

Lifetime Achievement

This award honors an individual whose commitment to the field of OD and whose achievements over the course of a lifetime have made a significant contribution to the OD profession that is clearly acknowledged by others in the professional community.



Mee-Yan Cheung Judge

After launching a highly successful and lucrative consulting firm, Mee-Yan took time to reflect and re-focus her attention on two areas: 1) building up OD education in the UK, and 2) very large-scale change. Woven into these two areas are rich themes of equity and diversity, with a clear eye toward often hidden issues of race and class. Mee Yan, more than anyone else, has shaped the design of OD capacity-building programs in the UK. She was instrumental in establishing the NTL OD Certificate Programme in the UK, now in its fifth successful year. Additional large scale, high impact projects range from working with state-owned media in the Arab Emirates; a vast and complex project for the state of Singapore; integrating 17 Oxfam International affiliates into one unified entity. She has worked at the ever-changing boundaries of human systems and has had a particular impact on the confluence of OD and HR and has received two awards from HR Magazine (in 2008 and 2012) as one of the top 25 most influential thinkers in the UK. Her book *Organization Development: A Practitioner's Guide for OD and HR* is in its fourth printing. Mee-Yan has designed and delivered OD capacity building programs to over 1500 HR professionals in a wide range of sectors. Her commitment to educate strategic HR partners and OD practitioners across major organizations has earned her the reputation of a tireless campaigner for OD education in the UK. Note: Mee-Yan was also nominated separately for the Service to the Network award to recognize what she has done to develop a regional Network in the UK/Europe and, particularly, to develop a model of the regional/ODNetwork relationship that would be beneficial to the network.



David Sibbet

There are few people in this generation of OD practitioners that have literally changed the way we see and interact with organizations the way David Sibbet has. David has given us a visual language with which to discern and reflect the content and process of groups. David combined his talent for drawing, his background as a journalist, and his experience with experiential learning to become a pioneer in the field of graphic facilitation over forty years ago and has since been involved in training thousands of OD practitioners in the art and science of graphic facilitation via workshops, tools and books. David's work is grounded in OD theory. The Drexler-Sibbet Team Performance Model is a staple in the repertoire of many OD practitioners. David is a masterful OD consultant working with many of the world's leading organizations. For the last several years David has been the principal consultant and facilitator to RE--AMP, a network of over 160 nonprofits and foundations across eight Midwestern states working to reduce global warming pollution 80% by the year 2050. Where others would be content with the success he has achieved, David Sibbet continues to expand his understanding of the human condition and how we might improve it through constant learning and exploration. From the wisdom of the ancient traditions to the process theories of the philosopher/physicist, Arthur Young; from the arts and from high tech David continues to draw inspiration and new ideas.

Service to the OD Network—In Honor of Frederick A. Miller

This award honors individuals whose service to the OD Network, over an extended period of time, has strengthened, enhanced, or changed the Network in positive ways.

Chrissa Merron

Chrissa has been an ardent and continuous supporter of the ODNetwork since the late 1980s. She began her service to the Network as volunteer with the Regional network in helping to plan the annual conference when the planning was led by a Regional Network. She missed only one conference since her original involvement in the Network. She took the leadership for the awards committee for many years, including redesigning a more interactive program session at the conference. She was a Board member from in late 1990s until early 2000 and she has served on an ODNetwork committee and/or being a member of the Board for the past 20 years. Chrissa was also instrumental in building the international community within the ODNetwork. The highlight of her service to the Network came with her participation in the delegation to the Soviet Union with other colleagues. She returned from the trip and introduced the Network to OD professionals that had lived and worked in the Soviet Union – revolutionary work for the profession and the Network. Chrissa has also presented at numerous conferences and most recently presented at the Annual Conference with her employer – the Children's Hospital of Philadelphia. There are few individuals that have provided such continuous and comprehensive service to the Network.

Outstanding Achievement in Global Work

This award recognizes an achievement which takes place on a global level or in an arena primarily outside the USA, breaks new ground or demonstrates an innovative approach actively leads or contributes to positive change in the world, is sustainable, has a well-articulated purpose, demonstrates measurable change or progress toward change and may represent either a large or small intervention of significant impact or import.

