

2025 ISODC Open ODC Professional Community Awards

2024-2025 Outstanding Practitioner Award

This award is presented to scholar practitioners who have more than 5 years of experience in ODC practice and have exhibited considerable knowledge and performance in the practice of OD&C in the workplace. Recipients of this award can be internal or external practitioners in organizations and should have worked or conducted OD&C consultation in their organizations or client organizations with strong, positive representation of the OD&C field and community. Recipients should have combined accomplishments in practice and other activities, such as publication of case studies, interventions, or books that benefit practitioners in the field. The individual's work should have made a considerable impact on the field and on the work of other practitioners.

This award can be given annually, but does not have to be if there is no qualified individual or if the awards committee believes that nominated individuals do not meet the spirit or qualifications of the award.

Service to the ISODC Award

This award is given to individuals who have consistently given of themselves to the ISODC organization in order to ensure the organization survives and thrives. This is not an award given with consideration only for the previous year of service. Receiving this award means the individual has undertaken duties and responsibilities, volunteering for, and achieving tasks that are necessary and critical for ISODC and the ODC field, and created innovations that have aided in the forward movement and growth of the ISODC organization and/or the *Organization Development Journal*. Recipients will have generally served as members of the Board of Directors, on Journal Editorial Board and/or as journal reviewers, as conference Chairs and/or coordinators, developed programs, and provided considerable service to the organization over the years.

This award recognizes ODC scholar practitioners for continuous and extraordinary service to the ISODC, including a combination of a variety of long-standing services to the organization, including but not limited to the following.

- Service on the ISODC Board of Directors
- Service leading and serving on ISODC committees
- Service designing or managing organizational projects, programs, and initiatives, among other activities that benefit ISODC members
- Services in coordinating and managing ISODC's professional conferences
- Services to the membership of ISODC through the voluntary (unpaid) provision of education and training, among other programming
- Services developing or managing organizational student and emerging practitioner mentorship or scholarship programs

- Services on organizational magazines and newsletters
- Service on the editorial boards of the Organization Development Journal (ODJ)
- Service reviewing ODJ articles as a peer-reviewer
- Service as a Special Issue Editor/Guest Editor of ODJ

Participation in these activities should have been consistent and spread over long periods, and are not based on a single year or individual particular events.

This award can be given annually, but does not have to be if there is no qualified individual or if the awards committee believes that nominated individuals do not meet the spirit or qualifications of the award.

Service to the Field of OD Award

This award recognizes ODC scholar practitioners for continuous and extraordinary service to the field through participation in ODC-related organizations, including a combination of a variety of long-standing services to ODC organizations, including but not limited to the following.

- Service on ODC organizational boards
- Service leading and serving on organizational committees
- Service designing or managing organizational projects, programs, and initiatives, among other activities
- Services in coordinating and managing professional conferences
- Services to the membership of ODC organizations, including provision of education and training, among other programming
- Services developing or managing organizational student and emerging practitioner mentorship or scholarship programs
- Services on organizational magazines and newsletters
- Service on the editorial boards of journals such as OD Review (ODR), OD Journal (ODJ), Journal of Applied Behavioral Science (JABS), Academy of Management Review (AMR), Academy of Management Perspectives (AMP), Academy of Management Journal (AMJ), Journal of Management Inquiry (JMI), Administrative Science Quarterly (ASQ), and Journal of Organization Change Management (OCM)

Participation in these activities should have been consistent and spread over long periods, and are not based on a single year or particular event. ODC organizations include ISODC, ODN, the ODC and MC Divisions of AOM, IODA, and NTL, and can include related organizations such as ATD, SHRM, ODF, and ILA. Awardees will have generally participated consistently in numerous of the aforementioned activities and often for more than one of the aforementioned organizations.

This award can be given annually, but does not have to be if there is no qualified individual or if the awards committee believes that nominated individuals do not meet the spirit or qualifications of the award.

2025 Emerging Scholar-Practitioner Award

The emerging scholar practitioner award is presented to ODC practitioners with fewer than 5 years of professional ODC practice, or fewer than 5 years in the ODC professional community, who have excelled in their contributions to the field, including making a impact through research, publication, presentations, innovation, or service in professional ODC organizations, or a combination thereof.

Recipients of the ISODC Emerging Scholar-Practitioner Award are nominated by those in the ODC field who are directly familiar with, have observed, have supervised, or have been directly impacted by the ODC-related work of the nominee. Nominators should be able to address, in detail, through experience as listed above, the nominee's work and how the nominee demonstrates an exemplary commitment to the field and values of ODC and exemplary command of ODC competencies. Nominations should express, in detail, how the nominee has exhibited one or more of the following.

