

18<sup>th</sup> World Open Space on Open Space  
Book of Proceedings

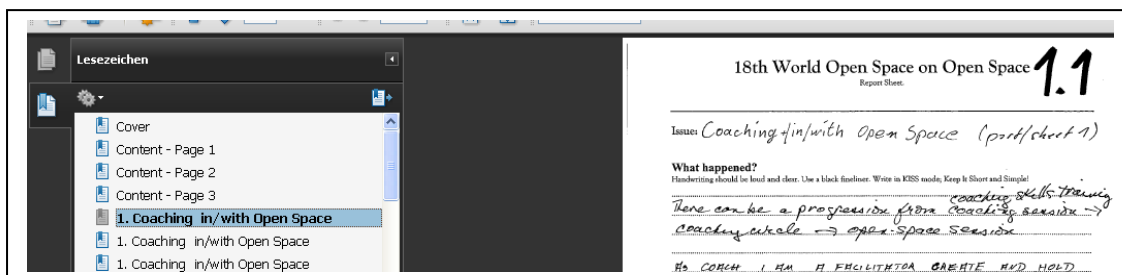


Heilig-Kreuz-Kirche, Berlin, 12.05.-15.05.2010.

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# 18th World Open Space on Open Space

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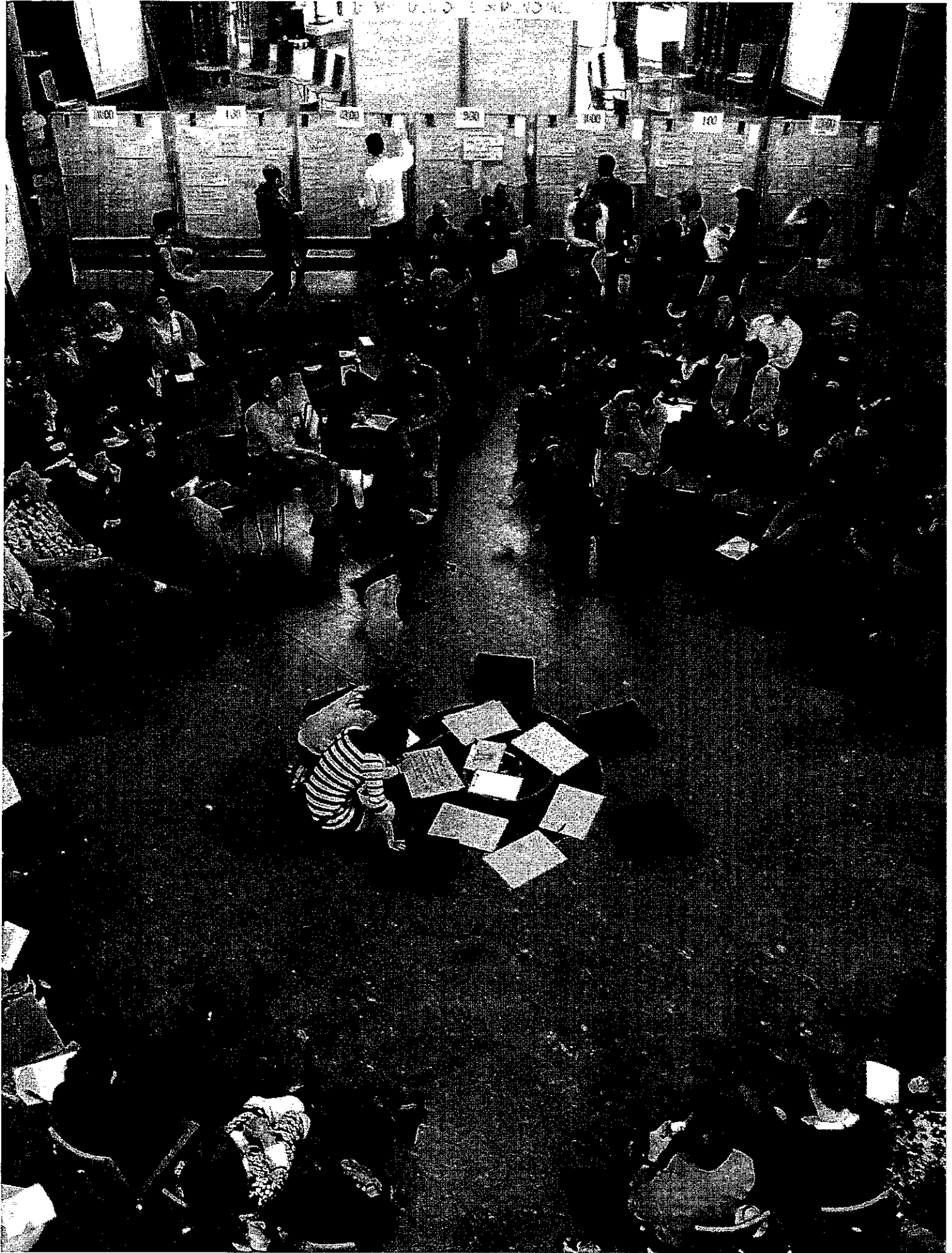
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# 18th World Open Space on Open Space

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Issue: Coaching + in/with Open Space (part/sheet 1)

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

There can be a progression from <sup>coaching skills training</sup> coaching session → coaching circle → open-space session

As COACH I AM A FACILITATOR CREATE AND HOLD THE SPACE FOR THE KLIENT. AND IT END'S IN AN AKTION PLANING.

GROUP COACHING / COACHING CYCLE ARE WORKING WITH OPEN SPACE PRINCIPLE'S

KLIENTS FOLLOW THE LAW OF TWO FEED  
→ HE/SHE TAKE'S FULL RESPONSIBILITY FOR THEIR LIVE

"Coaching is an Open Space with empty chairs"  
Both in coaching and open space you are the expert of your life/topic and it's OK. to involve, share with other 'experts'

Open Space > < Controlling reality?

Convened by (first and last name):

DOROTHEE BORNATH

Other participants (first and last name):

ANIKO KARL  
Edit Moldovan  
Kentin Schulz  
Madonica Scarpa

Anja Vehrenkamp  
Petra Kammerer  
Joanne Montha  
Michaela Schneider  
Sara Rossi  
Bettina Kolbeck  
Andreas Widmann

Charlotte Hainel  
Caterina Bohun  
Thomas Lohdey  
Birgit Shuder Hef  
Mariculle Scler  
Doug Lansing

Issue:

Coaching in / with Open Space (part II)  
1/Sheet

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

3 Coaching sessions: 1. Investigation of the main topic  
 → other topics coming up → schedule them on the  
 coaching sessions and do coaching in open space-format  
 : dismiss topics, stop chastly, extend them - follow the mood.

Coaching is about enable stories = experience  
 instead of ideas

→ To work with value cards ⇒ Choose by  
 chance → Ask client How could this value  
 : help you → link to open space  
 Similar resource shop

Two Feet and people in companies →  
 they are not free

↳ ① create the given's → law of 2  
 feet withi.

② If not enough space  
 ↳ Don't take the contact

↳ Use other methodology

Convened by (first and last name):

Other participants (first and last name):

OS principle in coaching: focus on the now & not  
 waste energy & time a person can spend on 'could have'  
 'should have' often as excuses for inaction, but  
 taking responsibility for the now & all the potential  
 there is there.



Issue: Coaching in (with) OS

PROT./SHEET II

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Important: Create trust before the event (→ pre-work) = teach language of trust / basic communication skills

↳ which attitude does a coach bring to the process?  
 LOSD > ↓ sports trainer  
 principles (self-responsibility)

Convened by (first and last name):

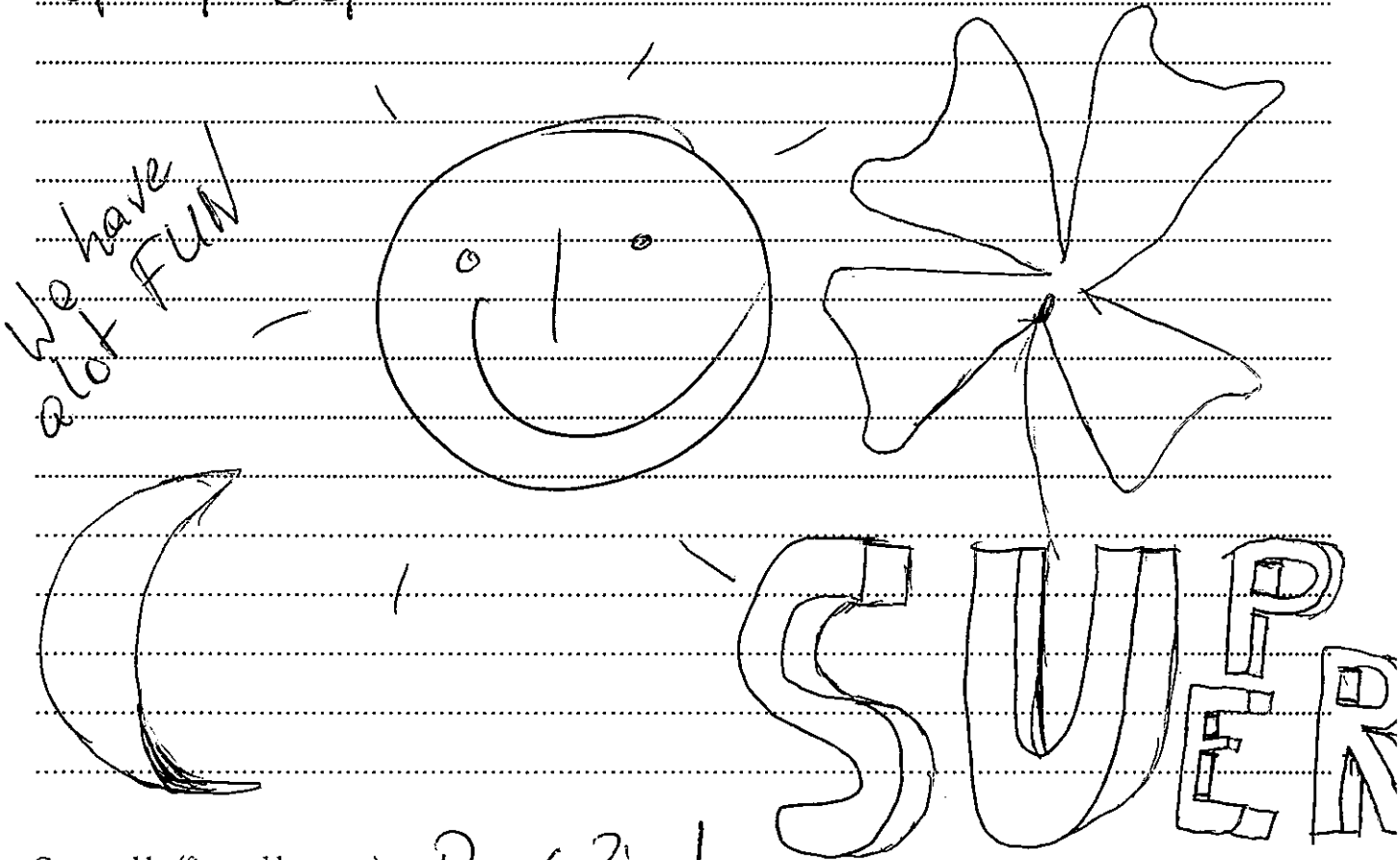
Other participants (first and last name):

Issue: NEW Games in silent Modus

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Leg-Hand-Klipp  
Schnick-Schnack-Schnuck Zer, 4er  
Fantasie-language  
Kamera  
Go-stand-Skulptures  
Open Space Spirit in 20 Pictures



Convened by (first and last name): René Zind

Other participants (first and last name):

Sue, ~~Horst~~ ~~Wolfgang~~  
Uta ...

Issue:



- 135 million years old (like flowers...)

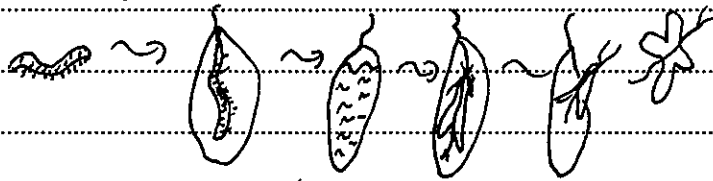


What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

80 years of human life is one butterfly day

← eating: up to four transformation double size each time!



liquid stage!

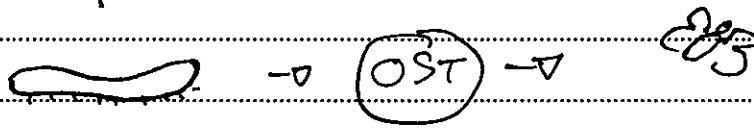
5-8% voyage / journey

1/3 wandering around

rest: sitting & smelling over kilometers

then they know where to go.

Chaostheory → butterfly creates something which is not (yet) visible or factual as a change



As a OS facilitator it's a pleasure to research butterflies to be able to inspire the butterflies in the group

Convened by (first and last name):

Anna Caroline

Other participants (first and last name):

Luc Bizeal

Matthias Bär

Matilda Leyser

Sabrina Tschöde

Annika Panik

Ineke Hurlimann

Marina Tyasto

Sabine Winkler

Jacob Dietz

Ceren Bebek Schlemmer

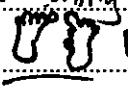
Issue: How to sell a 2,5 days Open Space, when the sponsor wants 2,5 hours?

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

How big troubles are you in?

\* We can choose to do 2,5 hours Open Space - to show people the effect = opening space, energy... and sell: "If you want results - you need 2,5 days"

\* Doing 2,5 hours OS: We can do short or longer break-outs (15min!) but the important thing is to open space for personal passion and walking around 

\* Training „Whatever happens...“ also in our own selling-process

See the difference between the customer asking for „2,5 hour OS“ or „2,5 hour workshop“  
2,5 hours could be


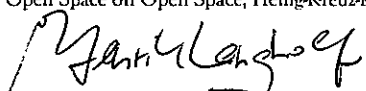
\* Sponsors often think linear about time and open space ~~the~~ -time is not linear ~~Maybe~~ Should we challenge linear-thinking or maybe give an appetizer → effect?

\* The value of time (including all the time of the participants):  
How important is the issue/goal for the sponsor and how much time are he/she willing to invest? & do the facilitator believe the goal can be achieved with the time & method? (including the facilitators knowing on the culture of the organization)

Convened by (first and last name):

Kari Gunnarsson

Other participants (first and last name):

- |                  |   |   |
|------------------|---|---|
| Lise Damkjær     | ELIO  | DEBORAH MAAREK  |
| Petra Pinger     | Barbara   | JAN-ERIK LARPILA  |
| Jenni Werner     | GAIL WEST   | GERARDO DE LUZENBERGER  |
| Hans Bejeer      | Catherine Pfæhler   |  |
| Perwille Lütjohr |  | Michael SCHNEIDER   |

Issue: How to sell a 2.5 days Open Space, when the Sponsor wants 2,5 hours?

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Sponsor has high expectation and low budget - is impossible?

The tuition is very expensive!

In OST there divergency emerging and after convention. There is no meaning to use only one of the phases?

To send I letter asking for a face price (low budget) for a 2.5h for with all the administrator for a saturday morning (it is raining and they will not want to play golf! And after... the 2.5h ask the facilitator can put the questions:  
- How many 25 OST meeting for how many top level directors and how what is fair to be paid (last question) last 30 min of the 2.5 hours and for who long?

Convened by (first and last name):

(the facilitators will promote

Other participants (first and last name):

the theoretical and practical success of 2.5 DAYS.

Issue:

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

The unions in France, Spain, ~~Sweden~~, Austria, Portugal, Germany, Finland  
unions tend to feel challenged  
by the power of direct partici-  
pation.

Some time management wants  
OST but unions say no. Because  
their power is challenged.

If we did it for the "president"  
of an union it can be a success  
because the union will be stronger  
(has more union knowledge

and Suisse and Sweden  
In Finland there are "internal" union  
like Suisse Airlines.

Convened by (first and last name):

Other participants (first and last name):

4th page.

Issue: How to Sell 2.5 days ...

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

~~Collective Intelligence is perhaps  
better for 2.5 timespace~~

is the Space Open or not?

5 min Open Space! possible! yes.

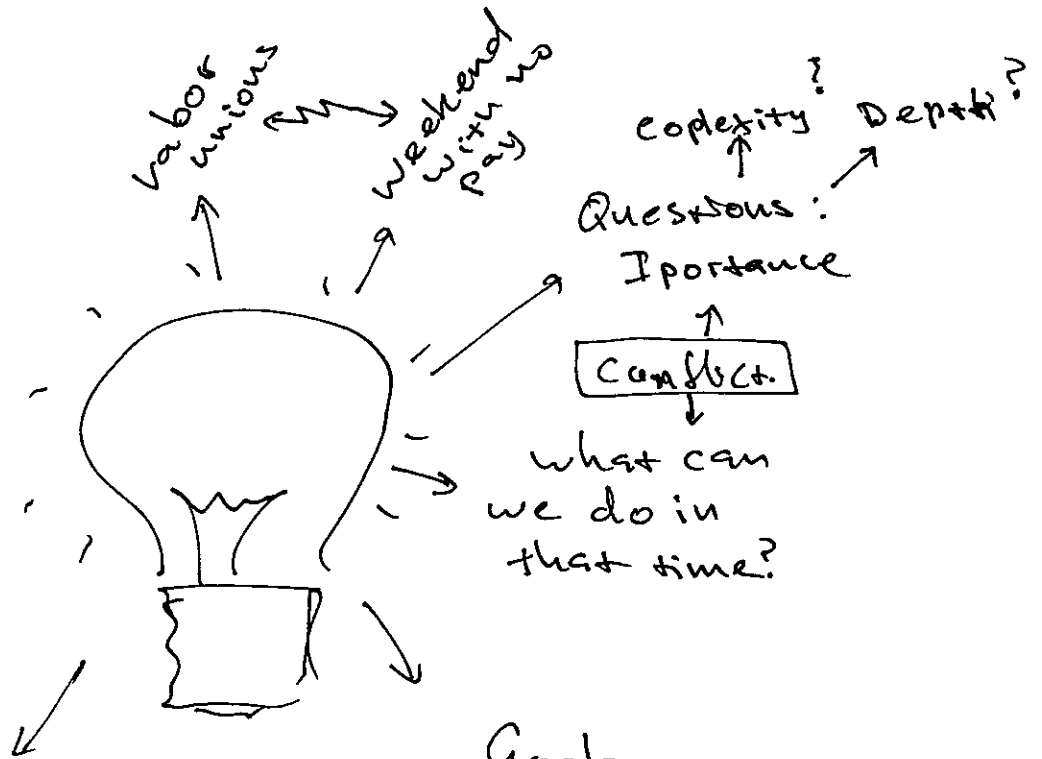
It is possible to teach organisations to use OST, it is good way to use a long version of OST, then they can use the principles of OST in the organisation on there own.

Convened by (first and last name):

Kari Gunnarsson

Other participants (first and last name):

# 4.5



Complex.

Different parts. Goals.

Goals

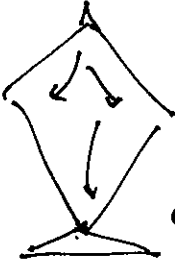
A B C ...

□ □ □ ...

parts.

↓

Map of goals and results/methods.



EMERGE/Diverge

Converge.

Take

↓

How much of this mapped area do you want?

If I could do that in 2.5 hours, I would be the most expensive consultant in the world and you could not get ~~an~~ ~~opening~~ me.



Issue: FEMININE ENERGY

## What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- FEMININE ENERGY + ABUNDANCE
- MALE ENERGY IN STRUCTURE AND PRE-WORK
- INVOLVING DIFFERENT PEOPLE IN THE PREPARATION → FEMININE?
- OS AS A "FEMININE" TECHNOLOGY??

Convened by (first and last name): . . .

Other participants (first and last name):

Catherine Pfähler  
DEBORAH MAAREK  
Petra Pöyger

# 18th World Open Space on Open Space

Report Sheet.

# 6

How does online open space work?

Issue:

10 Years + <sup>artist</sup> OpenSpace-Online  
Real-time Methodology

What happened?

Celebration // Storytelling // Sharing Experiences  
Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Gabriela shared her story how she came to Open Space Technology and how she followed ~~the~~ later the vision of enabling OpenSpace-Online by empowering people and organizations around the globe since 1999. We talked about some future enhancements and that in the future a much larger and expanded version will be available for free for all social organizations. Gabriela is receiving support to realize her vision from many people and organizations. We discussed also practice cases and how this real-time, virtually-facilitated process works. One enhancement will be e.g. "real-time-translation ~~every~~ of "all" world/languages.

Convened by (first and last name):

Gabriela Endler, Elena Stelmachenko

Other participants (first and last name):

Participants?

