

WAVE RIDER -

Leadership for high performance
in a self-organizing world



20.-22. November 2008, BERLIN



Wave Rider

“The Meaning of High Performance and Why We Fail to Reach it.”

Content

Thursday, November 20, 2008

1. Why I must read this book?
2. Where did you experience high performance in a project?
3. What's High Performance?
4. Selforganization and the phenomena of peace, High Performance, Leadership, Community
5. Traps of high performance - Talk and how to avoid getting caught - is HP our standard, or is it without frames
6. How to get / invite project managers to think different?
7. How to create a HP open space Institute in France and what does HP mean in this case?
8. Practice of LOW performance
9. Open Space in the school
10. Famous High Performers (=Leaders) and the effects on their followers
11. Konflikt - Tabu - Potential - Transformation
12. Clients to be wave riders / high performers - magic moments - success factors with OST
13. open space: intercultural aspects
14. OS-House Project
15. A collection of stories on how to work less hard + perform higher:
The "paradox of letting go" (but not letting loose)
16. Stories of failure

Wave Rider

"The Gifts of Self Organization as the Way to High Performance."

Content

Friday, November 21, 2008

1. What is the magic / connection / relation between Grief process + SO?
Can this energy / magic / field be "achieved" without pain?
2. Frustrating experiences in contexts where people don't care or have no notion of selforganization and how to deal with it ...
3. What means self organisation in my life?
Was bedeutet / ist Selbstorganisation in meinem Leben?
4. Walk - on the way to ...
5. How do I "sense" (smell, see, feel) self organization?
6. Experiences and Thoughts about OST and SO in authoritarian systems
7. What do / not to do to foster self - Organization
8. Self - Organization and Adult Training
9. So clever I am on SO, why is it that the customers don't jump onto me?
What can I do (not do) differently?
10. Is it a good idea to focus on high performance in order to support / enfold self - organization?
11. Looking at Harrison's slides
12. values & self - organization
13. The role of THE leader
14. Models to describe SO

Wave Rider

“The Way of the Wave Rider: Creating the conditions for High Performance for Individuals and Organizations.”

Content

Saturday, November 22, 2008

1. Insights on conditions for organizations from the Genuine Contact (Programme)
2. What are my conditions ... keep me fit?
3. The function + form of "Focusing the Group"
4. Make the 8 steps work for me
5. Appreciating the other phases / states around high performing
6. The Art of Invitation
7. Make the 8 steps work for me as entrepreneur

Wave Rider

"The Way of the Wave Rider: Creating the conditions for High Performance for Individuals and Organizations."

Content Next Steps

Saturday, November 22, 2008

- A. Do you know of anyone who might be interested in joining an Open Space Institute in Paris/France?
- B. Send an occasional email, asking "How do you live the life you dream of these days?"
- C. Looking for signs of selforganization
- D. Magister - Space of women in MA period
- E. Invitation to transform your Gremlins/Shadows/Demons
- F. People interested in exploring further chaotic organisations
- G. Transfaire of personal growth
- H. Create a concept for a communication training with open space
- I. MA = fun

"The meaning of high performance"
and why we fail to reach it"



Thursday, 20th November 2008, Berlin

Wave Rider

“The Meaning of High Performance and Why We Fail to Reach it.”

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Wave Rider

"The Meaning of High Performance and Why We Fail to Reach it."



Issue:

Why i must read this book? I.

What was done?

Report in kiss mode (keep it short and simple)

Handwriting must be loud and clear. Use a black fineliner.

Lise: For inspiration, difficult, if you have not experienced OST

Sergej: How to bridge old system (Russia) to self-organizing systems?

Franke: How can we find/support Lucy's in our systems? The Lucy in the Hub is the host! About Lucy p. 95ff.

Lise: everybody knows how to host, ie. create self-organization at a party

Franke: Hosting as a 'new' leadership style in organizations -> How can we support move people in org. to become hosts?

Convener (first and last name): Sergej Laboda

Other Participants (first and last names):

Lise Damkjær

Kerstin

Franke Godat

Bettina Lobenberg

Wave Rider

"The Meaning of High Performance and Why We Fail to Reach it."

Issue:

Why I must read this book?

II.

What was done?

Report in **kiss** mode (keep it short and simple)

Handwriting must be **loud** and **clear**. Use a black fineliner.

Have more meetings with no agenda → participants will start thinking again!

What is new in this book compared to "Practice of Peace"? New practical examples of corporations in the second part

'Sitting in the fire' Arnold Mendall, Ken Wilber → get a broader understanding of leadership (Zeitgeist to explore leadership)

How do we shift from linear concepts of leadership?

Convener (first and last name):

Other Participants (first and last names):

Wave Rider

"The Meaning of High Performance and Why We Fail to Reach it."

Issue:

Where did you experience high performance in a project?

What was done?

Report in **kiss mode** (keep it short and simple)
Handwriting must be **loud and clear**. Use a black fineliner.

Developing a game about peace for young youngsters:
4 people not knowing each other from start^{ing} developing a prototype of a game in 5 meetings 2-3 hours each.

Fill in your own experiences!

Convener (first and last name):

Lise Damkjær

Other Participants (first and last names):

Issue:

What's High Performance ?

What was done?

Report in kiss mode (keep it short and simple)
Handwriting must be loud and clear. Use a black fineliner.

- Juliane's example → Aikido (a ball game)
 - ↳ 2 teams playing - no winning team
 - ↳ "high performance" = both teams play well and it's fun
- fun factor in everyday life
- "high performance" = Höchstleistung
- a genius idea as a base of something
- efficiency + fun (attention + joy of being capable) + flow/play
- criteria for high performance (Peter Vail)
 - learn/improve the high performances of the time before
 - ↳ up to what point? Is there perfection?
 - ↳ complex adaptive systems to survive
- definition of a "high performer"
 - ↳ someone who earns money + likes healthy
 - ↳ or someone who has fun + is relaxed?

"high-performing (fix cellent) systems"

Convener (first and last name):

Juliane

⇒ Who defines?

Other Participants (first and last names):

Jo, Catherine, Henriette, Olga, Barbara, Kristina, Mia, Sergey^{Sh.}, Kerstin, Christine

Wave Rider


"The Meaning of High Performance and Why We Fail to Reach it."

Issue:

What's high Performance ?

What was done?

Report in kiss mode (keep it short and simple)
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- "We can feel high performance"
 - being fulfilled if you have a good value behind your job
 - is high performance measurable? (e.g. via results)
 - passion is involved
 - "you cannot control it" → it occurs temporary
 - high performance → is natural
 - it always changes - it happens in waves (after HP there is time for relaxation)
 - as a OS-performer → you are a perfectionist on one hand (organize the structure) + you want to let go and ride on the wave on the other hand
- Yin + Yang 

Convener (first and last name):

Other Participants (first and last names):

Wave Rider

"The Meaning of High Performance and Why We Fail to Reach it."

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What's high Performance?

What was done?

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- the key is appreciation → how can we influence the mood of a team?
(give them joy + establish a supportive environment)
- failure → chaos - helps to improve HP
- control - starts at the performer himself
(What do I need to let go?
What does the participant to let go?)
- how much training you need to go on the right wave? → we need experience and knowledge to find the right point to let go
- how can we create a surrounding that makes a team working in a high performing way?
- jealousy might turn up when the performers get's at the "Lobbeisen"

Convener (first and last name):

Other Participants (first and last names):

Wave Rider

"The Meaning of High Performance and Why We Fail to Reach it."

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What's High Performance?

What was done?

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- goal:
 - o being competitive
 - o enjoying being good
 - o earning good money
 - o being a perfectionist
- it's a luxury, when you go away e.g. leave a company, when working there makes you sick = a result of HP
- work experience (personal + collective)
 - ↳ necessary to reach HP
- staying closed to reality with your vision
 - ↳ grounded (it helps you to have on focus your values and purposes)
 - ⇒ task-orientated
- authenticity
- responsibility
- OS-performer is much more involved and performs better when he/she

Convener (first and last name):

corresponds to the values of the team

Other Participants (first and last names):

Wave Rider

"The Meaning of High Performance and Why We Fail to Reach it."

Issue:

Selforganization and the phenomena of Peace, High Performance, Leadership, Community,

What was done?

Report in kiss mode (keep it short and simple)
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Was ist Selbstorganisiert?

Sie ist immer da?! (So, wie "Schwerkraft" oder "Zeit")

Wie manifestiert sich High Performance? Wie verbreitet sich Führung?

Wie organisiere ich mich selbst?

Wie organisiert sich eine Gruppe (Familie/Veran/....)

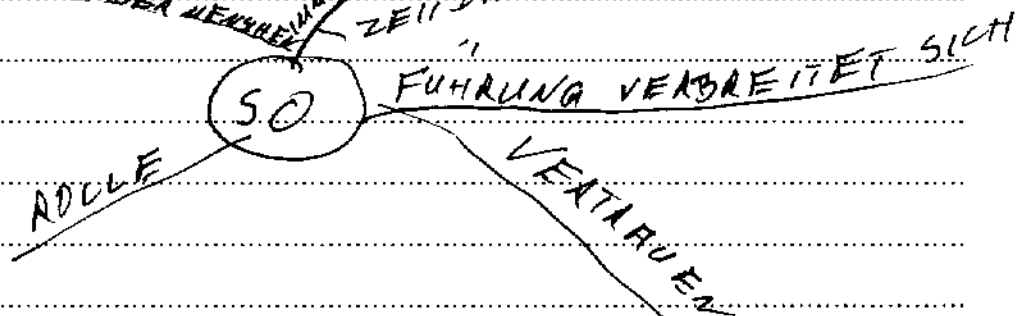
Wie organisiert sich eine Organisation? (Schule/Betrieb... insbesondere solche, die viel tun, um Selbstorganisation einzuschränken)

Was hat "Vertrauen in mich selbst" mit open space zu tun?

Ein angenehmes u. anregendes Treffen

~~WAS IST~~ "SELBSTORGANISATION BEZIEHT SICH AUF SELBSTFÜR SORGE" @ @

MIT ZAHLE DER MEMORIEREN DA
ZEITDURER



Convener (first and last name):

Michael M Pannwitz

Other Participants (first and last names):

Telix Döppner
Bina Schmitt

Kerstin Sautenbur
Bettina Lobenberg
Barbara Öttenw

Dorothee Borwath

Wave Rider

"The Meaning of High Performance and Why We Fail to Reach it."

Issues:

- Traps of High-Performance - Talk and how to avoid getting caught.

What was done?

Report in kiss mode (keep it short and simple)

Handwriting must be loud and clear. Use a black fineliner.

- IS HP our standard, or is it without frames?

* Introduction of the 2 questions -
decision to stay together in 1 group

* cultural frames

"O.S. is not kneeling on the floor...
representation of culture in team,
preparation group..."

* trap: • superficial communication
with fashion-words
• we cannot predict results

* most important thing is preparation

© Sergey telling about his OS-work in
Belarus

Convener (first and last name):

Juliane Ade; Sergey
Laboda

Other Participants (first and last names):

Barbara Ödum Olga, f...
Sergej Laboda, Sergey Shepilov, DONOTHEE BOUWTH,

Wave Rider

"The Meaning of High Performance and Why We Fail to Reach it."

Issue: Traps and Frames ... page 2

What was done?

Report in kiss mode (keep it short and simple)
Handwriting must be loud and clear. Use a black fineliner.

