



IODA PRESIDENTIAL ELECTIONS 2016!

Dear Colleagues,

May I first of all thank you for believing in **IODA** and remaining a Member in good standing. I thank you all for the honour of nominating me as a potential President of our dear organisation, **IODA**. It is indeed very humbling and puts our organisation across as truly international and diverse!

I envision an **IODA** world where all members hold the power to co-create opportunity for themselves and others. My vision is nothing less than realizing the full potential of **IODA** — giving universal access to full participation, research and education, and to drive a new era of collaboration and development.

I first made my entry into **IODA** by supporting my faculty colleagues to usher in both Anglo and Francophone Organisation Development (OD) students to the 1998 **IODA** Conference in Nairobi, Kenya. I have since remained an active member of **IODA** and supported the organisation by serving in different capacities including but not limited to the following:

- Executive Committee Board Member (2007-2009);
- Chaired and successfully organised the 2008 **IODA** Conference in Accra, Ghana;
- Attended and presented Papers at most of the annual **IODA** Conferences.
- Chairperson for the Richard Beckhard Award (RBA) Committee (2011-to-date);
- Ambassador of **IODA** (2015-to-date).

I was honoured as the Richard Beckhard Award winner for outstanding contribution to the field of OD (2010) and I co-authored an OD text book, “Global OD: A Model for Africa and the World” (2007).

I am currently the President of the Organisation Development Institute (ODI), Ghana, offering tertiary level training in OD. I introduced OD to Africa in 1996 and went into partnership with the University of Cape Coast (2003) under the name Organisation Capacity Improvement Consultants (OCIC) to train OD Practitioners at Post-graduate, Master and Doctorate degree levels. OCIC, which has churned out over 500 OD Practitioners (of diverse nationalities) has transformed to become the ODI having gained full accreditation. I believe that this responsibility is in line with the purpose of **IODA**, which exists to build a global community of OD professionals who are to unleash human potential in organisations and communities. I am already championing this cause and a living example of **IODA**'s purpose.



Given the opportunity to serve as President of **IODA**, I will forge on to build on the good works begun by my predecessors and current leadership team whilst contributing my quota to the values and strategic directions for which **IODA** stands. The formation of strong building blocks for the organisation with the introduction of an Executive Committee / Board / Leadership Structure and Advisory Board made up of Ex-Presidents and Ex-VPs of **IODA** will be a formidable and rich source of organisational memory from which I will tap.

Whatever we can do or dream about, we must begin, thus, the recent institutionalisation of the Circle of Global Ambassadors needs nurturing to show presence, effectiveness and contribution to a vibrant and membership-friendly existence on all the continents. This will render **IODA** truly 'globally-present'.

All around us, the world is changing fast and for us to continue to thrive as a global and leading OD Organisation, we must look ahead and understand the trends and forces that will shape our very existence. This we must do together. The future belongs to those who see possibilities

become obvious. lot of work in co- and powerful Community, but it President, I will enhance the effectiveness of the ongoing organising world-



Noble conferring with Peter on IODA's future

before they We have done a creating a vibrant Global OD is far from over. As continue to growth and IODA and support concept of wide OD Summits

(Hungary- 2010 and Portland- 2015). I will pursue ongoing discussions begun by my Predecessors with the International Society for Organisational Development and Change (ISODC) to establish some form of collaboration and strengthen the ISODC- IODA relations.

Our Roadmap starts with our very Purpose and together, we can transform IODA and shape the future by preserving our heritage, discovering



Cultivating relationships and Our Global Network – with Edgar Schein

new knowledge, and sharing our resources with the world communities. We must inspire people throughout the world with our professional calling, open their minds, accept and include people with diverse cultures and thereby anyone who is even perceived as different. I strongly believe that currently we have the opportunity to attain an excellent organisation for all to enjoy membership in all its fullness.

I have served and pledge to continue serving the vision and purpose of IODA. I will build on the hard work undertaken by Predecessors and leave a legacy that all members can be proud of as having co-authored and built together. I will devote time to leading IODA, create opportunity and consulting services now and for future generations, and, implement sustainable programs to improve access to worldwide participation using social media.