MAURO FORTE -

Peggy Holman

Anette Biehl

Volker Schindler

Renner Luthopp

Tova Averbuch

Detlef Hoffmann

SUZANNE Spigle

Silvia Esteve

Claudia Antoni

Hempal Shrestha

Holger Nauheimer

Stephan Lieb

Lucy Simeone

JOHANNES PONSBERG

Martin Mayer

Issue: "OS and Art of hosting"

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

1. I want to organise event, for example
  2. we have events bureau, professional associations, hotels.  
interests for hotels: type of the rooms  
drawing, more capacity for the clients  
clients: innovative way to organise conference  
events bureau: to innovate there process of organising of conference
  3. we can invite all parties of all systems (hotels / bureau events) professional association
  4. ~~Meeting~~ Meeting industry failed down.  
How we can interactives clients
  5. Presentations for Hotels
  6. Art of hosting: combine technologies, help organise all types of events: OS, we, interactive organizing.
  7. Attitudes, manifestation of this  
creat space, flexibly, feet space,  
embracing, holisting, involving people
- Convened by (first and last name): GALINA TSAREKOVA

Other participants (first and last name):

Sebastian, Marina, Gerald, Johannes,  
Tobias, Eva

Issue:

os and art of hosting

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

7. you "invite" oriented events.
8. address of "art of hosting" <sup>www.artofhosting.org</sup> ~~ning~~
9. Motivation to participate? <sup>org</sup> ~~com~~  
potential from people, who are participate
10. To ~~at~~ share experiences of each others  
to be involve to the inside process  
company, & creativity of the people  
ip. ing: 8 steps for actings
11. designing prework of this art of hosting event
12. Issue can be a very important!!!
13. difference betwix team-building and art of hosting, more effective technology
14. Spirit - is the first in os/art of host
15. Focus on: design, structure, special role/place ~~to~~ how we can use it.
16. bringing philosophy and technology

Convened by (first and last name):

Other participants (first and last name):

Issue:

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

process

harvest

methods  
participatory  
questioning  
design

space

self hosting

Convened by (first and last name):

Other participants (first and last name):

Issue: Opening Mind - Creative Mind  
from Artist Point of view

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

#1

open mind - condition for creativity  
different perspectives ↔ change the point of view  
eagle perspective - overview whole situation  
↳ upstairs in the church

↔ be part of situation → see details only  
point of view - what do you see? ↔ awareness

↳ is there a system of organisation? ↔ details

suck in what I see ↔ open → sensitive → not describe

→ let it settle → <sup>days</sup> later → <sup>or years</sup> birth !

what you see - creates an emotion (or not)  
(and hear)

from time to time "close" the senses → intuition

being creative opens ~~the~~ my mind and allows the  
other to open up also

s.t. feeling angry allows creativity as well

Hi!

Drama does not kill creativity  
I love conflicts

Convened by (first and last name):

Hélène ☺

Other participants (first and last name):

Sabine Winteler

Andrea Pignitzer

Martina Rudolph

PIERRE CHENIER

Michael Otto Poschmann



13/5/2010

Issue: Opening Mind, Creative Mind From an Artist <sup>1h30</sup>  
point of view.

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Hélène  
Dery

everybody has the importance  
observation and emotions

Try to define "Emergence" as the process  
between imagination and creativity from the  
artistic point of view (maybe this is only  
to find it in this point of view or not?)

Creativity is the essence of life

Why and when we are creative?

when we shut down ourself

fear is against creativity  
fear of making mistakes

when we try to protect our self

blocking / running away

feeling secure allows you to make mistakes

Opening mind through meditation

Convened by (first and last name):

Present moment.

Other participants (first and last name):



Issue:

#3

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode: Keep It Short and Simple!

If you have a space without  
 anything you have the maximum  
 of possibilities

everything starts with a new impulse

The Nature is a never ending process  
 we don't know what comes after.

The Nature evolves

It is ~~is~~ in our nature to create.

How we treat mistakes in our society?

Pay off your guilt!

"Péché originel" you have to pay for.

"Creative killers" oder "Kreativ Killer"

Life energie will flow again through body

Flow in MIT Institute <sup>Richard</sup> Csikszentmihalyi

Mihaly Csikszentmihalyi

Convened by (first and last name):

Other participants (first and last name):

Lets go with Flow!

active meditation - body meditation

# 18th World Open Space on Open Space

Report Sheet.

9

Issue: Story-Telling

The first open space in my life

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

10 beautiful stories told by  
Open Space aficionados.

Great!

Convened by (first and last name):

Erich Kalenety

Other participants (first and last name):

?

Issue: How to change cold doors into warm contact? / How to persuade control freaks

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- What are the arguments for Open Space?
- 1) What are the people afraid of new methods?
- Why are people resistant?

Answers

- for 1:
- need of immediate output
  - not an established way
  - self image - big organisation / anarchism
  - not enough aware of where it did worked
  - fear of losing control
  - no guaranteed results - as they see it
  - lack of trust in normal people - only management knows
  - it's too simple: cannot be good
  - there are "known brands" + technology which feels safer
  - need for agenda to claim expenses
  - cultural need for structure
  - people believe traditional ways are more effective/efficient/accepted
  - not in HR!
  - not in enough pain
  - absence of evaluation "against" traditional methods.

Convened by (first and last name):

Jon Harvey + Dettel Hoffmann

Other participants (first and last name):

Flavio de Senneker

- Christian Kaufmann
- Anja Vehrenkamp
- Petra Rujir
- Sebastian Hoffmann
- Lizendo Pereda
- Johannes Terwite
- Petra Kammerer

- Christo Hehner
- Michael Schuder
- PIERRE CHENIER.
- Henning Mielke
- Volker Schudel
- LUCIEN V/O PLOSTS
- Antune Silva
- Catherine Pfahler
- Marc Skintin
- JUNELOIS WALKER
- Karen Schmidt
- Andreas Wischna
- Barbara Ko
- Olio

Issue:

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- their language  $\neq$  our language
- still don't know OS = we're invisible
- we don't evoke enough confidence
  - are they confident in us?
  - are we confident in us?

Then: a few questions on our process: why not look at solutions at the same time.

- ~~Do~~ Do we see the faults in our clients too much, rather than looking at our own approach?
- The importance of building trust - don't come in saying OST is the only way to go. Listen!
- Two general approaches:
  - a) I as the consultant have a range of techniques I can use.
  - b) I love OST so much and will refer them to my colleagues for future search etc.

Convened by (first and last name):

Other participants (first and last name):

Issue:

## What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

What gets in the way?

- Do we do we not give enough choices
- our lack of awareness of what live is like for a manager used to hierarchy.
- do we know what we are - consultants or facilitators. - we have passion but does passion put people off?
- knowing when OS fits and when it doesn't
- inflexibility
- say why we are better!
- not to be too precise about 3 days.

So now what / or just now.

- develop our confidence to help their confidence
- start from where they are at
- offer possibilities and choices
- never impose - look for a fit between what we do and what they want
- Open Space at 1st contact - to help clients decide what they need
- get stuff out there - to places + ppl who will spread the news
- encourage clients to put the method
- be passionate about what client wants not the process
- wait sometimes
- confidence before contact - look for ways to build credibility
- network so that your work doors find each other
- surf the wave of dissatisfaction with the hierarchical approach - paradigm shift
- publish!!!
- standards for OS
- beware using OS when there's not enough pain
- be aware of competition - and tackle their arguments head on!

I have to decide: am I an agent of transformation (with OS), or am I an agent of the client's goals? We may have to decide for ourselves.

3

Convened by (first and last name):

Other participants (first and last name):

Issue:

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

~~Does not know what...~~

- Ask: what would your company be like if people were as engaged at work - as they are at home
- But recognise how scary this can be for managers
- Collect recent studies / stories / archives - to tell the stories.
- Help CEO's / clients recognise that their role will change - but it will change to something.

What are our arguments / persuaders?

- Show link between our analysis of their needs - and how OS can help
- "Ambassadors" - OS with Bill Clinton :-
- End of year event with all your clients - open it :-
- Have 31 countries - OS on same day
  - talking about powerful questions
  - what now for leadership in post-hierarchical age - open space process
- Use OS - to discuss a great Q

Convened by (first and last name):

- like selling drugs by stealth

Other participants (first and last name):

"Leadership as if the earth mattered"

Issue: How do I ~~recognise~~ distinguish between conflicts and "it is over" in real life and organisations?

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- write down your own emotions about the other person; can I work with him or her?
- Does the other person want to cooperate or only to take advantage of me?
- What do I need from the other side?
- How do we see, if we should give more resources into that or finish?
  - is it still possible to find compromise?
  - use nonviolent communication techniques
- go to a camp and play games there to get to know each other better
- it is not over until you decide that you do not want to continue.
- "When I interrupt it, it is over" says Johannes
  - there is strong disagreement → then it is not over!
- the same applies in private relationships; there is no use to have a divorce if I end up with the same problem in the next relationship

Convened by (first and last name):

Martin Mayer

Other participants (first and last name):

Alena

Petra

Johannes

Issue: Embedding OST in a larger process for organisational change & Evaluation research

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- WIKI: READ all about the research on [WWW.TONNIEVANDERZOUWEN.WI/WI](http://WWW.TONNIEVANDERZOUWEN.WI/WI)
- very little evidence based material. => something more solid.
  - we do not like evaluation
  - LS2 use it in a bigger process => add milestones, rewrite.
  - follow up can be built in the contract, an evaluation after 6 months for instance
  - we have to know the purpose of the evaluation
  - it is important to evaluate to improve
  - draw a mindmap together with a micro-cosm planning group with expectations.
    - => afterwards: with the same group look at the same mindmap
    - => announce the follow up at the end of the large group meeting.
    - what have changed, what is different.
  - you can evaluate the process and the evolution.
  - my experience is: they often think not so much happened, but when you evaluate together => a lot happened.
  - prework is important, it is not only a tool.
  - sustainable change shows in more participatory process.
  - I only notice change in the follow up meeting, people share and know think changed; with the head head of the action groups, planning group.
  - sometimes the change happens very clear in the meeting

Convened by (first and last name):

Tonnie van der Zouwen

Other participants (first and last name):

Barbara Koroh

Elio Portocarrero

Ralf Eiler

Thomas Herrmann

Kerstin Schulenburg

Gerardo de Huesenberger

Stephan hist

Ineke Hurlmans

Roswita Uesper

Sirin Bernshausen

Mira Konstantinidou

Gerard Muller



Issue:

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- some examples of changes: 1) CEOs gathering during an OS realising the plan was not financially feasible.
- 2) a discussion we never had before
- and
- sometimes it's hard to grasp.
- participation has to be worth the effort.
- non-participation can also be an interesting sign about the culture; or when everyone comes because they don't dare to refuse.
- an OS with 6 people of an alumni organization of 5000 changed the awareness of what was needed to maintain an alumni organization.
- evaluation arrangement:
  - sticky dots
  - red and green post-its
 } evaluation at the end of the conference.
- talking kick round at the end with evaluation, it is disappointing.
- often clients use OS only once, why is it? Would be interesting to find out. It depends on the preparation and follow up too.
- it depends on how you introduce it.

Convened by (first and last name):

Other participants (first and last name):

Issue: Collective Intelligence a Open Space Technology  
in the corporate world

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Hungria, Polônia, Portugal, Holland, ~~and~~ <sup>Belgia</sup> several  
European (living in Berlin). Belgium. <sup>the</sup> Bureaucracy  
criar organizações em que "cultural" <sup>and</sup> "instru-  
mente" as pessoas colaboram. <sup>a cap</sup>  
Ela Kouravies é um livro seminal. <sup>tal</sup>  
Colaboração Identet (Física and Virtual) <sup>poli</sup>  
assíncrona e síncrona. <sup>da</sup>  
<sup>Euro</sup>

Existência de organizações que se  
auto-organização, ficam mais  
feliz, são mais eficientes e criam  
mais valia

É OST uma ferramenta de gestão  
Estratégica e criação de valor?

In OST we create 'Collective Knowledge  
using our Collective Intelligence (Human  
Capital). The circle is very important.  
All equal and all leaders.

I speak to the "middle". I am in  
connection of the collective Human  
Kind. Feeling, Intuition, Feel, speak,

Convened by (first and last name):

DEBORAH MAAREK

Other participants (first and last name):

CSABA LENGYEL

ANDREA PINCITZER

Hans Begeer

Mário Rui Góes

Boris Hofmann

Kavolina Jwa.

Holger Nauheimer

Christine Wank

Jo Toepfer

Ingrid Ebeling

Ranai Garkman

JAN-ERIK TARPIL

13.2 (2)

Issue:

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Small.

No queen of speaking. Any one can speak whenever he things (intelligent) he has some "cleaver" information to share with the center.

Newest: S. Francisco, she was depen the conscience "Knowledge" Plato theory of the cave and the shadows.

One exists if the shadow exists or if is knowledge is "rewritten".

Before OST do meditation.

First send the information to the "easterners". IT WAS MAGIC!! She believes in collective Intelligence.

Mental preparation. She extend the OST method before → rewritten information about Philosophy, Believing, collective, Human Kind, Human

Convened by (first and last name):

Other participants (first and last name):

13.3

Issue:

the XXI "Capital"

## What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Capital versus Financial the 15th - 20th century. Use the  
 The potential of the Human we know during each day must be meditated in the evening after dinner and before breakfast.

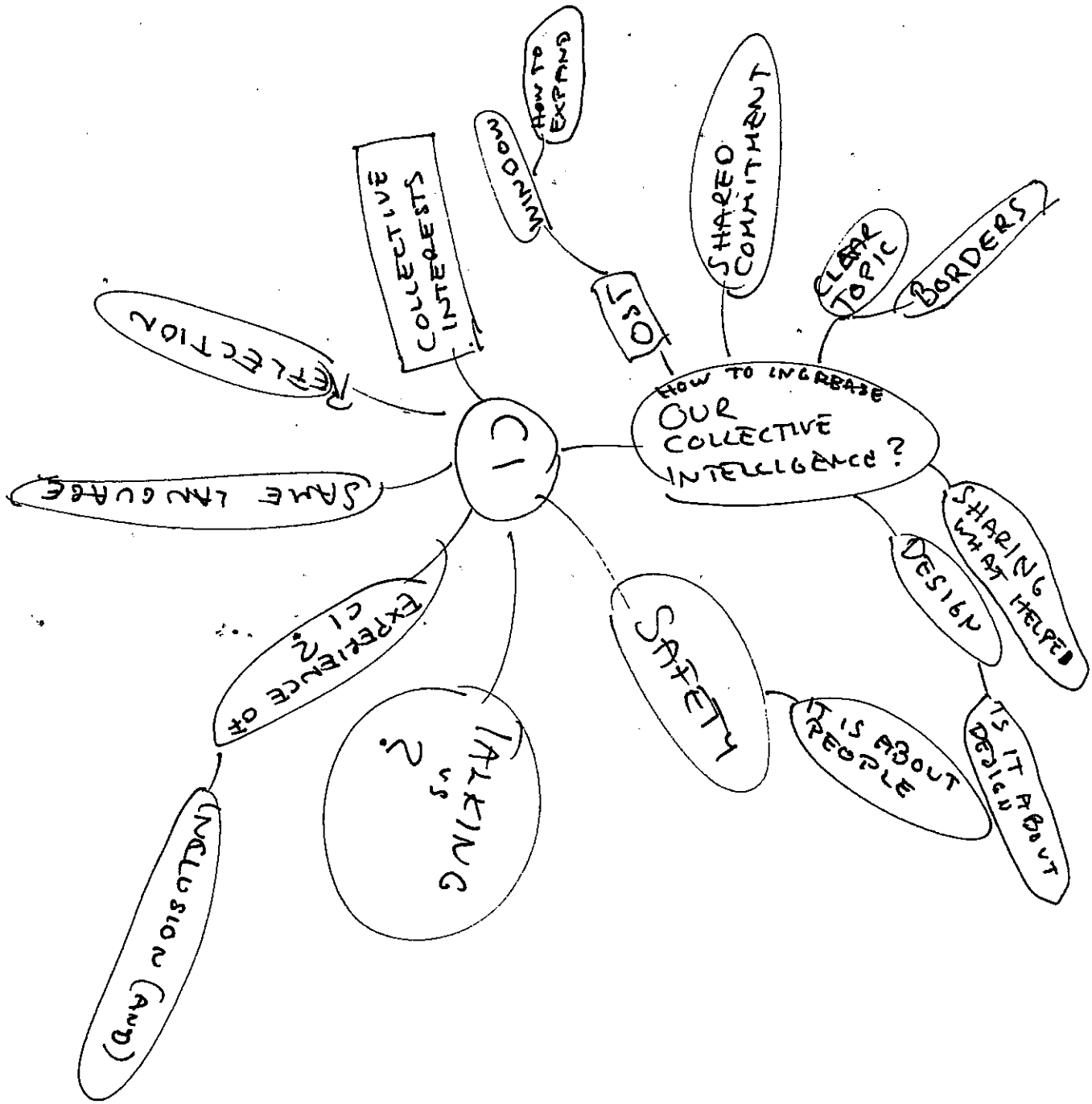
In France, an association of companies, several friends, discussing about Collective Intelligence. (Agost August) Sautolero was to  
 Can you do OST alone using meditation?

Theory 10 Presencing Institute  
 Essence - we have to go much deeper of consciousness (Neurologie, theory).

Convened by (first and last name):

Other participants (first and last name):

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# 18th World Open Space on Open Space

Report Sheet.

14

Issue: ERASMUS FOR EUROPEAN ENTREPRENEURS

## What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

New scholarship of the EU for

- people planning to start their own business
- entrepreneurs who are less than 3 years on the market

Goals: - Find a company abroad to work with

- Spend 1 to 6 months within a year abroad

Aims - Build a network

- Open your skills & profile

Amount - Get 800-1200 € per month depending on living costs of ~~your~~ the country you're headed to for travel expenses and housing/living

CHRISTIAN IS LOOKING FOR A COMPANY IN SPAIN/SWEDEN/GS...  
TO WORK WITH. FIELD: FACILITATOR: ORGANIZATIONAL DEVELOP-  
MENT / INTEGRATION. COSTS FOR MODERN HOSTEL COMPANY: NONE.  
GAIN: CREATIVE COLLEAGUES FOR AT LEAST SIX MONTHS..

Convened by (first and last name): MORE INFORMATION: CK@INBETWEEN.EU

Other participants (first and last name):  
Sini Bernshausen  
KAS NETELER  
Christian Kemper  
Mathias Bieg  
Karen Schmidt

Issue:

Future.net Linking theory &amp; practice

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Who? Susanne Weber starting a Research/Institute  
 "Future Education & Network Innovation" at Philipps-  
 University of Marburg. Goal/Vision: Transdisciplinary;  
 inter-/transcultural/international network between  
 universities + practitioners; "Laser" effect of bundled light-  
 energy. Addressing transformational agents;  
 building a link tank between universities & practice.

How? Virtual & blended space; network approach;

What? Sustainable systems; system complexity &  
 innovation learning; Balancing "old" & "new"  
 transcultural networks; leadership & change  
 facilitation; Diversity Leadership; Win-win strategies  
 for sustainable systems;

Next steps: 'Future-Labs' (Crosspoll.) between Society &  
 University. Next meeting: 19.6.2010 14<sup>h</sup> in Marburg

Convened by (first and last name):

Susanne Maria Weber

Other participants (first and last name):

GENOS MARTIN; Ingrid Ebeling; Christine Wank...

Contact: Susanne Maria Weber 0162/4777755  
 0049 (06421/2822290

Issue:

Facilitators as Future-Activists?

What happened?

Visioning Transformational Research

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Project -  
Idea

- Are Facilitators future Activists? The Self Concept of Facilitators: "Passivators"; "Passivists"; witness of activists; ≠ not activist but midwife; advocates for change
- Which change? Are facilitators 'drivers' or 'driven'? Neutrality? Which Goals? Values between Preservation + Transformation, Wholeness as a goal; serving or goal setting?
- The process with contexts: multi-layer systems; power structures; Decision process; organization + facilitator "matching" or not "paces of attraction"; processes of decision making, path-dependancy
- The way of connecting - network competence; influence spaces by the way we facilitate; using the space of asking; "naive" way of asking questions - opening new windows ... potentials for the future; playing & testing; self creation;

Susanne Maria Weber @ staff.uni-marburg.de

Convened by (first and last name):

Susanne Maria Weber, Uni Marburg

Other participants (first and last name):

Hempal Shrestha, Jennifer Langhof, Holger Scholz, Anna Goshchinskaya

Thomas Cadedue, Dennis Weimer, Kári Gunnarsson

Susanne Maria Weber 0049/6421/2822290 (Uni Marburg)

mobile: 0049/(0)162/4777755



Issue: grandama & father Brian (sharing stories)

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Memories & stories. Thank you to grandmas & grandfathers

Convened by (first and last name):

Michael Pannwitz

MARTIN HAUSEBILK

Other participants (first and last name):

Bettina Kolbeck

Peggy Holman

Susan Lange

Peter von Ah  
Erik Melderich

Miriam Notowicz

Stien Michiels

Cera Behets

Sabine Bruggman

Jubane Nerhann

Issue: Building an Open Space Community: Does structure<sup>1/</sup> matter?

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

In Denmark, there are several people who facilitate OS but we don't know each other. People are learning from someone and don't connect → Get more "playmates" colleagues I can have fun with?

Community of practitioners? or <sup>city or</sup> people who function in the same way?

When you use an open concept & when the facilitator influence the results, that's unethical → have a code of ethics.

The format needs absolutely to MATCH with the org. device ⇒ include participatory process.

\* Network with structural + operational level → one year to get to the right question - ambivalence normal

Experience: starts with interview groups: He who wants to learn something find people who want to share.

Completely self-organized - ex: exercise ⇒ need a group. You just need to advertise your need & that's all. Very simple & practical common action.

Convened by (first and last name): Christine Koehler

Other participants (first and last name):

Iren Steiner  
Joanne Mantha  
Lise Damhjaer

Sail West  
Eugenio Molini  
Taras Mykhalniuk  
Karen Schmidt  
Uta Kalocay

Issue:

21

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

One group: one person want to experiment facilitating the group, in the other group, the facilitation is rotating.