Center for Creative Leadership—Leadership Beyond Boundaries (LBB) Program Lyndon Rego, Global Director

LBB describes its impact target – “to unlock human potential. By democratizing leadership development, we contribute to a world in which all people are able to actively choose their futures and shape their societies.” Leadership Beyond Boundaries has extended leadership development to a broad spectrum of populations - from community health leaders in the Caribbean and Africa, to microfinance organizations and women’s self-help groups in Asia and Africa, to high school principals and police officers in India, to non-governmental organizations and government institutions in Africa and Asia, to orphans and street children in Africa and India, to social entrepreneurship organizations and programs. The purpose of LBB is to work globally with people who can potentially have more impact because of being leaders in their own local communities. CCL invested in research and pilot projects to address accessibility factors – cost, geography, language, cultural appropriateness, etc. needed to go beyond their existing programs and methodologies which couldn’t simply be transplanted. LBB has evolved in the past 7 years to be a kind of “social enterprise” funded via grants and partnerships that make it possible to deliver programs to groups and places without resources to access them otherwise. About 30 CCL staff work directly in LBB programs but, in addition, many other CCL faculty and staff choose to participate because they are excited about making a contribution. The LBB approach includes ‘train-the-trainer’ efforts with local organizations and partner NGOs so that training and support continues after CCL leaves.

Outstanding Regional Network Award

This award honors two Regional Networks whose leadership, programs, organization and mission respond to its members needs, add value to a region model how to sustain and grow a Regional membership network and attract a diverse constituency of local practitioners.

OD Network of Chicago

Via what they described as “significant, values-based outcomes sustained over the last several years, ODN/Chicago has grown considerably—from an assortment of like-minded individuals to a thriving community.” ODN/Chicago has increased program attendance by 80%, membership by 283%, and income by 550%. “Our purpose—to advance the principles, practice, and profession of OD—has inspired a small group of dedicated individuals to build a community of practitioners and an active environment of engagement.” Community building strategies included all the criteria for this award. Of special note is that ODN/Chicago tracks its responsiveness to its community through consistent evaluation ratings of 4.8 or higher (on a 5-point scale) on questions about feeling welcomed and intention to return. By maintaining a strategic focus on building a thriving OD community at monthly programs, ODN/Chicago put their limited resources where they could have the greatest impact. This strategy’s success is demonstrated by the steady increase in program attendance, membership, subscriptions, revenue, and program evaluation ratings. Beyond these tangible successes, leadership of the regional network shared, “we delight in seeing our members become more connected and engaged—for example, staying later after programs to continue conversations, or increasingly expressing interest in joining the board. We are proud of these outcomes, which enable us to real our vision of advancing the principles, practices, and profession of OD.”

Omaha OD Network

Omaha OD Network’s Vision is: We create and build purposeful connections that transform and inspire people, organizations, and communities to succeed. One of the exceptional aspects of this regional is that they have made a special effort to develop some creative strategies to provide programs in different places and formats to reach a more diverse and extended community. Omaha OD Network serves the Omaha metro area and beyond. They regularly get active participation from Lincoln members and guests, reinforcing impact on the greater region of Nebraska – beyond Omaha alone. The network moved to the local college facility which provided videoconference availability that has enabled them to begin marketing to those towns in outstate Nebraska to broaden the membership even further. They have provided conferences for the general business community on change and leadership over the past couple years and plan to continue offering programs and services for smaller businesses that do not have dedicated OD staff. They have also recently held cross-promoted programming with the local ASTD chapter and the Heartland Coaches Association. They have added to regular monthly programs an opportunity for a more open environment of collegial sharing called a Stammtisch which is a gathering of regulars around a table for discussion. This model fit perfectly with the Network’s focus to Explore, Learn, Share and Inspire others.

Organizational Excellence in OD

Award winners must demonstrate that they are excellent in at least (3) of the following: OD/OE professionals have an enterprise-wide role in the organization: involved with the executive and C-level team, creating solutions to business issues or mission goals, setting organizational strategy, and involved in major change and transformation; OD/OE strategies and values are an integral component of the organization's culture, values and principles and leadership excellence; OD/OE strategies are aligned with business or mission strategy and an integral part of implementation of individual, group and organizational wide solutions, practices and interventions; and financial investment is significant to ensure impact and sustainability.

