

OD practice – what is the healing movement we are called to?

Karen Ward



My OD journey to date









Associated

plc

U NOVARTIS

British Foods









LEWIS

& PARTNERS



























unlimited



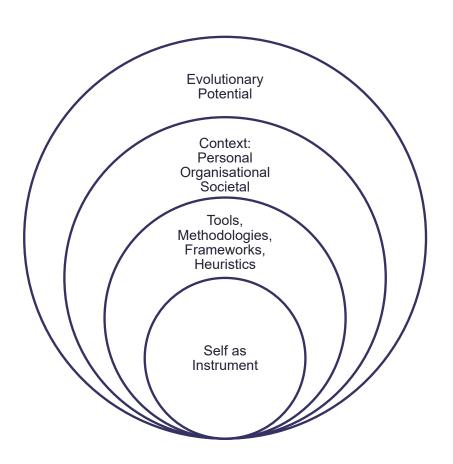
The shadow of purpose





Practitioner stance – my 'theories in use'





What is the purpose of OD in 2025?



Have we become handmaidens to extractive capitalism?



Are we speaking truth to power or merely humouring those who pay our way?



Are we propping up dominant power structures that need to be allowed to collapse?



Or are we hospicing what needs to die and nurturing what needs to be born?



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Where are you adding value?















1st Order

Extractive: Analysis Trends

Project Management

Efficiency focus

KPIs OKRs Ethnocentric Organic evolution

2nd Order

Scenario Planning

Change Management Continuous Improvement Balanced Scorecard Diversity & Inclusion

Clear Design Principles

3rd Order

Strategy as a regenerative process

Embedded OD Operational Agility

Distributed evidence networks

Radical Inclusion

User Centric Design Thinking





Necessary Rebellions

'The world needs your unbelonging,
It needs your disagreements,
your exclusion,
your ache to tear the false constructions down.'

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Any questions?

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