- @ hierarchy and control
* task-orientation supports possibility to strengthen / let grow power of selforganisation / freedom / transformation
* trap-story from Olga: business trained meeting, wonderful as facilitated by Olga, lots of small groups, only one written report
Sergej: no trap, just a result

Convener (first and last name): Juliane and Sergej

Other Participants (first and last names):

Wave Rider

"The Meaning of High Performance and Why We Fail to Reach it."

Issue:

How to get project managers to think different?

↳ invite

What was done?

Report in **kiss** mode (keep it short and simple)

Handwriting must be **loud** and **clear**. Use a black fineliner.

- * People (even project managers) normally enjoy Open space - but see it as one-day-for-sun and next day they return to work as hard & suffering. Said in the Bible that work is hard - so very strong beliefs
- * What if the 5-person-projectgroup actually consists of 2 dedicated and 3 reluctant persons, and the 3 of them pull down the energy. Maybe the 2 were better off without them.
- * Facilitating in a relaxed way makes people relaxed.
- * Changing belief systems - or could physical structures - change?
Technical University of Copenhagen changed lessons from 45 min to 3 hours - then teaching method changed!
- * Kindly curiosity: Ready for an experiment?
- * Changing beliefs
- * Important that we/themselves discover that OST-principles could be used in life

Convener (first and last name): Lise Damkjær

Other Participants (first and last names):

Catherine, Telle, Kristina

Wave Rider

"The Meaning of High Performance and Why We Fail to Reach it."

Issue: How to create a HP OpenSpace Institute in France
 & what does HP mean in this case?

What was done?

Report in kiss mode (keep it short and simple)

Handwriting must be loud and clear. Use a black fineliner.

Once a year P.S. calls together all his clients and has several report on their experience with OpenSpace events, these are also recorded on video. A suggestion is that these gatherings are hosted by the "Institute".

How do you know something is high performance?

- Tasks are taken on by everyone (indeed Bills issuing)
 - often, members of an organisation don't realise how "high performing" they operate (as if they are either not interested or can find it very "normal" or "natural")

Purpose of BoSop is if to make O.S.T. known
 & to enhance economical situation of each member

~~Each member has~~

When there is conflict, either person is oriented toward something else, and it goes away, or person is about talking about conflict & so we do.

ii Each activity ~~we do~~ the Institute does, each member has an interest in doing it.

Convener (first and last name):

Christine Koehler

Other Participants (first and last names):

Michael M Pannwitz, Kerstin Schulenburg, Jo Töpfer,
 Mia Konstantinidou, Françoise Godat.

Wave Rider

"The Meaning of High Performance and Why We Fail to Reach it."

Issue:

Practice of LOW performance

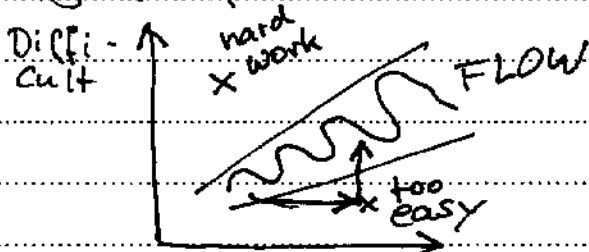
What was done?

Report in kiss mode (keep it short and simple)

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- Dorothee shared the minimax Principle: Creating maximum output with minimum input

- Performing Low is just the preparation for High Performance = Riding the Wave



• Lise explained how to stay in the FLOW-zone

- Go with the circle of the year: Spring-Summer-Fall-Winter

e.g.: not to do much in winter time, have a conscious break,

• take time out; Stand up and sit down again in 5 minutes, Explore a raisin: touch, taste, smell, etc.

Rhythm training: look after your body, a day of silence per month, = mental diet = not to talk, write,

• last minute performance = guarantee for low quality

Rubinstein: "Ich spiele nicht besser als die anderen - aber die Pausen kann ich besonders gut."

Convener (first and last name):

Pause ist wichtig!

Jo

Other Participants (first and last names):

Kristina, Lise, Sergey Shepilov, DOROTHEE DONATH

Wave Rider

"The Meaning of High Performance and Why We Fail to Reach it."

Issue: Open space in the school.

What was done?

Report in **kiss** mode (keep it short and simple)

Handwriting must be **loud** and **clear**. Use a black fineliner.

Ich bin Begleiterin, schaffe Raum und Rahmen, vermittele Offenheit im Kopf und verhandle in die Selbstorganisation der Schüler/innen, Lehrer/innen und Eltern.

Trust the process!
Open space als Teil eines Prozesses in der Schülerentwicklung.

Convener (first and last name): Nina Schmitz

Other Participants (first and last names):

Wave Rider

"The Meaning of High Performance and Why We Fail to Reach it."

Issue:

FAMOUS HIGH PERFORMERS (= LEADERS)
AND THE EFFECTS ON THEIR FOLLOWERS

What was done?

Report in kiss mode (keep it short and simple)
Handwriting must be loud and clear. Use a black fineliner.

- "HP negative" = Leader
 - get organized!
 - keep control!
 - above all - eliminate
- Charismatic leadership = also dangerous
- HP is the development of the whole team and not just of one person
- persons who can inspire need followers
- mass movement → Elias Canetti
 - ↳ positive + negative effects of empathy
 - ↳ to have no distance.
 - ↳ to make own decisions
 - (important aspect: are you able to bear conflicts or stand other attitudes.)
 - ↳ acceptance & own standing within a group
- change of roles: leader ↔ followers
 - ↳ everybody should be able to be the leader and switch back to the follower role too

Convener (first and last name):

Henriette

Other Participants (first and last names):

Juliane, Franke, Christine

Wave Rider

"The Meaning of High Performance and Why We Fail to Reach it."

Issue:

Famous High Performers (= Leaders)
and the effects of their
followers

What was done?

Report in kiss mode (keep it short and simple)

Handwriting must be loud and clear. Use a black fineliner.

- leaders who are inspired by good values
 - ↳ but leave no space for other people in the group
 - ↳ when this person leaves the team - there is a gap
- "HP positive" → makes the whole team come to High Performance
- ability to have the right team
 - part of good leadership
- different type of leaders (in terms of HP)
 - e.g. a good networker who works in the back office (not being in the spotlight)
 - o to visualize
 - o to be an expert of a certain topic
- "follow-lead-flow"
- "The inner team" Friedman, Schultz v. Thum

Convener (first and last name):

↳ find your inner leader (permanent fight of the inner team → different leaders)

Other Participants (first and last names):

Issue:

Konflikt - Tabu - Potential - Transformation

What was done?

Report in **kiss** mode (keep it short and simple)

Handwriting must be **loud** and **clear**. Use a black fineliner.

- Konflikt nicht nur bei Konfliktträgerin -
eventuell hat er/sie keinen Konflikt
aber andere Menschen - bspw durch eine Tat oder Frage
wird ein Konflikt deutlich
- Differenzierung nach wer - hat welche Verantwortung
- als OST Begleiterin?
- In jedem Konflikt steckt ein Potential. Raum
geben dafür. Die beste Vorbereitung kann
nicht alle Konflikte vorwegnehmen!
- Professionelle Psychologie kann eine Quelle
sein (Trennung Mensch / Thema)

Convener (first and last name):

Bettina Cöbener

Other Participants (first and last names):

Catherine, Barbara, Mia + 2 weitere (Felix, Nina)

Wave Rider

"The Meaning of High Performance and Why We Fail to Reach it."

Issue:

Clients to be wave riders / high performers - magic moments - success factors with OST

What was done?

Report in kiss mode (keep it short and simple)
Handwriting must be loud and clear. Use a black fineliner.

- Was können magic moments mit Kunden zu sein?
- accepting the risk
- Was hilft Kontrolle loszulassen?
- Rahmen ist gesteckt, Fehler spürbar machen zu können.

(from now on in english:)

- Being a wave riders - what does success mean? Passion towards life, inner and outer world, can we find a same wave?
- Try to find acceptance, I allow two different mind maps in a person.
- Make remembers the client of magic moment during coffee breaks.
- Being aware of one own limitation, Trust in the employees.

Convener (first and last name):

Barbara (Betina, Uise, Christine)

Other Participants (first and last names):



Issue:

АКРИТА Я ПРАСТОРА: МІЖКУЛЬТУРНЫ

What to do in multilingual OS - EVENT АСПЕКТ.

What was done? so that people can understand each other better?

Report in kiss mode (keep it short and simple)

Handwriting must be loud and clear. Use a black fineliner.

КАЛІ АП ПРАВОЗІЦЦА НА 2-Х МОВАХ, ЛЕГШ БУДЗЕ
ЛЕЦЬ 2-Х ФАЦІЛІТАТАРЬЎ (ПА 1-АМУ НА
КОЖНУЮ МОВУ),

ТАКСАМА ДОБРА, КАЛІ ФАЦІЛІТАТАРЫ НЕ ПЕРА-
КЛАДАЮЦЬ АРУГ АРУГА, А "МАЮЦЬ" СВОЙ "ТЭКСТ"
НА БЭЙДЖЫКАХ МОЖНА НАМАЛЯВАЦЬ СЫМБАЛЫ-
ЦЫЖКІ ТЫХ КРАІН, З ЯКІХ ПРЫЕХАЛІ ўдзельнікі
: ЛІСТЫ, НА ЯКІХ ЗАЯЎЛЯЮЦЬА ТЭМЫ, ПАДЗЯ-
ЮЦЬА НА 2-3 ЧАСТКІ ДЛЯ КОЖНАЙ МОВЫ.

Аз Якуі!

- Introduction in several languages, translation // by several persons
- ^{TOPICS} Themes in several languages on the same sheet
- Nametags with symbols for each language spoken
so people can self-organize necessary translation

Convener (first and last name):

Група: Ахо, Сяргей А., Сяргей
Вольга.



Other Participants (first and last names):

Issue: OS - House Projekt

What was done?

Report in kiss mode (keep it short and simple)
Handwriting must be loud and clear. Use a black fineliner.

~~Wodurch ist eine OS-Hausgemeinschaft~~
What are the characteristics of
an OS - Houseproject?

How to invite z.B. media etc. for
group - initiation?

Experiences existing?

Convener (first and last name):

Kerstin Schultenburg

Other Participants (first and last names):

Wave Rider

"The Meaning of High Performance and Why We Fail to Reach it."

Issue: A Collection of stories on how to work less hard + perform higher:
The "paradox of letting go" (but not letting lose)

What was done?

Report in **kiss** mode (keep it short and simple)

Handwriting must be **loud** and **clear**. Use a black fineliner. → Leave the topics where they belong!

- Die Themen dort lassen, wo sie hingehören
(Konflikt bei Gruppe lassen als OS-BegleiterIn)
- Gute Arbeitsinstrumente entwickeln (Checklisten) ^{develop}
- "Boscap - wie geht das?" = Arbeitsbeschriebe für alle To Do's, die eine Verteilung auf mehr Schultern erlaubt (Aufgaben statt definierte Stellen)
- Find the "one" ^{image} thing not to do" in every Open Space preparation
- Perceive the bad conscience, but don't take it too seriously when you work less hard
- instant to do - lists in preparation meetings instead of one defined agenda by the facilitator
- take enough time + help the day before to prepare the rooms; ⇒ much more relaxation on the day X
- Ask for enough money to allow for relaxation after day X
- Find supplier of OS-materials who works with your lists or have the sponsor organize everything.
- Generosity with oneself: • how much work is really necessary?

Convener (first and last name):

Catherine Pfaehler

- What is our core competence? (how much skillness is needed for that?)
- What other things do I like to do // are my resources? (play, sing, dance, "having time", being)
- What's nourishing for me?