\* Dilemma: \* a lot of practitioners, growing a becoming big  
\* make an impact in the market -> more than  
independent consultant.

Passim vs structure

idea: make a minimal formal structure to regroup independent consultants who want to invest a minimum of money. Code of ethics. Minimal structure is financed.  
↳ "we don't want to make money with the company".

Given: structure self financed

Money only through our self work

Transparency

Role of President = guarantee that the given are fulfilled -

We are now owners + 5 associates

Idea: make a collective brand "Attractor"

Example of us: hire someone to write proposals

→ How do we attract people we want to work with?

How can I take the network thinking one step further so that we can have a common "something", without losing my spirit. (platform)

Convened by (first and last name):

Other participants (first and last name):

Issue:

3/

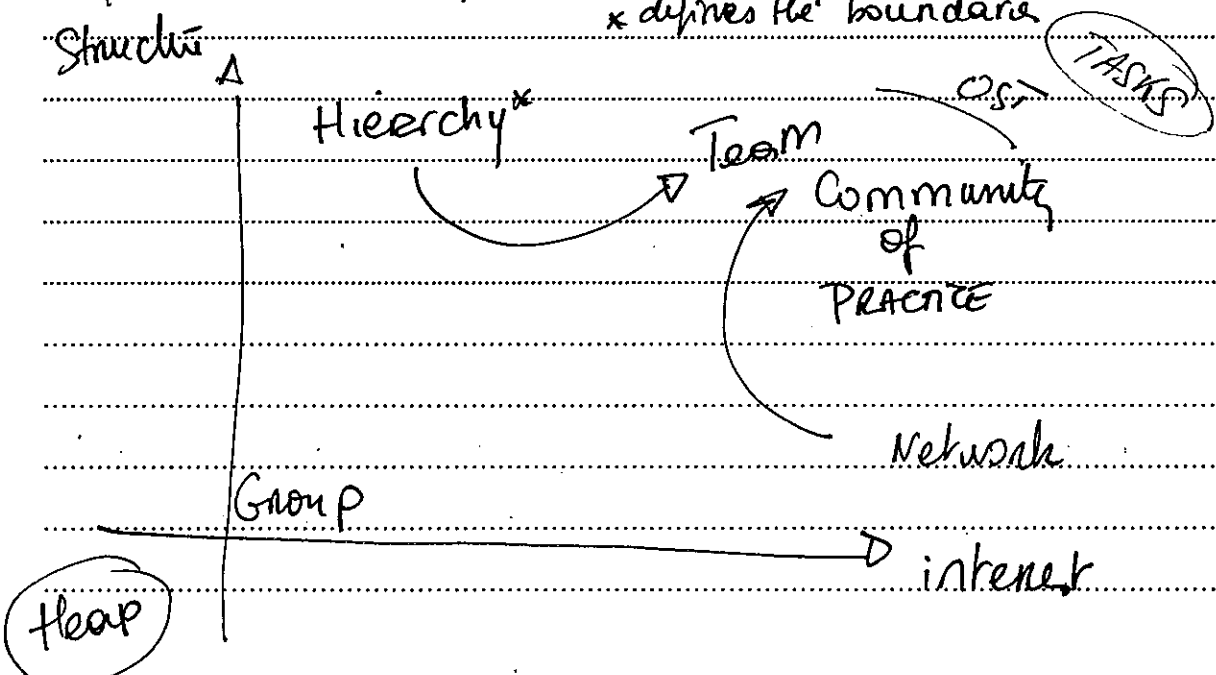
**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

\* the creation of ICF gave a lot of credibility to life coaching  
 & executive coaching -> code of ethics  
 -> competency profile  
 -> evaluate the schools  
 -> " the coaches

It's a Community of practitioners.

\* Can we think about that structure based on charisma?  
 \* Branding comes out of a competitive background  
 Yet we need to find an identity -  
 \* defines the boundaries



Convened by (first and last name):

Other participants (first and last name):

Issue:

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

The key is TRUST.

Trust is not negative/positive. It just is.

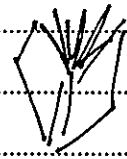
I can trust people for different things.

Be passionate but not attached to.

OS. doesn't work without a structure: marketplace etc...

Purpose need to be clear. If there are different purposes, just split.

\* Scott PECK on Community building "a different drum"



Convened by (first and last name):

Other participants (first and last name):

19

1910-1911

1912-1913

de' follow  
- total  
each

Methods  
in workshops

the  
daily big ?  
(not the conference)

The Very  
Big To do/Excel  
map

not an  
event maker

different roles  
participants  
- sponsor - facilitator  
How is the responsibility  
Shared between facilitator  
and participants?



Making room for the  
energy - and making  
the energy from the  
seminar useful & deep

Clear  
Success measures  
What exactly do we  
want

to achieve

going  
to a conference  
to whole  
organization  
involvement

RATE OS IN  
SYSTEMS/MODELS

Methods  
for "after"

Coaching

Telefon  
Conferences

Seeing the  
potentials

range of taking  
bits of an OS  
then win a network

If you want start an  
event, go to a pub  
and get drunk...

CONSENSUS

critical  
mass 20%  
60%?  
dependency of the?

How DO YOU KEEP  
MANAGEMENT FROM  
RE-TAKING CHARGE?

Shared Vision,  
Goals, Identity

The conflict between  
the hierarchy in the  
organization and the  
need of collaboration

Process support/  
ownership

FACILITATE THE  
PROCESS OF SHARE  
(Success/Process/Ownership)

workshop - daily  
special event / way  
of work

Managerial needs  
to have them first!

What is  
over it's  
or?

Why  
become a leader?  
not just a manager?

Issue: The tipping point to Action - taking the energy of the seminar further.

### What happened?

(page 1/2)

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

X Gathered experience: How to use and sustain the energy of an event?

→ Use Next Steps, Coaching, Telcos, Internet, Learning, Friends

→ Ownership helps

→ It is all up to the people ↙

X Whose responsibility is it? Big question: What's in it for me?

X How to deal with the „paradigm clash“ special event vs. daily work?

X How to bring the new way of working into the organization? How to deal with resulting conflicts? How to reach a critical mass?

X What is my role in the process? Expectations?

X To make the Open Space smaller ~ not to make it „The Event“. That's not going to change the everyday life (where the problems usually are).

X The power of OST is maybe not the action plan/results but to realize the how much <sup>they can</sup> contribute and how much there is to learn.

Convened by (first and last name):

~~Perinette Buttrop~~ Alexander Steinhilber

Other participants (first and last name):

SEBASTIAN HILDEBRAND, Dang Larsing, Giulia Molnengo,  
Lucien van der PLATS, Eva Ressel, Jan-Erik Taipala,  
Thomas Lüdecke, Hanne Steensen Christensen, Lesley Symons,  
Alena Bychenia, Elena Stelmaacke, Andrea P., Ilja Raß  
Hans Berger, Ana Pschibler,  
Martin Mayer, Jacques Chlopczyk, Inke Heskman



Issue: The tipping point... (page 2/2)

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

The group decided to: concentrate on the perspective of the sponsor/client.

- to have a clear vision on where to go
- to be prepared to change
- to know what you want to ask the invited people about
- get help from the facilitator to keeping the energy alive - "for creating the best conditions possible for change"

Good things to think about:

- follow up meetings within max 5 weeks (maybe small groups)
- make sure there is communication after the meeting is set
- ask the sponsor where he/she wants to go
- include an Open Space as one part of a longer chain of change making actions. • Make the daily big!
- "The tipping point - question" is really about the start. What is the intention, mission etc... !!!

Convened by (first and last name):

~~John~~ Lutz

Other participants (first and last name):

Issue: The perfect sponsor

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Willing to take a risk  
 Able to pay the facilitation team well  
 Open for a relationship with the facilitator  
 Interested in assessing the risk (needs the facilitator for this)  
 Follows up on proposals  
 Wants clarity on roles: who is responsible for what?  
 Willing to care for the space / catering / material / documentation  
 Interested in what it takes to have a successful open space  
 Able to deal with unexpected results  
 Keeps the facilitator

The perfect sponsor is an imperfect sponsor and knows it  
 Admits to not having "the" solution, is "humble",  
 abandons the "expert" role

There is no "perfect" or "imperfect" sponsor but "growing"  
 "developing" sponsor, someone ready to go on a journey  
 Perfect sponsor wants "the event" be part of a journey, be  
 imbedded in his processes

[We had a short evaluation on the process of  
 this break out session: supports exchange to have  
 a go around "My name is, I'm here in this group, because +  
 at the end have anyone  
 who wants to say something  
 on how it was.

Convened by (first and last name):

Michael Pannwitz

Other participants (first and last name):

Petra Pujar  
 Anja Vehrenkamp  
 Hans-Georg Wodze  
 Constanze Stoll  
 Elio

Roswitha Vesper  
 Barbara Kozak  
 Henning Mielke  
 Mariemth Schaw  
 Jennifer Panik

Helga Buliggeman  
 Juliane Ade  
 Jyppal Jayh  
 Kári Gunnarsson  
 Mia Konstantinidou

Issue: Opening space in everyday life - How does it look like?

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Being in an open space mind

Training „Whatever happens...“

Always being aware of my actual burning question - collect and share with your friend

Rituals/Practice: praying, morning sheets (writing whatever comes up)

Taking responsibility for our choices: Do the things you do without guilt - it spares time

Checkpoint for your state of mind: 4 principles

„Which things want to be done now?“ 1/1st & 2/2nd

Mindmapping

Proper breathing & Be moving

Health & Open Space

Good enough!

Listening - not trying to convince

Buffet = a family open space

a bad cold = my open space to breathe

Providing structures - which don't close

Having time with no plans

Inviting in a so exciting way that people really wish to come

Building a scene/play - „Sofa-vacation in elderly home“

Opening underlying/unconscious assumptions/beliefs

Convened by (first and last name): Lise Damfær

Other participants (first and last name):

Mattias Bär

- Edit Haldorain

Tren Steiner

- Henning Mielke

Indoica Scarpa

- Eleder Aurteneke Pildain

Dorothee Morath

- Ceren Bebek Schläpfer

Gabriela Ender

- Ana Bartolome

Hanne Stensen  
Christauser

GOOD ENOUGH

Running projects in Open Space  
- Participants continued:

Stephan List

GERARDO DE WENZBERGER

Frank Little

Christian Kaufmann

Marc Steinlin

Johannes Tensch

Viviana Kocis

Bettina Lobenberg

Charlotte Hainisch

Deborah Preuß

Ilya Preuß

Audrea Pignitter

Toni Averbuch

22

Thursday

15:00



Issue:

Running Projects in Open Space - Format

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Running & completing projects in very compressed timeframe  
→ is OpenSpace a possible solution? 60% of reasonable time

Very good experience in using open space in planning & kicking off  
→ Will it work also for conduction? } really tests? 2 project  
} reaching goals?

Critical Chain MGMT

Otto Schrammer CV Prozess } Check out

How to get money for a undefined project?

Agile Development

Personal experiences: Not in the group - only 2nd Source  
→ Organizations which run all team meeting in OST

Agile Development: (Extreme programming)

Small teams: 7 ± 2 members → OS operation

"Agenda wall" exists

Tea

Convened by (first and last name):

CSABA LENCYEL

Other participants (first and last name):

Andreas Widmann

Susanne Koisumig + extra sheet

Axel Schöffel

Issue: Running projects in Open Space format

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

### Features:

Computation system needs to be changed  
Culture clash

### Info sources:

- Scrum in 5 mins
- Free e-book: "Scrum and XP from the trenches"

WWW.INFO@COM/AGILE

PM method + cultural change

Q: Would OST work in an "asymmetric" situation  
(in terms of expertise)

### Example:

Open Street Map project - open source SW dev.  
No program mgmt.

For using OS in projects

- communication } important
- invitation }

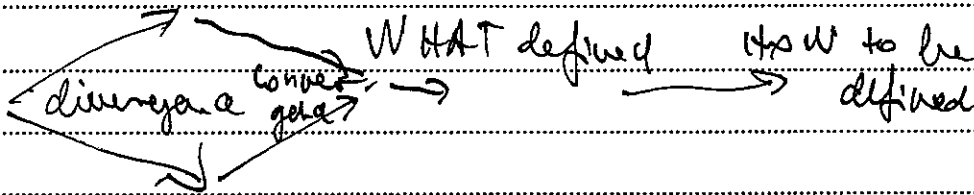
Convened by (first and last name):

Other participants (first and last name):

Issue: Running Projects in Open Space format

## What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!



Ideal world: Everything open, no constraints  
 What about reality? Discard OS completely?

- single why → OS works well
- ST Ongoing process → Pre planning  
 → constraints to define  
 → follow up, accountability  
 ↳ letting the group know when it's not happening

Goal for existing the leader Accountability Authority	↓	logical + Rules needed for implementing it sequence
--	---	--

OST event - tool

OST - a way looking at the world

Convened by (first and last name):

Other participants (first and last name):

Cultural differences (in organisations / countries / ...)  
 - e.g. ~~wrong~~ attitude against planning

To reach deep change:

- why does OS not use art / handcraft / visuality
- ↳ sometimes yes → LEGO simulation
- ↳ day ...

Issue: Running projects in Open Space format

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

OS Space is defined by <sup>limited</sup> "infrastructure"  
→ too much talking  
→ what about the actual types?

A story: 2000

Israeli airforce 130 people

Strategy for 2020

Prepwork → Challenging them if OS suits them →  
→ ~~they~~ they had choice → best selling method

Convened by (first and last name):

Other participants (first and last name):





Issue: The discipline of Peace & the practice of Peace  
Living & practice

## What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Shu!!!

Inner Peace is the first peace, 19th century.  
The relation with the universe and with  
environment.

2th - Between person

3th - "Nation"

8 Principles of "the" religion.

1 - "Soul"

2 - "light is Human and "Water"

3 - "Presence" is the way to " " "

4 - Hold' all experience by "diversity"

5 - The essence of identity is embedded in

6 - "cellular" memory  
... Carl (Plutao case), Big Bang (nuclei)

7 - "Causa e Efeito" ← the Laplace !!

8 - Universal Truth is the Universal Essence ↑

**THIS IS NOT AN OLD RELIGION??**

↑  
Cosmos

Convened by (first and last name):

Other participants (first and last name):

- |                   |                 |                   |
|-------------------|-----------------|-------------------|
| Mario Rui Gouveia | Mahilda Laysa   | Ana Cardine       |
| GENOS MARTIN      | MIKE STÜCKER    | Gail West         |
| Indira Scarpa     | Sabrina Tschöke | Yardina Jua.      |
| Frank Rambaek     | GERARD MULLER   | ANIKO CARL        |
|                   |                 | Kent - Schuler    |
|                   |                 | Catherine Pfähler |



Issue: The discipline of Peace

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- Within us

1) The prayer dance of awakening

2) coffee

3) washing face with cold water

4) take dog for walk

5) look out to tree, little exercise

"I am glad that I'm here" smile

6) sun salutation

our thoughts are our prayers

2) Being able being in stillness OPENING

Contemplation of natural materials

sailing in a boat without wind

3) Transcending Ego

4) Remembering sacred path

5) Honoring the temple

6) Conscious dreaming

7) Walking the beauty way

8) Gardening the spirit fire

easy practices

to create peace in us & in our surroundings

Convened by (first and last name):

Other participants (first and last name):

- AC
- Kerolina Jaz.
- Jo Toepfer
- Sabrina Terhogy
- Ralf
- Indira Scampa
- Tarid Eboling
- Jos
- Mary Laporte
- R. Giles
- Gerald Muller
- Kent
- Shun
- Jen
- Jon H
- Benjamin

in our surroundings

Issue:

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

3 - share with others

→ We are interested in a peace model  
vs. cultur of fear of difference / talking is missing

experience of peace makes us open

- \* Rabbis & Imams dancing together
- \* Somalis in Denmark being embraced by political minister, who put down prejudicious
- \* Peace can be lively not only still
- \* Israelis & Palistinians: invitation for a walk with flower

→ Peace is not the absence of conflict

os as a practice of non violent way of dealing with issues that are often declared could only be clarified with war.

→ we all have a right to be contact

↳ Arusha Declaration\* os it not invasive

os allowing us to meet our own diversity

tu nica "How can we make it our kids can play in the streets again?"

Convened by (first and last name):

↑ practical way to connect with

Other participants (first and last name):

\* Beginning of the state of  
~~Tanzania~~ Tanzania - by Julius Nyerere

Issue: OST in Open Spaces

C

## What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

open space in TP's & Military tents in Russia Murmansk  
 Mountains in Romania Youth group  
 meditation on use in materials to absolute minimum  
 Open space in Nature

Rainbow Gatherings after ~~that~~ and as part of Vietnam protests into  
 peace gatherings in woods that is self organizing.

place where people are just passing slightly get into a process

Need a core group

are people participating or not? if it is too easy to come in & out?

5 years in an open area where once there was a regional market that  
 came into the space... There was enough familiarity and people came in even  
 without the opening and it was great.

Ecotopia - 3 weeks open space like  
 people announce their workshops on the web.

Yaari taught a workshop about OST  
 at Ecotopia and someone came in  
 through that workshop to this WOS on OS

An Agora - centre of life of city - citizen  
 could talk about life of the city in the city

Temporary Autonomous Zone

open space in public area just start with core group

monthly open space in London in a warehouse corner - from theater devoted to  
 mixture of people who came to bar.

Important that different kinds of people come - diversity

Quarters Management  
 Vorbild - Best Practice

|| tell people with posters, blackboards

Convened by (first and last name):

Lera Hummel

Other participants (first and last name):

LUC BIZEUL  
 Harold Shinsato

Yaari Pannwitz  
 Dorothee Baurath

Sabina  
 Schidje

Johannes Fomader  
 Dominik Ringler

Mabida Leyser  
 Birgit Sunder Pfaffmann

Issue: OST - NING: Opportunities, Links & New Opportunities (1/2)  
<http://openspaceworld.ning.com>

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

What is good about OST - NING?

- It complements the OSLIST
- one can see the faces ~~for~~ the others
- Possibility for:
  - Language Groups
  - Regional Groups
  - Thematic Groups
  - Videos
  - Blogs
  - Chat
  - Map  
Etc.

~~BISKEB~~ - NING CHANGE OF POLICY

Future Cost: 20 US\$ / month

Will we keep the OST NING?

YES. AT LEAST for one year. Then, we will see.

Attract other people?

No! People will come if they want, and when they want

Continue good welcoming

Summary from discussion from OSLIST (and vice versa)

Convened by (first and last name): ARTUR SILVA, LISA HEFT, (SHUFANG TSAI)

Other participants (first and last name):

SUN LUIS WALKER; Stephan List; Erich Kolenaty  
 Tova Averbuch; Holger Nauheimer; Martina Rudolph  
 HOLGER SCHULZ; Eric Garcia; Véronique Sutor  
 DEBORAH HAAREK; Silvia Esteve; Thomas Herrmann; ~~XXXX~~  
 Hempal Shrestha

Issue: OST-NING (2/2)

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Some Comments:

- Some people think there are too much networking spaces (lists, Facebook, Ning, etc.) and too much information overload
- Try to have the same identity (colors, shapes, ...) in different networks
- how to interlink different networks?
- Very good to see the faces one only knew by name

Suggestions from Helger:

- Leaner Design
- Less main headings

Exs: [www.changejourney.org](http://www.changejourney.org)

[www.berlinchange.days.com](http://www.berlinchange.days.com)

[www.vtve10.ning.com](http://www.vtve10.ning.com)

- Events - capture on Ning (ex: WOS on OS)
  - create group of editors that report on Ning (organi)
- Gardening - take out weeds (talk to others if other wrote it, when needed)
- Organize events on NING - e.g. Chat-conference

Convened by (first and last name):

Other participants (first and last name):

13<sup>th</sup> MAY

# 18th World Open Space on Open Space

Report Sheet.

# 26

Issue: URBAN SOCIAL LAB

## What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- x IDENTIFY ALL STAKEHOLDERS - GET THEIR SUPPORT
- x "NEUTRALITY" OF PROPOSAL FOR PROCESS?
- x WHO ARE THE STAKEHOLDERS?
- x What are the givens? Boundaries of decisions to be taken?  
Resources available?
- x PATIENCE? CONTINUITY?
- x OWN POWER TO SUPPORT ~~THE~~ PROPOSAL? IF NOT, HOW MAKE IT?
- x IS IT A 1st TIME? WHAT DOES THAT MEAN? FEAR? REASON TO STOP?
- x TRANSPARENCY ABOUT WHO IS GOING TO DECIDE ...?
- x ALTERNATIVES? (... PROCESS...)
- x APPROPRIATENESS OF PROCESS? WILLINGNESS OF STAKEHOLDERS...
- x "NEUTRALITY" OF FACILITATION/TOR?
- x KNOWLEDGE / INFORMATION ABOUT MUNICIPAL PROCESS? PROTOCOLS?
- x (ASK FOR) EXPERIENCES? OF PEOPLE INSTEAD OF OPINIONS
- x CLARITY OF OWN GOALS? ... THE RIGHT PROCESS, POSITION?
- x AM I OPEN? DO I TRUST IN COLLECTIVE WISDOM?
- x OPENNESS? STATE OF THE PLANNING?

