

Leadership Group Annual Report 2020

As is the case for most organisations in 2020, ODA's year has looked quite different to the one that was planned. Despite that we have maintained a strong membership base, run well attended events and continued to engage with our community.

Our members:

Our membership is currently sitting at 50, having seen modest growth over the past year. 60% of 2018/2019 members renewed in 2019/2020, and we have had over 20 new members join.

Since the establishment of a Member Liaison role in early 2019 we have made individual contact with each of our new members to welcome them to our community.

As we haven't had the opportunities for informal networking that face to face events provide, our leadership group have reached out to all our members for a one on one conversation. These conversations have given us a better understanding of what our Members are looking for from ODA, and how they would like to contribute to our community.

Our community:

Our community extends beyond our membership group. Over the past 12 months around 35% of our event attendees are non-members, many of whom have participated in multiple events over the years. Our LinkedIn Group membership now sits at 1752 having seen 10% growth over the last year. Thanks to Max Edwards for moderating the page. Our mailing list has also grown 10% to 598 people who receive our monthly newsletter.

We have continued our relationships with organisations including The National Institute of Organisational Dynamics Australia (NIODA), The International Organization Development Association (IODA) and Asia OD Network (AODA), and established a new relationship with Systems Leadership Development Association (SLDA).

Our events:

After 20 years of hosting face to face events ODA made a hasty, but necessary, decision to run our March event online via Zoom. Since then we have continued to run online events. This has been an interesting transition with both benefits and challenges.

One of the challenges, that we continue to work through, is providing our community with opportunities for informal interaction. As was a key finding of our July event *Is working remotely driving or hindering meaningful conversations?* online interactions do not hold the same opportunity for informal networking as face to face events.

The benefits of online events have been opening up our events to a wider audience. Our average event attendance increased, and the number of different people who attended events over the year increased from around 100 in 2018/2019 to over 175 in 2019/2020. We were also able to take the opportunity to engage with an international presenter and audience for our August event *Understanding responses to COVID through the lens of Systems Leadership Theory* (in collaboration with SLDA).

Our event content has also shifted. The COVID19 pandemic has created an unprecedented environment for the field of OD to research and discuss. We have embraced this opportunity by running relevant events. We hope that this has given our community a space in which to explore elements of how these events impact them and the organisations they work with.

Date	Topic	Overview
September 2019	Hello Appreciative Enquiry, is it you I'm looking for?!	Jacqui Martin led an introduction to Appreciative Enquiry as a process for facilitating positive change in organisations.
October 2019	Action Learning the WAIL Way	Murray Hopkins used the WAIL method to present an action learning event exploring the question "How do we make ODA the go-to place for connecting, sharing and growing OD practice in Australia?"
November 2019	OD and Improv	Andy Matthews got us out of our seats for an active workshop which demonstrated how improv games can develop team synergy, personal awareness, communication and creativity.
February 2020	Dialogic OD – a time for new narratives and conversations	International thought leader, Professor Gervase Bushe provided a practical introduction to the Generative Change Model which is designed to genuinely engage stakeholder in change.
March 2020	Changing Workplace Narratives - Exploring the Power of Story	Andrew Rixon ran an interactive workshop that highlighted how story telling can be used to create connection and engagement
April 2020	Leadership during the age of COVID-19	Jen Bishop, Emma Saccomani and Tim Altment shared their research-based practices on the fundamentals of self-care for leaders.
May 2020	Transforming experience during Covid-19	Professor Susan Long and Dr Nuala Dent of NIODA used organisational role analysis as a basis for a

		discussion of organisational change as a result of the COVID19 pandemic
July 2020	Is working remotely driving or hindering meaningful conversations?	Carol Houtot led an insightful discussion of how we can have meaningful conversations in the online environment that many of us find ourselves in, both at work and beyond.
August 2020	Understanding responses to COVID through the lens of Systems Leadership Theory	Ian Macdonald ran a joint event with ODA and SLDA, using Systems Leadership Theory to considering the impacts of different country's responses to the COVID pandemic.

The Leadership Group:

The Leadership Group members for 2019-2020 are:

Danielle Jacobson – President
 Kaliopi Tsousis – Vice President
 Meredith Crowe – Secretary
 Doss Duscher – Treasurer
 Jan Heckscher – Member Liaison
 Ragland Thomas – Event Administrator
 Carol Houtot – General Member
 Geoff McGill – General Member

Thanks to everyone in the Leadership Group for continuing to support our community and make our events possible. It has been a year of significant challenge and I am incredibly grateful for how the team has worked together.

Thanks!

Thanks to everyone who has contributed to our community in the past year by becoming a member, renewing membership, facilitating a session, coming along to an event, volunteering their time and engaging in conversation.

I look forward to the year ahead as our community continues to *connect, share* and *grow*.

Kind regards,



Danielle Jacobson
 President