24th IODA World Conference in India 2009
Hyderabad, August 19-22

Fusion of Eastern and Western Principles - Creating Sustainable Development through OD

www.iodaindia.org

Hyderabad, Aug 22, 2009: It’s done! IODA 2009 was presented under an Asian stamp! Conference Chair Mohanakrishnan, Founder President of the Asian OD Network, and Ms. Vinaya Shetty, President of Vin Consulting, are happy but exhausted. On behalf of the IODA community IODA President is thanking for another remarkable conference!”

For those who have been at the conference, for those who couldn’t come or were not convinced yet I have designed a picture album about IODA 2009. Have fun!
IODA 2009 in pictures

August 16-19

Before the conference starts… IODA EC meeting!

These colleagues do their best to serve IODA member’s needs
From left: Ulla Nagel (President), François Breuer (Conference Coordinator), Michelle de Bruyn (Young Colleagues Coordinator), Alette Vonk (Communication Coordinator), Barbara Pelkmann (Membership Coordinator), Bill Kraus (Treasurer), Noble Kumawu (Last Conference Chair), Glenda Hutchinson (Conference Chair 2012), Silke Haebold (IODA Assistant), Susan O’Leary (Financial Manager), Mohan Krishnan (2009 Conference Chair – see picture above)

August 19

Pre-Conference Workshop with Ann Clancy on Appreciative Coaching

Ann Clancy explains what appreciative coaching means
Applying the Coaching Technique: Helmuth Tschabusching from Vienna and Nirmala G. Purushokthaman from Kuala Lumpur

1st IODA Member Meeting

Who is who?

External Consultants (from left side): Annet de Jong, Holland, Frank Rambaek, Germany, Imre Lovey (Chair OD World Summit 2010 in Budapest, Hungaria), Karen Davis, U.S.A., Alfredo Mazine, Mozambique
Internal consultants coming from 5 continents: (from left side) Susan and Khon Loh, Manymar, consultant from FRED, India, Oliver Kumawu from U.K., Debbie from South Africa, Rhoda Nussbaum from U.S.A.

Conference volunteer from India, Glenda Hutchinson (IODA-Chair 2012 in Melbourne) Australia, Silke Haebold (IODA-Assistant), Germany, Susan, Manymar
Consultants working with NGOs - from the right side: Meeting facilitator Alette Vonk (IODA Communication Coordinator) besides Aleander Haimerl, IODA member, Germany

Members meeting facilitator Barbara Pelkmann (IODA Membership Coordinator), France
Members meeting facilitator Michelle de Bruyn (IODA Young Colleagues Coordinator, South Africa)
Welcome dinner
The Indian way to say welcome
Welcome Christine Wawra and Helmuth Tschabuschnig from Austria and Alex Barber from Israel (from left side to the right).

Dinner at the campus of the Indian Business School
Young colleagues from Manymar and The Philippines

IODA’s Financial Manager Susan O’Leary and her husband Mike from Montana, U.S. talking with scholarship recipient James Sarpong-Kumankomah from Ghana
IODA’s Treasurer Bill Kraus (left), his wife Lynne Yeannakis, Chair of the Richard-Beckhard-Award-Committee (middle), and Gloria Sarku, last year’s Conference-Co-Chair from Ghana.

IODA’s Assistant Silke Haebold from Germany (left) and Ann Clancy, former long term IODA EC member and her daughter Coco from Montana, U.S.
Marion Keil, Germany, Co-Chair of the 16th IODA World Conference in Germany in 2001, and Willie Marrais from South Africa, who is with IODA for the first time.

IODA founding member and Richard-Beckhard-Award-Winner Ury Gluskinov from Israel (right), long term IODA member Yuval Dror (middle) and Keke Quei, Taiwan (left)
Khon Lon from Manymar – she knows how to dance!

Indian participants talk to Ann and Coco Clancy. The man in the middle is Manohar. He took most of the pictures. Thank you so much, Manohar!!
Last year's Conference Chair Noble Kumawu from Ghana and his son Oliver, U.K.

