OrgDev Live 2026

SESSION SPOTLIGHT

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www.distinction.live

Lessons from 100 Episodes of the OrgDev Podcast

OrgDev Live 2026

OrgDev

with

Garin & Dani

105 Episodes

123 hours

Your favourite podcast platform

YouTube

OrgDev Live 2026

WHAT THE PODCAST SET OUT TO DO

De-mystify OD

Learn from people doing the work

Spotlight on different approaches

Inspire the next generation

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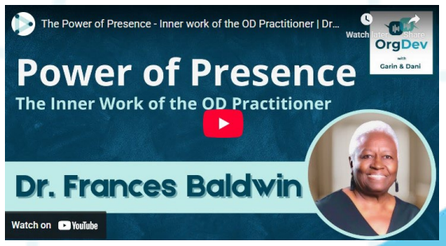
A BRILLIANT LINE UP OF GUESTS



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A TRULY GLOBAL AUDIENCE

OrgDev with Garin & Dani

134 Countries

- United Kingdom
- United States
- Australia
- Singapore
- Netherlands
- Germany
- India
- Ireland
- Canada
- Denmark
- Saint Lucia
- Azerbaijan
- Mali
- Åland Islands
- Georgia
- Iran
- Bulgaria
- Gibraltar
- Sweden
- South Africa
- Switzerland
- France
- United Arab Emirates
- Spain
- Poland
- New Zealand
- Japan
- Norway
- Vietnam
- Hungary
- Belgium
- Indonesia
- Finland
- Austria
- Italy
- Kenya
- Malaysia
- Brazil
- Portugal
- Hong Kong
- Qatar
- Mexico
- Ukraine
- Philippines
- Russian Federa
- Egypt
- Lithuania
- Senegal
- Bahrain
- Israel
- Albania
- Bangladesh
- South Korea
- Argentina
- Iraq
- Greece
- Jamaica
- Ecuador
- Venezuela
- Uzbekistan
- Nigeria
- Cyprus
- Pakistan
- Latvia
- Algeria
- Malta
- Iceland
- Curaçao
- Namibia
- Tunisia
- Cambodia
- Maldives
- Jordan
- Angola
- Greenland
- Bolivia
- Uruguay
- Nepal
- Estonia
- Malawi
- North Macedoni
- Faroe Islands
- Cuba
- Burkina Faso
- Mauritius
- Palestine, State
- Dominican Repu
- Syrian Arab Rep
- Luxembourg
- Puerto Rico
- Ghana
- Paraguay
- Trinidad and Tob
- Zambia
- Belarus
- Kyrgyzstan
- Martinique
- Mozambique
- Yemen
- Kazakhstan
- China
- Armenia
- Guatemala
- Kuwait
- Barbados
- Bahamas
- Bermuda
- Mongolia
- Côte d'Ivoire
- Seychelles
- Sri Lanka
- Zimbabwe
- Congo
- Sierra Leone
- Guernsey
- Colombia
- Lebanon
- Saudi Arabia
- Czechia
- Thailand
- Costa Rica
- Oman
- Romania
- Peru
- Croatia
- Türkiye
- Chile
- Ethiopia
- Slovenia
- Morocco
- Togo
- Jersey
- Taiwan
- Serbia

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FROM POD TO PRACTICE

Share every week in our Weekly Newsletter

https://distinction.live/keep-in-touch/

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WHAT ARE WE LEARNING FROM 100 CONVERSATIONS

AS WE SHARE...

Use the chat to share:

- Where these themes show up in your work?
- What feels useful, true or challenging

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CONVERSATIONS FROM THE ORGDEV JOURNEY

Don't start by blaming people
Start by understanding the system

Big idea: Organisations often get stuck because people are acting from different, incomplete or untested mental models

Myth: People are the problem

Reality: Repeated behaviours are clues. People respond to the environment they're working in

What to look for: Change the conditions, and behaviour begins to change

Useful question: What is the system making easy, hard, safe, risky, rewarded or punished?

EPISODE #67

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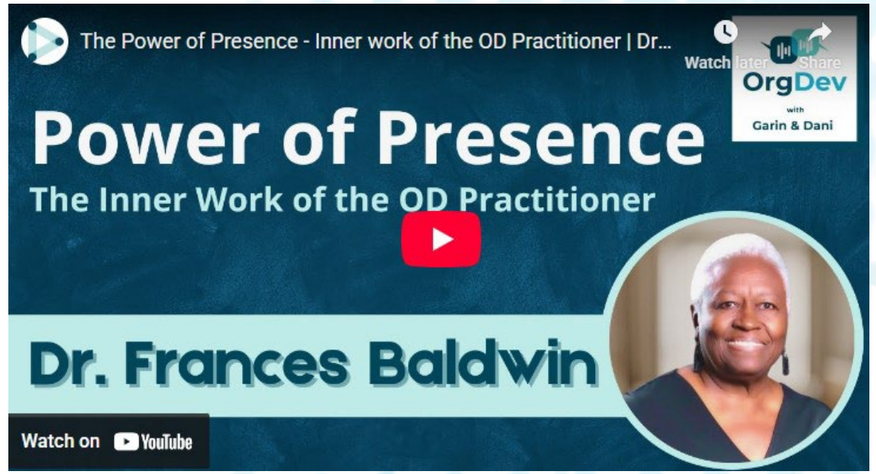
CONVERSATIONS FROM THE ORGDEV JOURNEY



EPISODE #81

Presence is not soft - it is part of the intervention

Big idea: OD is not just about the tools we bring. The quality of our presence, attention and inner condition shapes the impact we can have

Myth: Good OD is about having the right model, method or framework

Reality: The practitioner is part of the work. How we show up, what we notice, what we evoke and how we choose to use ourselves all affect what becomes possible

What to look for: Your own assumptions, boundaries, energy, courage, reactivity and ability to stay present when the system becomes uncomfortable

Useful question: What is my presence making more possible in this room — and what might it be closing down?

