



Greater Orlando Organization
Development Network



The GOOD News

October GOOD Bimonthly Meeting Recap

Bob Marshak Special Event - Organization Development and Change: Views of Past, Present, & Future

Session Overview:

The GOOD Network was excited to be able to host Dr. Robert Marshak, a prominent name in our field for a discussion of "Organization Development and Change: Views of Past, Present, & Future".



Thank you also to our host Pete Westlake at Fiserv in Lake Mary! What an excellent location that helped out those folks on the north side of town!



We thank Rollins College Management & Executive Education program for sponsoring this event.

Many members and guests joined OD thought leader Bob Marshak in a wide ranging exploration of organizational change concepts, theories and controversies. The morning was centered on a distillation of Bob's insights developed over more than 30 years as a scholar-practitioner and captured in his new book, *Organizational Change, Views from the Edge*, Bethel, ME, The Lewin Center, 2009.

Topics included...

Language and change

Cross-cultural views of change

Past, present, and future directions in OD

Season's Greetings



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Highlights from the 2009 National OD Network Conference by Patty Bedard, President Elect, GOOD Network



As President-elect, Patty was able to attend the OD Network Conference as the representative for the GOOD Network. Read on to hear more about her experiences and what she learned...

“Now is Our Time” was this year’s 2009 ODN Conference was held in beautiful scenic Seattle, WA from Sunday October 18th – Wednesday October 21st. Each day began between 7 and 8 and ended at 5pm with optional special events to follow each day. I arrived on Sunday and began my journey by attending the First Time Attendee Orientation at 9am. If you have never attended an ODN Conference, this is a “must” stop since among functional information this session included an interactive ice breaker which allowed me to locate other practitioners with similar interests. The day swiftly got on its way after this 1 hour gathering.

Sunday

Keynote Speaker – Carolyn Lukensmeyer, “*We the People: Moving from the outside In*” – Carolyn who launched America Speaks to strengthen citizens’ voices in decision making, utilizes organization development principles to advance the goals of deliberative democracy and community-building.

“Taking Off: Maintaining a Thriving OD Consulting Practice in a Down Economy” – Jeremy S. Lurey, CEO and Samantha Lurey, President of Plus Delta Consulting. Recognize the multiple roles of an entrepreneur and business owner. Understand the market environment and business context for running a successful OD consulting practice. Discuss effective tips and techniques for running your consulting practice. Develop a growth strategy for enabling the continued success of your firm. (Please see handouts available at the next GOOD meeting for additional information)

“Team Performance: Taking it to the next level by using group methods.” Tom Devane, President - Tom Devane and Associates Inc. This highly interactive session explored the use of five proven group methods (also, known as “large group interventions”) to dramatically improve team performance. Operations people favor these methods because they are focused on business, not “touchy-feely” outcomes. (Please see handouts for additional info)

The exhibits hall opened end of the day Sunday, featuring over 25 vendors which included: Plus Delta, Human Synergistic International, Passages, Benedictine University, Being First Inc., Gestalt Institute of Cleveland, Fielding Graduate University, Plexus Institute, Gestalt OSD Center, CPP, inc., Talent Smart, just to name a few. (Please see handouts for additional information)
(cont’d. on pg. 4)

Happy holidays from your 2009 GOOD Network Leadership Team!

We have enjoyed a fruitful year in 2009 with topics such as...

**Crucial Conversations
Open Space Technology
Best Practice Sharing
Web 2.0, Social Networking & Technology
OD & Change Historical Overview
Organizational Alignment**

Thank you to all of our 2009 speakers, hosts, and sponsors as without you, GOOD would not be half as great!

Celebrate New Members

Szelwach, Celia	
Hamel, Margo	Learning & Development Professional
Trembley, Rick	
Selgrade, Katherine	
Johnson, Myra	State Farm
Pizza, Lonnie	Orange County Clerk of Courts
Gilmore, Christine	
Hochstetler, Suzan	Tupperware
Mendiola, Tony	Tupperware

Don't forget to update your Member Profile at www.goodnetwork.us!



We hope that all of our current members have found 2009 to be a "GOOD" year and that you will renew with us again in 2010!

Look for more information on 2010 dues payment to be sent in January.

GOOD Book Club

Quarterly Book Club meetings offer another great way to stay involved with the GOOD Network beyond our bi-monthly meeting while keeping up on the latest trends and growing professionally. The book club is a smaller, more informal sub-set of members that meet on a quarterly basis in the evenings to discuss a business book of choice that is relevant to the OD profession. The focus of our discussion is around how the techniques or theories discussed in the book can apply to our current practices.