Other Participants (first and last names):

Mia (+ Bettina, later)

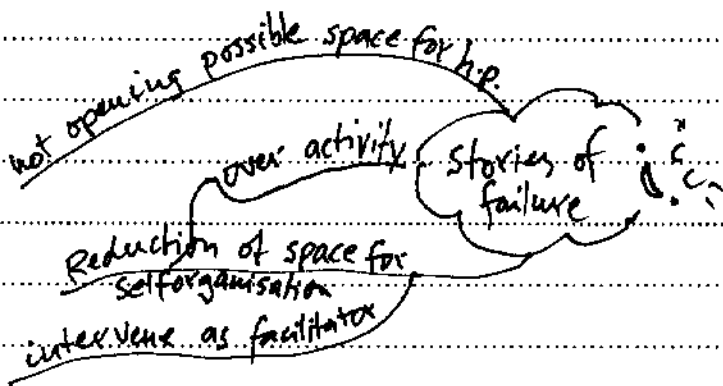
Issue:

Stories of Failure

What was done?

Report in kiss mode (keep it short and simple)
Handwriting must be loud and clear. Use a black fineliner.

We reflect question: What is meant by failure?
↳ failure that is step / possibility of learning?
↳ necessary situation before high performance?
↳ obstacles to high performance



Regarding the Theme for today "... why we fail...": this is/might be a hint that our urge to foster High Performance is one of the obstacles to high performance.

Convener (first and last name): Juliane Adel

Other Participants (first and last names):
Henrike Kerstin Schulenburg
Kina Schmidt Michael M Pannwitz
DOROTHEE BORNHUTH

"The gifts of self-Organization as the way to high performance"



Friday, 21st November 2008, Berlin

Wave Rider

"The Gifts of Self Organization as the Way to High Performance."

Content

Friday, November 21, 2008

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Can this energy / magic / field be "achieved" without pain?
2. Frustrating experiences in contexts where people don't care or have no notion of selforganization and how to deal with it ...
3. What means self organisation in my life?
Was bedeutet / ist Selbstorganisation in meinem Leben?
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What can I do (not do) differently?
10. Is it a good idea to focus on high performance in order to support / enfold self - organization?
11. Looking at Harrison's slides
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Wave Rider

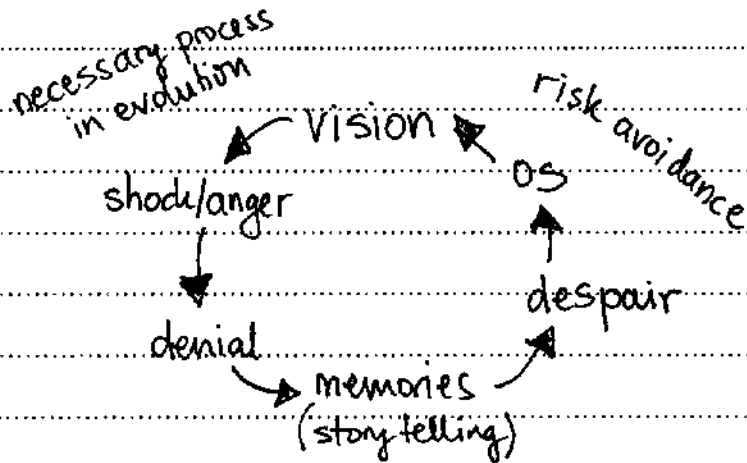
"The Gifts of Self Organization as the Way to High Performance."

Issue: What is the magic / connection / relation between Grief process + OS?

Can this energy / magic / field be "achieved" without pain?

What was done?

Report in kiss mode (keep it short and simple)
Handwriting must be loud and clear. Use a black fineliner.



- * Elisabeth Kübler-Ross ~~mentioned~~ as developer of grief cycle mentioned.
- * Grief work is not something we are doing or want to do - grief is working on its own, it's a force itself. You cannot skip a stage of the grief cycle. Knowing this, as an outsider you can acknowledge that there are these stages & facilitate (be there) the grief (working) in another person.
- * Dangerous: at times people get stuck in one stage - if people don't get out of one stage renewal won't happen.
- * ~~Research~~ Priests say that giving a body back to the earth by every person throwing earth into the grave is an important ritual for grief (process).
- * Death wake in other / some cultures seem to be important for processing grief.
- * In orthodox culture / religion there are certain institutionalized stages after death of a relative / friend - might be parallels to grief process described above.

Convener (first and last name):

Telix

Other Participants (first and last names):

Staubach Michael M Pawulik Kristina Kauditt Mia Nina Kershin
Sergej Laboda

Wave Rider

"The Gifts of Self Organization as the Way to High Performance."

1.2

Issue (p. 2 cont.) What is the magic/connection/relation between grief process + SO? ...



What was done?

Report in kiss mode (keep it short and simple)
Handwriting must be loud and clear. Use a black fineliner.

- * Jo told a story of how he facilitated an organization in "dying" (closing down)
- * Michael M told another story about a team separating, but staying in the organization. → "separation consultant"
- * Some people did more research on grief process & found out about African villages that go through grief process all together. (ask Michael for examples :))
- * in our society in which effectiveness, fast performance is a present paradigm grief is often denied - although acknowledgement of where an organization is, could help to lead to high performance.
Knowing stages of grief cycle/process as a consultant/facilitator it can be helpful to understand where an organization is at the moment...
- * OST & grief? → Australian facilitators connect death wake & open space
↳ priest does wake in OS (Father Bryan)
- * institutionalized grief work in rituals (see above) open space for the grief to work its way/to happen. 1. Grief works anyway. 2. creating a safe space for grief (rituals/meetings) helps
- * example of Nina: in school of her children another child killed himself & the school principal forbid kids/school to talk about it, show grief → kids started remembering (story telling themselves by posting poems, writings...

Convener (first and last name):

* Michael M has facilitated open space (2,5 days) in Erfurt a year after "massaker" in school
↳ action planning & follow up meetings

* **DESPAIR** ☹

• "chi non risica, non rosica" (ital.) • "wer nicht wegt, der nicht gewinnt" (dt.)

Other Participants (first and last names): • "wer nichts riskiert, trinkt keinen Sek" (russ.)

- * helpful rooms in conference centers: little chapels, meditation room...

Issue: Frustrating experiences in contexts where people don't care or have no notion of selforganization and how to deal with it...

What was done?

Report in kiss mode (keep it short and simple)

Handwriting must be loud and clear. Use a black fineliner.

A little intervention/per-consulting while we sat together in the small group "so clever I am..."

We found an answer:

1) Listen to complaint

2) Ask what the person(s) is doing in that situation

3) Ask for what is good about it... find the selforganizing part in it

4) be quiet - see what happens, let person (customer in the clever group 😊) discover the change

Convener (first and last name): Juliane Ade Olga

Other Participants (first and last names): Charlae Kerstin
Lise

Issue: WHAT MEANS SELF ORGANISATION IN MY LIFE?

WAS BEDEUTET/IST SELBSTORGANISATION
IN MEINEM LEBEN?

What was done?

Report in kiss mode (keep it short and simple)

Handwriting must be loud and clear. Use a black fineliner.

... „AUS DER SKLAVEREI DURCH (SELBSTGESCHAFFENEN) STRUKTUREN AUSSTEIFEN“ ... „ANDERE TARGEN ODER ENTSCHEIDEN MIT“ ... „BALANCE ZWISCHEN CHAOS + ORDNUNG“ ... „INNE HALTEN, ZURÜCK TRETEN, BEOBSACHTEN“ ... „DEM LEBEN RAUM GEBEN SICH/MICH ZU ENTFALTEN/ORGANISIEREN“ ... „DER FUND DES LEBENS IST MEHR ALS ICH DURCH EMERGENZEN WAHREND.“ ... AUFMERKSAM SEIN FÜR DAS >MEHR<“ ... „ZWISCHEN SANFTER DAUERHAFTER FÜHRUNG UND SPONTANEN STARKEN HANDLUNGSPULSEN GIBT ES DIE FEINE STIMME DER INTUITION.“ ... BEMERKEN WAS FEHLT UND DAFÜR SORGEN ZB SPAZIEREN GEHEN, ESSEN, MUSIK HÖREN...“ ... „WENN ICH AUS KOMPLEXES EINZELNES SYSTEM IN KONTAKT UND IM EINKLANG MIT DEN SYSTEMEN BIN, IN DIE ICH EINGEBUNDEN BIN.“ ... MIT DEM WILLEN ÜBERSTEUERN/ÜBERDECKEN WIR HÄUFIG

Convener (first and last name):

DOAOTHEE BORNATH

Other Participants (first and last names):

Catherine, Böhm, Franke, Sergey Shepilov

Issue:

WAS BEDEUTET/IST SELBSTORGANISATION
IN MEINEM LEBEN?

What was done?

Report in kiss mode (keep it short and simple)
Handwriting must be loud and clear. Use a black fineliner.

UNSERE BEDÜRFNISSE"... SELBST-ORGANISATION"
...„GEFÜHRT SEIN FUHRUNG ZULASSEN/ERLAUBEN“
...„DAS HÖHERE SELBST ORGANISIEREN LASSEN.“
...„OPEN SPACE BEGLEITERIN MEINES
LEBENS SEIN, ... WISSEN DAS ES GUT IST
WAS GESCHIEHT.“...„MICH AN DIE OS PRINZIPIEN
UND DAS GESETZ ERINNERN.“...
„VERTAUFEN + LOSLASSEN“ O.O
„DIE BEOBSACHTERIN AKTIVIEREN“...

Convener (first and last name):

DOROTHEE BORWATH

Other Participants (first and last names):

Wave Rider

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4

Issue: walk-on the way to...

PARTICIPANTS:
HENRIETTE +
ANNA C.