- Leverages ODC processes to make significant impact to an organization's operations and success
- Contributes significantly to projects, committees, or services in ODC-related professional organizations
- Contributes to the growth and development of other OD and OD-related practitioners
- Contributes considerably to the scholarly and scientific advancement of the field of ODC through conference presentations, peer-reviewed publications, book editing or publication, and service on journal or book editorial boards or committees
- Has designed, developed, and shared an innovative instrument or method, or an innovative modification to existing methods, that have considerably impacted the field or changed the way ODC practitioners practice in the field
- Integrates new or non-traditional approaches in their organizational change and transformation work that have had significant impact in organizations or in ODC practitioners' practices

This award can be given annually, but does not have to be if there is no qualified individual or if the awards committee believes that nominated individuals do not meet the spirit or qualifications of the award.

ODC Innovative Invention or Discovery Award

This award is given to ODC professionals who have invented an innovative method, instrument, intervention, model, framework, or philosophy that has added to the forward

progression of the ODC field and has impacted the way that scholars, practitioner, and/or scholar practitioners practice ODC in the field or through pedagogy. This award is specifically for an invention, separate from the Innovation Award traditionally presented to the most innovative idea at the annual ISODC conference. Nominations should express, in detail, how the nominee has exhibited one or more of the following.

- Founded a framework or philosophy that is aligned with ODC values and ODC practice, and has contributed significantly to the literature, theory, and philosophy of the field, potentially modifying how ODC is practiced in the field
- Invented an intervention, technique, or method that has spread through the field or through organizations, significantly impacting the ability to perform ODC work
- Invented an intervention, technique, or method that has significantly impacted how organizational leaders and/or followers conduct work
- Invented an instrument, intervention, or method that significantly impacts ODC practitioner focus areas, career decisions, or capabilities and competencies
- Designed or invented an instrument, method, or tool that significantly impacts the fields and/or practices of organization design, organization effectiveness, executive coaching, leadership coaching, I-O psychology, and other directly related fields
- Invented a research method or research practice that significantly impacts the way that ODC research is conducted
- Discovered, through research, critical findings that have a significant impact on the practice of ODC in organizations, or that impacts the way ODC is practiced, including necessary ODC skills and competencies

This award can be given annually, but does not have to be if there is no qualified individual or if the awards committee believes that nominated individuals do not meet the spirit or qualifications of the award.

2025 ODC Impact to Society Award

This award honors ODC scholar practitioners who have used ODC in order to make a significant impact to society by influencing corporations, communities, agencies, or leaders to take action that benefits corporate or organizational responsibility, the environment, the general population, or policy for the betterment of society.

For the nomination process, the nominator of the scholar practitioner shall address one or more of the following, providing examples of how the nominee has:

- Used OD frameworks, methodologies, or practices to make significant change in organizations that has resulted in profound change or potential change in communities or society
- Demonstrated commitment to work that consistently addresses issues that impact society, such as work that aids in human relations, international relations, equality, crime reduction, or resource and environmental sustainability, among others

- Has conducted research or consulted in an event or a particular situation that has had a profound impact on a community, a nation, a people, or society in general
- Positively impacted global stakeholders, particularly communities, or the public and/or society, through published, presented, or applied thought leadership

This award can be given annually, but does not have to be if there is no qualified individual or if the awards committee believes that nominated individuals do not meet the spirit or qualifications of the award.

ODC Faculty Achievement Award

This award is presented to faculty members in OD&C programs who go above and beyond to help students succeed in their academic and professional endeavors. The award is intended to identify actions and activities that exceed the normal duties of effective instruction. Nominees should be current faculty in ODC graduate or doctoral programs (or closely related programs that teach ODC), or very recent retirees of such programs.

For the nomination process, the nominator of the faculty member shall address one or more of the following, providing examples of how the nominated faculty member:

- Has made lasting impact on the lives and careers of students
- Has made lasting impact on the lives and careers of other faculty
- Continuously demonstrates commitment to the field through teaching, practice, research, presentation, publication, participation in the professional community, and/or service to ODC organizations
- Demonstrated commitment to the success of ODC students
- Has innovated in the pedagogy of the field of ODC
- Has worked to include students in career-building activities, such as conference presentations, publication, attendance of conferences, introduction to others in the field, and other activities that build knowledge, experience, and networking
- Employs teaching methods that ensure that students are prepared for research, dissertations, and/or practice in the field
- Has taken or takes action to ensure that students are not left behind, having their best interests in mind
- Handles conflict in the classroom well, espousing OD values in practice
- Innovates in the field and shares innovation with students, other faculty, and colleagues in the field
- Collaborates with other departments or faculty from other programs or other universities to espouse and exemplify the interdisciplinarity of the field

This award can be given annually, but does not have to be if there is no qualified individual or if the awards committee believes that nominated individuals do not meet the spirit or qualifications of the award.