Convened by (first and last name): CATERINA PAGNIN - SARA ROSSI

Other participants (first and last name):

Juliane Ade ☺ Uwe  
 Joanne Mantha  
 Giulia Molinengo  
 Elena ~~St~~ Stelmuachenko  
 Mathias Bär  
 Viviana Raci

Please keep updated  
 x Martin Hausenblas  
 x Stien Michiels  
 Sabrina Tschirghe  
 JACQUES CHLOPCEYK  
 Bettina Kolbe  
 Meriem H. Selou  
 ANIKO KARL

Ana Bazilomé  
 Tobias Döppe  
 Birgit Sunders  
 Hofmann  
 Michael Pannun

Issue:

BARCAMP'S (UN)CONFERENCES / WHAT ?? !! ??

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

What is it? Is it only IT? Any actions?

On Conference met some info.

History of discussion on OST-list...

... in the beginning at O'Reilly  $\Rightarrow$  friends of O'Reilly, Foo-Camp

... the "bar camp" [foo bar computer term] (exclusive by invite)

parallel, open invitation, non exclusive

Many familiar elements of OST without the formality of announcements

Competitive, filling in the grid, no "opening of the space"

Assumption everyone has laptops + so little / no

FREE! (challenge for OST-facilitators who do spend time + money)

Unconference - closer to OST - often with a sponsor and often paid.

Now ~~not~~ camp used more + more for this kind of informal, self-generated conferences.

History of discussion in OS-list - sometimes 'hard' discussions

Some differences - <sup>all</sup> people are strongly (very strongly) invited to make a presentation.

Happy that more self-organization gets into the world even if it

Convened by (first and last name):

Jon Harvey

is not 100% OST

Other participants (first and last name):

Dominik, Holger, Christine, Pierre, Karen, Stephan, Frank,

Peter, Eugenio, Ingrid, ... - Harold

Rainer



Issue:

BARCAMP

2 of 3

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Important to see BarCamp

See Unconference.net

Let's watch out for labels - e.g. unconference is very widely used for many things.

Took part in a bar camp on open software issues.

It seems perfectly adapted to the culture of this IT-world (if the alternative is a classic conference ...)

It doesn't really matter: who was first or what the history is.

We don't need to expect convergence.

On using the internet etc during conference -- we need to get used to it

Side point on internet etc

For free self-organized not a conference

Does barcamp have a fixed procedure?

→ like open source software, organic growth

→ the "headline" (theme) seems to become more important

→

In Germany it brings in new groups (e.g. NGOs)

We have to acknowledge we start with a handicap - the technology ....

Convened by (first and last name):

Other participants (first and last name):

Note limitation

Sitting in a circle - afraid and left need to think about that - how to make it more comfortable in a circle

Issue:

BARCAMPS, UNCONFERENCES ...

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

People find out about OST coming from a Barcamp experience and vice versa

Time frame for Barcamps: from 1/2 - 1 1/2 days  
Harold organizes Barcamps and re-introduces Open Space principles.

There are certain procedures: [www.barcamp.org](http://www.barcamp.org)

There is no training or Community of Practice

"Barcamps are like a hat, everybody can put on"  
OST: very heavy emphasis on paying clients, which is not for Barcamps. But Barcamps are more and more professionalized

There are Barcamp "celebrities"

Parallel movements: • co-working spaces

• agile development

• open jam

Another difference: Topics are given before a barcamp

Convened by (first and last name):

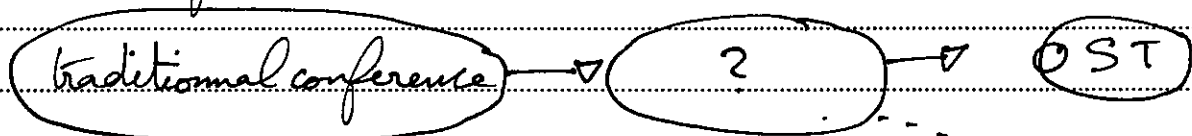
Other participants (first and last name):

Issue: OPENING A CONFERENCE

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

don't forget the agora!



- use a news wall, a job-wall.

agoractive conference

who have the frame of the conference?

Convened by (first and last name): Luc BIZEUL

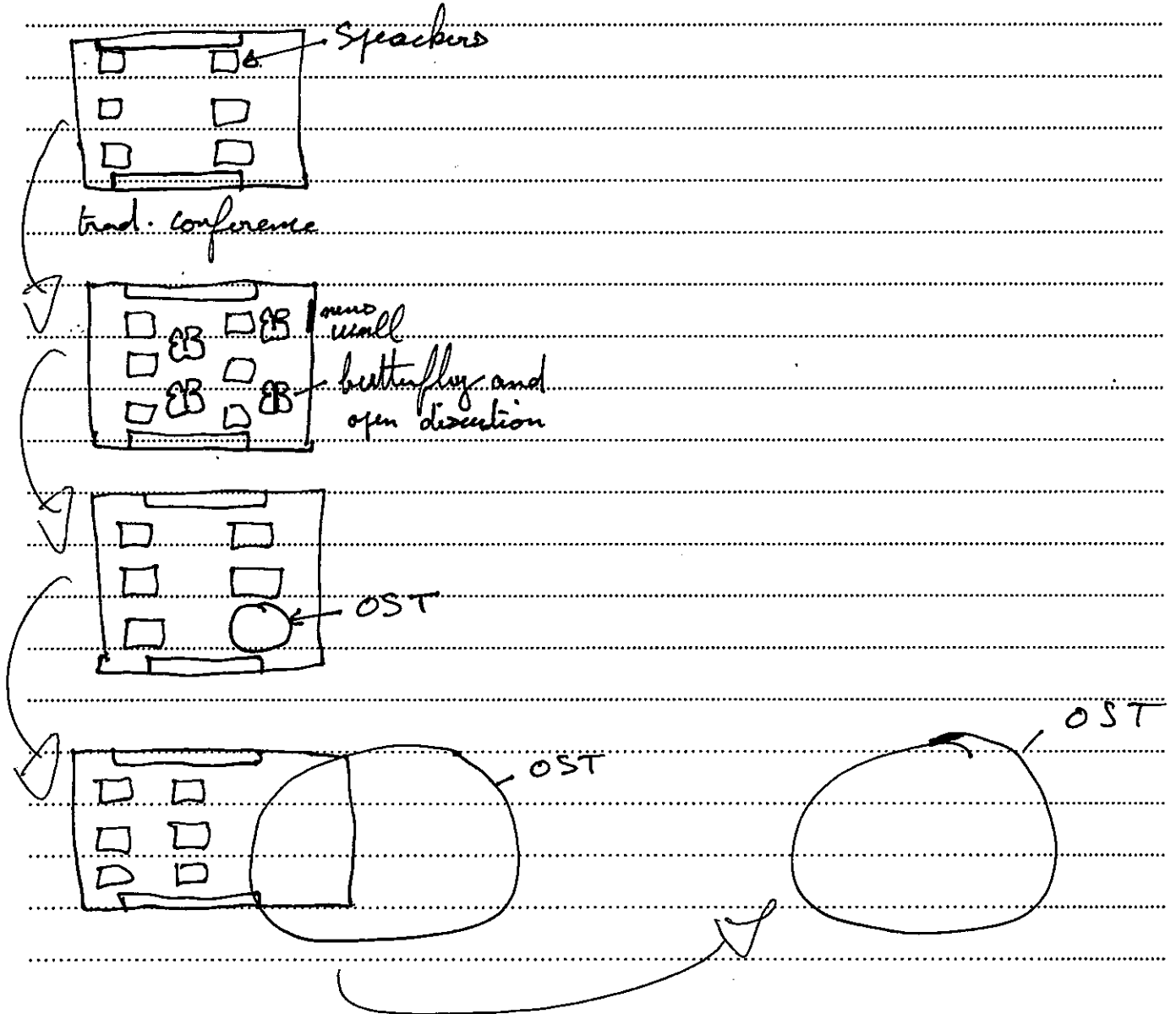
Other participants (first and last name):

MARTIN HAUSKINDLER  
Kári Gunnarsson

Issue: OPENING A CONFERENCE

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!



Convened by (first and last name):

Other participants (first and last name):

# 18th World Open Space on Open Space

Report Sheet.

# 29

**Issue:** How to create, establish and keep open Space in your personal life

## What happened?

### Pre-assumptions

- we want to grow, if you want to have room to grow you need OS for creativity
- fear is what closes space, trust opens space. If you believe, universe is something to have fear of => you close, if you believe the universe is supportive, you open up
- Space is what you create through your beliefs
- How to change my belief system in order to grow? Lit.: "Psych-K" Rob Williams
- Trust your subconscious! Having a trustful atmosphere is baseline for OS
- How can you trust? You can only trust yourself, your feeling, your heard and impulses.
- If you have trust, trust is like a spiral spreading
- OS is about having trust of being at the right time at the right place
- How to reestablish trust when you've lost it? Examples: - "Beaten Children": establish the experience of power/authority in combination with friendship (they learned power comes with hurt!) – Focus on your trust in yourself!
- Idea of selforganising and letting things grow
- the only constant in universe is change
- Morning pages (Lit. The artist's Way) and meditation are ways to create OS
- OS to find out what is meaningful to me Lit.: "Grundformen der Angst" Fritz Riemann
- Difference between OS and OST technology. But you can apply OST in your private life (conflicts, partner, future, OST inside of oneself with the idea of being different persons). Important that it is an invitation!
- Changing perspective – integrating the different things that we are
- If you are not labeling it, you are OS. Lit: "The headless way" Douglas Harding
- Leadership for OS is selfempowerment
- In bringing in our personal life we are creating a certain body with the group that is attractive
- oscillating between closeness and openness

### Personal examples:

- awareness: what are my intentions? -> prayer mood: careful what I eat, because that affects me -> not allowing myself into judgement (living in neutrality is an art) -> Question: Do I believe that is true? If I don't know, then I believe -> Question: does this belief serve me, is it useful?
- What is needed in this situation = art of opening my mind Lit. Martin Buber How can I detect in which situation I am? Trust yourself and trust that you are wrong sometimes. Listen!
- Giving freedom and responsibility to children as a mother. Creating a container of values. A balance between freedom and responsibility. If you are really free inside the container, you are free to question the rules. As a parent it is o.k. to not know
- Selfconsciousness awareness about what my voice is telling me
- Building an acceptance of yourself. Don't put pressure on yourself to be somehow
- Being continuously aware of my inner and outer world
- Get in contact with the whole of you: body, mind, spirit, heart
- Learn to perceive the world as it is not seeing it through your glasses
- Prerequisites: intention and letting go, leave space for the other person, no judgement, let's agree to disagree. Be the energy! Work with yourself!
- Distinguish between deciding and judging. You have to decide but not to judge
- Techniques: Change "yes but" to "yes and" when you react to somebody's statement. Aikido (Non-violent Body language). Lit: "Cleanlanguage", "Non violent communication"
- Use the principles of OST in your personal life: Use your two feet, o.k. to let something die in your life.....
- When I am authentic I have a connection toward my feelings my heart
- How can you stay open inside? I am and stay open when I have passion. I am open when I really want something

**Convened by Bettina Warwitz**

**Other participants:** Ward, Ana Maria, Martin, Frank, Mathilda, Stien, Viviana, Uwe, Johannes, Miriam, Edith, Eva and.....

## The Issues of Language and Religion on OST (or OS Methodology)?

Hours: 10:20 to 11h (40 minutes including report)

Participants:

Name	Country	Born Language	(religion)
mario.gomes@gmail.pt	Benfica/Lisbon/Portugal/Europe	Portuguese (Inglês, Francês, Castelhana, Italiano)	Believer
eleder.aurtenetxe@gmail.com	Bilbau/Basque Country	Basque (Spanish, English, Esperanto)	None
Liberato Pereda (just signed)	Catalunya Country	Catalan (Spanish, French, English, Portuguese)	None

Content:

### Religion Issues:

Religion is not an issue. The majority of the Open Space Community are not religious believers but Universal or Human Kind believers.

Esperanto was the “Eldorado” language, many many centuries ago.

### Language Issues:

In 2100 the “new Esperanto” will be Mandarin because is the “mother language” of ¼ of the Human Kind.

English will continue to be the main the Business Language, along with Cantonês, Portuguese, Castelhana, Alemão, Francês, Indu, Suisso, Valão, and other “million” languages, event Mirândes (see the Asterix edition language for a better European list).

OST is dominated by the English and German Language. Last year was the Mandarin language. Next year it will be the Portuguese/Castelhana language (not languages!). And in 2012 which ill be the organization language?

### OST (past and future):

OST should be OS Methodology -> OSM Languages (many) -> OSM Universal “religion” -> Only the Collective Knowledge will know... OST is in is very early stage.

OST is not any more the “truth” OST like 10 years ago. Now is it the OST Business OST!!!!????

And that all folks (Disney’s OMT sentence)

Issue: OS in the intercultural field? <sup>how to use</sup>

## What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

### ■ Sources of interest in the topic:

- Consultant & HR working with diverse groups
- "integration issues"
- Games in intercultural settings

### ■ Sceptics & questions:

- how to deal with silent voices (→ gender segregation), exclusion because of language, "not speak up mentality"?
- gap between own cultural methodologies & OST
- Who and how to decide about the problem, a topic?
- difficulty to ensure outcomes / implementation to not disappoint trust (OS contract vs. power issues)

### ■ issues in the intercultural field

- "integration"
- common solutions in city planning

### ■ ideas

- online OS (translation)
- broad topic to speak about difficult ideas of the problem around "integration"

### ■ experiences

- to open up "not speak up mentality": needs time to encourage, appreciate inquiry, create network of support little by little to allow people feeling safe, looking together
- building a metropol out of different cities: small OSs sending delegates to a big OS
- with kids in South African townships: role of facilitator needed towards issue needed to be reviewed

Convened by (first and last name): Sabina Tschidje

Other participants (first and last name):

Anette Behl

Audrey Goy

Sasine Bruggeman

Giulia Molinengo

Frank Laybelle

Penrose Withrop

Elena Stelmacherko

Constanze Stoll

Issue: Moving Spaces

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- A walk with people of the company and some guests, f.e. for 3-4 hours → discuss issues, share information with others; "the law of two feet": you walk with a person for a while and then you change to other persons.
- mind works different when you are walking
- idea in a train: the space is moving, not so much the people; probably something for younger people;
- what is the benefit of doing it in a train; isn't it the same as doing it?
- OS on a boat, cruise ship 2!?! → breakouts in different cities
- train with sleeper-wagons;
- benefit to not being stuck in one space;
- train/boat: you have to be together → better connection within the group; they have to depend on each other

Convened by (first and last name):

Bettina Kolbeck

Other participants (first and last name):

MARTINE VANREMOONTELE  
Harold Shisato



Issue: Founding an Invention - a peer consulting group in Berlin

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Austausch: Exchange according the following questions:

- ① What attracts you? / How should we proceed?  
 Experience - How should we proceed? / Erfahrungen wie wollen wir vorsehen?  
 Next step - Nächste Schritte

- ② Reguläre Gruppe - Erfahrungsaustausch - strukturierter Vorgehen  
 kann den Raum „sichern“ / gestalten in dem der Austausch stattfindet -  
 sustainability: save environment: providing the space to communicate  
 „anything“ you want to - counting on receiving true/honest feedback

⇒ Thema für die Handlungsplanum,

⇒ Topic action plan in,

please send next steps over email

Convened by (first and last name):

Kerstin Schulenburg

Other participants (first and last name):

~~Kerstin Schulenburg~~

Karolina Jwa.

Bettina Lobenberg lobenberg@nafu.dp

Andreas Widmann

Boris Nuhn

Karen Schmidt

Issue: Funroom

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Joke

Gabriele  
Meike

aujourd'hui  
c'est - ???  
vendredi!!!

Documentation  
drawing

René: c'est vrai!!!

Susan

Convened by (first and last name):

London [Signature]

Other participants (first and last name):

Michael D Pamwich, René Zind, Gabriele Götz  
Heike Hübel, Stien Michiels  
Susan Langes, Jo Toepfer, Karolina Jwa

Issue: Sharing our work on Youth and Africa  
Tanzania Youth Cultural Organization

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- International Institute of Global Leadership
  - online training based on Russian
  - topic - Leadership development as well as, personal development
  - for more network
  - For Big William
  - If much all over
- Global Leadership Forum
  - Organizing annually conference
  - Not to be in Cam
- Future conference
- Using OS
- Involving children and youth
- Listros e.V.
  - Dealing with young people
  - Based on Berlin and Adonis Abbey
- The use of art
- ~~FEZ~~ Berlin
- START-UP ENTERPRISE HUB (social version <sup>new</sup> → make change it)  
UNISER (Cooperative Forth) GENOS MARTIN

Convened by (first and last name):

~~word~~ WordPress.

Other participants (first and last name):

Marina Tyasto  
ANDREA PIROITZER  
Sara Rossi

Caterina Pagnin  
Birgit Schoder Platzmann  
Meike Hübel

Issue: How do you deal with an OS mess - how do you clean it up?

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- "Tacheles-Ripfel" of the Association for suggested-pedia didn't bring out the burning issues; 2 1/2 day nobody wanted to go into action planning; 40 out of 200 members participated in the OS-event. Much desperation came up; group process emerged about where they stood. Much authenticity was present. Members were not ready to bring up the real issues - they only started to ~~be~~ surface at the OS. The board member responsible didn't get re-elected.
- ▷ Reframe the outcome: what did we learn? about our culture, our issues, our product? (~~BTW~~)
  - ▷ Petra wants to break the silence NOW + start collecting the learning => how could she transform "mess" to "starting point"? (personal talks? internet discussion?)
  - ▷ Facilitator role: no suggestions - nothing but holding space, perhaps reminding <sup>(participants of)</sup> the principles of OS, perhaps going into small groups / taking a break, reflecting in pairs
  - ▷ Blog for reflection NOW, X months later, anonymous "What do you think would be helpful?" "Next steps?"

Convened by (first and last name):

Petra Kammerer

Other participants (first and last name):

Catherine Pfähler	Peter von Plh	Jo Toepfer
Juliane Neumann	Uve Schöffel	Joanne Mantha
Susanne Kossmick	Mia Konstantinidou, Gabi Gábor	Birgit Hofmann
Susi West / Beate Hardensett	Silvia Esterl	Charlotte Haimel
TOWA Averbuch		

Issue: How do you deal with an OS - "mess" - how do you clean it up?

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

▷ Collect the important questions which didn't come up in the Tacheles-Gipfel NOW!

▷ Reasons why this didn't happen: speaking about death is difficult / shock about no action-planning / OS was very new / when painful issues are involved, it's not always sure that these are addressed in an OS → world café could give permission by pre-determining these painful questions / learning curve has not happened yet in OS

▷ Create enough trust - <sup>provide</sup> anonymous Internet response?

be aware of the responsibility issue ← at the point when no action planning took place!

transform it to a learning experience - for facilitators / for me as a participant?

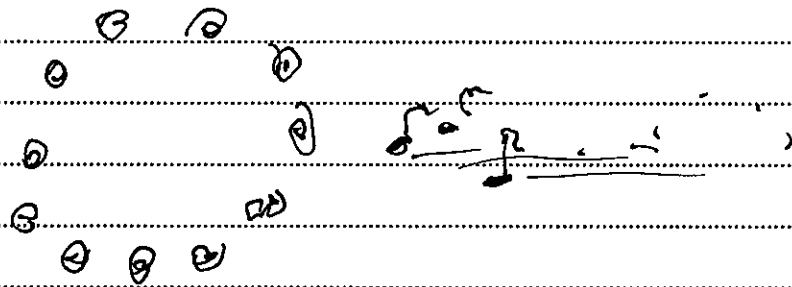
Convened by (first and last name):

Other participants (first and last name):

Issue: Words of Wise Women

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!



follow your heart.

Convened by (first and last name): Anna Caroline

Other participants (first and last name):

- |                 |                    |                     |
|-----------------|--------------------|---------------------|
| GAIL WEST       | Catherine Pfauher  | KAS NETELER         |
| Wita Kalocay    | LISA HEFT          | Helene DERY MORASSE |
| marina Tyasto   | Matilda Leyser     | Henriette Panik     |
| Peggy Holman    | Susanne Hildebrand | Constanze Stoll     |
| Anja Veltenkamp |                    |                     |

Issue: Focusing the higher self of Institutional Networks

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Networks in general have the starting point of difference. They develop from social connections to institutional systems. They have to be addressed in a multilevel approach: personal, organizational & network level. They are self-organized or supported by external partners (consultants). Goals & functions of institutional networks vary highly;

Higher Self? crucial aspect of institutional networks. It takes us to the metaphorical dimension, the orientation towards a future state of the possible best workable & achievable networks. The orienting function is crucial - what if "the call" people/organizations bring in?

Higher self of Network Consultancy - What is hidden agendas? What is the possible higher self?

Convened by (first and last name):

Isabelle Maria Weber

Other participants (first and last name):

Christian Kaufmann  
Lena Hummel  
Constanze Stoll

Stijn Benschouwen  
Karolina Jwa.  
Marie Lagroff

## Techniques:

- Releasing techniques
- Meditation, walks, dialogue  
"best possible futures"
- Community organizing /
- Storytelling
- OST as space for
  - ideas
  - partner selection



# Blended OS + ?

Issue: Accomodating Experts - asymmetries, semi-structures & training modules in OS

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Why consider hybrid events (= OS + training modules)

## WORST PRACTICE EXAMPLE

Goal: Exchange a lot of Newbies: they asked a lot of questions - needed lots of information

oldies acted as experts answering

maintained questions exchange of best practice ideas

## GOOD PRACTICE EXAMPLE

goal: disseminate tools

should be an offering - not to be forced upon participants => decision: Do an OS with law of 2 feet (! explain that to trainers) before!