Wave Rider

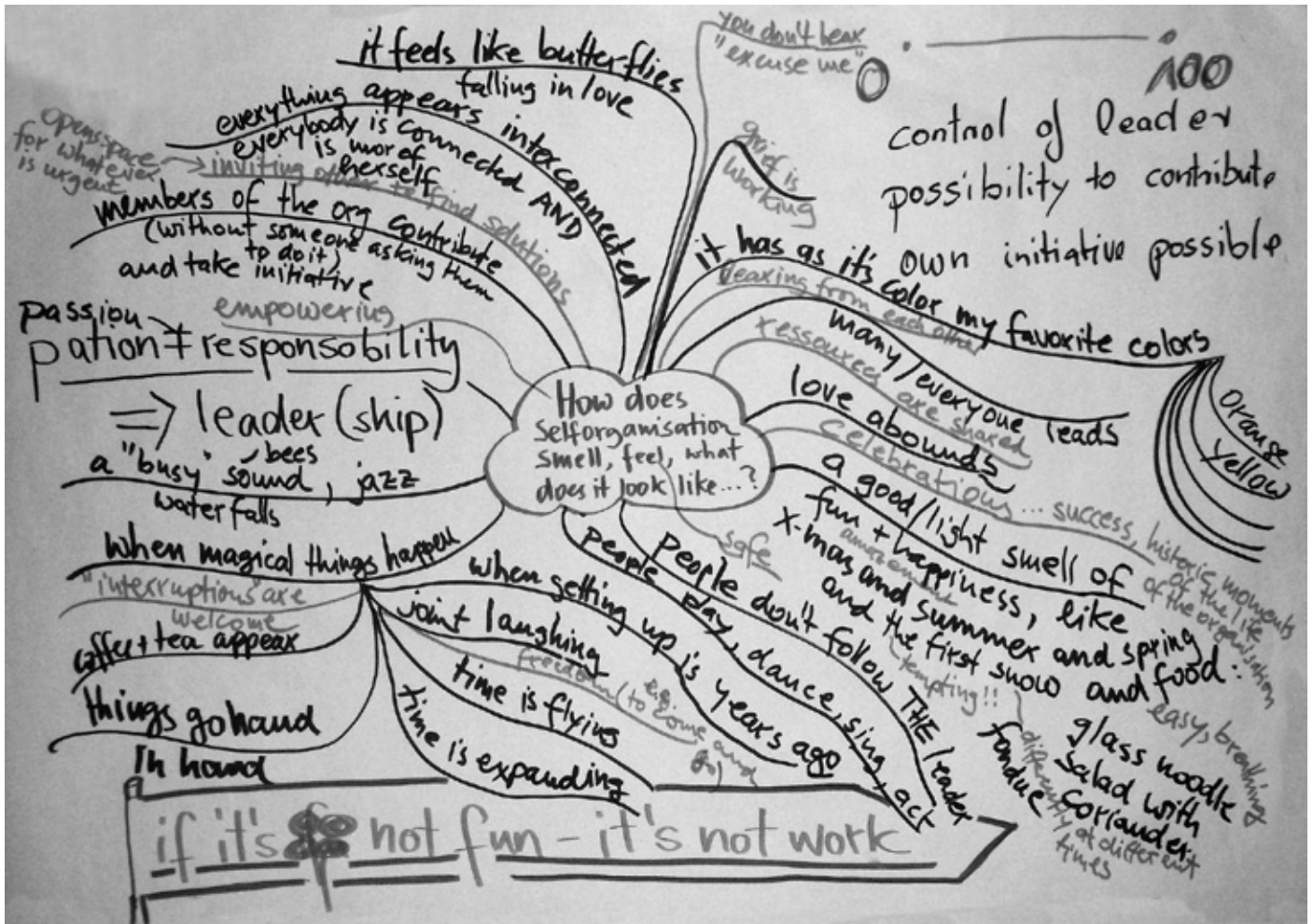
"The Gifts of Self Organization as the Way to High Performance."

5

Issue: How do I "sense" (smell, see, feel ...) selforganisation?

What was done?

Report in kiss mode (keep it short and simple)
Handwriting must be loud and clear. Use a black fineliner.



Convener (first and last name):
Michael M Panowitz

Kerstin Schulerburg

Other Participants (first and last names):

Olga Lise Damkjær Anna Caroline Filiane Ade
Catherine Pfähler Barbara Däum

Wave Rider

"The Gifts of Self Organization as the Way to High Performance."

6.1

Issue: Experiences and Thoughts about
OS and SO in authority systems
(iteration)

What was done?

Report in kiss mode (keep it short and simple)

Handwriting must be loud and clear. Use a black fineliner.

Sergej - talks about the authoritative system
in Belarussia
- OS exists parallel within the regime
- vertical hierarchy = big administrative system that
=> OS = alternative leads

Nina - grew up in West Berlin -> used
to be Pro-GDR - moved to a village
in Brandenburg in 1994

- ideomatic phrase in Belarussia:
§1 "The boss is always right"
§2 "See at §1, if the boss
is not right"

- propaganda -> with mass media
= manipulation

- Nina works as a teacher and experiences
authoritative thinking via her colleagues
(from the former GDR) => how can she

Convener (first and last name): Nina SCHWITZ

break through
with anti-auth.
working
methods?

Other Participants (first and last names):

Sergej L., Henricke

Wave Rider

"The Gifts of Self Organization as the Way to High Performance."

6.2

Issue: Experiences and Thoughts about OST and SO in authoritative systems

What was done?

Report in kiss mode (keep it short and simple)
Handwriting must be loud and clear. Use a black fineliner.

- Belarusia → children at the kindergarten
 - toys + beds as tidy as at the army (in order!)
 - uniforms
 - do things on command
 - order of discipline
- ~~Democratic~~ Germany → institutions + organizations are often authoritative systems
 - ↳ leader has to be willing for the open space atmosphere → ready to accept different attitudes
- OS → hierarchy within the group is not important = a problem of significant people of an authoritative systems (are not able to be in a group without their reputation)
- Nina → wants to give room to the pupils (without teachers) around

Convener (first and last name):

Other Participants (first and last names):

Wave Rider

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6.3

Issue:

Experiences and Thoughts about OST and SO in author(ative) systems ^(active) _{itarian}

What was done?

Report in kiss mode (keep it short and simple)

Handwriting must be loud and clear. Use a black fineliner.

- Nina → January plans an OS with more than 900 participants (parents, teachers + pupils)
→ one aim: development of social competences (= a social come together, teamwork, promote abilities of pupils etc.)
- Belarussia → at schools and university there are departments of ideology + of education (lead by the administration)
⇒ means pressure for pupils + students
 - "ideological hours" → every week an expert gives report on a certain topic (no discussion!)
 - "Erziehungsreport" = Bürocracy takes all your energy

Convener (first and last name):

Other Participants (first and last names):

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6.4

Issue:

Experiences and Thoughts
about OST and SO w/ an ^(active) ^{iteration}

What was done?

Report in kiss mode (keep it short and simple)

Handwriting must be loud and clear. Use a black fineliner.

- When is the right time for democracy?
- Sergej → the more you establish open space (room for free thoughts and new ideas) the more you have the chance to break through the authoritative system
- "the revolution from the basement" → people from the former GDR are not used to democracy → had to learn to deal with it
- Nina's OS ⇒ wants to separate pupils + teachers + parents to work at the same subjects → afterwards all 3 groups come together for a synthesis
- Klimakonferenz www.feb-gropiusstadt.de

Convener (first and last name):

Other Participants (first and last names):



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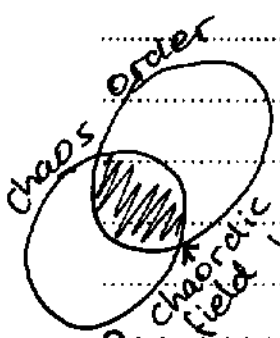
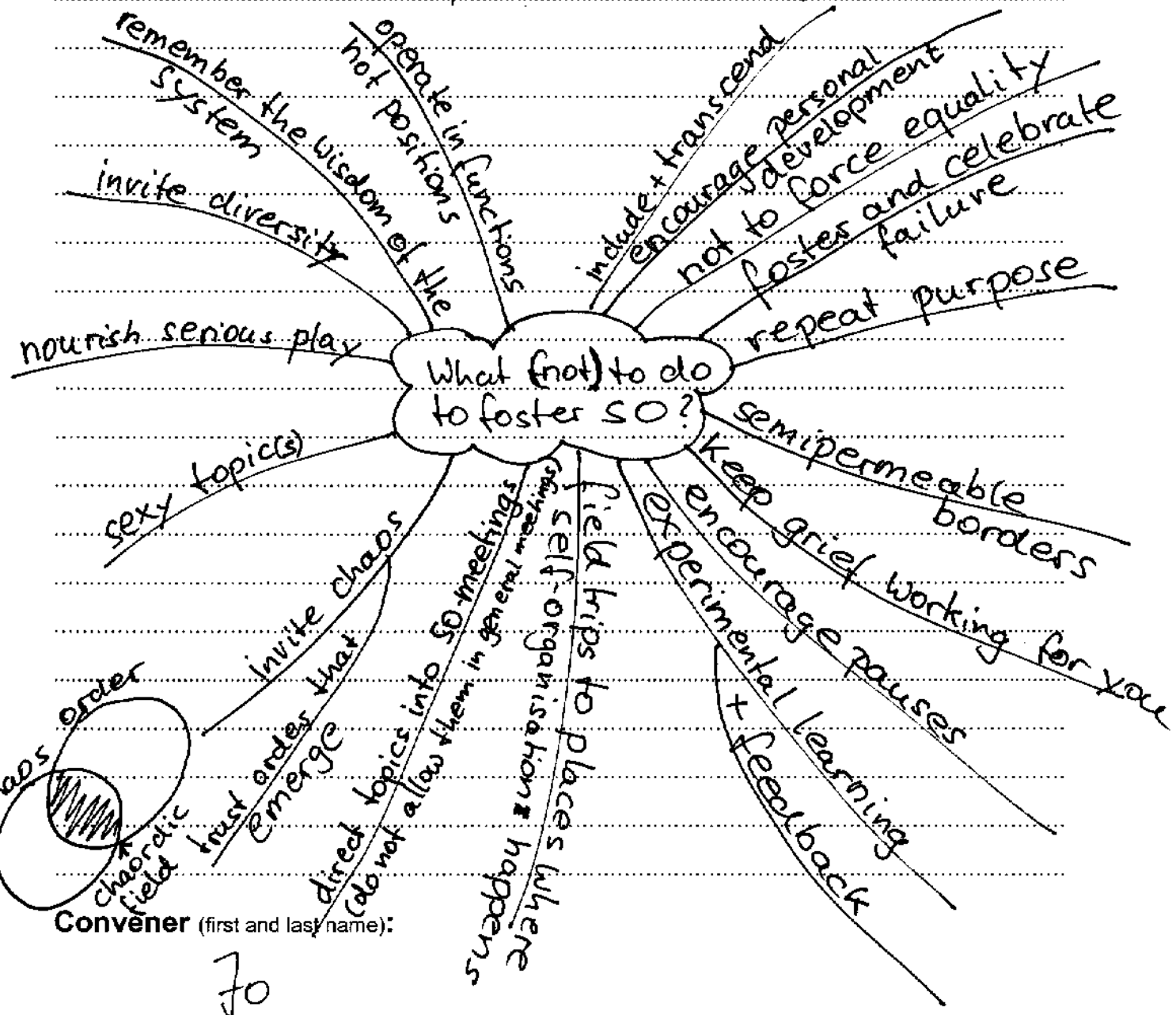
Issue:

What to do / not to do to foster Self-Organization*

What was done?

Report in kiss mode (keep it short and simple)
Handwriting must be loud and clear. Use a black fineliner.

*This issue was formerly known as "Diversity + SO"



Convener (first and last name):

Jo

Other Participants (first and last names):

Catherine Felix Juliane Kerstin
Sergej Shepilov Franke

Issue:

Self-organisation and Adult Training

What was done?

Report in kiss mode (keep it short and simple)

Handwriting must be loud and clear. Use a black fineliner.

- How give more place for self-organising in an adult training session?
- What I want is feed their needs \Rightarrow I must know what they want \Rightarrow 1st step: what do you want? if possible, I make self-organized work group.
- Ex. Difficulties in communication. We make a lot, then I divide them in small groups & look for answers.
- I give them responsibility for themselves. Check for their needs.
- Depends on the purpose of the training. There are given:
 - \rightarrow self managing groups
 - \rightarrow self managing roles $\left\{ \begin{array}{l} \text{time keeper} \\ \text{reporter} \\ \text{already printed staff} \end{array} \right.$
- Doing a lot of work before the training.
 - ex: method to teach \rightarrow good paper on it
 - then space is open for whatever happens.
- At the end, they know who to ask \leftarrow in the group \leftarrow me
- I invite them to stay with the topic in the self-organized group even if the topic is not finished \rightarrow meet again. This is their responsibility.

Convener (first and last name):

Christine Koehler

Other Participants (first and last names):

DROOTHEE BOANERTH

Mia Konstantinidou

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Issue:

What was done?

Report in kiss mode (keep it short and simple)
Handwriting must be loud and clear. Use a black fineliner.