Offering space and co-creating Opportunities – with Japanese fraternity

As you decide to vote me as President, please do remember that I truly stand for **IODA**, which is commitment to **I**ntegrity, **O**rganisation, **D**iversity and **A**ccountability:

- ✚ **Integrity** : Be real. I will inspire creativity, passion, optimism and fun in all we do (the 'IODA experience'). We are International. Maximize long-term benefits to members while being mindful of our overall mission.
- ✚ **Organisation**: Foster collaboration, ensure quality so what we do, we do well. Nurture a willing network of members who together create mutual, enduring and a highly effective, fast-moving organization.
- ✚ **Diversity**: All-inclusive as an organisation. Each member counts. Will support local initiatives and support sustainable communities.
- ✚ **Accountability**: If it is to be, it's up to me- which means committed in heart and mind. The courage to shape a better future, anticipate and satisfy members' needs.

To sum up, I present myself to serve and promote **IODA** and its values globally, ensuring that I facilitate the attraction of new Members and give them opportunity to remain active. I will forge strong bonds with previous presidents as I build on their rich legacy and continue to explore with the present team more effective ways to adapt **IODA's** organisational structure to the dynamics of the day. This will ensure effectiveness in achieving our reasons for existence.

Dear Member, I count on your vote and continued support through active participation all year round! Long live the OD profession! Long live **IODA**! Thank you for your time!

Noble Kumawu,
April, 2016





FOUNDATION FOR RESEARCH, EDUCATION & DEVELOPMENT

ENDORESEMENT BY DR R. MOHANAKRISHNAN

04.04.2016

The Election Committee – 2016

International Organization Development Association (IODA)

Sub: Recommendation Letter for Mr. Noble Kumawu, Ghana, for Presidential Election

I strongly and highly recommend Mr. Noble Kumawu, President, Organisation Development (OD) Institute, Accra, Ghana for the upcoming 2016 presidential elections in IODA. I have known Mr. Noble Kumawu since 2006 when we met at the Netherlands Conference and have admired his contributions to IODA which I find immense through the following responsibilities at various periods of time since his joining IODA from 1998 onwards:

- Chaired successful IODA Conference in Ghana in 2008 which I personally witnessed;
- Wrote an OD text book: Global OD : A Model for Africa and the World (Kumawu and Kraus, 2007) - perhaps the only OD text book to have come from the continent of Africa to-date;
- Won the Richard Beckhard Award in 2010;
- Became the RBA Committee chair from 2011 to date.

These are just a few of the contributions he has made to not only the field of OD but also to IODA and I recommend him for the post of President of IODA for the period 2016 -2019. I admire his passion for OD and have no doubt that he will contribute immensely again to IODA's vision and mission.

Mr. Kumawu, best wishes for a successful election for this year as president of IODA.

Sincerely,

(Dr R Mohanakrishnan)

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CHAIRMAN, IODA CONFERENCE ORGANISING COMMITTEE 2016, (INDIA)

ENDORSEMENT OF NOBLE FOR PRESIDENT OF IODA

BY

PERLA RIZALINA M. TAYKO AND BILL KRAUS

Noble needs no introduction to the IODA community as he is an old face.

Noble's leadership, commitment and effectiveness to make IODA encompassing, international (global) with a distinctive perspective from the continent of Africa, we believe would be a chance moment of time to demonstrate African leadership in the IODA Presidency.

Noble would bring an African perspective to IODA. He would also bring a world perspective as Dr. Kraus' experience with him could attest that he is familiar with all parts of the world and sees value in bringing those parts forward. Noble has a strong sense of humour and experience and is able to work across cultures. He is a willing pair of hands at most conferences, offering advice or helping to get it done. He loves collaborating and has made possible joint facilitation of assignments and projects in Ghana with colleague practitioners from across the globe.

Noble knows a lot about OD. He has written a book about global OD with Dr. Kraus and uses this as a text for the OD program in Ghana. Noble is a hard worker. He is able and willing to work long hours for something he has committed to. His word is always good. If he says something he stands committed to it. He is often outspoken in that he says exactly what he believes. He does not "beat around the bush" or give false hope.

His experience with IODA started when he joined IODA in 1998 and he has been active ever since then.

He has attended most of the IODA Conferences.

- presented a paper at most of the IODA Conferences he attended
- was EC member 2007-2009
- chaired one of the most successful IODA Conferences (2008).
- was given the Richard Beckhard Award in 2010 in Budapest, Hungary
- became the RBA Committee Chair in 2011-to-date
- was appointed one of the Ambassadors of IODA in 2015

In the light of the above indicators of involvement, leadership and commitment, Noble would no doubt bring in a dimension of experience that would broaden and enrich the reach of IODA's influence in the world.

We endorse him unreservedly.