GOOD PRACTICE EXAMPLE: ~ World Cafe experts with tables / plus tables

"ad-hoc group" without experts + time slots + law of 2 feet

not so much presentation, got more a dialogue - bec. experts & participants got in a conversation

Convened by (first and last name):

MatC

Petra Kammerer, Annika Vanmann Uwe Schöffel

Other participants (first and last name):

Hann Steusen Christiane Sebastian Hillebrand Charlotte Haimert

## WHY NOT?

Kills the OS structure essence?

have an introductory presentation (with everybody on the same knowledge level) - people don't read in advance

continued

Another Example: 50 pts / 4 Experts

Presentation Expert

↓ working Round (OS)

↓ Presentation

↓ working Round (OS)

↓ Presentation

↓ working Round (OS)

etc. etc

• sitting in a circle

• Expert just 7' minutes (statements)

• needed: participants experienced in OS!

Another Example:

• 12 experts a 7' presentation

• then OS conference sessions

1 start very early with open space

as soon as you have expert in OS session,

2 what does that do to participants (not listening?)

What did you get EXTRA?

• get fresh knowledge from

develop questions on that knowledge

Another Example

city planning - the pts needed to discuss certain issues - pre-decided sessions

others open

↓ (bec. solutions needed to fulfill certain criteria!)

First: pre-set sessions (first 2 slots)

then: open sessions

with law of 2 feet

Another Example

pre-structure topics

→ give a topic / use time slots / different spaces in a room

↓ in between the topic issues / questions open -

Issue: Blended OS

⇒ continued

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

How do you switch? OS ↔ Fish Bowl  
Is a different facilitation

How to make sure

that action planning takes place? 1st session

↓ You've heard ideas. Which one of the ideas fulfill the criteria best? (vote)

↓ work only with the ideas that got voted

2nd session:

↓ Who ones wants to take responsibility for

3rd session:

Organize your work

If no common action planning, at least

Personal action planning!

"Wrap-up" 30'

Reflect what you've got in the session, + what do you personally do - how do you integrate the results in yr work

30'

↓ Talk to another one → Talk to another one

Convened by (first and last name):

Frank

Other participants (first and last name):

Eugenio

Helps to make individual decision.

session: reflect together  
• give feedback (as participant) to action planning

ask question: How does your discussion relate to... (companies programme)?

39.4  
Consider cultural differences, too  
Boundaries  $\leftarrow$  imperfect framework  
for transparent  
safe work

Settings — semicircle

What do we believe in? | task oriented  
focused on 1 thing  
circle  $\Rightarrow$  group  
energy is <sup>(ultimately)</sup> oriented  
within the circle  
focusing on each other  
have a choice

---

Report-back:  $\blacktriangleright$  Last Round where people can visit  
topics like in a market place (still  
w/ OS principles - mainly bumble bees in place)  
 $\blacktriangleright$  Every session types in online bits of  
information which real time show  
up in entire OS  
(eg. [www.poll everywhere.com](http://www.poll everywhere.com))

Issue: Open Space Facilitation - What are we learning about how to learn to facilitate OST?

①

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!



Convened by (first and last name):

Other participants (first and last name):

- DEBORAH MAAREK
- Mia Konstantinidou
- Gail West
- Johannes Terwille
- Juliane Ade
- Alena Bychenia
- Helga Rüggenmann
- Christine Wank
- Michael Pannwitz
- Erich Kolenaty
- Juan Luis WALKER
- GERARDO DE WZENBERGER
- Annett Hartvig Larsen
- MARIO
- Jo's set up of organization & facilitation

2

Issue: Open Space facilitation - what are we learning about how to learn to facilitate OST?

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!



Convened by (first and last name):  
Brendan

Other participants (first and last name):

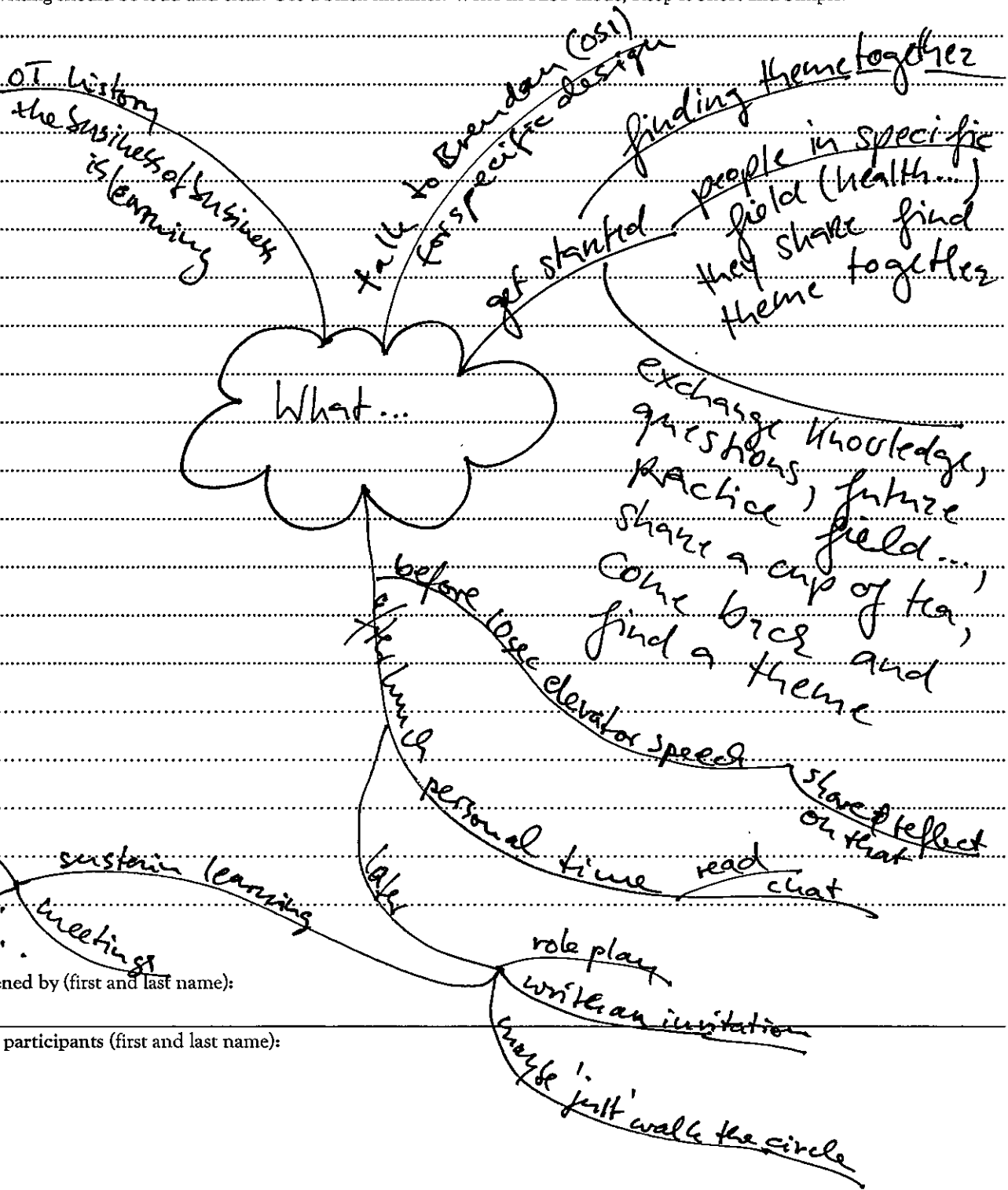
- Penne Atunapp
- Jen Steins
- Alena Bychenia
- Annika Hantrij Lansen
- Erin Goussis

Issue: Open Space facilitation . . . .

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

3



Convened by (first and last name):

Other participants (first and last name):

40

Typical Agenda Day Two

- What is OST?
- When to use it / how use it
- Types / expectations
- OST "Combinations" with other models.
- Sponsor engagement / preparation / planning
- Facilitator preparation  $\leftarrow$  personal  $\leftarrow$  planning
- OST "Event" logistics, planning, resending
- Personal preferences  $\leftarrow$  creating invitation
  - preparing script for opening
  - note-play with sponsor
- Ongoing support - how to sustain the learning through community of practice
- OS Listservs, Wikis, mentoring etc
- Closing

Further details from Brendan: ②

mckerque.brendan@gmail.com

ATTACHMENT TO BLENDDAYS SESSION No. 40  
 (FRIDAY 11 AM) "Open Space Facilitator - what Training / Co-Learning are we learning?"  
 Outline of 2 Day Open Space Facilitator Co-learning Program...

DAY ONE

- ① - Gathering, Introductions, Sharing what we know about Open Space
- ② - Preparing an Open Space Meeting
  - Nominating a theme, question & invitation
- ③ - Open Space Meeting (3 hours)
- ④ - Debrief the experience, pair-share & plenary "teach-back"
- ⑤ - Create Agenda for Day Two.

DAY TWO

- ⑥ - Start
- self-organize the process

40.4



Issue: AGING

## What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

OS can change aging.

Audacious Aging - book

Raines is an expert on co-housing.

AgingInCommunity.com

He made an article, 'aging in Community' in

- website

Audacious Aging.

OS keeps the child alive !!

OS is a wonderful way to raise the wisdom of the elderly =&gt; an important source to society

Raines works with an elders guild to raise the wisdom

the wisdom of the elderly.

Aging simplifying life

Elder wisdom

Victor Lewis "meaning"...

Elder's Guild

Senior Cohousing - Fill gaps in social network thru

Pulderstat - Berlin, 1999 City for Citizens. Cooperative.

Self-help housing, organized, better interaction; using OS

good for aging, social relationships, web of knowing about each other

A place you can always come back to. Not really alone.

(continued)

Convened by (first and last name):

RAINES COHEN

Other participants (first and last name):

Michael SCHNEIDER

Frank Rambaale

Joanne Mantha

Ludovica Scampa

Mariemlle Schui

Harold Shinsato

MAURO FORTE

Berit Hofman

Issue: AGING p.2

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

NGO, HR Dept - Aging Organization. Publish average age.  
 Negative Framing: Tapping ~~elder~~ wisdom from all: OS  
 "Stay Healthy" - work to retirement age, don't miss work bc ill  
 retirement - how do we keep it, appreciate it?

Ageing as gift. Simplification. Change in priorities.  
 Make things to better suit this new majority: landscape, dancing...  
 • More time

Vienna: One kitchen house 1950's - Failed. After wars.  
 Stockholm: kollektivhus Nu

Block party in house in new neighborhood...  
 always the same neighbors come.  
 inviting in passerby.  
 removed fence w/ neighbor in middle of night  
 Neighbor built a bar - great place to hang out and talk.

Convened by (first and last name):

RAINES COHEN

Other participants (first and last name):

Co-ordinator: Johannes Ponder

Issue: Integrating New Media & Web 2.0 / Web 3.0 - Technology SPLIT FROM "Bios" SESSION

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple.

Integrating new Media into Open Space.

=> Looked to several websites

wiki: learning curve too high (Syntax)

ethepad: ✓ (eg. www.piratenpad.de)

Drupal Forms: <http://journalismthatmatters.org>  
<http://missoulabarcamp.org>

pre-structured forms for sessions / session reports

idea: even more structure: 1. key results:

•  
•

2. Hypothesis

•  
•

Convened by:  
Johannes Ponder

3. Action plan

Convened by (first and last name):

get in contact, relationship

Other participants (first and last name):

Collaborate

item: privacy issue with videos eg.

REINTE join with "Bios"-SESSION

Issue: How to develop alternative tourism in a rural area?

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

No many ideas, but very strong

- Make local people touch with their passion & make them responsible for that

- Make them see their local values

- "Rent" vegetable gardens

- leadership for local people

- "Market place" is a way of connecting people

- Needs to be genuine

- Tools that can help

• Facebook

• Domus Amigos (Best practice in Sardegna - Italy)

• A.I.T.R (Italian Network for Responsible Tourism)

• "Sleep for free" as a way of promotion

Convened by (first and last name):

Ana Baztdomé

Other participants (first and last name):

Werner Reneds

Anette Biele

Sara Rossi

GENUS MARTIN

Joanne Mantha

Caterina Pagnin

GALINA TSHARLOVA

Viviane Theis

Issue: What is it, that has to die, in order to truly die?

Martina Ruppel

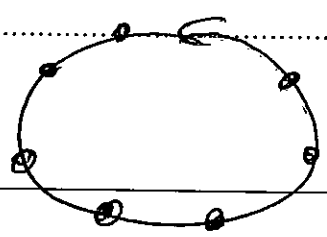
What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- Some of my assumptions,
- Dependency, Rationality,
- Belief: "I have to work for money"
- Instead: "I work for my own passion"
- Judgment
- "Having no money as a limiting factor,"
- Instead "There is enough for all"
- Ego instead the Spirit as the Obsessive
- ↳ See Eckhart Tolle "A New Earth"

- What has to die in us man?

Meditation Circle



Convened by (first and last name):

Other participants (first and last name):

Karin Lührer, Lisa Demmler, Tova Arensdal,  
 Dorothee Boornoth, Giulia Malineo, Martin Haussler

Issue: What is it, that has to die in us in order to 'truly live'

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

What do we want to let go of now?

- My Fear

- The need to be without ~~the~~ fear

- My Sense of urgency

- The external power structures (in) me must die

- The need to teach,

- My need to be,

- To make excuses

- My idea of seeing alive

- Nothing

- My Belief, I can't change it

Convened by (first and last name):

Other participants (first and last name):

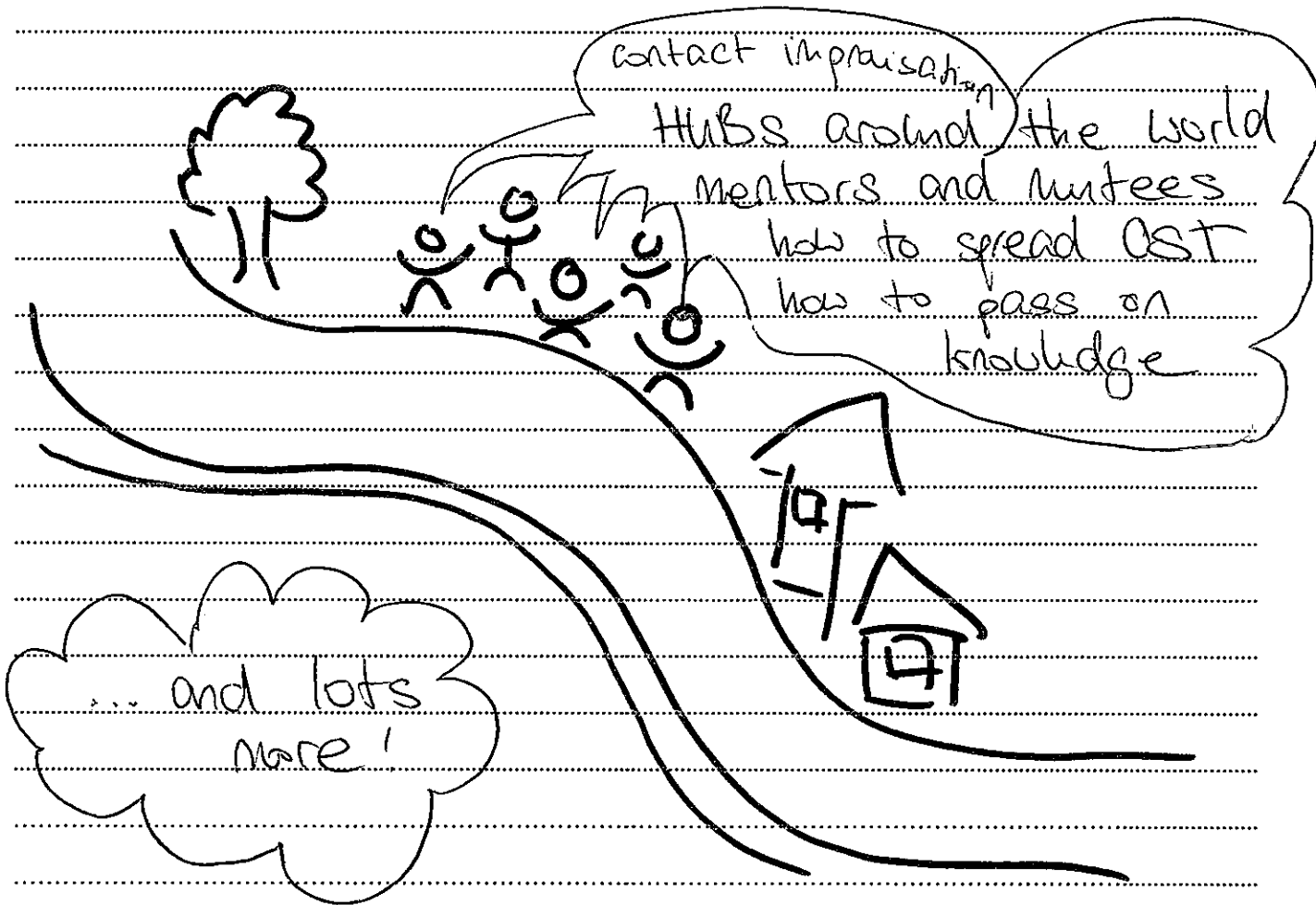
- My Belief, I have nothing to do with it

Issue:

A STROLL IN KREUZBERG

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!



Convened by (first and last name):

Eva Pessel

Other participants (first and last name):

Michael Otto

LESLEY SYMONS

JOHANNES FOMADOR

gael baird

Issue: MEASURING RETURN ON EXPECTATION (Thomas Herrmann) USING KIRKPATRICK'S 4-LEVELS (1:2)

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

For info about Kirkpatrick's four levels: 1 Reaction } immediately after the intervention  
www.kirkpatrickpartners.com  
+ LinkedIn (Kirkpatrick) 2 Learning }  
Whole person (person, behavior, workplace or OST) 3 Behavior }  
4 Result } e.g. 6 months later

Capture learning via dialogue (4 levels) Purpose to capture learning and develop further.

Can use backwards 4 levels for planning Pre-work



Context crucial to achieve results Leadership create environment for results to occur.

70% CAUSE for training failure. (with a circled X)

Write other stakeholders - evaluation

Multi-dimensional

How measure each level? - Develop w. sponsor/stakeholders

Prework

(Training:) Send out a contract with superiors - talk & write before what space will I have when I come back - signed agreement. - Helps the participant + superior to create the environment & increase understanding. Example - cancelled participation - not right time

⊕ Brinkerhoff study "Training application" 2006 ASTD Study "Causes of training failure"

Convened by (first and last name):

Thomas Herrmann

Other participants (first and last name):

Marc Steinlin

LESLEY

MARTINE VANREMOORTELE

ANIKO KARL

LUCIEN VAN DER PLIGT

JACQUES CHLOPOTYK

Tommi van der Zouwen

IMKE STÜCKER

JENNI WERNER

Ineke Hurkmans

Indovica Scapa

Helga Büßgenmann

Christine Koehler



Issue: Measuring "ROE" (2:2)

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Coming back to the organization - disciplines the org. to recognize what has happened.

How to go on - open up space for action again (learnings as base)

Having facilitator to

Supports the CEO so it's not perceived as control

Co-publishing - <sup>facilitator</sup> org. increases credibility (e.g. successful work in case)

Dance with the organization - facilitator goes in-out-in (Waltz)

Ways to evaluate continuously - keeping it alive until the evaluation meeting, gives focus - results

Example

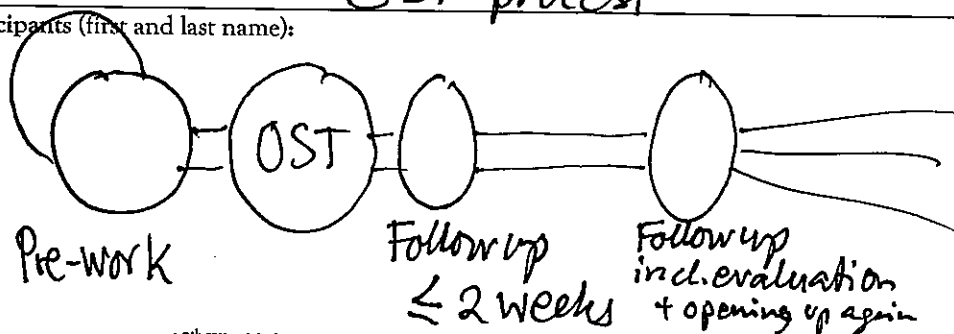
What can you do <sup>that</sup> you couldn't do before

↳ Possibility to write/reflect on toilet, corridor, virtual

Convened by (first and last name):

OST-process

Other participants (first and last name):



Issue: BIOS - Blended & Integrative Open Space

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

First questions that is discussed in small groups:  
"Are you using virtual tools in your work?"

- PEOPLE USE SKYPE, YAMMER, NING, BLOGS.  
OPEN SPACE ONLINE.

