



Organization Design Community Chairman's Annual Report 2019

ODC has received a number of new members in recent weeks and months, so for their benefit I would like to provide a bit of historical context to my annual report.

ODC was established in 2010 because its founding members perceived that organization design was experiencing renewed interest and visibility in both academic and business circles. Organization design is an applied discipline meaning that it is concerned with both theory and practice. ODC reflects this dual interest in that its members are academics, internal and external consultants with responsibility for organization design, and practitioners who specialize in this subject. ODC has had many significant accomplishments over the past nine years, but we still have more to do as we pursue our mission of being the preeminent community where members create and share knowledge about organization design.

And now the annual update...

Annual Conference – Today you will experience ODC's eighth annual conference. Each year's conference addresses a timely and important theme related to organization design, and each conference is superbly co-organized by two ODC members. The annual conference is a major benefit of ODC membership, and another excellent conference will be organized next year in Vancouver.

Accreditation Program – ODC has the horsepower on its Board of Directors and amongst its members to evaluate and accredit providers of courses on organization design. ODC has a commercial company for this purpose, and it has accredited course providers in the U.S., Europe, and the Middle East. We are continuing to grow this program and seek to be the only legitimate organization in the world that can provide accreditation services in the area of organization design.

Journal of Organization Design – ODC owns the *Journal of Organization Design*, a peer-reviewed open access journal focused solely on the subject of organization design. JOD was self-published by ODC beginning in 2012, but since 2016 it has been published by SpringerOpen, a division of SpringerNature. Over the past three years, ODC has been able to obtain financial support from donors that covers the Article Processing Charges required to publish an article in the journal. The result of these efforts is that no author has ever had to pay to publish his or her paper in JOD. ODC, of course, is very proud of having started the journal and making its articles freely available to both authors and readers.

Organization Design Forum/European Organization Design Forum – There are two major practitioner organizations associated with the field of organization design: Organization Design Forum and European Organization Design Forum. Currently, ODC, ODF, and EODF has a certification program called the Certified Organization Design Professional program that is jointly operated by all three organizations. This program certifies individuals as specialists in organization design, and it is growing nicely. In addition, ODC is working with ODF and EODF on a reciprocity agreement that will allow members of all three organizations to access each other's resources and to contact members directly. Thus, ODC is working to further close the traditional gap between academics and practitioners.

Task Force on Member Engagement – ODC is developing an initiative that is intended to increase member engagement. We want to form a task force of ODC members to provide ideas and suggestions about activities that will benefit the membership. The ultimate goal is for ODC to become a rich, vibrant community where members share their knowledge and experience to advance the theory and practice of organization design.