

# Annual Organisational Development (OD) Awards 2019



Organisational Development Awards

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## Introduction

We are delighted to commence the process for the Institute for Organisational Development Annual OD Awards 2019, where we look forward to welcoming our Members to join us for dinner and entertainment to celebrate 'world class' Organisational Development within the Institute for Organisational Development Membership community and beyond.

The Institute for Organisational Development Annual OD Awards are about celebrating the value that great OD can have across the organisational system, and to equally provide an opportunity for the best in the OD profession to recognise the fantastic work being done by others. One of our values is about being rewarded and recognised for the contributions that we make to the success of the business and for the contributions that we make to the success of ourselves.

Thank you and good luck with your nomination.

Donna Smithson

Membership Services – Director





## Awarding process

The Annual OD Awards is judged by an Awarding Panel including representatives from the Institute for Organisational Development Advisory Group.

Those successfully nominated for an Award will be made aware prior to the Annual OD Awards taking place and will be invited to attend the Evening, when the winners and runners up will be announced.

The Annual OD Awards Evening will take place in March 2019 following the Institute for OD Member Conference on the same day. Further details to follow.

## Award eligibility

All individuals employed within organisations who are Strategic Members of the Institute for Organisational Development can be nominated in any of the Award categories, subject to meeting the specified awarding criteria.

All Founding Individual Members of the Institute for Organisational Development who have selected 'Practitioner' status for their first year of Individual Membership can be nominated for the **OD Practitioner of the Year Award**, subject to meeting the specified awarding criteria.

The **OD Programme Alumni of the Year Award** is open to any person who has been on a Development Programme with the Institute for Organisational Development and meets the specified awarding criteria, whether they are in any form of Membership with the Institute or not.

The **OD Publication of the Year Award** is open to all applicants, inside and outside of the Institute for Organisational Development Membership Community, subject to meeting the specified awarding criteria.



## Nomination guidelines

- An individual can submit up to **one nomination** for each awarding category.
- Nominations for an Award can be **submitted by any person** for an individual, team, project or publication that meets the awarding criteria for that Award.
- All nominations must be received by **5pm on Friday 11<sup>th</sup> January 2019** and any received after this time will not be accepted.



When submitting a nomination for any of the Award categories, please provide strong practical evidence for statements made, as this will support in contextualising the nomination submitted.

Please bear in mind that the Awarding Panel will be looking at the impact and outcomes that these individuals, teams, projects and publications have enabled.

To further support your thinking in your submission, the Institute for Organisational Development defines Organisational Development (OD) as;

“A **systemic**, structured and **collaborative** approach to **diagnosing** and **sustaining** the **performance, health and well-being** of an organisation.”

Please read the following awarding criteria for each category and ensure to complete the associated nomination form. If you have any questions about the nomination process, please contact [donna.smithson@instituteofod.org.uk](mailto:donna.smithson@instituteofod.org.uk) or call 0845 4303 021.

## Award categories and awarding criteria

The Awarding Panel will review submitted nominations and select a winner and runner up across the following Award categories:

- **OD Practitioner of the Year**
- **OD Team of the Year**
- **OD Project of the Year**
- **OD Publication of the Year**
- **OD Programme Alumni of the Year**

There will also be the presentation of an **Outstanding Contribution to OD Award**. The winner will be chosen by the Institute for Organisational Development Team and Awarding Panel.





## OD Practitioner of the Year

A person who, over the last year, has intervened in an organisational system and in doing so has provoked and brought about positive, systemic and sustainable difference.

### Awarding criteria:

- This Award is open to employees within Strategic Members of the Institute for Organisational Development and Founding Individual Members of the Institute for Organisational Development who have selected 'Practitioner' status for their first year of Individual Membership.
- This person used the 'diagnostic' and 'dialogic' elements of Organisational Development to understand the reality within an organisation. They used this knowledge to inform their approach and enable the organisation to move towards where it needs to be.
- This person worked in a systemic way, connecting different areas of the system together (including the areas of strategy, structure, process, people and culture).
- This person is mobilised and engaged across an organisational system at both a strategic and operational level.
- This person embodies, and role models the difference required in the organisation in all interactions.
- This person works with authenticity and congruence and have provoked and enabled sustainable improvement within an organisation.





## OD Team of the Year

A team of individuals who, over the last year, have enabled and delivered positive, systemic and sustainable difference to an organisation.

### Awarding criteria:

- This Award is open to teams within organisations who are Strategic Members of the Institute for Organisational Development. This team may or may not have Organisational Development in their title.
- This team worked in a systemic way, connecting different areas of the system together (including the areas of strategy, structure, process, people and culture).
- This team used the 'diagnostic' and 'dialogic' elements of Organisational Development to understand the reality within an organisation. They used this knowledge to enable the organisation to move towards where it needs to be.
- This team is mobilised and engaged across an organisational system at both a strategic and operational level.
- The way this team interacts in an organisational system is linked-up, congruent and they individually and collectively model the difference required in the organisation in all interactions.
- There has been a demonstrable impact because of this team's existence, interaction and intervention.
- This team positively model working collaboratively and connectedly in a team through, not only how they interact with others but how they interact with each other.





## OD Project of the Year

A project that, over the last year, has significantly and positively shifted the way individuals, organisations or systems function.

### Awarding criteria:

- This Award is open to individuals, teams or organisation who are part of Strategic Members of the Institute for Organisational Development. It is also open to groups of individuals or organisations where at least one of the organisations involved is a Strategic Member of the Institute for Organisational Development.
- This project has moved a situation, system or organisation(s) from an underperforming, transactional or disjointed position, towards a place of connectivity, collaboration and success.
- An informal or formally commissioned project, that has addressed a need, considered readiness, capacity and capability and strategically and/or operationally delivered a required shift.
- This may be a project carried out directly in line with, or away from, an organisation's OD Plan.
- This could include individuals or organisations who have worked internally or across boundaries and to enable systemic development and shift. This may be within a large complex organisation or between (multiple) organisations to enable positive impact locally, nationally or socially and enabled the provision of more beneficial or connected services.





## OD Publication of the Year

A publication that has provoked and influenced the field of Organisational Development over the last year.

### Awarding criteria:

- This Award is open to any person, inside or outside of the Institute for Organisational Development Membership Community and the publication can be an individually or a jointly created.
- This publication could take the form of an article, blog, video, podcast or another medium of expression and engagement.
- This publication has been created in a way which considers an Organisational Development approach or theme and is a strong piece of material or reference for organisations and individuals to use.
- This publication has been used as a tool to enable understanding or support in bringing about a behavioural and organisational shift during the year.





## OD Programme Alumni of the Year

An individual who has experienced a Development Programme with the Institute for Organisational Development over the last year who has translated this development authentically for the benefit of their performance, and the interaction they have with organisational systems and individuals.

### Awarding criteria:

- This category is open to any individual who has experienced a Development Programme with the Institute for Organisational Development in the last 12 months.
- This development has had a significant impact on their performance, organisational outputs and/or those they interact with. There has been a notable shift and impact.
- This person uses their development congruently, consistently and are continuously challenging themselves and working with their development.
- This person may have influenced and/or contributed towards increasing choice in mindsets and behaviours at an individual, team or organisational level as a result of their own development.







## **Institute for Organisational Development**

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