See Typed notes

Convened by (first and last name): Juliane Neumann & Hdger Nauheimer

Other participants (first and last name):

Susanne Kossmeier  
Petra Pujer  
EMANUELE DAIGLE  
Ineke Hurekmans  
Peter OHO  
Mathias Bär  
JOHANNES FONADGR

Ahnette Heiß  
Claudia Tandoni  
LUCION VO PLASTS  
Hempal Shrestha  
Stephan List  
Thomas Herrmann  
Elena Stelmaschewski  
Frank Little

Cecelbet Schlainge  
Gabriela Ender  
Beate Hardeuseh  
Romy Shovelton  
Miriam Notowiczo  
Martin Mayer  
Christin Kiechler  
Sibilla Wamitz

Bios – Blended & Integrative Open Space  
11 a.m. May 14, 2010

Convened by Juliane Neumann & Holger Nauheimer

Juliane and Holger ask the group to share what virtual tools they have been using for Open Space. The list included the following:

- Yammer, Blogs/Facebook/Twitter/IRC/Blogs/Mind-mapping/Telephone/Conference/Peanut Butter works/Tool blog (only in German)
- Shared agenda, Author stream, Shared documents in Google/Drop Box to exchange documents but does not always respect the format; Webex, Mixxt/ Ning/Live Meeting/
- Google Wave, Netwave similar to Linked in/ Viadeo in France/Doodle/Etherpad/Wiki/ Status.net (a microblogging platform)
  
- “Whole Person” facilitation process is an alternative meeting method; people are sick and tired of meetings as they are now in their workplace; looking for alternatives

Different people work on different platforms; Need ways to real life OS to virtual distance methods. Want to include multiple tools that capture written, visuals, film, etc. , not t

Holger describes a client event where they set-up a Ning platform beforehand primarily for socializing. The conference which included a major of the Agenda as Open Space provided time at the end of the afternoon for people to utilize different media tools to capture reports, experiences, etc. It was an event where people were able to live/learn Open Space, World Café plus learn about a variety of virtual tools.

The goal of using tools is to:

- Improve documentation
- Improve action after
- Improve and retain the memory of our Open Space experience

Holger and Juliane provide a one-pager (see attached) describing the Blended and Integrative Open Space (Bios) which focused on the Pre-work, Actual and Post-work of Open Space.

Stages include:

1. Sponsor (scoping the assignment) topic, theme, purpose, materials, on-line library
2. Steering Group preparation for those organizing the event especially when people are not in one single location and will need to communicate virtually. Objective is the make the communication transparent; is it also possible to begin the spirit of self-organization at that point.
3. Invitation where we start the connectivity between participants before the actual Open Space event.
4. Open Space Event itself including documentation which can even extend to the outside world (people not attending but part of the group)
5. Notes, Action, Progress

Multiple tools can be used

Holger then asks the group to describe the challenges they see in each of the above steps/stages

- There is a need for simplicity; must acknowledge the different levels of technical competence of participants; wise to reduce the number of tools.
- The initial log-on can be a problem at times. Would be nice to avoid log-in but not always possible; often to protect access to the site and to the information

#### **Pre-work with client**

- In the pre-work with client, we must spend time outline the risks of using multiple media tools; risks he/she may not fully understand. At times providing too many tools can be a danger.
- On-line library: the question to ask from perspective of sponsor, what does he really need or want. One participant mentions that information on OS site is not user friendly to client; also Wikipedia could leave a negative impression. Another participant says it's not about the client understanding Open Space the process; it's about what the client is looking to achieve in Open Space, be mindful of their goals and the sustainable results they are looking for. The need is perhaps more for an individualized library tied to the specific needs of client recognizing that at times we are dealing with HR representative or Mgt who will have different questions and needs.
- Do we need to reduce the number of tools recognizing a mixed target group?
- Working with a large organization can be difficult also as they may be restricted in their access to certain media; should we then use they own tools/platforms I.e. Lotus notes to make it easier for them.
- Also we don't want them to have to download new software.
- Then we can't only think of corporate clients; many other non-profit organizations with different needs. In non-developed countries, access to internet is non-existent; even getting to a phone is difficult. Some client situation are such that some people live in countries where all is available and others in the same group have almost nothing which limits their representation on the organizing committee. How do we make them feel comfortable? Many are not comfortable with wikis and continuous connectivity.
- Then interestingly, internet access is growing exponentially. Available in poor countries like Bolivia; more people connected in China than Germany.
- In future, we will all connect through cell phone.

#### **Pre-work with steering/facilitating team**

- Role of facilitator is not always easy; sometimes need a strong moderator. At times, long periods of silence as people wonder if they can speak and then everyone speaking at once.
- Suggestion of using white board with a large circle and people sitting around the circle. Talking stick in the middle and by computer, can even simulate picking up the talking stick, speaking and then putting it back in the middle. This can also be done on a simple conference call.

#### **Invitation**

- Main purpose is to socialize and start connecting people. Risk is that if only a few participate, it could give an impression that no one is interested in the upcoming event or another risk is that we make assumptions based on some but not being represented in this initial group.
- Then the assumption is that people who are passionate and excited about the upcoming event are those who will show up on a Ning site beforehand.

#### **Open Space Event**

- Discussions about using technology during the event i.e. twittering, using computer, etc. Challenge of protecting privacy and then allowing people to use technology without taking away from the spirit of Open Space.
- What is the protocol? What are the guidelines? This should be discussed with the client beforehand; will vary client by client.
- Issues of trust, safety; people who do not want to have their photos taken or broadcast on the internet. To broadcast photos, it is the law in many countries that you need signed permission. A solution is to use an arm band clearly identifying for example that this person does not want their photo taken. Others may send photos and notes to a group for approval prior to publishing to assure that what needs to be confidential remains so.
- Use of computer, blackberry for some is a way to get away, to take notes quietly to reflect or even to connect one on one with a few others when one is less comfortable speaking to a larger group.
- Having a twitter wall on a big screen, capturing live in the moment experiences, also photos being immediately uploaded. Later this becomes an important data bank and reference.
- If notes are too condensed, at times the essence and richness of discussions can be lost.

#### **Action Planning/Follow-up**

Goal is to have sustainable action using all kinds of social media. The challenge is how to transport the atmosphere of an Open Space meeting to the follow-up phase.

Ultimately the group decides which social media tools to use. This decision and perhaps even the training is best if accomplished as part of the pre-work discussions not as an after-thought in the moment.



**Blended & Integrative Open Space (BIOS)**

Phase	I. First Scoping of Assignment	II. Steering Group (SC)	III. Connecting Participants	IV. Open Space Technology Workshop	V. Sustainable Action
<p><b>Face-to-Face Part</b> "Classical Open Space Technology" Approach</p>	<p>First talks between facilitator and client:</p> <ul style="list-style-type: none"> <li>• goal definition</li> <li>• explanation of process</li> <li>• first agreements</li> </ul>	<p>Establishment of SC; preparatory meetings:</p> <ul style="list-style-type: none"> <li>• definition of theme</li> <li>• logistics &amp; tasks</li> <li>• participant list &amp; invitation</li> <li>• marketing</li> </ul>	<p>Inviting participants</p>	<p>Clearly designed process:</p> <ul style="list-style-type: none"> <li>• welcome by host</li> <li>• circle</li> <li>• principles &amp; law</li> <li>• market place</li> <li>• break out groups</li> <li>• news wall</li> <li>• printed documentation</li> <li>• action planning</li> <li>• closing circle</li> </ul>	<p>Action planning happens during or after the OST event:</p> <ul style="list-style-type: none"> <li>• prioritization of topics</li> <li>• action space</li> <li>• follow up meetings, face-to-face</li> </ul>
<p><b>Virtual Part</b> (synchronous, near time and asynchronous)</p>	<p>Availability of process library (description of method, case studies, videos, photos, etc.). The client is. From the beginning, integrated into a growing virtual platform.</p>	<p>Online resources:</p> <ul style="list-style-type: none"> <li>• project plan (logistics, tasks)</li> <li>• social media marketing (Facebook, Twitter, etc.)</li> <li>• prospective participants can be involved in defining the theme</li> </ul>	<p>Participants connect to each other, to the process and the theme</p> <ul style="list-style-type: none"> <li>• sharing experience &amp; background</li> <li>• start exploring the theme &amp; dialogue / participants can raise topics for F2F event</li> <li>• process library</li> </ul>	<p>Digital documentation available instantly to participants</p> <ul style="list-style-type: none"> <li>• use of other media (video, podcast, photos, etc.)</li> <li>• connecting break out groups</li> <li>• connecting to a wider audience</li> </ul>	<p>Groups continue to work in synchronous, near time and asynchronous mode</p> <ul style="list-style-type: none"> <li>• digital documentation of process and results</li> <li>• voting &amp; ranking system</li> <li>• creation of action groups</li> <li>• immediately visible</li> <li>• winning new actors and creating alliances</li> </ul>
<p><b>Additional benefits of blended approach</b></p>	<ul style="list-style-type: none"> <li>• process is fully documented</li> <li>• client has access to more background information</li> <li>• increased flexibility</li> <li>• more interactive &amp; participation</li> </ul>	<ul style="list-style-type: none"> <li>• processes is fully documented</li> <li>• increased transparency</li> <li>• more effective collaboration &amp; participation</li> </ul>	<ul style="list-style-type: none"> <li>• participants are better informed about the process</li> <li>• they are motivated to engage</li> <li>• they start to know each other - start of a network</li> <li>• start of dialogue</li> </ul>	<ul style="list-style-type: none"> <li>• instant, precise and interactive documentation</li> <li>• availability of documentation</li> <li>• environmentally friendly</li> <li>• introverts have more space to express themselves</li> <li>• increased connectivity with the outside world (access to dialogue &amp; documentation)</li> </ul>	<ul style="list-style-type: none"> <li>• higher and sustainable impact</li> <li>• environmentally friendly</li> <li>• overcoming inter-organizational power structures</li> <li>• interaction and collaboration beyond group boundaries</li> <li>• integration of new members</li> <li>• marketing &amp; PR</li> </ul>

Issue:

Small groups 1/1

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- 5 people 5 topics → Format like speed dating  
Topic hopping?
- Questions instead Topics: Use a talking stick  
to organize the dialog
- Special difficulties: - Hierarchie! → create a safe environment  
→ Experiment, laboratory  
- Imagine you are someone else  
("What would xyz say to this topic!")  
→ fiction characters  
to extend the group
- Opening circles
- Posting Ideas, Prioritizing, free to attend the  
discussion at break (coffee, cigarette, small talk)
- Real OS with parallel sessions & locations  
brings movement to the group (& more dynamism)

A question is opening the room  
Answers close it!

Convened by (first and last name):

Other participants (first and last name):

Andreas Wichmann  
Ren Steins

Douglausing

Nella

STIEN MICHIELS

Claudia Antoni

Issue:

Small groups 1/2

## What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- ! Important: Talk about the 4 ~~ways~~ principles
- creates special atmosphere & structure (structure to access essence)
  - Opening circle: high importance!
  - appreciation for the things they do good.
  - aim: make it easier for the team

Spiral: Ask attendees to bring objects related to the topic. ~~then~~ Place them somewhere in the room & use them for inspiration (instead of other attendees)

If there is silence, there is silence! (Holding the silence)  
 (What do you need to be able to speak?)  
 (You are in internal dialog, please write down!)

What is with <sup>can</sup> silence in a group of strongly introverted peop

- Is the silence itself the topic?
- Is it the wrong topic? Situation, moment, Method?
- silent work (with people which are used to do something e.g. work with their hands)

Convened by (first and last name):

Other participants (first and last name):



Issue:

Aren't we pushing sponsors too much?

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Gerardo is telling a story about disappointing <sup>results</sup>: The sponsor did the difference (compare to ~~the~~ Gerardo's solution)

2. possible or better issue (formulation): don't we push too much the sponsors in a way that we close the space?

We?

"I (facilitator) should not be attached"

My role is: to know that only ① can do it, and nobody else

"Don't do too much"

Question: The sponsor want's me to do ...

Michael Panowitz: → fee !!! (it's in the fee)

You

Feelings: How you manage with your feelings

Did you feel sucked?

Convened by (first and last name):

GERARDO

Other participants (first and last name):

Constanze Skoll

Miriam Natarowicz

Marina Tyasto

GALINA TSARLOVA

Juliane Adels

Anja Vehrenkamp

Christian Kaufmann

Michael Schneider

DEBORAH MAAREK

Frank Rambaek

Michael Panowitz

~~18th World Open Space on Open Space~~

Issue: Aren't we pushing the sponsors too much

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Reformulation of the issue

"How do we open the space for sponsors?"

One possible technique: (with sponsors)  
→ mind map: imagine the day after

problem of Gerardo:

not supporting the results (> planning phase)  
by the sponsor, 2, 3, 4 months after the end of  
the OS

Galina: we <sup>are</sup> monitoring the results.

} Some people got lost  
between

once more problem: we did a show

problem of sustainability

issue: talking about the risks! (with the sponsor)

Convened by (first and last name):

Other participants (first and last name):

Issue: Aren't we pushing the sponsors too much

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

→ There are possibilities to open the space for the sponsor by talking about the risks

business level ↔ identity level

- you can't convince people to have another live style  
(business-people)  
in 3 days (3 days OS)
- business-sponsors (companies): there is no <sup>such a</sup> democracy as is in the OS
- Birgit and Ward recommend:  
\* you should think about it twice, if you want to work with us (OS, or Don't just stay..)

Convened by (first and last name):

Other participants (first and last name):

Issue:

Aren't we pushing

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- world of business: fear of chiefs, that the knowledge above will be taken by stakeholders at the bottom

- Paunwitz: That's what we want: people take it and spread it somewhere else

What do the facilitators do with their hidden promise?

M. Paunwitz: What is the hidden promise?

1 Antwort: participation

Some

why is it hidden?

who is hiding it?

explicit: <sup>(people who come)</sup> you can participate

what does it actually do:

expand time space  
for self organizing

Convened by (first and last name):

Other participants (first and last name):

Issue: AREN'T WE PUSHING

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Talking about risks = talking about the givens

Story: what was before OS?  
what should be different?

Gerardo suggest: next time I will include a <sup>ONE</sup> <sub>Day</sub> workshop with the sponsor about the results!

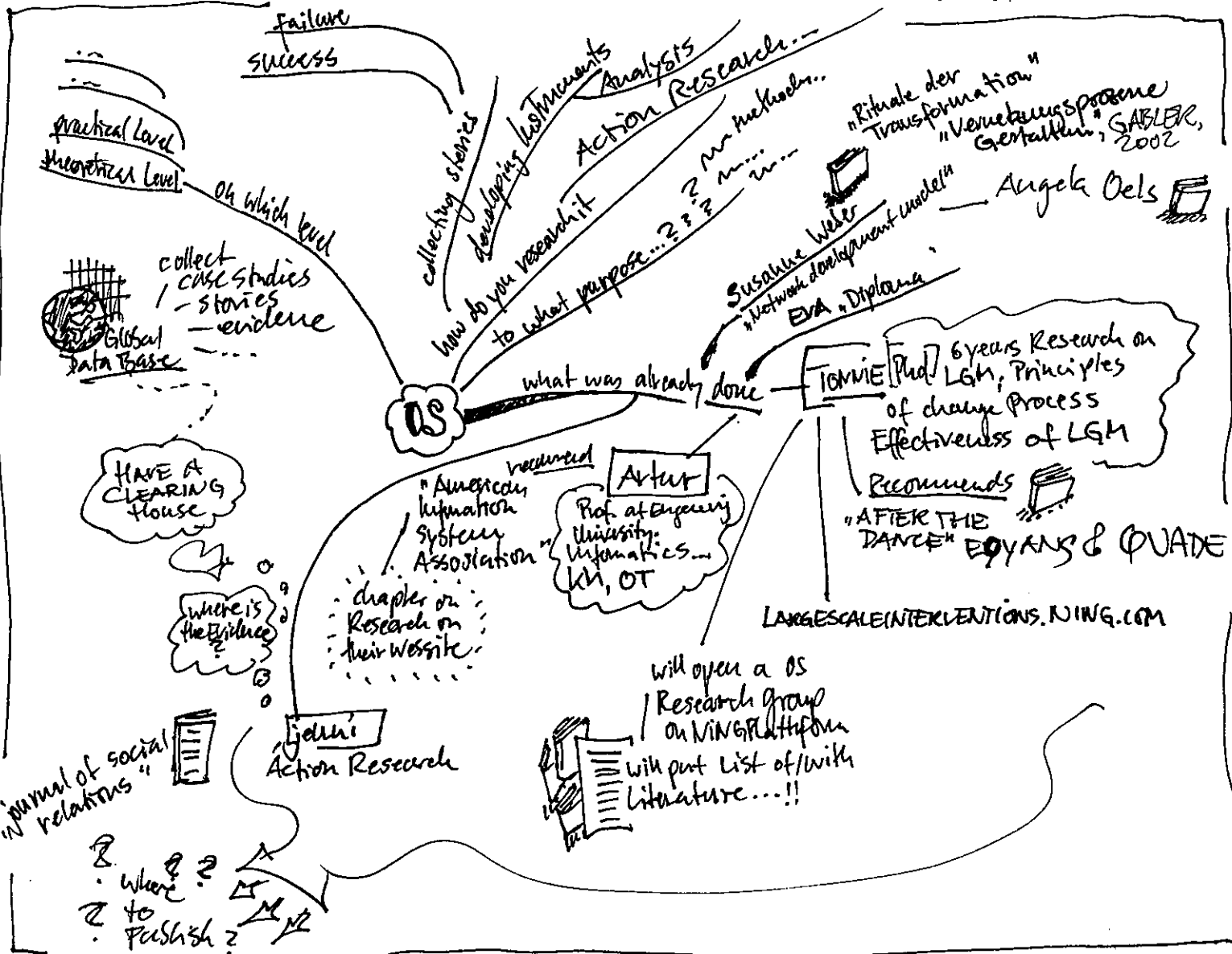
Convened by (first and last name):

Other participants (first and last name):

Issue:

# RESEARCH ON OS

What happened?



Frederik Wortmann@boscop.org

Convened by (first and last name):

Frederik Wortmann

Miriam Notowicz

Other participants (first and last name):

Tomme van der Zouwen

INFO@TONNIEVANDERZOUWEN.NL

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Eva Ressel eva.ressel@gmx.de

Jacques j.chlopczyk@gmx.de

Jenni Werner

jenni.werner@community.vision.asn.au

Lena.kummel@gmx.n

taras.mykhalniak@fes.kiev.ua

GIULIA giulia.molineugo@gmx

ARTUR SIVRA (artur) artur@steva@yahoo.com

Alexander Steinhilf

18th World Open Space on Open Space, Heilig-Kreuz-Kirche, Berlin, 12.05 - 15.05.2010

(alex@nder.info)

Sabrina Tschiche (stschiche@arcor.de

Susanne Maria Weber@staff.uni-wuerzburg

Issue: EMERGENCE: ORDER ARISING FROM CHAOS

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

ROLLERCOASTER RIDE

EMERGENCE - (define): ORDER ARISING OUT OF CHAOS

↳ NON-LINEAR, MESSY.

Book = CONSCIOUSNESS OF THESE EMERGENT PATTERNS

PATTERN OF CHANGE:

• ALL CHANGE BEGINS W/ "DISTURBANCE"

• CAUSE US TO SEE DIFFERENCES (ex: OPEN SPACE: start together then bump, bounce apart... ultimately patterns/coherence arise)

CHANGE PATTERNS:

DISTURBANCE / DIFFERENTIATION / COHERENCE

↳ APPROACH w/ COMPASSION CREATES TONE.

↳ HOW DO WE RENEW COHERENCE WISELY?

HOW DO WE ENGAGE w/ CREATIVITY?

Principles: • EVERYONE CAN BE LEADER - no clear single leader

• HUMAN SYSTEMS LIKE ANT HILLS - simple rules ▷ complexity

EMERGENCE HAPPENS THROUGH FEEDBACK ▷ CLUSTERS

\* WELCOME DISTURBANCE \* PIONEERING (THINK DIFFERENT)

\* ENCOURAGE RANDOM ENCOUNTERS \* SEEK MEANING (THREAD)

\* SIMPLIFY (HARRISON: ONE LESS THING)

Convened by (first and last name):

Peggy Holeman

Other participants (first and last name):

ANDREA PINGITIER

Helga Badegemann

KAS METELER

Susanne Korkmieg

Autje Goy

Volker Schindel

Christine Wank

Indovica Scapa

Jon Harvey

Jutta Weimar

Gail West

FRANCIS Zupid (W)

Marc Steinlin

Michael Pannwitz

Petra Rieg

Thomas Cödelke

Claudia Antoni

SUSANNE DALL

Romy Shovelton  
Anna Gatzert

Issue: EMERGENCE (CONTINUED...)

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

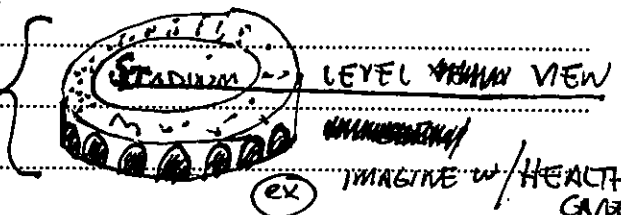
Follow life ENERGY

PRACTICES:

- ① PREPARE - EMBRACE MYSTERY, CHOOSE POSSIBILITY
- ② HOST - CLARIFY INTENTIONS, INVITE DIVERSITY, WELCOME
- ③ ENGAGE - TAKE RESPONSIBILITY FOR WHAT YOU LOVE AS AN ACT OF SERVICE
- ④ ITERATE - INQUIRING APPRECIATELY (ASKING...)
- DO IT AGAIN
- DO IT AGAIN
- DO IT AGAIN...
- ⑤ OPEN (CHOICE POINT :: LEAP)
- ⑥ REFLECT
- NAMING (GIVING BIRTH)
- TELL THE STORY

GIVEN ALL OF THIS - WHAT IS POSSIBLE:

PROMISE OF THE MACROSCOPE



PARTICIPANTS

- COMMENTS:
- "TOUR DE FORCE"
  - "ADDRESS A WAY HOW THINGS ARE DONE ... WAY OF ADDRESSING"
  - "HOW TO REACH PEOPLE: PICTURE OF STADIUM"
  - "NOTHING MORE PRACTICAL THEN A GOOD THEORY"
  - "TRAINER TO HIDE 'DISTURBANCE' call it SOMETHING ELSE"
  - (ex) "BLAME, CONFLICT" EASY TO GET IN HEAD NOT IN BODY
  - HOW TO UNVEAL ... HAVE TO UNLEARN.

