



**OD**  
for **Life**

**MANIFLEXO**

OD = Organizational Development

# OUR MANIFLEXO

**We are Organizational Development practitioners. We are learning and leadership development consultants. We are coaches and facilitators. And we are people of all backgrounds and abilities who share a sense that something profoundly different is needed wherever people gather in shared purpose and collective action.**

For too long and with too much harm, human organizing has been guided by principles of efficiency more than effectiveness. Of speed and scale at all costs. Of extraction rather than empathy. And of domination and disdain for the human spirit. The outcome is toxic workplaces and devastated ecosystems. It is rising addictions and despair. It is divided and depleted communities. And it is the looming threat of civilizational collapse.

With this declaration, we are stepping forward together in courage, humility and care because we recognize that we have an essential role to play in the changes humanity needs to make.

## **WE CAN NO LONGER BE NEUTRAL in how we use the core skills of our work:**

- Helping people join together in service of something bigger than themselves.
- Enabling ongoing leadership and learning.
- Facilitating collaboration and new possibility.
- Equipping people and organizations for meaningful change.

**IT MATTERS** to what end we do these things. **IT MATTERS** if we stop short of what is truly needed. And so we choose to be guided by a narrative that says: *what we are developing* in our organizational development work is *life's ability to thrive*. Our lives, the life of our organizations and communities, life within the more- than-human community. This, above all else, must be at the center of our every engagement and every conversation.

Through our projects and our clients, our actions ripple out across the world. This vast sphere of influence gives us enormous responsibility as practitioners, as a field, and as human beings. Therefore, we dedicate ourselves to making that ripple a tidal wave of thriving and integrity that responds to the true level of crisis at hand and the full depth of care in our hearts.

We have many questions about what this will look like and what it will take. Already, we are confronted by paradoxes and by the shadow parts of ourselves and our profession. But one thing is clear: by committing also to each other, we will find our way into the learning and the transformation that are needed. Together, we are nourished with a deep sense of hope and belonging.

**We are the ones we have been waiting for.**

This document emerged from passionate conversations over two years among a small group of people to explore how we might fully live up to this moment of social and environmental crisis through our work with organizations. We see this as a living, evolving document (hence the “flex” part in “maniflexo”) and an expression of what we stand for and what we commit to, together. Our hope is that this commitment will spread and grow to shift the field of Organizational Development for the better.



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NO LONGER  
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THE CORE  
SKILLS  
OF OUR WORK

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# OUR POEM



## A Drop of **AWARENESS**

**M**ay my actions be a drop  
**A drop of awareness**  
**Enabling life alignment**  
**Care taking for the earth & humanity**

May you feel  
Challenged, held & supported,  
To deepen forms of connectedness  
And broaden the scope of impact

I'm no longer neutral  
Let's place life at the center of the  
decisions we make  
Let's design for thriving  
Grounded in truth

May our actions be a drop  
A drop of awareness  
Enabling life alignment  
Care taking for healthy cultures

May we experience belonging  
A culture of reciprocity  
Where we face shadows, with open hearts  
so humbleness can find its way in  
Our work is our practise ground

I'm no longer neutral  
Let's honor indigenous wisdom and voices  
from around the world,  
Let's partner with nature, guided by  
purpose  
In respect for the generations to come.

May our work be a ripple  
A ripple in the field,  
Transforming organizational & leadership  
development

Drop, drop,...

**Life is worth it!**