



Organization Design Community Chairman's Annual Report 2021-22

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-80, OD Professional- 38, Emeritus- 9, Corporate members - 2, ODP (non-voting)-43, PhD-9.

Journal of Organization Design – ODC owns the *Journal of Organization Design*, a peer-reviewed journal focused on the subject of organization 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. The transition to SpringerLink has been difficult, as the submission system has some idiosyncratic features. However, we have now found a workable path through it, and 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." Børge shared the status on the "Resilience" special issue that all the papers are updated in the system. Based on the current status of the papers, the size of the special issue is not yet known. They summed up that there are 32 papers in the system, and 8 are sent out for revisions. The Editors highlighted that JOD's weak point is good "traditional" research articles that are free submissions (not invited or part of a special issue).

Annual Conference – On 27/28 October 2022, ODC will present its 10th annual conference. Each year's conference addresses a timely and important theme related to organization design (this year's theme is "Organizing for Novelty"), and each conference is expertly co-organized by two ODC members (this year's organizers are 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.

PhD Ideas Workshop– On 25/26 October 2022, ODC will organize a virtual PhD ideas workshop. The Workshop is 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 are Özgecan Koçak (Emory) and Tobias Kretschmer (LMU Munich).

Webinars and Podcasts – ODC's Webinar Series has been very well-attended and received. Webinars are held monthly (except in the summer). The Organizing for Good webinar series ran for 14 episodes to celebrate ODC's 10th anniversary, in collaboration with UNHCR. There is interest to continue the UN-ODC collaboration and Rehema Msulwa (ODC Advisory



Council Member) will be leading the dialogue with them. The Building Resilience and Making Remote Work podcasts have each had more than a dozen episodes, led by Iulia Istrate. These public service offerings have been very popular. In addition, there is a members-only monthly webinar series, which will be taken over shortly by Francisco Brahm (ODC Advisory Council Member).

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.

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. After a careful review we have recently raised the fee for the accreditation to ensure that this remains an economically self-sustaining activity. The initial data suggest no decline in demand.