Berrett-Koehler Publishers— Steven Piersanti

According to one BK author, BK is the kind of organization that its idealistic authors want to be part of; BK brings to life the purpose, values, behaviors, and accomplishment we write about; BK is a living, organic, successful experiment thriving in the chaotic world of publishing; BK feeds the dreams of its many stakeholders...Dreams about what organizations and people can be; BK knows the world's need for communities and includes their creation and nourishment in its values and planning; BK holds out the realization of our hopes and dreams. Another put it this way, Berrett-Koehler strives "To Create a World That Works for All", not only through the books it publishes but the way in which interacts with its employees and community of stakeholders. Under Steve's leadership all of Berrett-Koehler's important policies and cultural priorities are based on large-group methods and consent, never leadership by fiat. Steve's greatest contribution is to epitomize the concepts of servant leadership and stewardship in sharing the wealth of knowledge, resources and self. He is the majority shareholder of Berrett-Koehler, but he considers his ownership stake a trust that he holds on behalf of all BK stakeholders, particularly authors. He has created an organization based on extreme equality and subjects himself to the same community guidelines and decisions that apply to all staff members. BK created the BK Authors Cooperative, an independent 5013c that aids the author community many of whom are OD members and expanded their work as part of the BK community.

Communicating OD Knowledge—In Honor of Larry Porter

This award recognizes individuals whose writing, speaking, teaching, or public presentations have significantly contributed, over many years, to the development of the field and to the body of knowledge required for effective OD practice.

John Vogelsang, Ph.D.

As editor of the Network's portfolio of publications, John has led a cycle of improvement and ensured that the quality of articles in all publications, especially in the *Practitioner*, has continued to rise. The criteria for this award are designed to identify our professional colleagues who are primarily authors or speakers, and who have made our various professional communities aware of progress, insights, and breakthroughs in the theory and practice of OD through text or public presentations. In a different way, John has more than satisfied the intention that's implicit in this award, because he has devoted many years to providing our colleagues with a high-quality, trustworthy, creative channel through which to communicate our progress as a field. John has gone out of his way to recruit and nurture new authors by offering conference sessions about how to get published as well as being available for one-on-one coaching. He serves as a creative and supportive editor/partner for authors. He has also stepped up to explore creative ways to leverage publications to create new revenue sources and communication channels. If Marshall McLuhan's famous dictum that "the medium is the message" is, in fact, true, then the media that John has nurtured, nourished, coddled, and disciplined are also a mirror that shows us that we have become more effective scholar-practitioners. As the standards of our electronic journals—*OD Practitioner*, *Practicing*, and *Seasonings*—have risen, they themselves become examples of our own ability to learn how to communicate more effectively about learning and change.

Outstanding Article in *OD Practitioner*

Each year, the OD Practitioner Editorial Board members select one article from those published the previous year in the OD Practitioner to honor as the Outstanding Article of the Year.

Amazing Change: Stories from around the world
Steven H. Cady and Kimberly J. Fleshman
Vol.44 No.1 2012

Sharing the Wealth—In Honor of Kathie Dannemiller

This award honors individuals who consistently and willingly share their wealth of knowledge and expertise over an extended period of time, embodying the values of generosity, giving voice, calling into greatness, and connecting the head and the heart—actions that represent Kathie Dannemiller's core values and are identified with her approach to change work.

Peter Jay Sorenson

The Leadership Team of the Dallas/Fort Worth Organization Development Network got together with many of its members and submitted this nomination based on Peter's generosity, mentorship of others, empowerment of communities throughout the world to better themselves, teaching OD at universities, national leadership in professional organizations in the field, and profound lasting impact on the OD community in Dallas/Fort Worth. Pete has generously shared his knowledge, methods and professional expertise in the many presentations he has made gratis to the DFW-ODN over the last 20 years as well as volunteer presentations he has made to local, national, and international groups over the last 29 years. Pete has generously shared his interest, knowledge and time by mentoring at least 50 OD practitioners. Pete is selfless in this mentoring including co-presenting with emerging practitioners on numerous occasions, making himself available to support and advise people when needed despite a very busy schedule, proactively supporting job searches, and encouraging members to become visible and assume leadership roles at the national level of the ODN. In the case of several programs they've done the region, he's developed and presented a program, co-presented with someone, and then let them do it on their own going forward (while making himself available to help if asked). Pete served on the board of directors of HELP International from 2006 to 2011. HELP International partners with indigenous NGOs in Belize, Peru, Tanzania, Uganda, India, Thailand, and Fiji to empower people to fight poverty through sustainable, life-changing development programs.