Espousing ODC Values (Organizational Award)

This is an organizational award. The award is presented to organizations that espouse ODC values. Generally, this award is presented to organizations that have exhibited effectiveness through humanistic management and human-centric development programs that have spawned organizational effectiveness leading to organization wellness and the well-being of teams and employees. They should have been recognized by an ODC practitioner either through witness or through knowledge of program practices, including through consulting services.

For the nomination process, the nominator of the organizations shall address one or more of the following, providing examples of how the nominated organization:

- Determined the need for ODC facilitation or intervention.
- Demonstrated commitment of material, temporal, and/or human resources to ensure positive impact and sustainability.
- Incorporated OD strategies, practices, and values into their organizations and impacted excellence in organizational climate, culture, systems, and/or leadership practices.
- Exhibited alignment to ODC values.
- Demonstrated success relative to ODC activities, procedures, and practices.
- Positively impacted stakeholders, including leaders, followers, contractors, customers, or clients, or the community or public.
- Aligned OD with business vision, mission, and strategy of the organization

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Best ODC-Related Book Award

Every year, there are numerous books specifically in ODC or in OD-related fields that make a considerable impact on ODC practice and pedagogy. This award is presented to the author(s) or a book that is considered to be the most innovative and impactful in the field.

For the nomination process, the nominator of the book should address one or more of the following, providing examples of how the nominated book:

- Provided something new or something that stands out from other books in the field
- Aided the nominator or others who the nominator knows in the practice of ODC in the field

- Incorporated OD strategies, practices, and values critical to the practice of ODC
- Helps new scholar practitioners or ODC students in strengthening their skills in the practice of ODC
- Introduces new models or frameworks that change or strengthen the field

This award can be given annually, but does not have to be if there is no qualified individual or if the awards committee believes that nominated individuals do not meet the spirit or qualifications of the award.

ODC Thought Leader Award

This award is presented to OD scholar practitioners with a record of forward-facing thought, providing leadership to the ODC professional community regarding the direction of OD practice and scholarship. Awardees are individuals with consistent involvement in ODC thought leadership, with groundbreaking invention, insight, input, or provocation regarding our field through presentation, authorship, development of program, among other activities.

For the nomination process, the nominator of the ODC thought leader shall address one or more of the following, providing examples of how the nominated:

- Contributed profound knowledge through a tool, instrument, method, technique, or philosophy that had significant impact on the way ODC is practiced across the field
- Has provided consistent and considerable thought, through writing and method or instrument development or modification that have provoked change or investigation in the field, for potential or real impact in the practice of ODC in organizations
- Has conducted considerable research to validate and verify thought leader content
- Provided consistent thought and engaged in discussion with the professional community consistently in conferences, special meetings, engagement, and other pathways, challenges the status quo for new found processes and practices
- Positively impacted stakeholders, including leaders, followers, contractors, customers, or clients, the community, or the public and/or society through published, presented, or applied thought leadership.

This award can be given annually, but does not have to be if there is no qualified individual or if the awards committee believes that nominated individuals do not meet the spirit or qualifications of the award.

ODC Lifetime Achievement Award

The Lifetime Achievement Award is the award of awards. This award recognizes and honors an ODC scholar practitioner who has had significant positive influence and made a lasting impact on the OD field through a diversity of contributions over an extended period of time.

This awardee is recognized for engaging practitioners across generations, collaborating with and mentoring colleagues, developing practice processes, and contributing to knowledge and fundamentally advancing the field through publication, presentation, instruction, and leadership. Examples of such contributions include, but are not limited to the following.

- Publication in OD and OD-related journals, including but not limited to Organization Development Journal, Organization Development Review, OD Practitioner, Journal of Applied Behavioral Science, Change Management, Organizational Change Management, Journal of Management Inquiry, Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, and Sloan Management Review, among others, as well as impactful books and book chapters.
- Development and deployment of impactful models, methods, frameworks, or interventions into the field of practice.
- Delivering meaningful and impactful public presentations at OD and OD-related conferences and other venues.
- Instructing or mentoring ODC students at colleges, universities, institutes, and other educational OD programs.
- Challenging OD scholar practitioners' perspectives, interpretations, and practices surrounding theory and existing paradigms of organizations and work.
- Representing the field well in public and in organizations, and embodying the OD values as a professional of our field.

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Processes for Award Selection and Presentation

Selection of Awardees: Selection of awardees for these new awards will be made by nominations from the ODC community at-large, including the ISODC membership, and chosen after thorough evaluation by an awards committee of their peers. Selection is to be made per the nomination submissions, not based on nominee reputation or notoriety. The awards committee shall ensure. To the greatest extent possible, the abatement of recognition bias in the process of selection.

Location of Award Presentation: The 2025 awards will be presented at the 2025 ISODC Conference at Sacred Heart University (ODSHUCON), Fairfield, CT.

Time of Award Presentation: The 2025 awards will be presented at the reception and awards ceremony at 7PM on May 23, 2025.