- Prepare a wall.
Providing the framework a clear structure & letting them
to see between themselves...
clear tasks / How much time
experience / reflect / practice
ex: create a universe on a quote
If there is no time, there is no possibility (does?) for
self-organizing - Time to find the right question...
acknowledge diversity & create given, then tell them
what the basis are, having you exp/0/have each other
Questions // world cap - presenting the most important
issue or questions - find know each other & find
people who are competent in what question
to what issues are there, what they already know &
how you can contribute with your expertise
to make clear that they are able to reach at each other afterward.

Introduction: "I am...
I am here as...
I am here to..."

Preparation for SO: 1) diversity & safe environment

- Convener (first and last name):
2) diversity
3) search for fitness [Lebenslichkeit]
4) sparse prior connections
5) edge of chaos

If things are very structured, having a little bit of chaos
Other Participants (first and last names): (irritation...)

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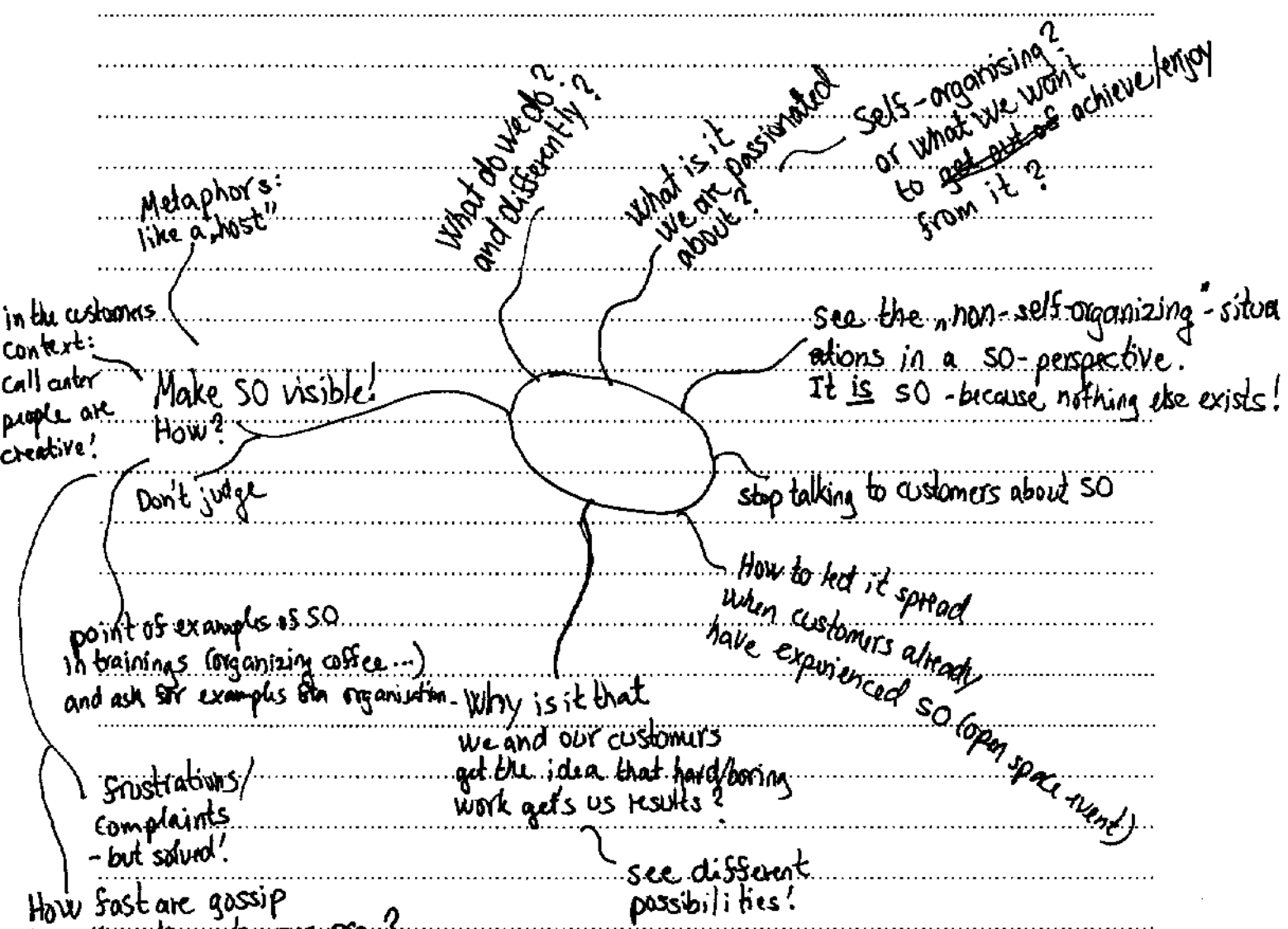
9.1

Issue: So clever I am on SO, why is it that the customers don't jump onto me?
What can I do (not do) differently?

1

What was done?

Report in kiss mode (keep it short and simple)
Handwriting must be loud and clear. Use a black fineliner.



Convener (first and last name): *Lise Damkjær*

Other Participants (first and last names): (Lars: Catherine), *Juliane Olga Chaitie*, *Ken L.*

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Issue:

So clever I am on SO, why is it that the customers don't jump onto me?

What can I do (not do) differently?

What was done?

Report in **kiss** mode (keep it short and simple)

Handwriting must be **loud** and **clear**. Use a black fineliner.

2

Go for the Passion:

ask yourself and your customers often:

What are you passionate about?

How could you connect your passion to your work? (if not)

Are you so passionate, that you really want change?

and don't fear lack of people/customers

but ~~scare~~ DO FEAR lack of passion!

and if my customer has no passion for change

I'll let him alone - ~~and if I get/take the~~

knowing that if I got/took the assignment

it would be only Hard work - and even if

change happened, my customer wouldn't

appreciate it (he didn't want it!)

CAN YOU AFFORD THAT YOUR EMPLOYEES POTENTIAL FLOWS

Convener (first and last name):

Lise

INTO THEIR LEISURE
TIME ACTIVITIES?

Other Participants (first and last names):

Issue:

Is it a good idea to focus on High Performance in order to support tenfold selforganisation?

What was done?

Report in kiss mode (keep it short and simple)

Handwriting must be loud and clear. Use a black fineliner.

... continuation of the trap theme

thoughts:

- * you need catchy slogans / goals to catch attention + sell
- * it's a lie to talk only about h.p.
- * we mean s.th. different by the expression than people in other (working) cultures perceive & understand it
- * focus on performance focuses on doing not on doing less
- * it might be a good idea to focus on selforganisation / phenomena of ... s.org, the spreading of leadership, passion and responsibility,
- * take time (≠ speed), relax

Convener (first and last name):

Juliane

Other Participants (first and last names):

Bilina, Lise

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Issue:



looking on Harrison's slides

What was done?

Report in kiss mode (keep it short and simple)

Handwriting must be loud and clear. Use a black fineliner.

Once upon a time it was at Freud's 105th B-day ^{in the museum} there

was no invitation for the ants

but they came from China, NY
by ship, by plane. Because there
was this huge cake, which

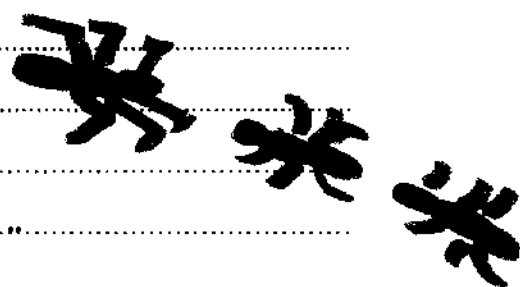
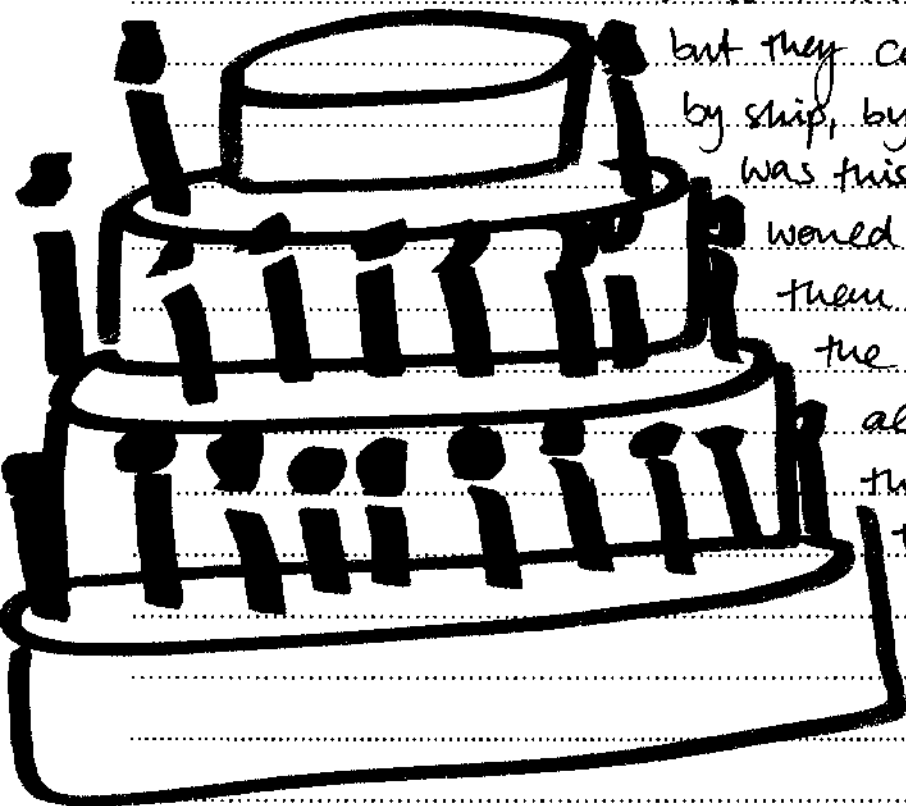
would have fed all of
them - ~~so~~ that was what

they communicated and they

all came because

they ~~had~~ knew what

they were looking
for.



call it the name of the six feet...

