Transforming Our Thinking and Co-Creating Sustainable Systems for Future Generations Through Organization Development (OD)

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LEARNING OBJECTIVES

- Understand Organization Development (OD) and its use/application

- Share a tool to have deeper conversations and learning/action

- Create a UN Sustainable Development Goals (SDGs) mindset with tools to apply to each attendee's circle of influence

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SDG Video

https://www.youtube.com/watch?v=rxXNo4Z572Q&feature=youtu.be

PRME Principles for Responsible Management Education

POLLING

I Have Been Practicing OD:

40+ years

30-39 years

20-29 years

10-19 years

1-9 years

Never Practiced OD as far as I know

Never Practiced OD

PRME Principles for Responsible Management Education

AGENDA

- Welcome, Overview of OD Gathering/OD Lens

- Breakout Groups

- Return to Community

- Open Space Introduction

- Commitment Review

OD GATHERING METHODOLOGY

- A Planning Team, initiated by Fred Miller, invited a diverse group of OD Practitioners/Academics once a year over a three-year period (2017-2019) with each session inviting 100+ attendees.

- Circles of Work focused on either OD definition, values, capabilities or vision. Focus on research and reviewing the literature occurred throughout the years.

- The Big Question is to agree in full, support the statements in principle or not support the statements. We realize it is too early for us to ask you to respond to that commitment.
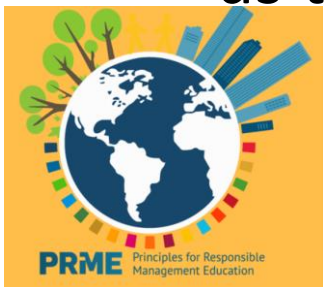
DEFINITION OF OD

Organization Development (OD) is an interdisciplinary field of scholars and practitioners who work collaboratively with organizations and communities to develop their system-wide capacity for effectiveness and vitality. OD is grounded in the organization and social sciences.

9 Core OD Values from a Future-Oriented Perspective

OD Values from a Future-Oriented Perspective

- Collaborative Engagement
- Awareness of Self & System
- Diversity
- Courageous Leadership
- Strategic Practicality
- Continuous Learning & Innovation
- Client Growth & Development
- Trust & Respect
- Integrity

OD VALUES

Courageous Leadership: to exemplify bold and effective conduct when necessary. It involves voicing truth directly to power and challenging the status quo.

Awareness of Self & System: to be conscious of all levels of a system. It involves recognizing the self and the client from a systems perspective while treating each human system as a whole.

Integrity: to align actions with ethical codes, relevant culture, and guiding principles and theories. It involves managing conflicts of interest and encouraging justice.

Continuous Learning & Innovation: to seek knowledge; acquire new skills; and use new approaches, methods, and techniques. It involves taking a data-driven approach.

OD VALUES (continued)

- **Diversity:** to accept and promote the unique presence and contributions of everyone. It involves emphasizing the importance of marginalized perspectives and identities.

- **Collaborative Engagement:** to champion the inclusion and empowerment of all stakeholders, both internal and external. It involves encouraging and fostering open participation across the system(s).

- **Trust & Respect:** to create a psychologically safe environment through demonstrating empathy. It involves exhibiting deep admiration for all humans and understanding their emotions and situations.

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OD VALUES (continued)

- **Client Growth & Development:** to develop the capacity of our clients to maintain and continue the work on their own. It involves recognizing stages of development and fostering the ability of a human system to continually progress.

- **Strategic Practicality:** to enable clients to identify and achieve desired outcomes. It involves recognizing that identified solutions need to support the needs of the organization as well as the individuals. It also involves adapting to changing situations, identifying alternatives and thinking strategically.

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Six OD Capabilities

1. **SELF-AWARENESS:** Develops and maintains an enhanced and reflective sense of self.

2. **INCLUSION & EQUITY:** Practice and supports inclusivity and equity across all settings and levels of system at all times.

3. **SYSTEMS THINKING:** Utilizes systems thinking and flexibility to support execution of successful practice.

4. **SKILLFUL INTERVENTION:** Engages, intervenes and facilitates within and across organizations and communities.

5. **THEORY BASED:** Understands, apples and develops relevant theories, concepts and methods.

6. **FUTURE FOCUSED:** Stays current in anticipation of the utilization and impact of new and emerging mega trends.

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OD'S VISION

In an ever-changing, increasingly complex and diverse world, individuals, their communities, and organizations are thriving, adaptable, and resilient. People create and lead healthy, meaningful lives through effective, sustainable human and organization systems. Effective leaders boldly and intentionally foster inclusive environments in which people connect with one another, see themselves and their organizations in new ways, and co-create their shared future.

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BREAK-OUT GROUPS

What are your reactions to the outcomes of the 4 circles – OD Definition, OD Values, OD Capabilities, OD Vision?

Share with each other especially about the OD circle to which you are drawn.

Write individual content highlight in Chat (not group decision)

You have 20 minutes.

RETURN TO COMMUNITY

Let's have one or two shares as we look at chat.

OPEN SPACE TECHNOLOGY (OST)

Open Space Technology (OST) is a way of self-organizing around topics of importance to attendees, with opportunities for dialogue and action – individually and collectively.

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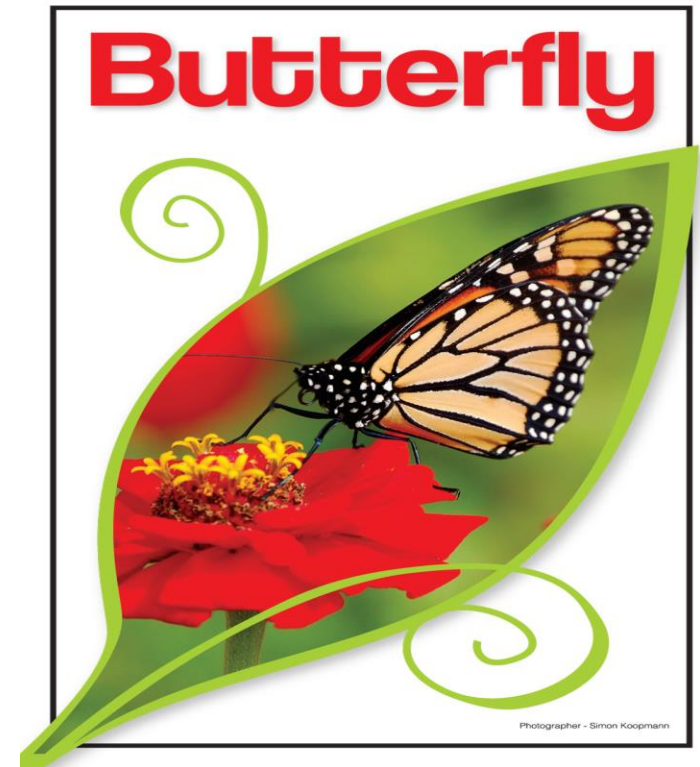
ONE MORE TIME

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COMMITMENT REVIEW

How will my behavior/action tomorrow be different in living/realizing the UN Sustainable Goal of _____.

Post in Chat

RESOURCES

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Organization Development Collaborative for a Flourishing World (ODCFW)

Website http://www.odcfw.org/home.html

LinkedIn https://www.linkedin.com/groups/8227980/

The Sustainable Enterprise Fieldbook: When It All Comes

Together 2nd Edition

https://www.thesustainableenterprisefieldbook.com

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CLOSING CIRCLE

MOMENT OF SILENCE

IN GRATITUDE FOR CO-CREATING WITH US!!