

ISODC Statements of Belief

- **SHARED LEADERSHIP:** We believe that a shared model of leadership where the power of many working together is preferred.
- **EXPERIMENTAL:** We view the ISODC as an OD experiment in which we try to practice OD values.
- **SELF-DIRECTED:** We use self-directed groups to accomplish our work.
- **INNOVATIVE:** We want the ISODC to form and support leading edge OD theory and practice.
- **LARGE SYSTEMS:** We believe that OD technology is applicable on the local, national and international level.
- **BROAD-BASED:** We affirm that our composite knowledge, skill and motivation draw from various fields including psychology, science, sociology, organization behavior, organization development, and other disciplines.
- **PRACTICAL:** We believe that OD is practical and that economic development, productivity, quality, product improvement, reliability and employee morale can all benefit from OD applications.
- **PARTICIPATION:** We acknowledge that each member has insights and information which we encourage them to share with others especially at our conferences and through our publications.
- **FLEXIBILITY:** We value flexibility in the design and implementation of our programs.
- **INTEGRATIVE:** We enter willingly into some degree of uncertainty in our programs.
- **SUPPORT:** We support OD practitioner's sharing and finding support from one another.
- **CROSS-FERTILIZATION:** We believe that OD practitioners need to share and learn from non-OD people.
- **INCLUSIVENESS:** We encourage flexibility so that boundaries stay open and participation is available to all.
- **INTERDEPENDENCE:** We believe no one in the organization is indispensable and we trust in the process to solve future problems and maintain continuity.