Convener (first and last name):

Anna

Other Participants (first and last names):

DOROTHEE, Jan Marie, Christine, Jo Olga Kristina

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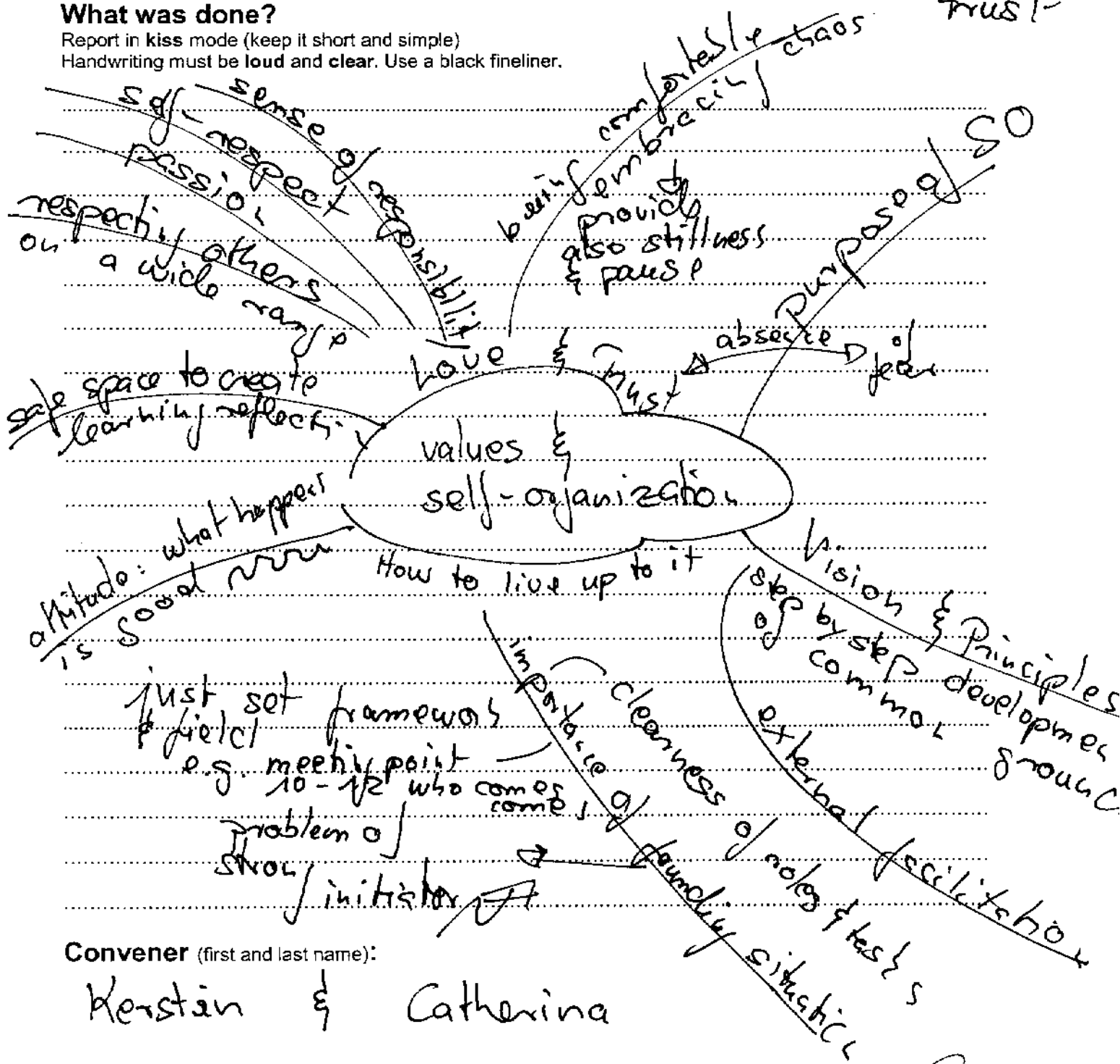
"The Gifts of Self Organization as the Way to High Performance."

Issue:

values & self-organisation
How to live up to it? The role of love & trust-

What was done?

Report in kiss mode (keep it short and simple)
Handwriting must be loud and clear. Use a black fineliner.



Convener (first and last name):

Kerstin & Catherina

Other Participants (first and last names):

Franke Olga DOMOTHEE Nina Barbara
Betina Cees

Wave Rider

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12.2

Issue:

values & self-organization II

What was done?

Report in **kiss** mode (keep it short and simple)

Handwriting must be **loud** and **clear**. Use a black fineliner.

What is a nourishing frame for
an self-organized system?

Discussion in context of companies

lead to
Goals & Aims, Institutional
to frame of self-organization
to and depre
to description of tasks

Convener (first and last name):

Other Participants (first and last names):

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Issue:

The rôle of THE leader

What was done?

Report in kiss mode (keep it short and simple)
Handwriting must be loud and clear. Use a black fineliner.

Is it leader? Leading / Leader / person in charge

what is the rôle of the person in charge during a CS
and afterwards? How can they act that self org.
can take place?

ideas: - leadership workshop for everybody

other question: what do we expect from yourself? all of us are leaders

formal leadership ↔ authentic leadership



Leadership training: Art of hosting

Keep the space open, nourish the system,
Leading through time, space, task, roles = must
be clear

Can a leader/person enable other to lead?
Would this be the new Leadership style?
Does "enable" underline the difference?
Would "inspire" others a better way of leading?

Convener (first and last name):

Michael M Pannwitz

Other Participants (first and last names):

Anna Caroline
Catherine Pfahler
Sergej Laboda
Franke

Sergey Shepilov
Bettina Christine
Juliane Dorothea

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"The Gifts of Self Organization as the Way to High Performance."

Issue:

MODELS TO DESCRIBE SO

What was done?

Report in kiss mode (keep it short and simple)

Handwriting must be loud and clear. Use a black fineliner.

- ① - Garrison Owen uses the Medical Wheel of Native Americans to point out 4 aspects being important for an organizations future
 - teacher + healer + warrior + visionary
 - leadership + vision + community + management

- ② - moment of excellence (= HP) = a method
 - ↳ interviews to remember
 - appreciative inquiry (AI)

⇒ "the map is not the territory"

↳ where in the past have been high lights / moments of excellence?

↳ question: what made these moments happen? (Success Factors)

"How would life be if you lived these success factors up to 100%?"

Convener (first and last name):

Garrison Owen

- focus on strength!
- focus on solution
- positive way of thinking + creativity
- people will take risks

Other Participants (first and last names):

Kristin, Olga, ~~Christine~~
Juliane

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Issue:

MODELS TO DESCRIBE SO

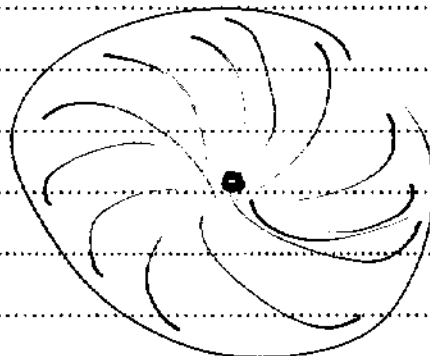
What was done?

Report in kiss mode (keep it short and simple)
Handwriting must be loud and clear. Use a black fineliner.

- 3. Olga's example → models help companies
 - give an understanding how each person of a team works (potential, talents, abilities etc.)
 - without diagnostic tests → people chose their favorite character themselves
 - e.g. teambuilding - training / self organization
 - she used the "celtic wheel of life"

= a path to health, happiness and fulfillment

East Spring
(Water - Blossom - to get sth.)



Summer South (clarity - air)

West Autumn (= Fire / Activity / Harvest)

Winter North (= Earth - Save/Protect)

Convener (first and last name):

→ participants of the training had to chose the direction (N/E/S/W)

Other Participants (first and last names):

→ so they found out about certain characteristics, interests, abilities

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"The Gifts of Self Organization as the Way to High Performance."

Issue:

MODELS TO DESCRIBE SO

What was done?

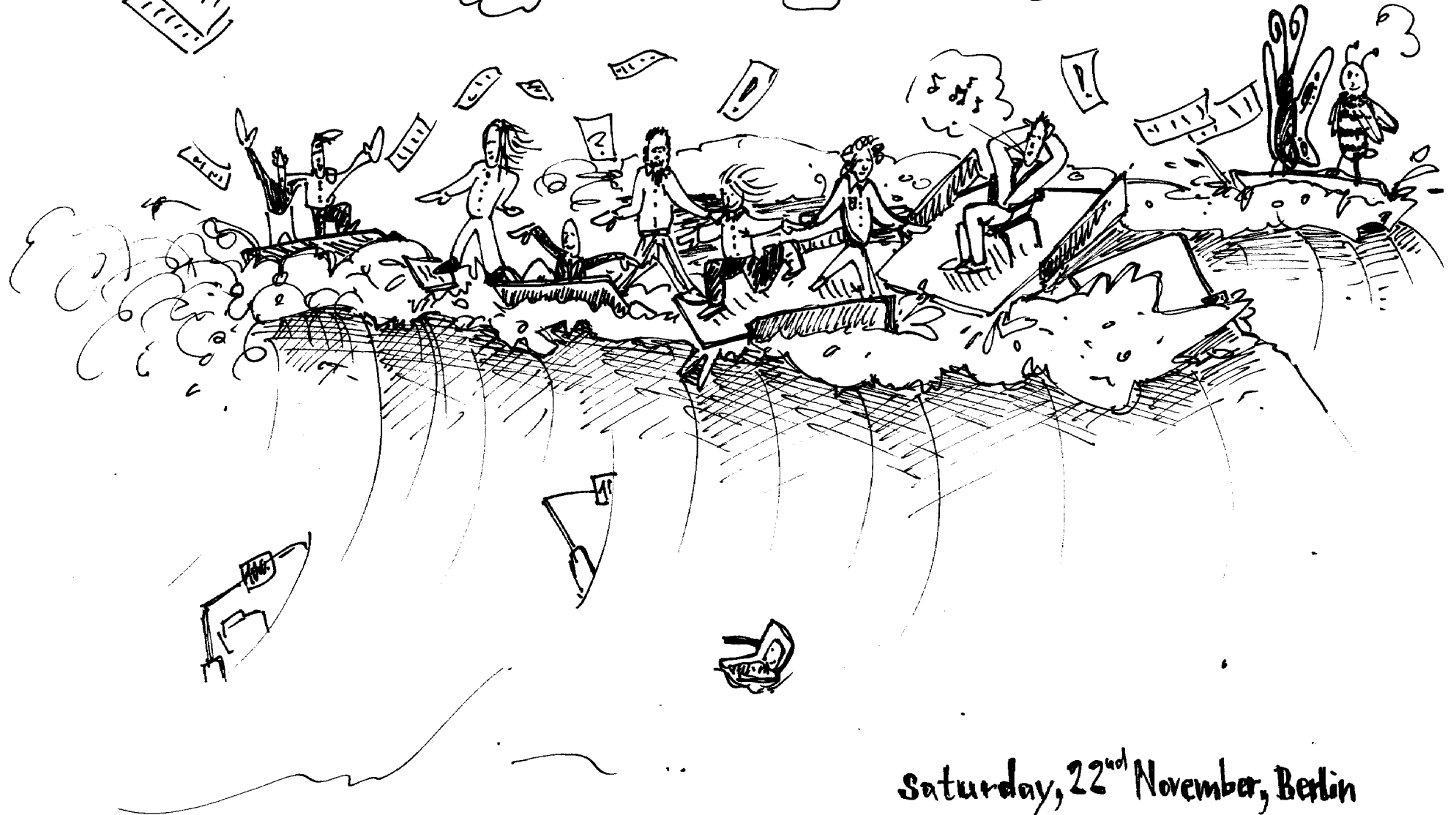
Report in kiss mode (keep it short and simple)
Handwriting must be loud and clear. Use a black fineliner.

- ④ Medical Wheel (Native Americans)
 - every person combines different components (leading, managing, visioning, caring for the community)
 - in different situations we play different roles (diff components dominate our behaviours within a group)
 - balance of conscious and unconscious activity (active/sun → receptive/moon) = principle of energy (aspects of elements)
 - mirror of the universe and our soul
 - orientation within the chaos

Convener (first and last name):

Other Participants (first and last names):

„The way of the wave rider: Creating the conditions
for high performance for individuals and organizations“



©Frederik W. W. W.

Saturday, 22nd November, Berlin

Wave Rider

“The Way of the Wave Rider: Creating the conditions for High Performance for Individuals and Organizations.”

Content

Saturday, November 22, 2008

1. Insights on conditions for organizations from the Genuine Contact (Programme)
2. What are my conditions ... keep me fit?
3. The function + form of "Focusing the Group"
4. Make the 8 steps work for me
5. Appreciating the other phases / states around high performing
6. The Art of Invitation
7. Make the 8 steps work for me as entrepreneur



Wave Rider

"The Way of the Wave Rider: Creating the conditions for High Performance for Individuals and Organizations."

