

OD-ICD SIG – Second Meeting – July 8, 2010
Notes on SIG Mission, Definitions, Interests and Themes

I. SIG Mission Discussion

SIG Mission:

- ▶ The OD-ICD SIG provides a forum for attendees to learn about and discuss:
 - ▶ the challenges and imperatives in international and community development,
 - ▶ how OD can increasingly play a role in building sustainable organizations and improving outcomes for the world’s developing countries and communities, and
 - ▶ how development practices and lessons learned can inform and shape the field of OD.

II. SIG Definitions Discussion

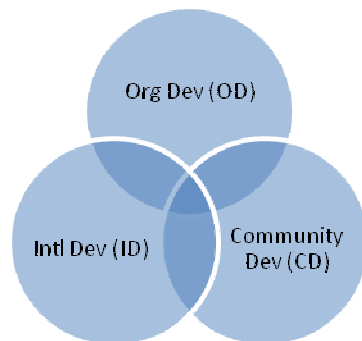
- ▶ **Organization Development** is a dynamic values-based approach to systems change in organizations and communities; it strives to build the capacity to achieve and sustain a new desired state that benefits the organization or community and the world around them. (OD Network)
- ▶ **International Development** is the work of agencies and institutions to advance **Human Development** -- the process of expanding the freedom of individuals to pursue the kind of lives they value. (e.g. UNDP, Amartya Sen)
- ▶ **Community Development** is a holistic, integrated, and interactive process engaging community members in defining issues, goals, and plans; taking ownership of the community; building on what works; mobilizing sustainable resources; and collaborating to realize goals, building social capital in the process (various sources).

Suggestions:

- ▶ Make it explicit that practitioners need cultural competency; it is implicit in the definitions.
- ▶ Add “ability and means” to the statement that human development means “expanding the freedom (and ability and means) to pursue the kind of lives they value.
- ▶ Include environmental development as well as human development.

III. Exercise Exploring the Scope of Our SIG

Together we explored the scope by physically standing in the Venn Diagram to indicate which disciplines we were part of.



Takeaways from this exercise included:

Scope of SIG: If the Venn Diagram is interpreted as sectors, then sectors (such as corporations) are missing; if the Venn Diagram is seen as three overlapping disciplines indicating the scope of the OD/ICD SIG, it becomes a useful organizing tool for the SIG, as the disciplines can include any/all sectors. For some participants, the Venn Diagram was confusing, as the three disciplines do not seem not as separate or distinct as shown in the Venn Diagram; they are more like layers or dimensions of work. There was desire for the Venn Diagram to be more holistic to accommodate more perspectives and mental models of diverse stakeholders; perspectives are relative depending on where one stands in the Diagram. There was a desire among some participants to expand their work/competence from one or two areas in the Venn Diagram into other area(s) to integrate additional discipline(s).

Sophistication, Action, and Delivery: There was a desire to develop more sophisticated OD practices and to move beyond principles to actions and the ability to deliver.

Diversity in Overarching Themes for SIG: For some International Development was an overarching framework; for others, Organization Development was an overarching framework. A common theme among all three disciplines is Development; and the question “what is development” is an overarching question.

Relationships/Cultural Competency: Relationships and cultural competency are critically important in these disciplines and as topics for the SIG. The Paris Declaration (2005) and related Accra Agenda (2008), two international agreements on increasing the effectiveness of aid, are valuable indicators of relationship issues in international development. (For more on the Paris Declaration and Accra Agenda, see: http://www.oecd.org/document/18/0,3343,en_2649_3236398_35401554_1_1_1_1,00&&en-USS_01DBC.html)

IV. Themes – Brainstorm/Open Space/Report Out

1. Sustainability
2. Multi-Culturalism/“Inter-culturality”/Identity
3. Partnerships
4. Complexity Science/Knowledge Management
5. Power and Empowerment