

Process for the Leading Edge of Change Award

Purpose of the Award

This award is to recognize a broad understanding of organization development, an interesting approach or project, a unique change project or a thought-provoking consulting method from a scholar-practitioner perspective.

Criteria for the Award

Individuals are nominated in the early new year, prior to the conference. A selection is made, prior to the spring conference.

Nominees do not need to be members of the ISODC.

1. **A Broad Understanding of Organization Development:** The individual uses OD or OD principles in a new setting, a new way or a broad way that is applicable to OD in some way; Application could be industry or location specific (e.g. hospitals; China) or useful in one or more arenas (e.g. corporate, not-for-profit, coaching, self-as-change, international OD, etc.)
2. **Impact:** The nature of the impact of the project itself.
3. **Unique Change Approach or Particularly Interesting Idea:** The individual presents ideas, experiences and learnings that advance the theory and practice of OD; The ideas, evidence-based practices and approaches put forward by this person have the potential to influence the way we all practice
4. **Applies OD Ethical Principles:** Including ideas such as, humanism, sustainability, compassion, transparency, authenticity, democratic principles and others

Process:

Formation of the Review Committee

1. The Chair will be appointed annually by the Board.
2. The Chair will report to the Board on the number of nominees and the number of rounds of voting for an award recipient to be selected.
3. The Chair will be a voting member of the Committee and will call the Committee together at the time designated by the process and will facilitate the committee through the process of selecting an award recipient.

4. Members of the Committee
 - (a) This will be composed of five (5) members of the ISODC (in addition to the Chair) who do not serve on any other awards committee.
 - (b) These individuals will be Anonymous to others in the organization.
 - (c) The five (5) members will be selected by the Chair. Each year a member will rotate off of the committee and a new member will rotate on to the committee. This process will provide for continual renewal as well as preserving historical knowledge of the process.
 - (d) All members of the Committee will be Members of ISODC.

Nomination Process for the Award:

Committee will be established in the fall of each year by the Chair.

- 2 The membership of the ISODC will be prompted about the Award, the Criteria, the Deadline for Nominations, the Form, and the Process in the Newsletter and on the website. The Chair of the committee will prompt the organization to make these announcements.
1. The Nomination Form will be available electronically on the website, via link in the newsletter and in any email announcements that are distributed to the membership of the ISODC.
2. Any member can nominate anyone who they believe meets the criteria for the award, whether the nominee is a member of the ISODC or not.
3. If the Committee feels that the nominees do not meet the criteria, the award will not be given.
4. The Timeframe for Nominations will be:
 - After the Annual Conference, a Chair is selected by the Board of the ISODC.
 - Summer/Early Fall, the chair recruits a new committee member(s) as needed (see above)
 - Announcements and Nomination Forms Available: Late Fall Through Early March
 - Committee Evaluation and Decision-making: March
 - Awarding of Nominee: At the Annual Conference in Spring

Process for the Review Committee:

1. The members of the committee will use the scoring rubric and the scoring anchors prescribed in the scoring rubric.
2. No two nominees may be given the same score in the same category. For example, no two nominees can each earn the top points in the same category.
3. Committee members will send, via email, their completed scoring rubrics to the Chair, prior to a meeting to discuss the outcomes.
4. The Chair will tally the points awarded for all nominees by each member of the committee and then total each nominee's points from all the committee's scores.
5. The Chair will share this information among the Committee.
 - First tally will provide all points for Nominees and rank order them by highest to lowest points.
 - If there is a tie in the first place slot, the tied point earners will move to a second round of voting

Nomination Form:

The nomination form is attached. Individuals must explain why their nominee meets the criteria of the award. Only a single nominee can be submitted per individual submitter.