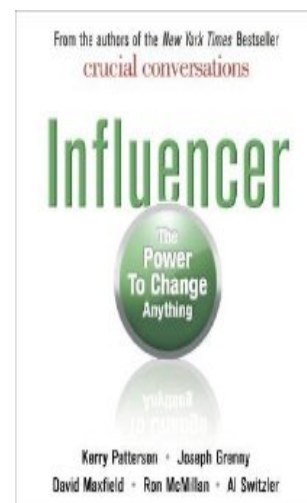
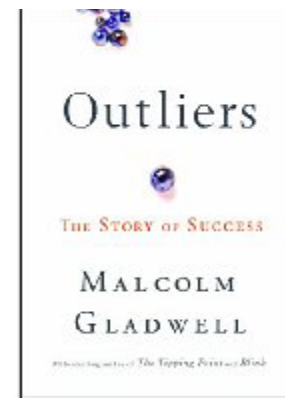
Our 2009 Quarter 4 Book Club Meeting was held on Monday, Nov. 2nd, 2009 at 6:30pm at Jason's Deli.

We discussed Malcolm Gladwell's latest book, *Outliers*, including:

- What innate talent is and how much it impacts performance
- Discussion around the classic nature vs. nurture debate
- Reinforcing the power of practice in learning and mastery

Mark your calendar now for our 2010 Quarter 1 Book Club meeting on Monday, January 11th at 6:30 at Jason's Deli on East Colonial.

Our book for this meeting will be *Influencer: the Power to Change Anything* by Patterson, Grenny, Maxfield, and McMillan. Consider adding it to your Amazon Christmas wish list!



Highlights from the 2009 National OD Network Conference (cont'd.)



Monday

Keynote Speaker – Peter Block, “*Community: The Structure of Belonging*” – Peter’s work is about empowerment, stewardship, accountability, and reconciliation, and his key note described how community, and a sense of belonging, is created when a cross-section of the community begins a new conversation.

Key Points:

“When 3 or 4 people gather, the possibility to change the future exists. We come together not to solve problems but to be connected...but it seems we come together because we have problems – the reality is that if we did not have problems, we would forget to “show up.”

He had the audience break up into groups of 3 or 4 and discuss three topics: 1) what is the intention that brought you here. 2) What struck you about what your peers said 3) What monetary events of today shape our future

“*Legacy Leadership: Catalyzing the Future Today*” – Gloria Burgess, PhD, Jazz, Inc. 7 Key legacy leadership practices: Gratitude, Faith, Love, Vision, Integrity, Crative Action & Creativity. In this intimate session we sat around a circle and shared our own personal thoughts on our own legacy and leadership. (Please see handouts for additional information)

Legacy Leaders:

- Have a conscious way of being
- Have a conscious theory of leading
- Have a conscious theory of change
- Have a reliable compass to guide them

“*Extraordinary Groups: How Ordinary Teams Achieve Amazing Results*” Geoff Bellman, Kelly/Bellman Group and Kathleen Ryan, The Orion Partnership. This team has interviewed members of sixty extraordinary groups over a three-year period to develop a new way of seeing and working with groups. They identified eight indicators of extraordinary group performance and noted great groups meet six underlying group needs.


8 Indicators of extraordinary performance:

1. Compelling purpose
2. Shared Leadership
3. Just enough structure
4. Full engagement
5. Embracing differences
6. Unexpected learning
7. Strengthened relationships
8. Great results



6 Underlying group needs

1. Accept oneself
2. Move toward own potential
3. Bond with others
4. Pursuing common purpose
5. Understand reality of the world
6. Making an impact

<p>OD Network Conference October 18-21, 2009 Sheraton Seattle Seattle, Washington</p> <p><i>Advancing the Theory and Practice of OD</i></p>	<p>Now is Our Time</p> 
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**Greater Orlando
Organization
Development
Network
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**Founded in 2003,
the Greater
Orlando
Organization
Development
(GOOD) Network is
an organization for
Organization
Development (OD)
professionals who
are dedicated to
continuous
learning and
sharing of best
practices, tools,
and techniques.**

WE'RE ON THE NET!

WWW.GOODNETWORK.US



GOOD Events — see www.GOODNetwork.us for more details.



Enjoy the holidays!

Check www.goodnetwork.us in January for a full schedule of GOOD Meeting dates for our 2010 meetings. We will continue to follow the same format of bi-monthly meetings on the 2nd or 3rd Friday of every other month (8:30am-12:30pm) beginning in February.

Next Book Club Meeting—Mon. Jan 11th, 2009 6:30pm

Other Upcoming Events of Interest

CFC-ASTD Event—How do you Align and Communicate with Senior Management?

