



December 2017 Newsletter



International Society  
for Organization  
Development  
and Change



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## From the Editors

by Rebecca Minor and Valerie Vales



Welcome to our December 2017 issue of the ISODC newsletter!

It's that wonderful time of year again! The snow is falling, the smell of peppermint candy canes is filling the air! So, hopefully one and all are warming up to the idea of winter, with the (occasional) nice cup of cocoa, and are in the midst of a lovely holiday season! First of all- Thank you very much to our esteemed members for spending 2017 with us. We value your participation and support of our organization, with your continued involvement, you help ISODC flourish with an increasingly wider global reach. What an exciting year we have had! We have been fortunate to be able to partake in many different types of learning platforms/forums, which have offered an abundance of educational and cooperative opportunities, to exchange new ideas and philosophies to and from those both inside and outside of the ISODC membership base, within a vast global community setting!

[Read the Entire Article](#)

## From the President

by Roland Livingston



Greetings to you all, and best wishes for a very pleasant holiday season, as you enjoy the familiar customs of your traditions. I am looking forward to wrapping up 2017 with a clear vision of where ISODC will try to go during 2018. Of course, where we go as an organization depends a lot on you, and I am looking forward to having many of you participate in upcoming conferences in Bowling Green, OH, U.S.A. and in Dublin, Ireland.

[Read the Entire Article](#)

## Reflections on the AODN 2017 Conference in Jakarta

by Eric Gaynor

The days spent in Jakarta allowed me to learn – and also enjoy - about the multi-language, multi-ethnic, multi-religion culture of the Indonesian people. I should add also their multi-colorful clothing and their great multi-taste food! People at the hotel and the places I was around were always ready to help and share in a very genuine and generous manner.



[Read the Entire Article](#)



## #MeToo: Can you do it, too?

by Marcella Bremer



What has the #MeToo movement on social media to do with organizational culture? It shows how culture can be influenced. It takes a courageous start with an "interaction intervention", plus the powerful "culture-copycat-mechanism" to spread in a social system. Could you do this, too? Yes, you can, with Interaction Interventions. We can change our workplace, one interaction and one person at a time.

[Read the Entire Article](#)

## Self-Motivated Withdrawal from Physician Prescribed Medications as an Artist's Creative Act: An Interview with Ms. Lorel J. Michael, artist

by Brent Green, Ph.D., MPH

**Change** is a broad term at the core of OD. Often neglected in discussions of this central theme is the alteration of self-concept as part of any transition whether of leaders, teams, or systems.



[Read the Entire Article](#)

## Respect and Trust the Process: Pillars to Model and Implement Respect and Trust in an Online Environment

by Dr. Rae Denise Madison



“Hold the vision. Trust the process.” – *Anonymous*

Everything in life is a process and there is no progress without it. Sometimes the process is not so good; but the progress turns out fruitful. Things happen for a reason, whether they are good or bad. Perhaps you have lost your job due to a reduction in the workforce; maybe a relationship failed, lost your home, depleted your funds, or failed a course. Yes, Shift Happens!

[Read the Entire Article](#)

## The Illumination Project: Improving Police/Citizen Relationships in Fast and Lasting Ways

by Robert “Jake” Jacobs



Recent events across the country have shined a light on the eroded relationships, divisive nature and even deadly interactions occurring within communities. In the midst of these terrible problems there is a unique opportunity to write a new story, one built upon people’s goodwill, unity, and desire for productive dialogue. The collective counts. A community has voice – both fears and visions. Create a space where these can be heard and you are on the right path to creating a safe and healthy community.

[Read the Entire Article](#)



## Professional Development Opportunities

**January 18 at noon EST: Webinar on Digital Disruption – the Opportunities and Implications for Business and People with Stan Horwitz, MD HR Network and co-founder of NEOXSO. Please check our Facebook page for signup opportunities (coming soon)!**

**March 22, 2018: Managing Measuring and Changing Organizational Culture Workshop available online and at the ICCM Summit in Orlando, Florida**

- For workshop information [click here](#).
- For summit information [click here](#).

## Save the Dates

**May 17-18, 2018: Bowling Green Information Exchange**

- For more information [click here](#).

**September 11-16, 2018: Dublin, Ireland Conference**

- For more information [click here](#).



## **A Call for Nominations for the ISODC Board of Directors**

All International Society for Organization Development and Change (ISODC) members and friends are invited to nominate themselves or others for the ISODC Board of Directors. **There are three open positions for the coming year.** A nomination of someone other than the nominee must be approved by the nominee at the time of the nomination.

According to the ISODC bylaws, a board nominee must have served as a prior member of the board, served as a committee chair for the ISODC, published in the OD Journal, or has been actively engaged in the planning and coordination of an ISODC conference.

Directors serve for 36 months, beginning in February 2018, and serve the organization in a variety of capacities including strategic planning, policy decision-making, contributing to one of several standing committees including: Communications, Conferences, Webinars, The Organization Development Journal, Affiliations, Marketing, Membership Development and Growth.

### **When submitting a nomination, please include the following:**

1. Name of nominee
2. Name of person placing the nomination including contact information
3. Estimated length of time nominee affiliated with ISODC
4. Nominee's contact information (email address and primary telephone number)

**Email all nominations for consideration to Valerie Vales, Corporate Secretary, at [vvales56@gmail.com](mailto:vvales56@gmail.com) no later than Friday, January 5, 2018.** Each nominee will be contacted by ISODC for further information and a final vote by the membership from January 10 - 26, 2018. Only members in good standing are eligible to vote.

At the February 2018 ISODC Board Meeting, the new board will elect officers for the coming year. Please address any questions to Kimberley Barker ([kimbarker@gmail.com](mailto:kimbarker@gmail.com)), Roland Livingston ([earl1942liv@gmail.com](mailto:earl1942liv@gmail.com)), or Ken Wall ([kwall@yahoo.com](mailto:kwall@yahoo.com)).

Thank you for helping to grow our profession and our professional organization!

**International Society for Organization Development and Change**





## A Call for Papers! “Creating 21<sup>st</sup> Century Change”

by Joanne Preston

I would like you to submit an article for the 35<sup>th</sup> Anniversary of the *Organization Development Journal*. The theme of this peer reviewed issue of this journal is to explore what organization development & change “should be, can be, and ought to be” in the 21<sup>st</sup> Century. Here is your opportunity to write about new techniques, unique applications, modification of current theory, new developments or exciting uses of technology to create change in any type of organization. It is the opportunity to redefine what the field needs to become to meet the challenges of today. If we get lots of manuscripts, we will publish all that qualify in later issues. Further questions can be sent to the Editor: Joanne C. Preston at the email below.

This special issue will be published Fall of 2018

Deadline for submission is **May 1, 2018** – None accepted after this date for Special Issue

Send to: Joanne C. Preston at [joannecpreston@gmail.com](mailto:joannecpreston@gmail.com)