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Mapping Critical Issues of ODC as an Academic Discipline

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Academy of Management, Organization Development and Change Division, "Building ODC as an Academic Discipline," 7-8 April 2006.

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Mapping Critical Issues of ODC as an Academic Discipline

Abstract

Results of a structured exercise to identify critical issues and to suggest possible answers to the question "What are the trends in the world that could be affecting OD&C academic programs?"

Comments

Academy of Management, Organization Development and Change Division, "Building ODC as an Academic Discipline," 7-8 April 2006.

↑ ECON, MIL → POL, CULT → ASIAN POWERS
ASIAN WORLD VIEW VALUES

REPLACING
EURO → AMER.
WV → V

↑ PREF. OF SHORT-TERM ACHIEVEMENTS
OVER LONG-TERM GOALS

↑ tendency of fundamentalists to think they have the corner on truth
terrorism
gay marriage

↓ UNION STRENGTH
EXCEPT EP SPORTS
↑ tension betw populism & democracy
↑ emerging democracies + mkt economies

↑ worldwide increase in working hours
struggling w/ balance (family/work)

↑ disconnect betw OD values + practices
↑ values disconnected from business

education as equalizer
multi-cult/gen workplaces

↑ individuality awareness

how long employment lasts
living longer

↑ firehose of stimulation
overwhelmed w/ stimulation
↑ project based
↑ concept based
↑ outsourced implement

↑ strategic alliances

↑ changes in work contract
↑ different jobs available
rapid promotion
work @ home

ODC ACADEMIC PROGRAMS DISCIPLINE

↑ standardized assessments for accountability

↑ disparity of wealth w/ + among countries
vs service oriented economy collapses ↓ value

↑ org. change + idex influenced by nat. disasters
shifting natural systems

fix public schooling
use ODC to help public school

↓ downsized people in ODC roles

↑ global integration
↑ local differentiation → top level functions by everyone

Population growth 6B → 10B ↑
2050
running out of oil, oxygen, H₂O ↑

Organizations struggling with speed and complexity

Consumers of OD demanding faster sooner cheaper

↑ complex technologies
↑ pkgd solutions incl. change mgmt elements...
↑ student demand for pkgs.

↑ new technologies
↑ paradox - speed more
↓ systems less effective

↑ avail. data + info. requiring ↑ ability to process into knowledge

↑ valuing personality / image vs. character