



TRANSFORMING IN MOTION

Design for Continuous Evolution

APRIL 28 - 30, 2026

PITTSBURGH, PA

ODF

The era of “design, implement, redesign” is over. In today’s world of perpetual change and disruption, organizations must transform in motion, learning and adapting as they perform. They must continuously and fluidly evolve in response to constantly shifting pressures.

We’ll explore ways to build organizations with resilience, renewal, and reflexes at their core. We will share new thinking, practical tools, and the capabilities needed to design and implement dynamic, responsive systems where change is less a threat and more a source of momentum. If you believe that organizations should – and can – evolve while they work, this conference is for you.



PITTSBURGH, PA
OMNI WILLIAM PENN HOTEL
\$189/nt + tax
(as avail thru 03.26.2027)



REGISTRATION \$1895
Save \$400 thru February 15, 2026



ORGANIZATION DESIGN FORUM

is an association of practitioners intent on sharing knowledge, creating community, and promoting excellence in the practice to help organizations become more effective, successful, and inspiring.



CONTACT ODF'S ADMIN
info@organizationdesignforum.org

KEYNOTES

Polarities as Engines: Designing Organizations That Evolve While They Perform

Barry Johnson *Polarity Partnerships*

Structures for Motion: Org Design for Continuous Change

Evan Leybourn *Business Agility Institute*

Democratizing Design Thinking: Scaling and Enabling Adaptability at Every Level

Jeanne Liedka *University of VA Darden Graduate School of Business*

Adaptive Systems Design: Strategies That Thrive On Change

Ken Thompson *AlignOrg Solutions*
Rahquel Purcell *L'Oreal*



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PRE-CONFERENCE WORKSHOPS MONDAY, APRIL 27

We devote the day before the conference to workshops that build knowledge, skills, and competence for practitioners at different stages in their career.

INTRODUCTION TO THE PRACTICE OF ORGANIZATION DESIGN

Jodie Goulden & Brandon Curry
9:30 AM - 4:30 PM

This fast-paced session is intended for those who are beginning the practice of organization design or want to better understand what organization design is, and its underlying theory and methodology. If you are wondering how to connect what you already know to the deep and powerful change that organization design creates, this workshop is for you.

Fee: \$349 Student Fee: \$149

DESIGNING YOUR OWN ORG DESIGN BUSINESS

Kate Dixon & Julian Chender
9:30 AM - 4:30 PM

A Master Class for Independent & Boutique Consultants who want to win better clients at higher fees.

In today's rapidly evolving market, where major firms are consolidating through acquisition, there's never been a better time for us smaller consultancies to capture high-value opportunities—if you know how to position yourself effectively.

Fee: \$449

ORGANIZATION DESIGN IN PRACTICE

Reinventor Organization: What It Is, and What Organizations Need to Do to Become a Reinventor

Kent McMillan & Todd Christian

Designing Movements, Not Mandates: How to Get Beyond Compliance and Into Commitment

Amy Wilson

From Startup to System: How a New State Program Built for Continuous Evolution

Rachael McCombs & Sara Watson

Stop! Shift the Energy at Work: A New Lens for Organization Design

Donna Pearce, Julia Urbanchuk, Chris Young, & Awilda Borres

Empowerment by Design: Creating Safe, Scalable Autonomy in Organizations

Dennis Stevens

Your Organization on Display: A Museum-Inspired Method for Breaking Assumptions and Prototyping Change

Isabella Bruno

Living and Leading Thru Uncertainty: The Inner Work of Thriving in a Complex World

Kevin Anderson

Designing With a Wider Lens: Using Data and Simulation to De-Risk Design Decisions

Jeanna Kozak, Dean Walsh, Elliott Baron, & Michael Fraser

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