Issue: Insights on conditions for organizations from (the) Genuine Contact (Programme)

What was done?

Report in **kiss** mode (keep it short and simple)
Handwriting must be **loud** and **clear**. Use a black fineliner.

What is the minimal level of formal structure/control required for systems to function? (sentence from slide 57, wave rider) → quote from Birgit Williams

Allowing people to show up as a whole person → effect: higher potential

Givens (as a crucial point) → boundaries of organization - knowing them makes it easier to take action, especially together with others... perceptions of what givens of the organization are seems to be differing in each level of an organization → Transparency on Givens (→ taboos are lying in them)
 structure values

"Whole person process facilitation" is a tool of working in small groups training people how to hold meetings in another way, besides open space → story telling is part of that...
 "The map is not the territory" who makes decisions

example: hospital - 1st open space organization of B. Williams
Birgit Williams worked closest w/ Harrison Owen the first years (split at some point)
is it helpful for self organization? helps people to get in touch & talk w/ each other.

uses **Grief Cycle** to look w/ people to where organization is (→ story telling on that)
 the management

Convener (first and last name):

Mia
Do you really want an open space organization?

Story Telling evening before 1st open space (@ Tables ...)

Other Participants (first and last names)

Jo Christen Bettina Franke
Olga Felix Michael

Wave Rider

"The Way of the Wave Rider: Creating the conditions for High Performance for Individuals and Organizations."

Issue: Insights...

What was done?

Report in **kiss** mode (keep it short and simple)
Handwriting must be **loud** and **clear**. Use a black fineliner.

© "Gossip" reflects roles in a group (Arnold Mendell)
L "world work" process-oriental psychology
Story Telling!

© mia remembered "Story Telling Session" @ boscop retreat about 3 yrs. ago before open space → it was on "past - present - future" & it showed/reflected all different perspectives, is a appreciation of 'old' & 'new' people...

© Bettina would like to combine various models on self organization, leadership etc. & tools... in a work group

© defining the frame by clearing what Givens are - providing that people can act!!!
Breaking it down!

- summing up (subjective):
1. management needs to decide
 2. Givens are crucial - framework for action needs to be clarified
 3. Story Telling
 4. opening up space

breaking down values philosophy etc. into clear framework
↳ everybody knows what is possible
not only "one" person having the power of definition

Convener (first and last name): mia

Other Participants (first and last names):

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Issue: Insights...

What was done?

Report in kiss mode (keep it short and simple)
Handwriting must be loud and clear. Use a black fineliner.

another tool to brought up :

o Medicine Wheel as a "diagnostic" instrument to analyze/detect whether we have everything (Vision, Community, Management, leadership) together



working with each level of organization on it
senior management &

another: health & balance for organizations
health & balance for individuals

Convener (first and last name): mia

Other Participants (first and last names):

Wave Rider

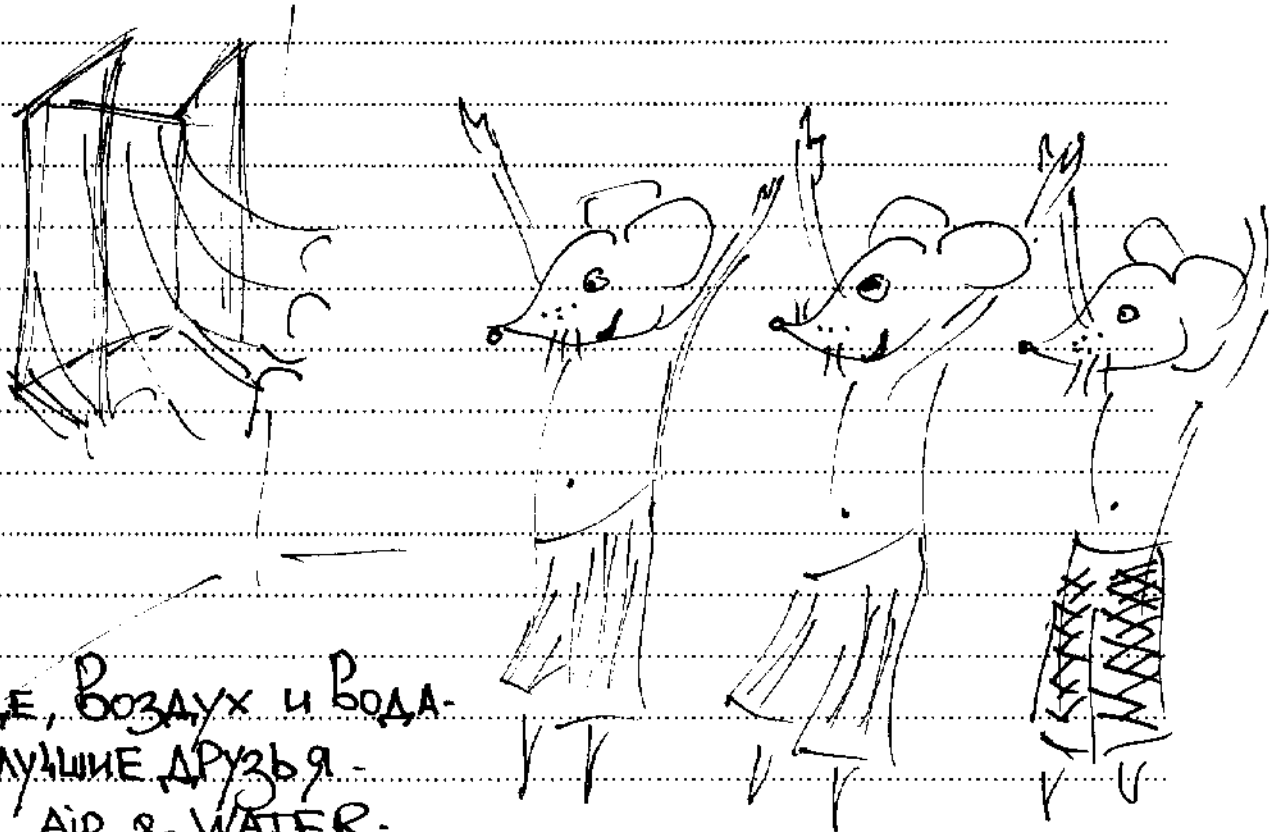
"The Way of the Wave Rider: Creating the conditions for High Performance for Individuals and Organizations."

Issue:

What are my conditions ... keeps me fit?

What was done?

Report in kiss mode (keep it short and simple) Handwriting must be loud and clear. Use a black fineliner.



СОЛНЦЕ, ВОЗДУХ И ВОДА.
НАШИ ЛУЧШИЕ ДРУЗЬЯ.
Sun, Air & Water.
ARE OUR BEST FRIENDS!

Convener (first and last name):

Juliane Ade, Anna Cassine

Other Participants (first and last names):

DOLOTRIE BOLWATH, Catherine Pfahle (bumble-bee), fan tube, Olga, Sergey Lf.

Wave Rider

"The Way of the Wave Rider: Creating the conditions for High Performance for Individuals and Organizations."

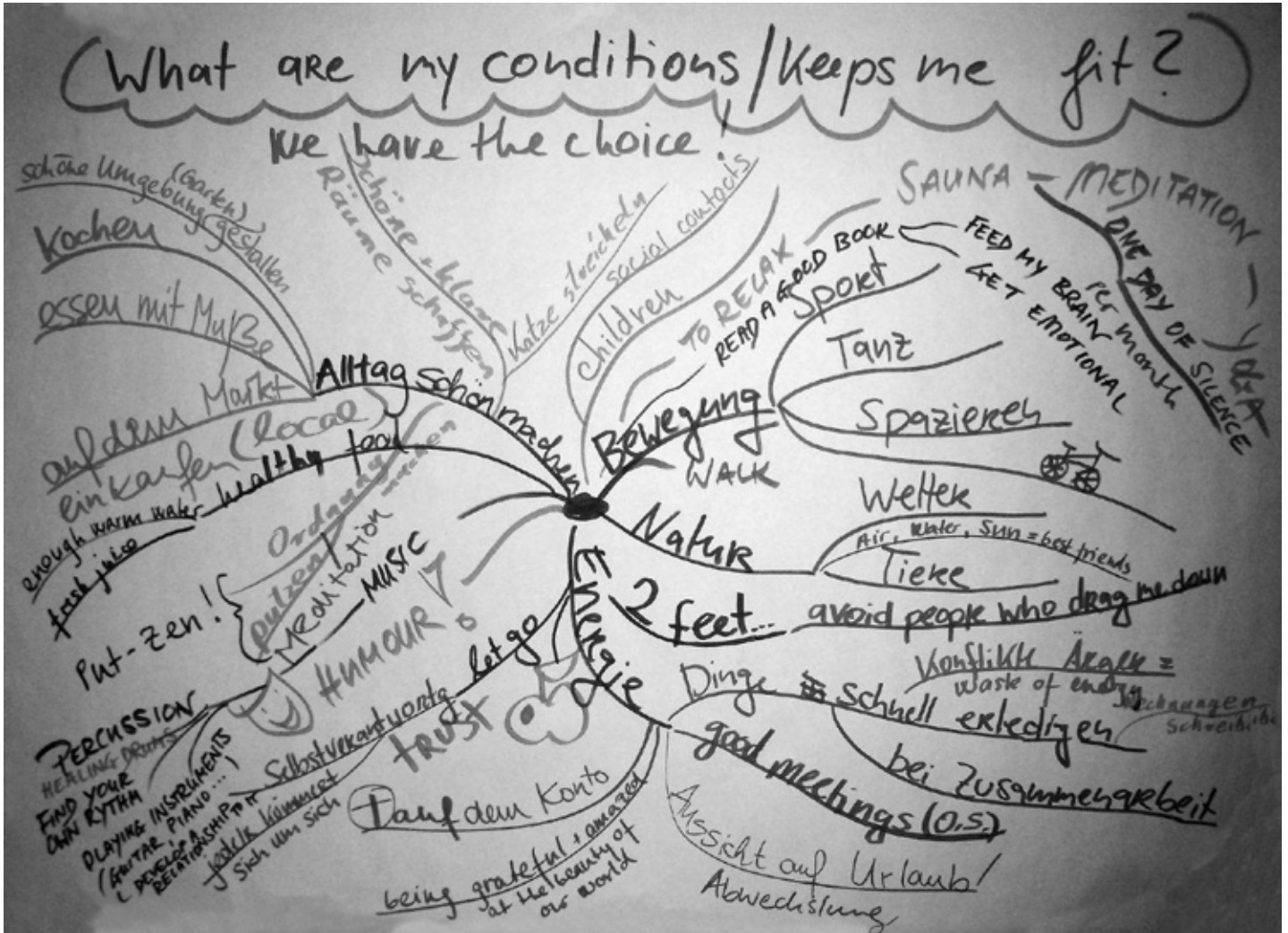
2

Issue:

What are my conditions ... keeps me fit?

What was done?

Report in **kiss** mode (keep it short and simple)
Handwriting must be **loud** and **clear**. Use a black fineliner.



Convener (first and last name):

Juliane Ade , Anna Cassine

Other Participants (first and last names):

Dorothee Bolwath
Catherine Pfahles (bumble-bee)
ferne
Olga
Sergey Lf.

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Issue: The function + form of "Focusing the Group"

What was done?

Report in kiss mode (keep it short and simple)
Handwriting must be loud and clear. Use a black fineliner.