Perla R. M. Tayko & Bill Kraus

Introduction & Profile of Noble Kumawu - Candidate for President of IODA



- President of Organisation Development Institute, Ghana (www.ODInstitute.edu.gh)
- Chairperson of Richard Beckhard Award Committee (www.iodanet.org)
- E-mail: Nobleocic@yahoo.co.uk
- Mobile: + 233243139977 (Ghana); +447722199610 (UK).

Introduction

Noble is a Psychologist with a post-graduate specialization as an Organization Development [OD] Consultant. He divides his time between Africa and Europe, undertaking relevant Facilitation, Organizational Development (OD) & Management Development Consultancy, Training and Research assignments or strengthening the capacity of local consultants to do so. The latter of Noble's OD career trajectory has culminated into the establishment of the only institutionalised accredited organisation development consultancy skills training institution in the West-African sub-region, called the **Organisation Development (OD) Institute** (www.ODInstitute.edu.gh) which he heads as the President.

Noble and OD Experience

Noble has invested the last thirty years of his life in Organisation Development Consultancy, Training and Research. He was the Coordinator of the Organisation Capacity Improvement Consultants (OCIC) and the University of Cape Coast (UCC), Partnership, Ghana (2003-2014) a period during which the only institutionalised accredited OD Practitioner training programme in Africa started. It is the OCIC-UCC Partnership which transformed to become the OD Institute.

He has undertaken various short and long-term consultancy, research and/or training assignments for the UN (i.e. Ethiopia, Tanzania, Ghana and Geneva), USAID (i.e. Ghana), DFID (i.e. United Kingdom, Nigeria and Ghana), GTZ (Tanzania, Ghana and Germany), EZE (Tanzania, Ghana and Germany), World Bank (Ghana), SNV, (i.e. The Hague, Clusters East, South and West Africa, Ghana, Zambia, Ethiopia, Uganda, Zimbabwe and Cameroon), African Union Commission (Ethiopia).

Noble also assisted with various public sector reform programmes including the "Compulsory Competitive Tendering" (CCT) policy implementation of the United Kingdom Government, the National Institutional Renewal Programme (NIRP) of Ghana and the Federal Civil Service Commission of Ethiopia, Conflict Resolution and Team Building interventions for several top leaderships. Noble was also the Coordinator for the United Kingdom's Bury Metropolitan Authority's collaboration programme by the Social Services-Health Education-District Health Services and a non-governmental organisation.

Although he lived in the UK for over 30 years, Noble is a Ghanaian by birth. He divides his time between Africa and Europe where he, among other programmes, trained and has

been practicing his Facilitation, Organisation and Management Development Consulting skills.

Richard Beckhard Award (RBA)

Noble received the RBA Award at the World OD Summit, Budapest, Hungary (August 2010) for his outstanding contribution to the field of Organisation Development (OD).

Education and Special Courses

Noble undertook most of his tertiary education mainly in the United Kingdom, United States of America, Sweden and Ghana and holds such qualifications as:

- ◆ International Organisation Systems Development, Gestalt Institute of Cleveland, Ohio, USA
- ◆ The Art and Practice of Leadership Development, Harvard University, Boston, Massachusetts, USA
- ◆ Organization Development (Advanced) & Management Development Consultancy Skills Training, Sweden & United Kingdom, respectively.
- ◆ Further and Adult Education Teacher's Certificate, Salford College of Technology, Salford, (Nr. Manchester), UK
- ◆ MSc. Occupational Psychology, University of London, United Kingdom
- ◆ BSc. (Hons) Psychology, University of East London, United Kingdom

Areas of Specialisation:

Noble's consulting, facilitation, training and research activities date back to 1986. Over these years, he had strengthened his professional skills in such areas as:

- Strategic Planning
- Dynamic Teambuilding
- Management and Leadership Development
- Training of (OD) Consultants/Trainers/Facilitators
- Organisation Development Consultancy

Social Responsibility:

Noble had served as a Board member of PCI Media Impact, USA where regular meetings were held either as face-to-face meeting, teleconferencing or via other social media. His International Society for Organisational Development and Change (ISODC) Board membership is a strong advantage to achieving closure on the on-going discussions started by previous IODA presidents to start some form of collaboration with IODA, if elected to the presidency.

Summary of Leadership Experience

1986-1994	Chief Executive, Bury Management & Training Consultants, United Kingdom
1994-2014	Chief Executive, Organisation Capacity Improvement Consultants (OCIC), United Kingdom and Africa
2014-to-date:	President, Organisation Development Institute, Ghana

Personal details:

Noble is married with children
Plays table tennis, volley ball and scrabble
Shares his time between Africa and Europe