, a pioneering scholar and practitioner who helped shape corporations and state, national, and international government entities through his published works and management consulting, died New Year's Day at his home in Athens.

[READ THE ENTIRE OBITUARY](#)

Upcoming Webinars presented by NEXUS & ISODC

Collaborative Change Events – Blending Methods for Maximum Impact

By Dr. Steve Cady

April 27, 2016 at 2:00 PM EDT



Join Dr. Steve Cady and The ISODC as we kick off our 2016 webinar series. In this discussion, Dr. Cady will highlight and discuss collaborative methods for facilitating meetings. From there he will give some tips toward implementing these methods into specific trainings, conferences, or board retreats.

[REGISTER](#)

“The New Rules for Women” – How can we help women become successful

By AnneLitwin

July 21, 2016 at 11:00 AM EDT



In this discussion Anne Litwin will highlight her book “The New Rules for Women”. We will discuss some structural issues that could be addressed in organizations in order to help women become successful. How can women and men do to remedy some systemic problems.

[READ FOR MORE INFORMATION](#)

[REGISTER](#)

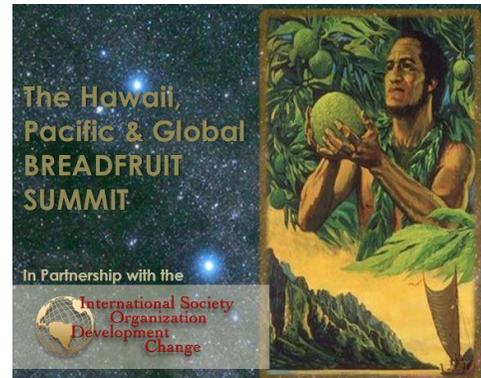
Save the Date – Upcoming Conferences

ISODC arranged Team Intervention in Hawaii

North Shore of Oahu

August 26, 2016 – August 31, 2016

The International Society for Organization Development and Change has formed a process consulting team to assist the Global Breadfruit Heritage Council. The team is lead by Joanne Preston and Kenneth Wall and they are looking for ISODC members who would like to participate in this intervention. The onsite portion of this intervention will convene the evening of the 26th of August 2016 and conclude on the afternoon of Aug 31st 2016 finalizing this portion of the work. All expenses for this intervention except for conference attendance will be paid by the participants. It is envisioned the project will lead to efforts by some participants to continue developing the breadfruit industry through the scientists, government, farmers, and distributing commercial agents. Organization development students are encouraged to become part of the intervention team and will attend the conference giving them practical experience in the field. A brochure will be posted on the ISODC website for information about the breadfruit summit group.



Monitor the ISODC website for further information on the Team intervention and logistics. Individual questions may be asked by writing info@isodc.org with subject line: ISODC Team Intervention.

IODA India 2016 Conference

Mysore, India

August 24, 2016 – August 27, 2016



This global OD conference of IODA promises to share some breakthrough thought and perhaps will equip us to adapt to a new world. We will bring all the stakeholders like Consultants, Academicians, and Working Executives to find the future forward through a dialogue process in this conference. As Organizers, we expect the conference to create epic changes and will rewrite the purpose of how OD practice will positively impact the future and find path breaking ways to go forward.

For more information and to register please visit <http://www.iodaindia.in/register.html>.



Call for Papers and Articles

The *OD Journal* Special Issue

“Lessons Learned from Failure” in OD projects.

Anticipated publication date: October, 2016.

That may seem like a long time off, but the process of getting the journal out is a long one.

The OD profession has a long and enviable history of helping organizations and individuals deal with change. However, OD projects sometimes don't go as well as planned, or achieve the hoped for outcomes the consultant and the client system anticipated. Some question whether the OD profession is failure-phobic? Does the OD profession ignore failures?

Here is an opportunity for you to analyze an OD project failure in which you may have been involved, and share some lessons learned from the experience.

We are seeking submissions from OD practitioners and from academics. Paper topics may address any of the following questions:

- What factors in the OD process tend to contribute to failed projects and how to avoid them?
- How can failed OD projects inform future action for consultants and clients?
- What assumptions at the entry and contracting stage of an OD process may have contributed to a less than desirable outcome, and how to avoid them in the future?
- What part does billing and other contract misunderstandings play in the failure of an OD project?
- How does “scope creep” contribute to the failure of the OD project?

Papers examining topics of a similar nature are also welcomed and will be considered. Papers should be 3,500 to 7,000 words long and must meet the criteria of the OD Journal Guidelines for Publication. Prospective authors should consult with the Guest Editor to discuss proposals for submission. Prospective authors may also submit a brief proposal for consideration, prior to full submission. Authors of similar proposals may be offered the opportunity to co-author.

The deadline for submission of an article is August 1, 2016.

For any questions and to submit your proposal, please contact:
Roland Livingston at rolandel16@yahoo.com.