Rod Barnett from Australia, Alex Barber from Israel

Two participants from Asia

John Adams and Rhoda Nussbaum

Hosts: Vinaya Shetty and Mohan’s wife
Alfredo Mazine from Mozambique and Debbie from South Africa

Left side: Current and former IODA presidents Ulla Nagel and Rita Aloni. Right side: Coco and Ann Clancy from Montana, USA
Indian Dancers

International Dancers
August 20

**Official Opening of the 24th IODA World Conference**

The Indian Candle Ceremony

*Opening speech: Conference Chair Dr. Mohan Krishnan
IODA President Dr. Ulla Nagel speaks about IODA
AODN President Dr. Lee Lu speaks about AODN*
Dr. Prasad Kaipa, (Executive Director, CLIC, ISB):
The Indian School of Business - Learning from Indian wisdom

Dr. Uday Pareek (Pioneer of Indian OD):
Evolution of OD in India

Mr. Om Prakash Bhatt (CEO of State Bank of India):
Transformation and growth of State bank of India - a success story about new leadership and belief in people!

The audience listen the opening speeches (from the left side): Rhoda Nussbaum, U.S.A, Bea Kisszoloesi, Hungary, Nirmala G. Purushokthaman, Malaysia, Karen Davis, U.S.A., Debbie, South Africa
Very special closing of the first conference day: A presentation of the Mumbai Dabbawalas.

The Dabbawalas started their business already in 1860. It is a unique service industry whose primary business is collecting the freshly cooked food in lunch boxes from the residences of the office workers (mostly in the suburbs), delivering it to their respective workplaces and returning back the empty boxes by using various modes of transport. Why is this service so important? Mumbai’s suburb trains are hopelessly overcrowded. People sit on the roofs of the trains or hang out of the doors with half of their bodies while riding to their work places. It is impossible for them to carry anything with them. The 5000 Dabbawalas deliver between 09.00 and 12.00 when the trains are emptier. From 12.00 to 16.00 they transport the boxes back home. Dabbawalas are illiterate but deliver high quality. In the Six Sigma assessment their quality was evaluated by 99,99 %. They had only 1 failure in 16 Million deliveries!

The logistic is unique and the motivation of the Dabbawalas is very high. They stay Dabbawala all their life. They own a kind of share. Everybody gets almost the same money. This helps keep a good spirit inside the teams.

Dinner at Novotel
August 21
One day at Infosys,
The IT company Infosys was the first company in India which was listed at the stock exchange.

Every branch of Infosys is different but all are from its best!

Vibrant sharing of the participants
Vinaya welcomes the participants at Infosys.

Audience listening to Mr. Girish Vaida, Director of Infosys’ Leadership Institute: Keynote on “Building Leadership Pipeline at Infosys”
Mr. Girish Vaida is receiving the gifts of honor from IODA member Prof. John Adams, U.S.A.

Dr. Mohan Krishnan is explaining the program of the concurrent sessions.
Willie Marais, independent consultant from South Africa speaks about the “Corporate Lifecycles” in his keynote

Interactive Workshops: Chris Harpelund, Denmark - The Change Management Game
Workshop of Sunita Raut, India: “Multicultural World - Subtraction to Addition”

Key note of Prof. John Adams, U.S.A.: “Sustainable Living and Community Self-Reliance”
Sharing during the workshops

“Learning from Chanakya”, a workshop with Pashmi Trivedi
Workshop of Douglas O’Loughlin: “The 5 Star Model of change”- a coaching procedure helping coachees mastering their change processes more efficiently. Ury Gluskinow from Israel, last year’s Richard-Beckhard-Award-Winner and Ulla Nagel, IODA-President, are enjoying the group work

Picture of the conference participants at the Infosys’ campus
IODA Scholarship recipients: students from India, Ghana, Manymar, U.K. celebrating their friendship
August 22

2nd IODA members’ meeting

Great participation and enthusiasm in the 2nd IODA membership meeting

IODA-EC-members Barbara Pelkmann (Membership Coordinator) and Michelle de Bruyn (Young Colleagues Coordinator), our moderators of the member meetings, listen carefully
Members from Israel, Australia, Holland and Canada

New members from India and Liberia (left side in the picture).
Negotiations IODA with the Asian OD Network (AODN) on a Partnership Agreement

Negotiations between AODN and IODA: Agreement on planning a next common World Conference for 2014 in Japan
Panel discussion about the future trends in the field for sustainable development in India.