To get started in the right direction for 2010, Central FL ASTD chapter invites you to participate in a meeting that will focus you on strategically aligning the T&D function with your corporate strategy.

January 26th, 2010 at 5:30 – 8:45 pm

Integrating T&D with Organizational Strategy

- Becoming a Three-way Translator – seeing, thinking and communicating the way your client expects you to
- Decoding the C-Suite – talking their talk so that you can walk your walk
- Impact that Matters – getting to the truth with evaluation and feedback

Speaker: Mr. Tom Horvath, Adviser-Speaker-Teacher, Horvath and Associates

Location: Orlando Marriott Downtown - 400.W. Livingston St. Orlando, FL 32801

To register, visit:

<http://cfc-astd.org/Default.aspx?pagelid=121337&eventId=108135&EventViewMode=EventDetails>

NTL Institute classes Coming to Florida

Group Process Consulting in Organizations: (JAN 11-15—NAPLES)

<http://guest.cvent.com/EVENTS/info/summary.aspx?e=0950d986-ef6e-4f42-a611-f8353306f385>

Human Interaction Lab: (JAN 24-29-NAPLES)

<http://guest.cvent.com/EVENTS/info/summary.aspx?e=04483239-6ee0-439a-b27e-04deae348e87>

Interpersonal Skills for Leadership Success: (MAR 7-12-NAPLES)

<http://guest.cvent.com/EVENTS/info/summary.aspx?e=baa9fcb5-6a0c-4647-ad54-63eb22168ef4>

To speak further about these classes and to register please contact Amy Herman at aherman@ntl.org or via phone at 703-548-1500 ext: 316.

Highlights from the 2009 National OD Network Conference (cont'd.)



"Simple Models for Systemic Change" Easy to Understand/practical to Implement – Steve Dady, PhDP Bowling Green State University. This session by far provided the most models and kits in one session, almost overwhelming and my favorite session. We began with a "raggedy start" and created a group timeline on the wall using flip chart paper and markers. We then quickly went into discussing:

DVFS>R diagnosis methods/tools – Diagnosis x Visioning x First Steps x Support Mechanisms > Resistance

We then went into a group activity, "Telling Our Stories" where each group was challenged to see the world through each other's eyes. We then dove into "Open Space Technology" with the title of DVFS>S.

Tuesday

This was my last day at the conference and I unfortunately was only able to attend the morning sessions.

Keynote Speaker – Leng Lim, *"Work view is World View: Sowing the Seeds of Culture"* – Leng Lim explored the threats and promises of culture. Culture, whether at the group or organizational level, but especially at the societal level, is the stuff we swim in, giving the people of that culture implicit meaning, identify, purpose, code of conduct, values, modes of operation, and more. He had us break into groups of two and meditate into each other's eyes while he took us on an emotional journey; it was about being present, in the moment and passing (or not) judgment.

"Icons, Influencers & Interventions: Reflecting on the evolution and History of OD" Edgar Schein-MIT, Edith Seashore – Seashore & Associate, Peter Sorensen – Benedictine University, Therese Yaeger – Benedictine University. They discussed the evolution of OD history presented by OD icons Edie, Edgar and Peter.

My experience at the 2009 OD Conference was extraordinary, I met other practitioners among nearly over 800 who attended, which shared the same passion for the practice. In my opinion the mix of scholars, traditional and contemporary practitioners, icons, and influencers was vast and I could have spent five more days at the conference. I sincerely think you receive the value expected from this conference and recommend anyone interested in expanding their OD toolkit or just engage with other OD talent to attend. My sincere thanks to the GOOD Network for their sponsorship, and have compiled a binder which contains all of the handouts, vendor information and program guide which may be available to view at upcoming GOOD Network Meetings.

OD Network Conference
October 17-20, 2010
New Orleans Marriott
New Orleans, LA
New Orleans

www.odnetwork.org/conf2010

Accepting Proposals
Help shape Conference 2010.
Submit a proposal.
Deadline Jan 4th.

Member Request for Benchmarking
From Jerry Salsburg, Lockheed Martin

"I'm leading a team charged with innovating our both our New Leader and New Employee Orientations. I'd love to hear what your organization is currently doing in both of these areas. Please include your successes and challenges in developing/implementing them, and the strategies you've used to overcome those challenges. Beyond this, I'm also interested in any ideas you have, or have heard, for "best practices" for these orientations; including areas such as virtual and blended learning. In return for your contributions, I'll gather all of the inputs and publish them in a future GOOD newsletter! Please send your inputs to me at jerry.b.salsburg@lmco.com."