



# THE EVOLUTION OF ORGANIZATION DESIGN:

*Connected, Adaptive & Human-Centered*

# 2025 Conference Encore Session

May 22, 2025





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## Agenda

### Review & Highlights (30 min)

- Quick survey feedback
- Macro themes
- Storyboard overview
- Landscape of OD: *Connect, Reflect, Discover* Report Out (video)
  - (Insert link)

### Reflection & Connection (20 min)

### Resource Finder (5 min)



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## Overall Conference Sentiment:

### ☀️ **Overwhelmingly Positive:**

- 99% felt we struck the right balance of content, discussion, and networking
- 8.8/10 likelihood to recommend conference to others



### **Content & Learning:**

- 85% took away practical, applicable insights
- Sessions praised as **informative, real-world, and action-oriented**
- "Exceptional relevant content"



### **Networking & Community:**

- 96% valued networking as a key reason to attend
- Strong appreciation for both **structured and organic** connection moments
- "Great people, small size" and dynamic interactions stood out



### **Design & Experience:**

- Thoughtful flow and energy management (breaks, session mix)
- Whova app was a winner (95% approval)
- Blend of **engagement, learning, and recovery** hit the mark



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## Macro Themes

- **Integrating Human and Technological Capabilities**

With the rise of AI and data-driven work models, there's a need to design for the **“missing middle”- the space where people and technology work together**. It's more than automation or augmentation; it's about reimagining work and capabilities through a human-centered lens.

- **Designing for Continuous Evolution**

Instead of one-and done transformations, **organizations are living systems** that must **continuously adapt**. Whether it's Harley-Davidson evolving midstream, or ongoing OP&A design planning, organizational change is a core capability

- **Decision-Making as a Strategic Lever**

From the “Safe to Try” mindset to clarified decision ownership and data enabled governance, **how decisions get made is just as important as what gets decided**. Empowerment, transparency, and clarity in authority structures are central design concerns – not just management style choices.

- **Harnessing Tensions Instead of Resolving Them**

Embrace the **organizational paradox** – not as a problem to solve but a dynamic to manage. From centralization *and* decentralization, scale *and* agility, human *and* machine...the most resilient organizations are those that can **navigate polarities with intention**.



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Review the 2025 conference through a visual summary courtesy of our graphic recorders:

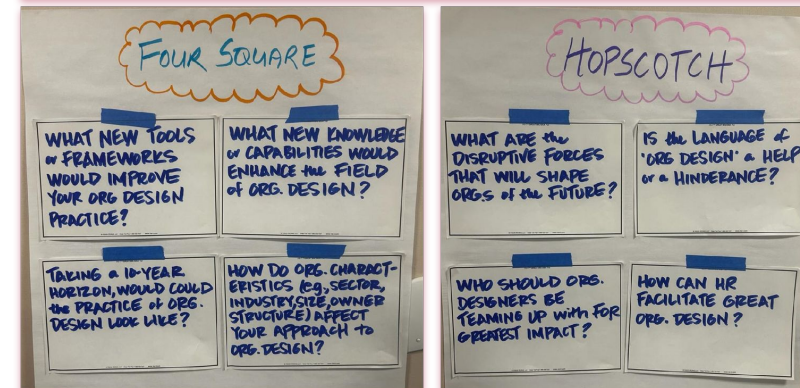
## Conference Storybook



Organizations thrive when their ideas don't get trapped in meetings. They thrive when meaning travels further than the flipchart. That's what this Amplify the Impact storybook is built for: to extend the life of your conversations and catalyze new possibilities.

And a video of the Open Space section designed to solicit feedback on the current landscape of the field of Org Design:

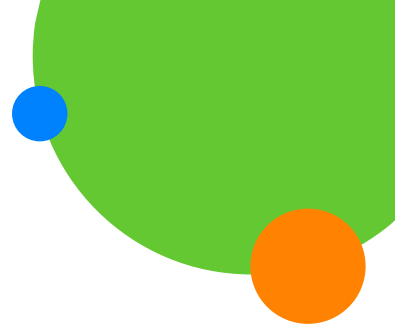
## 'Connect, Reflect, Discover' Report Out





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## Reflection and Breakout

- 1) What concepts connected with you the most and why?
- 2) What would you like to hear more about in the future?



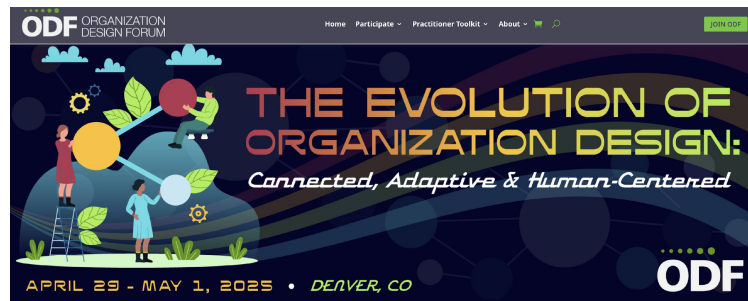
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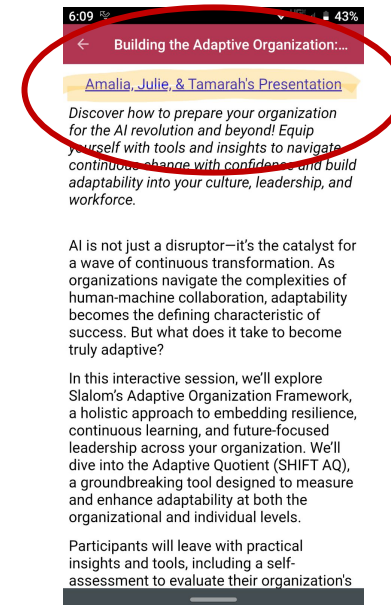
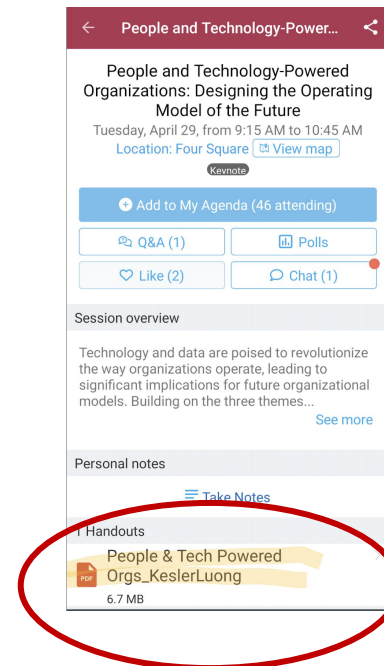
## Resource Finder

Where to find 2025 Conference resources:

### ODF Conference Webpage



### Whova App - in Agenda



or

### Whova Online

- Access via [whova.com](https://whova.com)  
<https://whova.com/portal/webapp/zG0xSbC@lbyl2aD5nCGP/>
- enter **ODF2025Evolution**
- login using your registration email

