



A Note From The Editor...

The question has been recently asked, “**What is the current state of the field of OD?**” Did you respond to the survey sent out to ISOD members and friends about twelve months ago about the status of OD? Some people are saying that OD is dead; it just isn’t the same field that it once was. Others say it is alive and thriving all over the world. This issue of the newsletter is dedicated to that question and we ask you, our readers, to think about that question and let us know your perspective. Register your thoughts at [TheISOD blog](#). In your opinion, “What is the current state of the field of OD?”

Were you among the more than 100 attendees who attended our webinar on April 2, “**What is the Current State of the Field of OD?**” Amanda Shull and Allan Church presented their findings of a research study that investigated current perceptions of the field of OD as compared to data collected in a 1993 study (published in 1994 and 1995.) This webinar was chock full of information and interesting findings and clearly indicted the need for a follow-up session to delve further into the five key themes of their findings. A second webinar will be announced shortly. In the meantime, the webinar is available on our website, [CLICK HERE](#).

Many thanks to Bowling Green State University’s MOD program and Nexus4Change for hosting our webinars!

### Featured Article

This month's featured article is written by Amanda Shull and Allan Church. The article features the results of their research on the study of OD. [READ MORE](#)



### CONFERENCES:

The International Society for Organization Development's 2013 conference calendar is shaping up to be one of our best conference years yet as we reach out to our membership far and wide. The first conference is in Manitou Springs, Colorado in the western USA, (May 21-25) then to the west coast of Africa to Accra, Ghana, West Africa (July 23-27). Now The ISOD is announcing our end of year conference December 11-17, 2013 across the continental USA to Honolulu, Hawaii December 11-17. The ISOD Board hopes that you will join us for one if not two or three of the 2013 conferences. If you haven't registered for Manitou, Colorado or Accra, Ghana there is still time to register and submit a paper. Registration for Honolulu will begin shortly. Check our website May 1.

For conference information click on these links:

- May 21-25, 2013 in Manitou Springs, Colorado  
[Conference Information](#)  
[Register](#)
- July 23-27, 2013 in Accra, Ghana, West Africa  
[Conference Brochure](#)  
[Additional Information and Registration](#)
- December 11-17, 2013 in Honolulu, Hawaii  
[Conference Information](#)



ISOD newsletter contributor, Jerry Glover joins with other ISOD Directors, Jeanne Maes and Tusi Avegalio, and ISOD member, Harris Friedman to describe an interesting overview of an on-going community and organizational development project involving the juvenile justice system. The successful application of technology driven change, requires that the effort be steeped in Community and Organizational Development approaches. The SPIRIT project was first presented at the November, 2012 ISOD conference in Florida by Monne Nidiffer, Chairman of the Board of the SPIRIT project. This article describes a case of Community/Organization Development in which technology transfer and innovation diffusion happen in a community and multi-organizational context.

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### **Engaging 21st century change: Inclusive Dialogue [part 2]**



Contributing columnist Marcella Bremer from The Netherlands, offers part 2 of **Engaging 21st century change: Inclusive Dialogue**.

In ISOD's February Newsletter Marcella wrote about her approach to successful change where she recommended that practitioners include and engage all employees and make change personal, practical and focused on behaviors in circles of ten coworkers. (Refer to the last article in the February 2013 edition for further reference).

To help people reach consensus on the "What" to Change, I often start with the Organizational Culture Assessment Instrument (OCAI - developed by Cameron and Quinn) that quickly maps culture. Next, we organize workshops or circles to hold a dialogue about the "What" but especially about the "How" to Change. We discover the typical beliefs and behaviors that make up current culture and we engage in the puzzle of how to change our daily habits to help the system change toward the preferred culture and desired results.

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### **What do food and wine have to do with Organization Development?**



Our columnist Debra Hockenberry takes a slight detour to the Sc'Moi conference and offers up some important questions for our consideration.

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**In Memoriam:**

The ISOD Board wants to acknowledge the passing of contributors and legends to the field of Organization Development. In our February newsletter we reported the passing of Charlie Seashore. Shortly after the first service for Charlie February 23, Eddie Seashore, his beloved wife, collaborator, and Organization Development icon herself, passed away.  
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Another expert in the field of OD and management, Larry Greiner, died earlier this year. Thank you Larry for your contributions.  
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Published by The International Society for Organization Development | [www.theisod.org](http://www.theisod.org)  
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