

Letter of Support for Timea Rozsa

International Organization Development Association

Dear Members of the IODA Community,

I am pleased to write this letter in enthusiastic support of Timea Rozsa and her interest in serving on the Leadership Executive Committee of the International Organization Development Association (IODA).

I have known Timea for several years and have come to think of her not only as a highly respected professional colleague, but also as a dear IODA friend. Through my interactions with her, I have had the opportunity to see firsthand both her professional expertise and the personal qualities that I believe would make her an exceptional addition to IODA's leadership.

Professionally, Timea is a consultant, coach, and previous managing partner at ICG Integrated Consulting Group in Budapest, Hungary. Her work reflects a deep commitment to fostering sustainable development, building trust, and helping organizations create environments in which people and teams can thrive. She brings valuable experience in organizational development, process innovation, and team collaboration, and she understands the complex and often very human nature of organizational change.

Timea would bring to IODA both wisdom and practical insight regarding the creation of organizational cultures where people can innovate, collaborate, learn, and work together effectively. Her experience as a consultant and coach would provide an important practitioner perspective to the Executive Committee. She understands that meaningful change is not simply about implementing new strategies or structures; it is about engaging people, building relationships, developing trust, and creating the conditions in which individuals and organizations can grow.

I believe IODA would benefit greatly from her professional knowledge and expertise. At a time when organizations around the world are navigating unprecedented technological, social, economic, and cultural change, Timea's perspective on sustainable development, innovation, collaboration, and trust would be particularly valuable.

While her professional background makes her an excellent fit for a leadership position within IODA, I believe her personal qualities may be even more important. Timea genuinely cares about people. She is an excellent communicator, a thoughtful listener, and highly collaborative in her interactions with others. She can bring people together and create meaningful connections across differences in culture, experience, and perspective.

Timea also brings a warmth and positive energy that makes people feel welcome and valued. She is approachable, friendly, and authentic. Her smile and enthusiasm are infectious, but they are also accompanied by wisdom, thoughtfulness, and a sincere desire to contribute. These qualities are especially important in an international organization such as IODA, where relationships, collaboration, and a shared sense of community are central to who we are.

IODA is an organization with a rich history and a unique culture. As we continue to evolve, we need leaders who can honor and appreciate the traditions, values, and relationships that have made IODA special while also helping us imagine what the organization can become in the future. I believe Timea is particularly well suited for this role.

She brings an important combination of energy, fresh perspectives, and professional experience. She has the ability to appreciate and respect the historical roots of our association while also

embracing innovation, new ideas, and new possibilities. I believe she can help IODA navigate change in ways that strengthen rather than diminish our sense of community.

Timea would bring to the Executive Committee a collaborative spirit, an international perspective, and a genuine commitment to helping IODA continue to grow and thrive. She understands the importance of meaningful relationships, but she also recognizes the need for organizations to adapt, innovate, and remain relevant in a rapidly changing world.

For all these reasons, I wholeheartedly and enthusiastically support Timea Rozsa for a position on the IODA Leadership Executive Committee. I am confident that she would bring wisdom, energy, compassion, professionalism, and a strong commitment to collaboration to this important leadership role. I believe she is exactly the kind of leader IODA needs as we continue to navigate change, embrace new opportunities, strengthen our global community, and build upon the remarkable foundation created by those who have come before us.

I offer Timea my strongest possible endorsement and hope that she will have the opportunity to serve IODA in this important capacity.

Sincerely,

Dr. Jim Maddox

Reference for Tímea – VP Affiliations & Partnerships

I am very pleased to support Tímea's nomination for the position of IODA Vice President of Affiliations & Partnerships.

Tímea is a familiar and active member of the IODA community. She has been a regular participant and presenter at IODA conferences. I remember attending the sessions she and her colleague facilitated at the Mexico conference where we had the opportunity to see the quality of her work first-hand. She brings warmth, curiosity and a strong professional grounding in Organisation Development, together with a genuine interest in people from different countries, cultures, and backgrounds.

The Affiliations & Partnerships portfolio is fundamentally about building relationships, strengthening connections with other OD associations and professional bodies, developing new partnerships and networks, and helping IODA extend its reach internationally

Tímea is someone who naturally builds connections and I believe this makes her particularly well suited to the Affiliations & Partnerships role.

Her professional work involves working across organisational boundaries, with leaders and teams at different levels, and across both private and public sector organisations. She has also demonstrated her commitment to the wider OD profession through seven years as a Board member and Co-Chair of the Hungarian OD Society.

Having served in leadership within her own national OD association, Tímea understands that a position such as this is not simply an honorary role. It requires contribution, collaboration and service. Tímea has shown a willingness to contribute to her associations and voluntary organisations rather than simply belonging to them.

Her practice encompasses organisation and team development, leadership development, change management, cooperation and process development, complemented by her understanding of systems psychodynamics.

Alongside her consulting work, she has also maintained a long-standing relationship with Corvinus University of Budapest, where she contributes as a guest lecturer and works as an OD team consultant and mentor to Master's students undertaking real OD projects. She is a member of the International Society for the Psychoanalytic Study of Organizations and has contributed pro bono as an adviser and volunteer with the Roots and Wings Foundation.

Her interests are broad and contemporary, extending into sustainability, systems thinking and the connections between organisations and the wider natural environment. At the same time, the central thread through her work remains very recognisably OD: helping people and organisations develop cultures of trust, openness and effective collaboration.

I believe Tímea would bring considerable value to the IODA Executive Committee and would represent IODA very well in building relationships with our existing and potential partners around the world. Most importantly, I believe she would approach the position with a genuine commitment to serving IODA and strengthening the international OD community that sits at its heart.

I recommend her for the role of Vice President, Affiliations & Partnerships.

Roderick Barnett