



Organization Design Community Chairman's Annual Report 2022-23

ODC continued to expand in membership, influence and portfolio of activities over the past year has had many notable accomplishments. The membership currently looks like this: Academic-76, OD Professional- 115, Emeritus- 9, Corporate members - 2 (Google and Accenture), ODP (non-voting)- 170, PhD-23.

Journal of Organization Design – ODC owns the *Journal of Organization Design*, a peer-reviewed journal focused on the subject of organisation design. Established as an open access journal in 2012, JOD was self-published by ODC until 2016 when it began to be published by SpringerOpen as an Open Access Journal. In 2021 the Journal has been changed to a Hybrid Journal published by SpringerLink. Chief Editors Brian Wu (University of Michigan) and Oliver Baumann (University of Southern Denmark) have been working on developing a high quality pipeline of papers. There are a number of special issues. "Designing Flat Firms" which has 8 articles based on a recent book, "Get better at Flatter" by Markus Reitzig. The editors invited top scholars for critical reviews and discussions and will publish all essays as a special issue. Two other special issues following the same format (recent book and high-profile commentators) are in the pipeline, "Guided Evolution" and "Designing Authority Relations." A managing Editor and an additional Chief Editor will shortly be appointed.

Annual Conference – On 27-28 October 2022, ODC had its 10th annual conference. Each year's conference addresses a timely and important theme related to organization design (2022' theme was "Organizing for Novelty"), and each conference is expertly co-organized by two ODC members (2022's organizers were Isin Güler (UNC) and Oliver Aley (TUM)). The virtual format unveiled during the pandemic has been found to be effective, and this year's conference will also be virtual. It will be led by Prof Aseem Kaul (U. Minnesota) and Prof. Tina Ambos (U. Geneva) and will be on the theme of Organizing for Good.

PhD Ideas Workshop– On 25/26 October 2022, ODC organized a virtual PhD ideas workshop. The Workshop was designed to give a virtual 'home' to PhD students interested in organization design, by matching each student with three senior scholars drawn from the ODC membership who will give feedback on students' ideas, similar in format to a PhD proposal defense. The co-chairs of this inaugural workshop were Özgecan Koçak (Emory) and Tobias Kretschmer (LMU Munich). There are plans underway to conduct a sequel.

Webinars and Podcasts – ODC's Webinar Series has been very well-attended and received. Webinars are held monthly (except in the summer). Prof. Francisco Brahm (Advisory Council Member) has curated the series in 2022-2023. **The webinar series has seen a three-fold increase in attendance and increased the reach of ODC to a wider audience.**

Accreditation Program – ODC-C, ODC's commercial company, offers accreditation services to organization design course providers. ODC has accredited (and re-accredited) course providers in the U.S., Europe, and the Middle East. We are continuing to grow this program and are the only legitimate organization in the world that provides accreditation services to trainers in the area of organization design. We would like to thank Professors Charles Snow and Rich Burton who have been serving on the accreditation committee since its founding, and who are stepping down over the course of this year.

Partner Organizations ODF and EODF – ODC partners with the Organization Design Forum and European Organization Design Forum in a jointly operated certification program called Certified Organization Design Professional. This program, operated through ODC-C, certifies individuals as specialists in organization design, and it is growing steadily.