

To the IODA Community,

I am honored to offer my wholehearted support of Claudia Raffo for the position of General Vice President of IODA.

I first met Claudia at the IODA World Summit in Portland back in 2015. It was the first IODA Summit for both of us, and I believe it is fair to say that our first encounter with IODA had a profound impact on each of us. There is something special about discovering a community where people from around the world come together around a shared belief in people, organizations, learning, and change. For Claudia and me, IODA became much more than simply a professional association.

Over the years, I have come to know Claudia as a valued colleague and, more importantly, as a dear friend within the IODA community. I have always found her to be insightful, caring, thoughtful, and deeply attuned to people. She has a natural ability to listen—not simply to what is being said, but to what may be happening beneath the surface.

That quality is also reflected in her work. For more than 20 years, Claudia has worked with leaders, executive teams, and organizations navigating growth, change, and transformation. She brings a systemic perspective to her work and understands that organizational challenges are rarely as simple as they first appear. She recognizes the importance of relationships, conversations, assumptions, and the ways different parts of an organization influence one another.

Claudia also brings something particularly important to IODA: a genuine understanding of what it means to work across cultures. Her work has taken her around the world, and she has demonstrated a strong capacity to understand and navigate the complexities of being an international OD practitioner. In an organization such as IODA, where our diversity of cultures, experiences, and perspectives is one of our greatest strengths as well as a unique challenge, I believe this is an especially valuable quality.

I believe we are at a critical moment in IODA's history. In my view, we are at a crossroads. We face important questions about our future, our relevance, and our ability to grow and thrive in a rapidly changing world. I believe we must be honest about these challenges. At the same time, we must not lose sight of the things that have made IODA special: our values, our relationships, our international community, and our belief in the potential of people and organizations.

This is why I believe Claudia is the right person for this moment.

She has the skills, experience, and passion to help IODA move forward into an uncertain and challenging future. At the same time, she genuinely understands and embraces what IODA is at its core. She has the ability to challenge existing ways of thinking without losing sight of the human system involved. She can see multiple perspectives, engage difficult conversations openly and fairly, and remain level-headed when navigating complexity and conflict.

These are not just qualities I have observed in Claudia's professional work. They are qualities I have experienced in knowing her.

IODA needs leaders who can help us see what we may be missing, ask the questions that need to be asked, and challenge us to think differently about what is possible. We need leaders who can help us navigate change while remaining connected to the values and relationships that have brought us together in the first place.

I believe Claudia Raffo can provide that kind of leadership.

For me, this endorsement is not simply about supporting a qualified candidate for an executive position. It is about supporting someone whom I believe cares deeply about people, understands the complexity of organizations and change, and genuinely values the international community that makes IODA unique.

I wholeheartedly and enthusiastically support Claudia Raffo for General Vice President of the International Organization Development Association.

Sincerely,

Dr. Jim Maddox

International Organization Development Association
Letter of Support for Claudia Raffo – Candidate for General Vice President

I am pleased to offer my full support for Claudia Raffo as she seeks the position of General Vice President of IODA. I first met Claudia in early 2000 in Chile, and from that very first encounter I recognized in her the rare combination of vision, discipline, and servant-leadership that marks truly impactful leaders. Over the past two decades I have watched her grow professionally while remaining consistent in character, collaboration, and commitment to excellence. Having read her motivation letter for the GVP role dated September 2026, I am even more convinced that she understands both the strategic priorities of IODA and the practical work required to advance them.

Claudia has the capacity to perform this role with distinction. She brings proven experience in leading teams, building consensus across diverse stakeholders, and driving initiatives from concept to measurable outcomes. Her background reflects not only strong professional and academic grounding, but also the organizational skills needed to support the President, coordinate Board activities, and represent IODA with integrity on the global stage. What stands out most is her ability to listen, unite people around a common purpose, and follow through — qualities I have seen in her since Chile and that are clearly reflected in her stated goals for IODA's growth, member engagement, and innovation.

IODA needs leaders who can honor our heritage while positioning the Association for the future. I have no doubt that Claudia is that leader. She has my highest recommendation for General Vice President. I am confident she will serve with wisdom, energy, and a deep commitment to our members worldwide. Please feel free to contact me if you require any further information.

Sincerely,

Ben Arikpo

Former VP IODA

Lagos, Nigeria. September 6, 2026