Convened by (first and last name): PEGGY

Other participants (first and last name):



Issue: EMERGENCE (continued...)

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

• WHAT HUMAN SPIRIT MEANS FOR ... words like COMPASSION  
WELCOME, CREATE.

• WHO DO YOU WANT TO WORK WITH? PEGGY: START w/groups like THIS

• WHAT DOES IT MEAN TO "EMBRACE MYSTERY" ON A DAILY BASIS

• "DIVERSITY" IS ALSO: PAST, PRESENT, FUTURE THINKING LEARNERS  
IN THE ROOM

• APPROACHING COMPLEXITY w/COMPLEXITY

• FOR WORKSHOP BRING IN EXPERIMENTAL LEARNING

• CAN BE USED IN EVERYDAY LIFE - HORSE RIDING EXAMPLE

• ACT OF SERVICE = IMPORTANT

• WHY WRITE THE BOOK? PEGGY: COULDN'T NOT WRITE IT: WANTED TO SPEAK  
TO CONSCIENCE

• CHANGE HANDBOOK = PAINTING BY NUMBERS  
↳ THIS IS GIVING ME A PALLETTE

• 3-D MODEL of EGOS EXAMPLE.

• ADDICTED TO INTERPRETATION

• BEING INTERPRETATION TO BE CREATIVE

\* CLOSE BY A WORD OR PHRASE FROM EACH PERSON IN ROOM \*  
= DEEP APPRECIATION =

Convened by (first and last name):

Other participants (first and last name):

Issue: OS in Africa  
Stories, pictures ...

What happened? from OST trainings + learning exchanges in East Africa

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

More information:

[www.world-up.net](http://www.world-up.net)

<http://ostuganda09.wordpress.com>

Slides from the open space training in Uganda from 2009 and the learning exchanges in Dar Es Salaam (Tanzania) and Kampala (Uganda) were shown. Some can also be found on the above mentioned websites as well as background information of the project and os material.

Questions were asked and experience was shared among the group. If you want to know more don't hesitate to ask the conveners.

Convened by (first and last name):

Yaari Paunwitz + Dominik Ringler

Other participants (first and last name):

Bettina Leberberg

Sabine Tschirge

Joanne Mantha

ANIKO KALL

Catherine Pfähler

GENOS MARTIN

Sabine Bruggeman

+ 5 others

Michael Otto Poschmann

Issue: How create a Space where people could accept new sign of reconnaissance?

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

a chaudiere party?

at the end of a meeting be gracefull for what people learn to you.

if the feeling is (+): thank you

is (-): thank you to lean that on me.

Convened by (first and last name): Luc BIZEAU

Other participants (first and last name):

Rene' Zuel

Issue: FUERTES IMPULSORAS, CLAVES Y ADAPTACIONES DEL ESPACIO ABIERTO PARA SU DIFUSIÓN Y PROPAGACIÓN EN EL MUNDO LATINO ⊕

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

#### LEVANTANDO IDEAS

- El libro de H. Owen no existe en castellano. Hay una persona en Canadá muy interesada en traducir-lo (~~pero~~ ~~no~~) no sé si lo va a llevar a cabo. Tal vez se podría empezar por ahí.
- El mundo latino, y más concretamente el chileno, tiene características culturales distintas al mundo sajón (donde el OST se desarrolló).
- En primer lugar, creo q el nombre crea un conflicto. En francia le llaman "Forum ouvert".
- En el mundo latino la pérdida de control de esta metodología es aún más amenazante.
- Traducción de los principios. Yo incorporé (S.L.) para el 1º "Estamos los que somos y somos los que estamos". También el tema de las MARIPOSAS me crea problemas.
- En España muchos de los planteamientos anglosajones q han empezado a llegar a partir de los a. 90. Tardan mucho en implementarse (p.e. Coaching, liderazgo, ...).
- En cambio sí ha entrado bien el tema del bienestar en el trabajo.

Convened by (first and last name):

JULY LUIS WALKER B.

Other participants (first and last name):

SEE NEXT PAGE PLEASE

⊕

Issue: FUERTES IMPULSORAS, CLAVES Y ADAPTACIONES DEL ESPACIO ABIERTO PARA SU DIFUSIÓN Y PROPAGACIÓN EN EL MUNDO LATINO.

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- Yo veo q intentar vender el OST como método vulnera los principios del OST. lo unico q se puede hacer es ofrecerlo como método. Yo veo q la mayor resistencia si lo intentamos vender no vendrá del cliente sino de los competidores q van a empujar a usar OST como de bruma descafeinada. El cliente no es el problema.
- Que el cliente no compre no es resistencia sino q está usando su derecho de estar bajo el principio de los 2 pies. El principio fundamental del OST es Pasión y Responsabilidad
- Una forma de explicar lo dif. i explicar el OST: "PASSAR DE LA PASIÓN A LA PASIÓN CON RESPONSABILIDA".
- ~~Problema~~ Ya no hablo de SPONSOR sino de PROPIETARIO (ahi no te vas de cabezotas contra una cultura q es + jerarquizada)
- ~~Todo lo que sea.~~
- Un argumento podria ser hablar del espacio abierto como algo que trae la riqueza de las conversaciones de sobremesa.
- Mi responsabilidad es hacer bien lo que hago y que se me vea.
- El reto de hacer frente a las aspiraciones blancas lo estadounidense.

Convened by (first and last name):

Other participants (first and last name):

Silvia Esteve, Eugenio Holm, Antu Silva, Detlef H. Hoffmann,  
 Juliane Neumann, Lizenzo Pereda, Barbara  
 ELIO PORTOCARRERO, Bettina Kolbeck, Veronique Sanher  
 JUAN LUIS WALKER

Issue: FUERZAS IMPULSORAS, CLAVES Y ADAPTACIONES DEL ESPACIO ABIERTO PARA SU DIFUSION Y PROPAGACION EN EL MUNDO LATINO.

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- En Portugal hemos hecho un librito que se titula "Metodología de Reunión en Espacio Abierto".
- PODRIAMOS CREAR ALGUN TIPO DE ESTRUCTURA tal y como podriamos continuar discutiendo lo que es propio de las culturas latinas a lo largo del tiempo y no solo aquí en 1h30.
  - P. ejemplo a traves de: <https://opeuspaceworld.ning.com>
  - Grupo: espacio abierto
  - otro: reabrir el wiki del Espacio Abierto
  - ↳ En definitiva crear un espacio latino (hispano hablante)
- Invitación a ingresar en el grupo "ESPACIO ABIERTO" o "ESPAGO ABERTO" de NING.
- También otro sitio (de Juan Luis) es [www.espacioabierto.net](http://www.espacioabierto.net)
- LAS INDICACIONES PARA REALIZAR UN ESPACIO ABIERTO EN IBEROAMERICA SON LAS MISMAS QUE EN EL MUNDO NÓRDICO O SI
- ES NECESARIO SO SI DISMINUIR EL NIVEL DE ANSIEDAD DEL SPONSOR (O PROPIETARIO)
- TAMBIEN ES NECESARIO PONER MAS ÉNFASIS EN LA CONDICIONES PARA CREAR CONFIANZA Y DISMINUIR "PANICO" EN LOS PARTICIPANTES.

Convened by (first and last name):

Other participants (first and last name):

- ES CLAVE EN ESTE SENTIDO EL QUE SE HAGA "DESPUES" DE LA REUNION, ASUNTO QUE ADEMAS DEBE SER CUIDADOSAMENTE "ANTES" DE COMENZAR (PRE-WORK)

Issue: OPEN SPACE AND THE ART PERFORMANCES

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Art performances (music, painting, dancing, singing, playing, ...) help us have a really better world.

But how are they taking place nowadays in most occasions? Is it a decentralized and self-organized experience (think about a music concert)? How could it be more enriching for the attending group? More empowering and self-reassuring? How could an art performance be designed to give the participants an OST-like opportunity to enjoy and grow?

How could / should art performances be integrated in the more "serious" OS meetings?

How could they help to promote the OST way of working and community?

Do you know any experiences in any part of the planet that fit the OS spirit quite well?

INGRID & Multisense Group - Visual work in OST meetings

Repp - songs / sketches / Painting Sheets

Use of arts in opening / breaking up / closing OST meetings

JOHANNES RONADER → Open stage // Open mic // Poetry Slam

Convened by (first and last name):

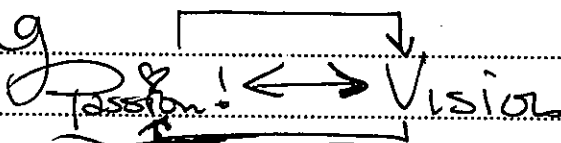
Other participants (first and last name):

INGRID

JOHANNES RONADER

Issue: Building New Organisations and Businesses where OS principles are the comparative edge.  
What happened?  
Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Perspective = Creating



Law of 2 feet

focus by team interest

Power / Responsibility

Being able to be fully present requires the tradition!  
↳ walk the circle and introduce of

When it's over, it's over

meetings & has every month OS

be prepared to be surprised

When it starts it starts

Everything has its own interpretation

It is all good

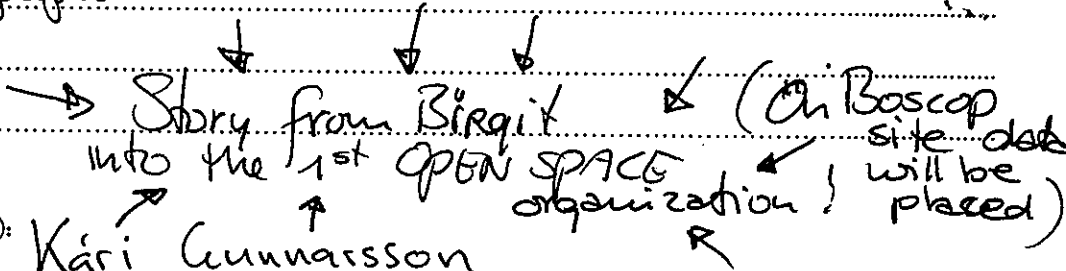
One size does not fit all

organism of an organization doesn't stay the same if you repeatedly use OS!

"Neon light, tattooed" in the fore heads...

Whoever comes are the right people.

There are Rules.



Convened by (first and last name):

Kari Gunnarsson

Other participants (first and last name):

- Ineke Turkmans
- Karen Schmidt
- Martij Mayer
- JAN-ERIK TARPILA

- Andreas Widmann
- Matthias Bär
- Anette Biehl
- Ralf Eilers



Issue: Building new organizations and businesses where OS principles are

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Bring the actions in line  
 with what is possible → even though it was said that  
 all was open... Some things are closed (Givens,)  
 ↓  
 So you know how  
 much space is really open!  
 and be creative, passionate  
 and save good energy

laws  
 ↓  
 external rules  
 etc

Borders must  
 be shown!

LEAN  
~~organization needs~~  
~~management frame~~

Convened by (first and last name):

Other participants (first and last name):

Issue: Building New Organisations and  
Businesses where Open Space.

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Lines - non negotiables - Borders of the  
Open space. What is open in the space  
Knowing the Borders → Saving Energy  
Find the Border of your Space, test the border  
Make the space - Say the story  
Walk the Circle

★ Have your own experience

Be prepared to be surprised - When its over it is  
Over - active quiet work - it is all good  
Vision ⇒ Passion, when it starts it starts  
Focus by team interest - Responsibility  
One size doesn't fit all

Convened by (first and last name):

Other participants (first and last name):

Issue: Share experiences: How to bring OST into existing institutions/organizations?

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

→ aims to which OST is used in companies/organizations:

- project kickoff
- strategy planning
- adaptation to crisis
- find consensus
- management of everyday work
- establish rules

→ background of session participants:  
management consultancy, big companies, youth work

→ problems in the room:



HOW TO COPE WITH RESTRICTIONS?

HOW TO BRING OST IN MY CONTEXT?

HOW TO PERSUADE PEOPLE?

Convened by (first and last name):

Other participants (first and last name):

Kerstin Schulenburg

Anja Vehrenkamp

Barbara Kozok

Ceren Bebek Schlemmer

Jirrit Hofmann

Liberto Perez

Elio

CSABA LENGYEL

Mia Konstantinidou

Susanne Hildebrand

Heleni Katerina Panik

Csaba Csécsécs

Joanne Monka

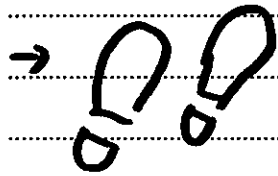
Issue:

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

## STEPPING STONES OF BRINGING IN:

- an agreement (top-down does not work)
- a need (organization needs to be ready) and clear goals
- accountability needs to be ensured
- a language of trust



→ trigger a learning process of small steps and piecemeal build trust by best practices  
OPEN THE SPACE SLOWLY  
facilitator needs to be aware, that OST is just ① method to do this!

☺ RATHER: raising awareness than bringing OST in

Make people see by small steps: it's fun to invest my brain space and it's safe!

People need safe spaces to dive in!

Convened by (first and last name):

Other participants (first and last name):

18th World Open Space on Open Space

15h 58

Report Sheet.

Deputies, Parties Members, Macoravia and Opus Day Members

Issue:

All our bosses (Head of Department, DEAN, ministry, Prime Minister, Republic President (Enterprise, NPO, Public Institute, Private Institute,

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

President, Board of Directors, manager, have (all and any one of them) an negative or positive impact to the success of OST

THE ANSWER IF NOT.

For more information please read other reports about.

- How easy is to organize a Sunday Morning Meeting to the all members of an Administration Board (executive and no advisors), representing the day tomorrow.

- How easy is to define the price for value with the top administration or top indicators.

- How easy is to create an enterprise (like the one that organize this event were "Everybody Wins (Trade mark of Remax, USA)

Convened by (first and last name):

Other participants (first and last name):

- How easy is for students and for employees (20% inspired) to learn OST

50 why were able to be such a small number THE ANSWER IS IN 2000th PROCEEDING

Tim Gatz

Issue: European OS Learning Exchange 2011  
in Cagliari Sep. 26 - 28, 2011

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Jutta, Jo & Gerardo went to Cagliari, Sardegna to check 10 different places.

Why is it needed? To promote participatory approaches across Europe (and in Italy in particular) ⇒ European dimension.

Countries represented: Italy, France, NL, Germany, Ukraine, Austria, Spain

We should look for a EU grant (mobility) ⇒ talk to Matthias Bär (emcra)

Focus: Geographic Europe (Europe of 40)

Facilitator will not be an Italian

In the EC, there is an Art of Hosting community ⇒ they should be invited

possible theme: "European Citizen Participation" (maybe combining with "creating meaningful conversations")

Holger will put up a Wiki for preparation

CANDIDATE FACILITATOR = FREDERIK Wortmann

Convened by (first and last name):

Gerardo de Luzenberg

Other participants (first and last name):

Holger Nauheimer, Jo Toepfer, Frederik Wortmann

Viviana Isgus (Cagliari)  
Luc Bizeau

Stien Michiels

Taras Mykhailiuk, Ceren Bek, Mariann Idre

MAURO FORTE

Frank Lilla

Schlamm

Peter Pinger

Eledes

# 18th World Open Space on Open Space

Report Sheet.

59.2

Issue: EUROPEAN OS LEARNING EXCHANGE  
IN CAGUAN SEPT. 26-28 2011

## What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

CO INVITORS = eleder.austenetxe@gmail.com  
nazli@serverart.org  
STIEN MICHELS  
TAMAS MYLHANNIK  
Michael M Pannwitz

Convened by (first and last name):

Other participants (first and last name):

Issue: PARTNERSHIP PROJECTS  
WITH AFRICA

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- Integrate young people
- Professional exchange.
- How to include young people in Africa on political decision
- Centre for modern art
- Dealing with hierarchy and older people
- Base of African culture / units
- Finding way of unifying Africa
- Women -
- Teacher networks
- Teaching magisterial or disorganized group with less fees →

Convened by (first and last name):

GENOS MARTIN

Other participants (first and last name):

Sabrina Eschke  
Ana Bartolomé  
Detlef H. Hoffmann  
M. Steinlin



Issue: Open space & Free and Open Source Software  
Communities

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

The evolution, structure and organization of the free and open source software communities all follows various practices of open space community.

The various form of technical meetings and way of working like Hackathon, Barcamp, contest, is very OS. In the experience shared from Nepal and Munich lots of similarities came up to the discussion.

The idea why open source is possible because people who are committed and passionate to any idea will make it work for them.

OS on OS came up in discussion OS on open source, like barcamp and other form of gathering.

Definitely not every discussion have any conclusion  
Convened by (first and last name): Hempal Shrestha but this is a good way to begin.

Other participants (first and last name):

5, Martin, bubbles (- Francis)

Issue: "Unsuccessful" OS  
 how can we (facilitators) support the process for a "successful" OS

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Lots of (w)holes — building consensus in OS ?!

There are "unsuccessful" OS

There is NO "unsuccessful"

- examples:
- Complaining participants
  - no energy during action planning
  - lost in space (facilitator)
  - one person (participants) takes over the control
  - silly issues (?)

perhaps: there are unsuccessful openings (planning) if

WHAT IS NEEDED:

- clearance of conditions for role of facilitator



DANGER (lessons learned)  
 facilit. enlightened → losing clear role: become to close

? HOW TO AVOID FRUSTRATION ?

- good preparation:
- 1., 2., 3. talks with the sponsor
  - speak about risks and givens
  - prepare the sponsor (role)

Convened by (first and last name): Constanze

Other participants (first and last name):

- Petra Kammeter
- Dominik Ringler
- Jan-Erik
- Csaba Csobor
- Marina Tyasto
- Hempzel Shrestha
- Elena Selmaehenw

Issue: "Unsuccessful" OS<sup>2</sup>

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- clearance of the conditions
  - urgent problem / emergency  
(possibility: say NO: OS is not the right to do !!)
  - diversity of group
  - there are no easy answers
- preparation meeting:
  - aim: to establish the attitude of ownership of the participants
  - get the whole system in the room
- + follow up (include it in the whole event)
- medicine wheel

Convened by (first and last name):

Other participants (first and last name):

Issue: Open Space & Citizen Participation  
(How) can we change politics?

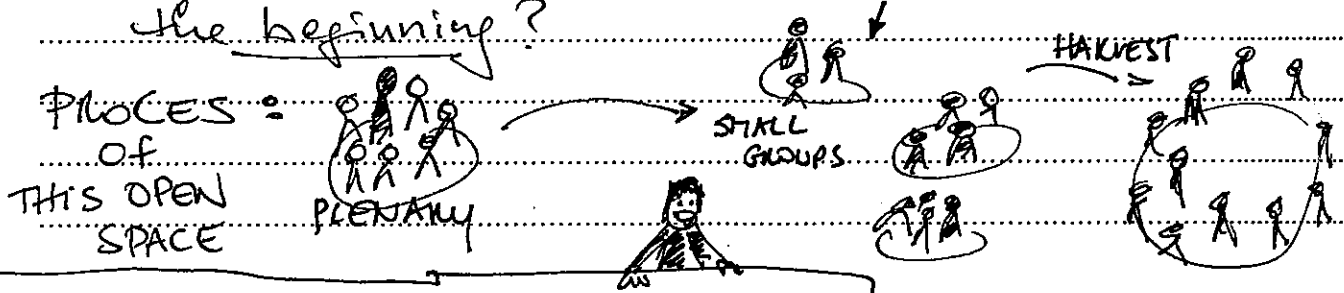
### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

~~HERE THE RESULT OF 8.36 YEARS OF LIFE EXPERIENCE~~  
~~BLUGHT TOGETHER~~  
~~IN ONE OPEN SPACE~~  
~~COLLECTIVE~~  
 WISDOM SPAN

Stien reports about 2 citizen participation project in Belgium. She got partly frustrated because many of the people did not believe in participatio ("You are naive" "This is just a power game")

- Dancing instead of fighting => making a bridge between dance & fight => Capheira?
- one member from Italy offers course which are sponsored by the municipality in active listening, conflict resolution
- The question is how to establish trust from the beginning?



Convened by (first and last name):

Stien Michiels

Lucien '10 PLANTS

Other participants (first and last name):

Jacques Chlopezyk

Marianne Sclani

Elena Stebnachenko

Annette Heip

Tren Stenu

Lera Hummel

Taras Mykhailiwuk

Holger Neuheim

Stephan List

To Toepfer

Ulwa Schöckel

Peter Otto

Jenny Lutzom

Giulia Molinengo

Hlena Bychonis

Alexander Steinhardt

Hilanne Wolter

Lara Rossi

GENOS MARTIN

MAURO FORTI

CATERINA PAGNIN

Issue: OS of Citizen Participation

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS model / Keep It Short and Simple! [KEEP QUESTION: HOW TO DANCE (AND FIGHT?) - HOW TO BUILD THE TRUST?]