"Focusing the group" is the second part of the initiation of OS. Knowing the function of it is the base of the form. Walking and opening the circle: start the self-organization by saying: Look at the people around, recognize the knowledge I allow us together, see all the treasures we have in this group.

The topic of the OS is part of the sponsor at the beginning, he should talk only for 3 min. The facilitator should talk as short as possible, the participants should come as fast as possible to actions. But this depends also of the situation.

It's worth asking why you do/say something in this moment. Important to appreciate that the participants came and their resources: As facilitator I can name this, but should I really appreciate it? I am "only" facilitating, nothing else.

If you have to work with translators the best is to have two facilitators. One for each language, but they say different things, not directly a translation. If you have to work with translators, it should be people who know how to facilitate OS. The one who is facilitating this moment should be in the circle, the others outside, only the translator could be in the circle as well.

At the end it's always good to ask the assistant if you forgot anything → The assistant should be able to facilitate OS as well!

Convener (first and last name):
Michael M. Pannwitz

→ some missed a part of getting to know each other in this training OS.

→ usually we don't prepare name tags. There is a possibility to do them, but that's it.

Other Participants (first and last names):

Nina Squire Barbara Kentic Schulenburg
Sergej Laboda Felix Dorothee Bodmann Kristina

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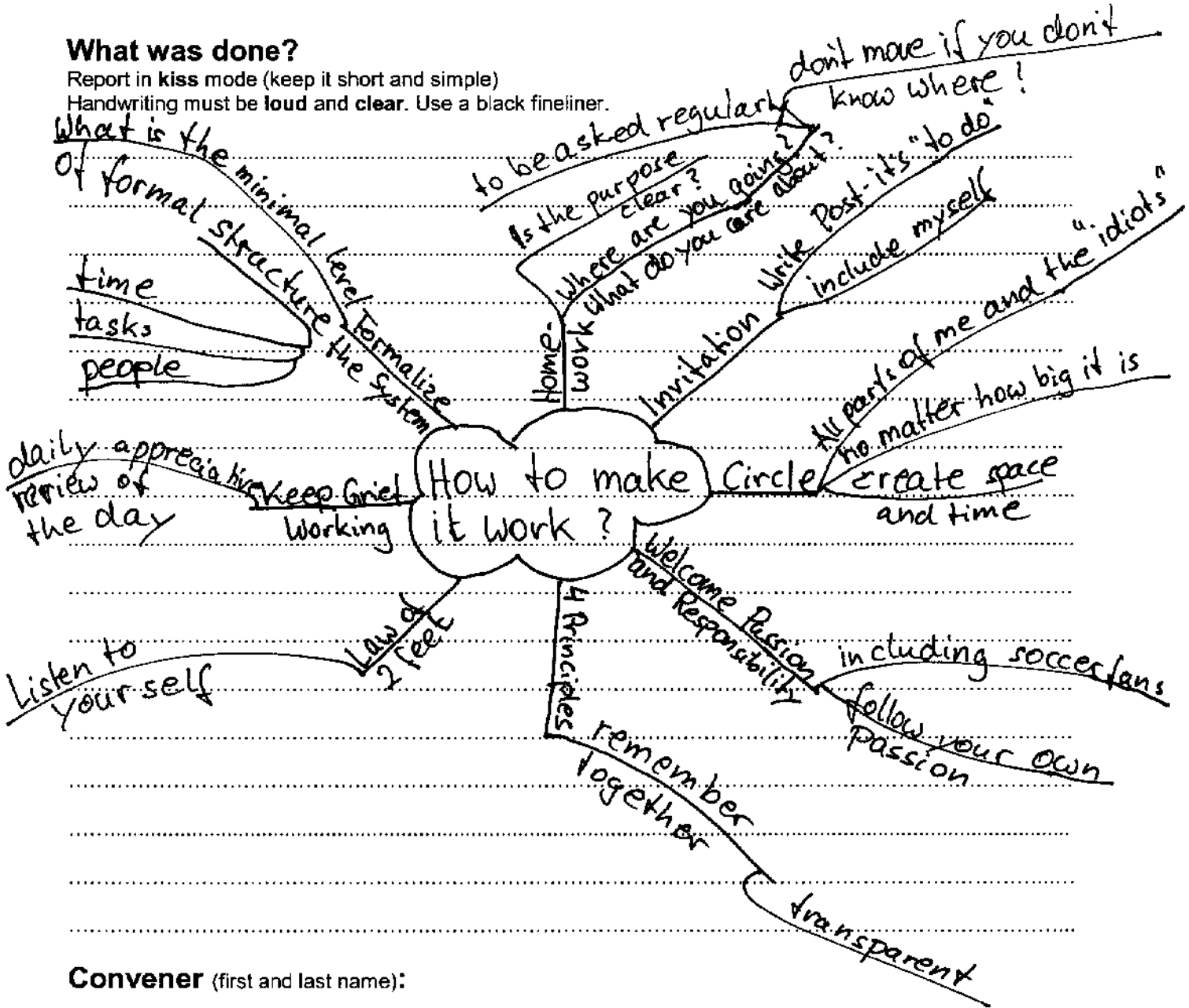
4

Issue:

Make the 8 Steps Work for me

What was done?

Report in kiss mode (keep it short and simple)
Handwriting must be loud and clear. Use a black fineliner.



Convener (first and last name):

Jo

Other Participants (first and last names):

Catherine Flaehler, Dorothee

Bettino, Dorothee

Lise Damkjær

Christine Kristina
Mia, Felix

Sergey Shepilov

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Issue: Appreciating the other phases / states around high performing

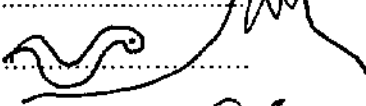
What was done?

Report in **kiss** mode (keep it short and simple)
Handwriting must be **loud** and **clear**. Use a black fineliner.

↑
condition

Ways / models that describe stages:
~~diff~~

- * grief work
- * 4 rooms of change (=> see "Don't...")
- * flow-model see report Nr. 8

© story of the worms 

Accept & appreciate them

- > for yourself
- > reflecting
- > talk about them
- > be patient
- > appreciate learning from failure



Convener (first and last name):

Juliane Adle

(encouraging taking risks, playing, missing ... be thankful for failure)

Other Participants (first and last names):

Henny, Olga

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Issue:

The Art of Invitation a)

What was done?

Report in **kiss** mode (keep it short and simple)
Handwriting must be **loud** and **clear**. Use a black fineliner.

Invitation to what? To the unknown, to something new

Personal dialogue before/with written invitation

email/flyer: information overload

friends for dinner: call in the morning or day before

make a list of people who need to be there: who invites who, how (email, letter, call, conferences)

Practice of Peace: book promo to address list of conference in Berlin

Convener (first and last name):

Franke

Other Participants (first and last names):

Dina Schmitz
Michael M. Panwitz
Jey Bishoff

Anna Caroline
Kerstin
Barbara Felix

3/3

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Issue:

The Art of Invitation

b)

What was done?

Report in **kiss** mode (keep it short and simple)
Handwriting must be **loud** and **clear**. Use a black fineliner.

small details: Identifikations-
figuren/Betroffene als
Impulsvortrag für OST

Do not mention OST in the invitation?

Brandenburg: OST hilft! :-)

Topic/Theme/Questions need to be sexy

www.boscop.org → examples for invitations

How to explain OST?

"Augen auf" essay It is an attitude
⇒ experience it

Include pictures of OST in the invitation

People flow in: great sense of urgency

Convener (first and last name):

Include post-meeting in the
invitation

Other Participants (first and last names):

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Issue: Make the 8 steps work for us as entrepreneurs

What was done?

Report in **kiss** mode (keep it short and simple)
Handwriting must be **loud** and **clear**. Use a black fineliner.

- * 1. assignment: Focus on the customers passion (even if it is to produce more chairs) and as the expert ^{learn methods} choose and recommend selforganizing methods.
- 2. assignment: still the customers passion + changing the way we work (my passion) - now they have already experienced another way to work.
- * Include an evaluating meeting in the invitation to cooperation.
- * A way to your customers passion:
When the task is done and you are tired and happy and satisfied - What has happened?

Convener (first and last name): Lise

Other Participants (first and last names): Kristina

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Next Steps

Saturday, 22nd November, Berlin

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Content Next Steps

Saturday, November 22, 2008

- A. Do you know of anyone who might be interested in joining an Open Space Institute in Paris/France?
- B. Send an occasional email, asking "How do you live the life you dream of these days?"
- C. Looking for signs of selforganization
- D. Magister - Space of women in MA period
- E. Invitation to transform your Gremlins/Shadows/Demons
- F. People interested in exploring further chaotic organisations
- G. Transfaire of personal growth
- H. Create a concept for a communication training with open space
- I. MA = fun

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project: Do you know of anyone who might be interested in joining an Open Space Institute in Paris/France?

person: Christine Koehler

Julienne: write us (boscop) an email on this

more persons:

Franke (Pioneers of Change, Art of Hosting, La Roche)
Olga // Anna Caroline Catherine
Emanuel (LIX)

1. step

- Catherine F. passes on your business card to Catherine Corbaze

2. step

- please ~~to~~ send reminder mail to us.

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project: Send an occasional email, asking
"How do you live the life you dream of
these days?"

person:

Catherine Pfähler

more persons:

Juliane
Franke

Sergey W.
1. step

Christine
Bethins

Olga

Anna
-1

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project: Looking for signs of
Selforganization

person: Juliane

more persons:

Franka, Catherine (via e-mail), Olga,
Bething, ~~for the~~
Christine Kentic

1. step

by email invitation to share 1 sign
you discovered

- juliane select 1 email von Ingrid + name
 - Schreiben eines Artikels
 - Wording von signs to Models - phrases
 - tools to facilitate such a process
 - collecting ^{the questions to be asked} great questions to ask to unveil signs of self-organisation.
- developing a phase model

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project

Magister - Space of women in 17th century period

person

Ana Carouze

more persons: *fen tute*

1. step

- Catherine: have a look at Wilbrandis Rosenberg from Basel, she was a personality + great host in medieval times *11-feld*
- phone Nina to get details of book

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project:

Invitation to transform your Gremlins / Shadows
Demons

person: Felix

Juliane Bethina

more persons: ↓ ↓

1. step

- '
- .
- '

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project: people interested in exploring further chaotic organisations
(maybe have a workshop in the future)

person: Christine Kehler

Juliane, Felix Betting, Catherine

more persons:
Franke

1. step

- .
- .
- .
- .

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project: Transferring of personal growth values into - profession - neighborhood - politics
person: Kerstin
Juliane Bethina
Facilitation of growth with spiritual growth community,

more persons:

Catherine can give feedback via email

1. step

Treffen u.a. Klärung der Rollen

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project: CREATE A CONCEPT FOR A COMMUNICATION TRAINING WITH OPEN SPACE (IN THE JEWISH MUSEUM)

person: # in the
Juliane

more persons:

Dorothee

Bettina

Olga

Anna Caroline

Christine (CHRISKO2812)

1. step • CUP OF COFFEE WITH EVERYONE WHO IS IN BERLIN

• E-MAIL OR SKYPE WITH PEOPLE WHO ARE NOT IN BERLIN

⇒ BIG BRAINSTORMING (EXPERIENCES, IDEAS...)

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project:

MA \approx fun

person:

Anna Caroline

more persons:

Olga # entire etc
Catherine

1. step

- Skype with Catherine nach Colloquium's presentation (18. 1. 09)
- CREATING A TRAINING CONCEPT FOR THE HOSTS IN THE JMB

