In this issue you will find the following:

- Going Digital Internationally
- The Dialogic Mindset
- Incorporating Culture in Providing Human Services to Youth
- Leadership Connectivity
- The Johns Hopkins University Leadership Development Program for Multicultural and Multinational Leaders
- Changing Cultures through Interactive Leadership e-Learning
# Table of Contents

## From the Editor

Letter from the Guest Editors ................................................................................. 4  
Richard L. Griffith, PhD and Jerry Glover, PhD  
Organization Development Journal Request for Submissions .......................... 8

## Articles

Going Digital Internationally .................................................................................. 11  
Fons Trompenaars, PhD and Peter Woolliams, PhD  
The Dialogic Mindset: Leading Emergent Change in a Complex World .............. 37  
Gervase R. Bushe, PhD and Robert J. Marshak, PhD  
Incorporating Culture inProviding Human Services to Youth ......................... 67  
Tracy O. Garrett, PhD and Harris L. Friedman, PhD  
Leadership Connectivity: A Leading Indicator for Organizational Culture Change .......................................................... 81  
Philip W. Hurst, PhD and Tamara E. Hurst, PhD, LCSW  
The Johns Hopkins University Leadership Development Program for Multicultural and Multinational Leaders: A Graduate Certificate Program Focused on Developing Cross-culturally Competent Leaders ............................................................................ 97  
Susan Swayze, PhD and James R. Calvin, PhD  
Changing Cultures through Interactive Leadership e-Learning: A Global Challenge ......................................................... 109  
Jeanne D. Maes, PhD and Graham Isaacs

## Community Connections

Sponsorship Information ......................................................................................... 119  
The ISODC ........................................................................................................... 120  
Call for Peer Reviewers for the OD Journal ......................................................... 121  
ISODC Membership ............................................................................................. 122  
Call for Papers ...................................................................................................... 123  
Special Issue Call for Papers ............................................................................... 125
In this issue you will find the following:

- The Impact of Organizational Culture and Perceived Organizational Support on Successful Use of Electronic Healthcare Record
- Why Are There So Few Women CEOs and Senior Leaders in Corporate America?
- Creating Sustainable Engagements: Lessons Learned While Consulting in Ghana
- Taking OD Back to the Future
- Defining “Buy-in:” Introducing the Buy-in Continuum
# Table of Contents

## From the Editor

Letter from the Editor .......................................................................................... 4

Joanne C Preston, PhD, ODJ Editor

Organization Development Journal Request for Submissions .......................... 8

## Articles

The Impact of Organizational Culture and Perceived Organizational Support on
Successful Use of Electronic Healthcare Record (EHR) ..................................... 11

Dr. Julie M. Ballaro and Dr. Elaine R. Washington

Why Are There So Few Women CEOs and Senior Leaders in Corporate America? .................................................................................................................. 31

Dr. John Baker and Dr. Joseph Cangemi

Creating Sustainable Engagements: Lessons Learned While Consulting in Ghana .............................................................................................................. 45

Derek Barth, Elizabeth Eaton, Rachelle Ecklund, Rickey Frierson, Dr. Jim Maddox, Robert Odhiambo, Michael Thomas, and Daniel White

Taking OD Back to the Future ............................................................................... 61

Wm. Marty Martin, PsyD, MPH, MSc

Defining “Buy-in:” Introducing the Buy-in Continuum ........................................ 81

Brandon W. Mathews and Ty Crocker

## Community Connections

Sponsorship Information ...................................................................................... 97

The ISODC ........................................................................................................... 98

Call for Peer Reviewers for the OD Journal ..................................................... 99

ISODC Membership ........................................................................................... 100

Call for Papers .................................................................................................. 101
Exploring OD as a third eye.

In this issue you will find the following:

- Individualization and Standardization of Factory Organizations in Production Networks
- The "Corps" of the Matter:
- An Adaptation to Environmental Education in Judeo-Christianity
- The Power of Collaboration and the Ten Keys for Growing It
- The Culture of People Who Study Culture

"Guiding the future of people working together"
# Table of Contents

**From the Editor**

- Letter from the Editor ................................................................. 4
  Joanne C Preston, PhD, ODJ Editor  
- Organization Development Journal Request for Submissions .......................... 8

**Articles**

- Individualization and Standardization of Factory Organizations in Production Networks .... 11
  Christian Katzfuss, Markus Miller, and Sebastian Streuff
- The "Corps" of the Matter:  
  An Illustration of Collaborative Engagement for Organizational Development ............... 25
  Dr. T. J. Gabriel, Dr. Russell Teasley, Dr. Wendy J. Walker, Dr. Mike Schraeder,  
  and Dr. Mark H. Jordan
- An Adaptation to Environmental Education in Judeo-Christianity ............................. 43
  R. W. Kinslow
- The Power of Collaboration and the Ten Keys for Growing It ..................................... 57
  Dr. Michael Wriston
- The Culture of People Who Study Culture ......................................................... 65
  Dr. Harris Friedman and Dr. Gerald Glover

**Community Connections**

- Sponsorship Information ............................................................. 91
- The ISODC ...................................................................................... 92
- Call for Peer Reviewers for the OD Journal ..................................................... 93
- ISODC Membership .......................................................................... 94
- Call for Papers .................................................................................. 95
In this issue you will find the following:

- Understanding the Use of Self in Organizational Development
- Women and Work
- Does Cognitive Humility Modify Psychological Capital within Groups?
- Developing Organizational Citizenship Behavior through Job Satisfaction and Collectivistic Cultural Orientation
- A Collection of Articles based on "What OD Means to Me" from the Fall 1983 ODJ

"Guiding the future of people working together"
# Table of Contents

## From the Editor

- Letter from the Editor ................................................................. 4
  
  Joanne C Preston, PhD, ODJ Editor

- Organization Development Journal Request for Submissions .................. 8

## Articles

- Understanding the Use of Self in Organizational Development:
  An Exploratory Study of the Self-Exploration Practices in Auroville, India ................................................................. pg 11
  
  by Jane V. Wheeler, PhD

- Women and Work:
  A Call to Transform Corporate Culture to Include More Flexibility ................ pg 29
  
  by Meghan C. Wright, PhD and Therese F. Yaeger, PhD

- Does Cognitive Humility Modify Psychological Capital within Groups? ................................................................. pg 45
  
  by Lachlan R. Whatley, PhD

- Developing Organizational Citizenship Behavior through Job Satisfaction and Collectivistic Cultural Orientation: Evidence from Mexico ................................................................. pg73
  
  by Miguel A. Baeza, PhD and Yong J. Wang, PhD

- What OD Means to Me ................................................................. pg 93
  
  By Kenneth D. Benne

- What OD Means to Me: The Challenge in the OD Revolution ................ pg 97
  
  By Jack R. Gibb

- What OD Means to Me: Making a Difference While Making a Living ................ pg 101
  
  By Herb Shepard

- What OD Means to Me: Challenges for the Future ................................ pg 105
  
  By Gordon Lippitt

- What OD Means to Me ................................................................. pg 109
  
  By Shel Davis

- What O.D. Means to Me - O.D. as a Means to an End: A Political Perspective ................................................................. pg 111
  
  By Andrew Kakabadse

- What OD Means to Me ................................................................. pg 115
  
  By Bob Golembiewski

## Community Connections

- Sponsorship Information ................................................................. 120

- The ISODC ................................................................. 121

- Call for Peer Reviewers for the OD Journal ................................................................. 122

- ISODC Membership ................................................................. 123

- Call for Papers ................................................................. 124