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CONVERSATIONS FROM THE ORGDEV JOURNEY

Strategy fails in the messy middle

Big idea: Strategy rarely fails because people don't understand the future. It fails because organisations struggle to bridge today and tomorrow

Myth: Strategy fails because people don't understand the future

Reality: People may understand the future perfectly well. The present is organised in a way that keeps pulling them back

What to look for: The messy middle, where power, trust, identity, resources and trade-offs shape whether change succeeds or stalls

Useful question: What has to change in how we work today for that future to become more likely?

EPISODE #98

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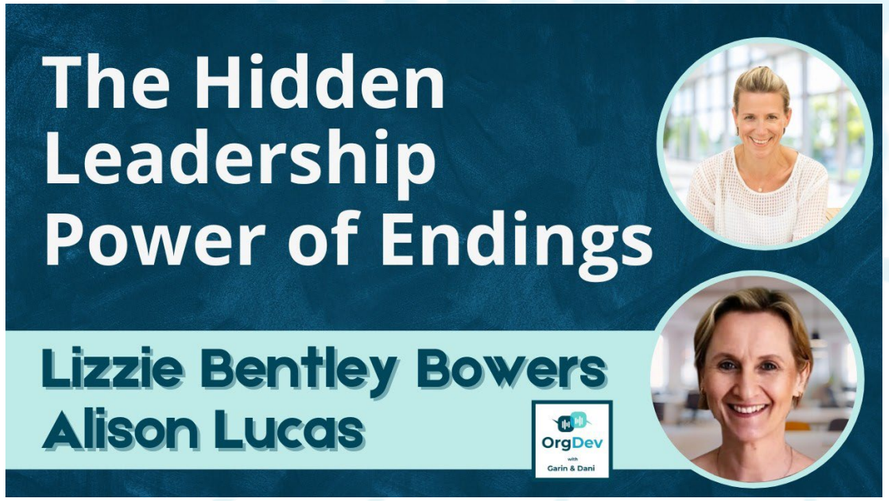
CONVERSATIONS FROM THE ORGDEV JOURNEY



Endings shape what can begin

Big idea: Organisations spend a lot of time launching new things, but far less time helping people end things well

Myth: Once something has stopped, people will naturally move on

Reality: Unattended endings leave invisible threads. They affect trust, confidence, decision-making, engagement and how ready people are for whatever comes next

What to look for: Zombie projects, rushed restructures, unspoken losses, role changes, old identities, ghosts of past change and emotional attachments that have never been acknowledged

Useful question: What needs to be named, honoured or consciously closed so the next beginning has a better chance?

EPISODE #102

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CONVERSATIONS FROM THE ORGDEV JOURNEY

Neuroinclusive design makes work better for everyone

Big idea: Neuroinclusion is not just about individual adjustments. It shows us how work could be designed better for everyone

Myth: Neurodiversity inclusion is a niche adjustment for a small group

Reality: Clarity, better meetings, explicit expectations, good pacing and reduced ambiguity help almost everyone work better

What to look for: Where work creates unnecessary cognitive load, confusion, sensory pressure or hidden expectations

Useful question: What is neurodivergent experience showing us about how badly designed some work has become?

EPISODE #78

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CONVERSATIONS FROM THE ORGDEV JOURNEY

Complexity needs simpler moves, not bigger answers

Big idea: When things are messy, fast-moving and uncertain, the work is not to control the system. It is to keep making sense and taking the next wise step

Myth: Complex work needs complex methods

Reality: In uncertainty, answers have a short shelf life. What holds up better is inquiry, pattern-spotting and adaptive action: What? So what? Now what?

What to look for: What is holding the system together, what differences are creating energy, and what connections are shaping the pattern

Useful question: What is the next wise action we can take from what we know now?

EPISODE #100

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SO, WHAT ARE WE LEARNING FROM 100 ORGDEV CONVERSATIONS?

A reflective pause, not a final answer...

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THEME 1

OD DOESN'T FIT NEATLY IN ONE BOX... AND THAT IS PART OF ITS VALUE

OD lives in the spaces between things

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THEME 2

GOOD OD LOOKS BENEATH THE SURFACE...

AND STAYS PRACTICAL ENOUGH TO HELP

The presenting problem is often not the brief - it is the doorway.

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THEME 3

OD HOLDS THE TENSION BETWEEN HUMANITY AND EFFECTIVENESS...

IT REFUSES THE FALSE CHOICE BETWEEN PEOPLE AND PERFORMANCE

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THEME 4

OD REQUIRES QUIET COURAGE...

TO WORK WITH POWER HONESTLY

Ask the avoided question,
name the pattern and stay with discomfort

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THEME 5

OD IS A PRACTICE WE GROW INTO … AND GROW IN TOGETHER

Through generosity, reflection, humility, courage and shared learning.

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SO, AS WE HEAD INTO THE CONFERENCE, WHAT DOES OD ASK OF US?

- Stay curious
- Look beneath the surface
- Work with complexity
- Create the conditions for better thinking
- Keep developing ourselves and each other