Vasanthisrinivasan (IIM-Bangalore), Francois Breuer, The Netherlands and an Indian colleague

John Adams expresses his acknowledgement to Dr. Sujaya Banerjee (Chief Learning Officer, Essar Group), chair of the Panel discussion and Indian HRD award winner 2009
The World Café “Fusion of Eastern and Western Principles – future possibilities”

The café is facilitated by Dr. Prasad Kaipa (India), Douglas O’Loughlin (Thailand) and Mark Pixley (China) - Douglas and Vinaya explaining the rules.

World Café in action
It is very impressive to recognize that all knowledge is already there. Indian culture is rich of ancient wisdom which can be easily transferred into modern leadership strategies as well as into models of change etc.

Many Indian participants use the chance to express their opinions
Concurrent Sessions

The workshop “Impacting the client system” by Jerry Perez de Tangle, The Philippines, moves the participants.

The workshop of Uri Gluskinov and Yuval Dror is very well attended!
Key note of Dr. Sanrupat Misra - “Modern OD deriving inspiration from Indian mythology”

Dr. Misra is Director of Aditya Birla Management, a Corporation Private Limited.

Vinaya Shetty (left) and the wife of Mohan Krishnan (right) are honoring Sreekumar, Senior Consultant at Infosys, the company that hosted the conference for one day.
IODA Awards 2009

The Richard Beckhard Award 2009
The Winner in the category
“Best in furthering the development of IODA” is:
José Campoverde from Lima, Peru

Unfortunately José Campoverde couldn’t be there. The award is accepted by Ury Gluskinov who was the winner last year and could also not attend in that year.

The IODA-Life-Time-Award is granted Prof. Udai Pareek
Francois Breuer (left) and Roland Sullivan, AODN, (right) say words of personal admiration to Dr. Pareek.

**Gala dinner: Thank you to our Indian conference organizing committee 2009**

Big applause for our hosts: The towel with “IODA 2009” stitched in is just the right thing to help get rid of all “blood, sweat and tears” Vinaya and Mohan have suffered from during the last year.
Mohan thanks former IODA President Dr. Rita Aloni for bringing the conference to India.

Mohan and Vinaya acknowledge the conference volunteers.
Thanks to FRED the company which organized the conference. Prof. Krishnakumar Rao, Director Strategy & Control and consultants who works with FRED

Last year’s chair Noble Kumawu from Ghana hands over the quilt. The quilt was made by IODA members on Oct. 31, 1999 in Kanuga, U.S.A. Since this year the patchwork carpet has been wandering around the globe from one host to the next.
See you in Hungary 2010!

The highlight of 2010 is coming closer: OD World Summit, Aug 22-26, Budapest Hungary

Imre and Bea from Budapest presented the unique approach of the international organizing committee of 2010. 60 Consultants from many different organizations work hard to make the 1st OD- World Summit a great success. We are already very excited about!

For IODA it is a special birthday!
We will celebrate our 25th IODA World Conference in Budapest next year.

Visit the website:

www.odworldsummit.org
Gala Night: Have fun, make friends!

Beautiful ladies: Glenda Hutchinson—IODA World Conference Chair 2012, Australia, Annet de Jong, new IODA web site coordinator, The Netherlands, Silke Haebold, IODA Assistant, Germany, and Keke Quei, Taiwan

New Austrian members: Manfred Hoefler from Graz, Christine Warwa and Helmuth Tschabuschnig from Vienna with Ulla Nagel, Germany
Male beauties pose with Ruth B. Myers from Liberia.

Ilan and Rita Aloni

Barbara Pelkmann and Pashmi Trivedi

Noble Kumawu and Frank Rambaek

Mohan's wife & kids as well as Aisha, niece of Vinaya (left)
“Welcome to IODA 2009” … the IODA song opened and closed the event. Thank you, Frank, for keeping this tradition in IODA!

See you all next year in Hungary, Budapest, August 22-26, 2010!

With my best regards,

Ulla Nagel

Past conferences have taken yearly since IODA foundation in 1986.