HARVEST FROM SMALL GROUPS:

1. BATINA: BEST ALTERNATIVE TO NO AGREEMENT

2. NEUTRALITY: x importance of neutral "bridge" between opposing parts

x BREAK DOWN POWER PLAY!

x impartial = facilitator should be new x transparency = also about what doesn't!

3. EXIT STRATEGY: x if non-collaboration from one of the parties, especially administration

tell MEDIA! GET OUT! about who is not following the rules!

4. INSTITUTIONALISATION OF FACILITATION

x CREATE PHYSICAL ROOM e.g. "BUNDESWEKSTATT" PRO [Hölger] in Berlin -> NEUTRAL funding / foundation / media

5. QUICK WINS SUCCESS STORIES + IMPACT

x Show good impacts, even if only small

6. GET BACK TO GENUINE CONTACT

-> Strien has lost neutrality. sad but true ... ☹

Convened by (first and last name): Sten Michiels

Other participants (first and last name):

Issue:

## What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

7. SURPRISE ELEMENT

3RD ELEMENT

x create surprise

x bring in youth → Guerrilla

x Sport Competition ("fight")

Citizen → politicians (or mixed teams)

x change perception

x escalate confrontation

x interchange with other projects (e.g. fear-fear)

x invite respected keynote speaker or participation (professor, ...)

x theater, art, video, → feedback

c.f. youtube video on participation

x closed events → politicians not allowed

8. EDUCATE CITIZENS TO BE ACTIVE PARTICIPANTS

↳ AND ADMINISTRATION

9. WE NEED DESPERATE POLITICIANS!

↳ they will try something different & new

☺ new strategy: we create citizen participation movements so that politicians become desperate and then we go and bring in the new ☺

Convened by (first and last name):

Stien Michiels

Other participants (first and last name):

Issue: Open Space & Citizen Participation

PERSONAL REFLECTION FROM STEN AFTERWARDS: WAW! A LOT OF ENERGY THIS TOPIC. A LOT OF LEARN & WISDOM. THANK U

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

No. OPEN SPACE & DEMOCRACY

what is the relation?

x is it "helping" the democratic process - if so, how?

x is OST the "new" democracy?

x OST good for

-> improve decisions

-> if many are involved

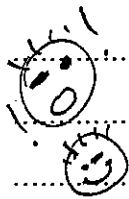
the future decision will be "grounded"

x Good for decision making?

-> now in political parties

-> long boring discussions

x future of democracy with OST:



PROVOCATIVE STATEMENT! WITH A SMILE

like at a market: pick the issues and people you like. The rest is up to the elite

x Use OST to create citizen power, networking & coalitions

CONTRADICTION: x politics = parties / OST = movement  
x where is the power situated? votes or competence & passion

Convened by (first and last name):

Stien Michrels

Other participants (first and last name):

# 18th World Open Space on Open Space

Report Sheet.

64.1

Issue: Worldwide OSI's (a similar) meeting  
Future w/ on OS's: Dreaming, Fantasies & Responsibilities

①

## What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- ~> Arthur - made OS institute in Portugal - because been asked to open space in many different contexts - so feels ready for this
- ~> What are the responsibilities of the OS Institutes around the world?  
do OS Institutes ~~the~~ have any 'authorities' / what status does it have?  
~> Some structure is needed ~ do we turn 'teleconferences' of the Institutes into something more? A Federation?
- ~> Teleconference - not work / not fulfilling, especially for non-English speakers - other way to meet? Arthur suggesting a method 'Flash meeting' used the open university, multi-user skype.  
could we give it a try?
- ~> Holding Space for Open Space - is this the institute responsibility  
A place for mentoring, being mentored, making connections (U.S. instih  
Arrange get together. A Host for Open Space Technology.  
Gift to Swedish schools - a day of OS - one of initiatives of Swedish <sup>institute</sup> ~~initiative~~  
Where are the OS institutes? Canada, Australia, U.S., Sweden  
Difficulty in contending with the legality of the land in setting up an institute  
Advantage of being legal ~> can attract research funding.

Convened by (first and last name): ARTUR SILVA + BRENDA

Juan Luis Halper

Ingrid Eberling

Ineke Holmann

Other participants (first and last name):

Petra Kammerer

Arthur Silva

Brendan McKeague

Thomas Herrmann

Gerardo

Galina Tsarkova

Lesley

Peggy Holman

Eleder

Mahilda Leysar

Symons

Tova Averbuch

Anna Carlina

Francis Gasmans

Frederik Wurman

Gail Nest

Lisa Meff

Gabriela Ender

Ingrid Eberling

Erich Kolenaty

Orgit Williams

Gerard Muller

Juan Luis Halper

Brendan McKeague

Frank Little

Jean Werner

Vernique Sacks

Chikini Haru



Issue:

②

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Minimum things done to meet legal requirements.

Basic minimal structure ~ 1 ~~year~~ 1 annual meeting. self select roles.

1 monthly teleconference

Swedish one - has legal status also.

The 100+ people opening space in Israel - <sup>but</sup> usually no-one responds to request to make an OS community.

Image of a Butterfly tree

even a more amorphic type of form can work.

Think of Institute(s) - as potential energy to be called on when needed.

most useful thing OS institute provides is its existence

purpose → hard work of discriminating the ideas to the world.

has to do with what passion is present in a country.

in Taiwan - people don't one more thing to belong to / or to administrate

③ there is a website, a list serve, regular workshops - cheap, easy if get the word out.

in Russia ~ small team in '06 getting events organized. creating web page. hosted

WOSonOS. But afterwards the energy dipped. People trust someone coming in from

abroad with OS. but not interested in local sharing. This doesn't feel good.

They have an association of trainers on a Ning.

But hard - people don't like to come.

Convened by (first and last name):

Other participants (first and last name):

Issue:

3

## What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

There is an OS institute of Netherlands + Belgium - no activity, no managers on list etc - but if you ask a question you get answers immediately.

not easy to find OS sites on web?

The word 'institute' - hierarchical?

Could an other word be 'net'? Other people think 'institute' means co-learning. Others need the official-ness / credibility of word 'institute'.

→ Flash meeting - as an option →. Arthur to communicate w. Karen & Larry  
Clarify who is on invitation list. - communicate w. Karen & Larry & Brian

Convened by (first and last name):

Other participants (first and last name):

Issue:

(4)

**What happened?**

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

WOSon OS

how are the invitations prepared &amp; offered? How are they processed?

how do potential invites get to understand the process?

Decided if poss. 2yrs ahead - so can call support from others +  
prepare

ultimate decision made on last day of previous WOSon OS.

how many offers?

Offer from London ~ 2012

Funda - would love it to come to Turkey

offer from Chile ~ 2011

Lisa - has made a document about lessons learnt from past WOSon OS hosts  
concerned not to fly in & fly out againif you are an established community - great. if you are single person - need to  
make sure are not left broken / in debt.

A WOSon OS - creates the fertile ground to build an OS community.

WOSon OS - never been South before.

Convened by (first and last name):

Other participants (first and last name):

# 18th World Open Space on Open Space

Report Sheet.

64

Issue:

5

## What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

October 2011 - Chile - gives a bit longer to prepare.  
read through Lisa notes.

You have to be irresistible - to make you fall in love with me!  
Arthur - hopes to write in the future.

Convened by (first and last name):

Other participants (first and last name):

Issue: POWERFUL BREAKOUT SESSIONS  
HONEYFUL

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- \* CLEAR ISSUE AND QUESTIONS
- \* UNDERSTANDING OF WHAT IS ABOUT
- \* RESPONSIBILITY OF THE CONVENER
- \* CONVENER TO DEVELOP OUT AN AWARENESS ABOUT THE TYPE OF SESSION/SHE IS CONVENING
- \* DON'T STOP UNTIL "I" AM CLEAR ABOUT - <sup>Why are you here?</sup> WHAT THE ISSUE IS ABOUT.
- \* THE WAY THE OPEN SPACE IS OPENED AND THE SPACE THEM IS KEY
- \* WHAT DO WE WANT TO TAKE OUT OF THIS SESSION? → Results
- \* What means "powerful" session - ~~the~~ → When the message was delivered through the experience
- \* Participants get a "guide" when they arrive which includes process ideas
- "instruct" conveners to "say what they mean" when proposing their session. Perhaps, make it a 5th principle.
- \* What can you do as a participant to get the results you would like/need (facilitator can speak about it)

Convened by (first and last name):

Other participants (first and last name):

MARTINE VANREMOORTELE

Jon Harvey

Peter von PL

Sabine Bruggeman

Juliane Neumann

Luiseno Pereds

Ms. Damijar

Ja

Issue:

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

\* Put some facilitator tool in the middle  
 p.e. facilitator hat → if you would like to effect  
 the process → take the hat

UNWEYFUL SESSIONS - WHAT CREATES "MONEY"?

1. GOOD ISSUE/QUESTION

\* PEOPLE TAKE RESPONSIBILITY FOR THE  
 LAW OF 2 "FEET"

\* CONVENED, CONVENED AND KEEP PEOPLE ON TRACK

\* LEADERSHIP BY THE CONVENED

\* KEEP IN MIND THE 4 PRINCIPLES

\* GENUINE PROBLEM

\* ALL VOICES ARE HEARD

\* KEEPING THE DISCUSSIONS IN RELATION WITH  
 THE ISSUE

\* AND IT IS OPEN SPACE

\* ASKING WHY ARE YOU HERE? (LEAD TO NEWCOMERS)

Convened by (first and last name):

Other participants (first and last name):

Issue: Awakening The Dreamer: The New Dream  
Symposium — How does OS link to it.

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

OS can be useful. — People may want to change  
but may not know how to <sup>have</sup> ~~discussions~~ <sup>discussions</sup> ~~about~~  
about how they can make a change — & How  
to communicate

link: Pachamama Alliance.com

Some films are also on youtube.

Wombat.com.

Story of Stuff.

Pachamama

Awakening the Dreamer

you can also contact me:

joanne.MANTHA @HOTMAIL.COM

Convened by (first and last name):

Pierre Clavier & Joanne Mantha

Other participants (first and last name):

Auja Vehrenkamp  
Luc Bizeul

SUZANNE Daigle  
Cici Young

Issue: OS and making + taking decisions

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Being transparent about the process: <sup>going forward</sup> making decisions (giving recommen-  
dations) taking decisions (decisions)

if this is not done in OS, it has to be known beforehand.

- The separation between making decisions + implementation is a habit, not a very useful one
- Let's take extreme cases: WOSONOS Boss-run-family business  
- well, both are elite-driven decision (making)/taking settings.  
they are not democratic, but that's not the point; what it does feel like being important.
- OS is just not about for the purpose of decision making  
but we have to be aware how to integrate our OST meetings into the existing decision making procedures.
- Only in self-organising (non-hierarchical) communities are no formal mechanisms needed: OSONOS location decision is one example.
- So if everything (the success of OS product-wise) hinges on the decision making framework, what does this mean?

Convened by (first and last name):

Johannes Terwiesche

Other participants (first and last name):

Lise Damkjær

MIKE STÜCKER

GIULIA MOLINENGO

JAN-ERIK TARPILA

SÍLVIA ESTEVA.

Hanne Steensen Christensen

Annette Heip

Perminna Lüthopp

Leha Hummel



Issue:

OS and decision making + taking.

②

## What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Then the consulting aspect of our work will be directed towards this decision making framework. That is: changing the givings?!

And as a facilitator, we can advise the client that in order to get a good OS, you later have to use a very accommodating decision making procedure.

A client asks you to do an OS. You have three choices.

Say yes. (Even if the decision making structure may be sub-optimal from our point of view)

- still the fringe benefits of OS → experience of freedom  
→ exchange

Say no. (Bad publicity, bad business to do suboptimal events!)

- of course this depends on your evaluation of

a) fringe benefits (process-wise)

b) outcomes (outcomes)

Say ~~no~~ yes, if I - consult!

Peter: OS in a company will not change the proper decision making structure. But the board will listen, and if not that is already great. Better than civil society attempts: Shaping Future of EOC

without decision makers there.

Convened by (first and last name):

Joachim

Other participants (first and last name):

⇒ When there is no way OS results will influence the decision making process, no "actions" should be "planned" that need approval.

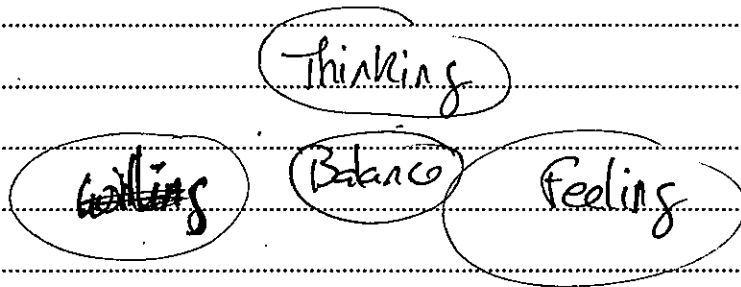
Issue: What is the company of the future?

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

x who do you know they will say yes right away to see couple ex of how you have success you want to meet

x blog/articles  
 x social medias → creating a dialogue you learn, they learn sharing a network



→ "The Ask" — asking what they need from one another, had clarity of what I need to ask to my network

Convened by (first and last name):

**DEBORAH MAAREK**

Other participants (first and last name):

Mia Konstantinidou  
 Karen Schmitt  
 Ingrid Ebeling  
 Helga Bullgammann  
 Harold Shinsato

Andreas Wichmann  
 Roswitha Vogel  
 Beate Hardtseth  
 ETERNOUMINI  
 KAS NETELER

Issue:

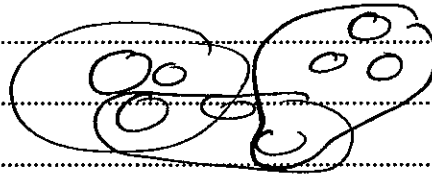
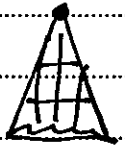
## What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

hierarchy

Network

Ingrid



linear

circular

How to combine network with hierarchy?

Nia → Cooperative - everybody across the company  
 1d people + 1 company  
 Twice a year we meet on open space

Eugao → 4 non negotiable + network \* values \* work participatory \*  
 we make the offer, we make the invoice  
 • 7% administral  
 • 1000\$ a year membership  
 • we want to make money through the project we do  
 not thought other consultant  
 • common practice

Maximum liberty

if project > 600 000 you have to be 3 people of the network holding this.

Convened by (first and last name):

Other participants (first and last name):

Issue:

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Interaktiv - companies

Minimiz the Structure

Control ~~we~~ only what you can control

Cooperativ: new members → 3 persons had worked with the  
new person

→ come to our meetings

→ come to the OST retreat - (Act' planning)

We meet from 9 to 4 every tuesday you don't to show up

Coffee

Agenda

When to do what (small groups)

closing time

How do you finance the retreat? We pay a monthly fee

+ 10% of our OST

Who invoices the client? Basecoop or individuals

Everybody has his own office

The membership is also for the commitment

Convened by (first and last name):

Other participants (first and last name):

Issue: Creating more freedom ~~for~~

## What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

Impediments to 2 Feet:

- people know each other very well.
- Discussions are very personal, so leaving implies unimportance of what is being shared
- People don't have a clear idea of what other groups are available.
- Theme is too general & so no collaborative connection between groups.

Law 2 Feet is right & duty because it pulls down energy of whole group. My duty is to find the right place in the dynamic.

Viewing the event as a whole field... all the spaces: groups, coffee, smoking area

→ This <sup>principle</sup> needs to be stressed as important i.e. Bee Botoli, Images

An atmosphere of acceptance must be created from the start.

Some feel: It can work better if there is some word or eye contact, smile, explanation.

others feel: Leave quietly

Convened by (first and last name):

Douglas Lansing

Other participants (first and last name):

\* Lise Damkjær

Hanne Steensen Christensen

Mathias Bär, René Zill

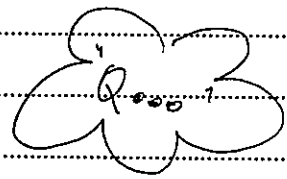
- In introduction term it as an obligation to yourself and to the group to use your 2 feet

- The physical space of the venue is also an important factor i.e. groups spread throughout different conference rooms is not ideal.

Issue: "Quality - Criteria for me as facilitator"

What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

See mindmap 

Convened by (first and last name):

Juliane Adel

Other participants (first and last name):

Miriam Kotowicz

Dorothee Doornath

Nicholas Schneider

Kerstin Schulenburg

Uwe Schöffel

Christine Kocher

Sarah Demshagen

Sara Rossi

Bettina Kolbeck

Andreas Wickershausen

Caterina Paglin

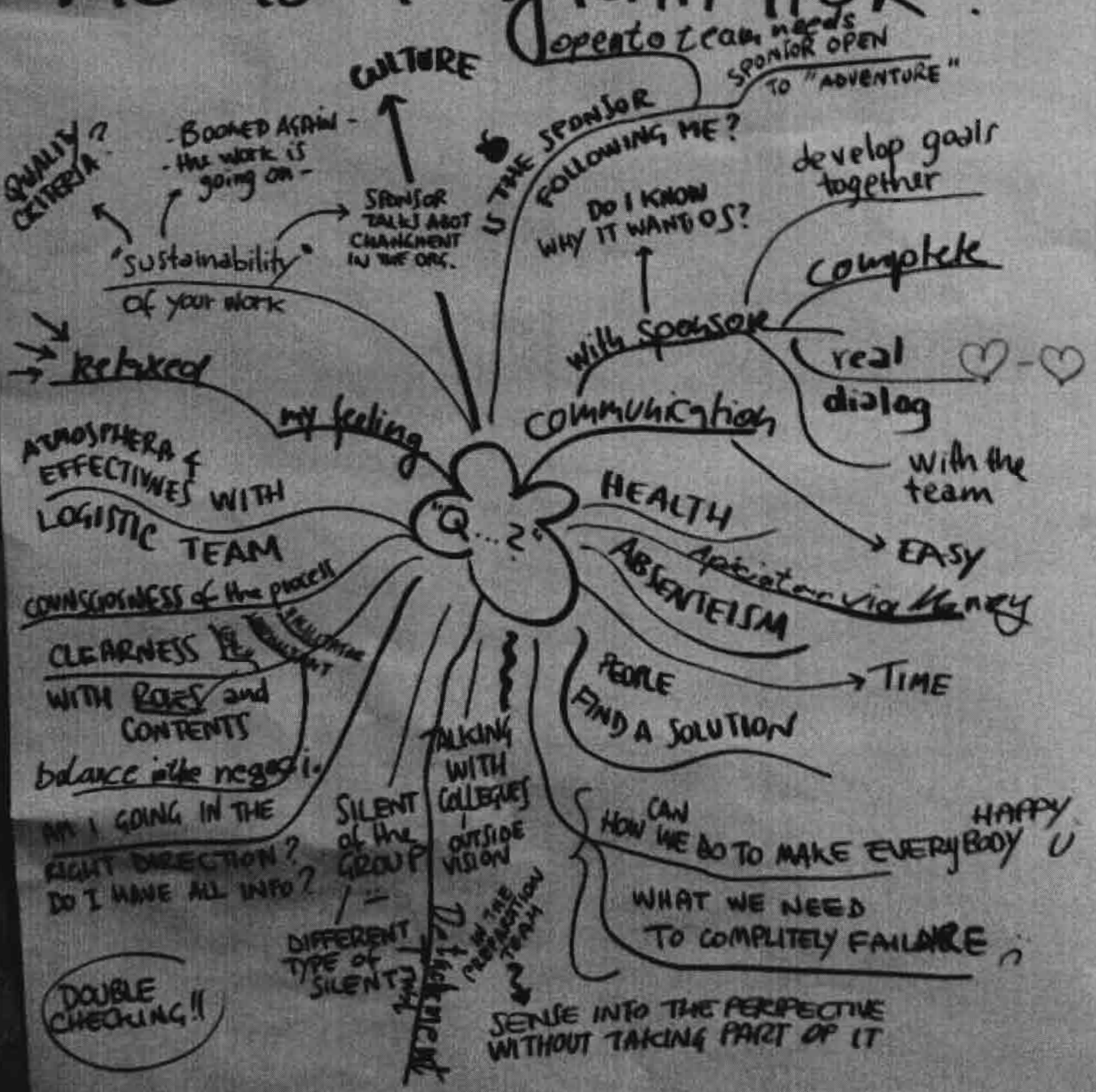
Catherine Pfachler

Elena Stelmachenko

Karina Jwa.

Anette Biele

# "Quality-Criteria for me as a facilitator?"



\* SUPERVISION and COACHING ASSOCIATION → Standard contract  
 \* Shadow of tridetypes of facilitators.

Session Notes from

## The Importance of Prework

(continued from first handwritten page)

### 18th World Open Space on Open Space

Report Sheet.

Issue: The Importance of Pre-Work Thursday (11 AM)

#### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in 3253 mode. Keep it Short and Simple!

Lisa: A lot of people don't learn about pre-work so I am planning a workshop on it. What is it: meet + talk to sponsor, define problem, choosing tool (OST?), planning etc. Much time before OS event is required for success: for context, relationship... more

Q: what are the parts of prework? brainstorm (see attached) photos

Q: Now what? We grouped topics + broke into small groups (see photographs of notes).

Completed by Lisa and her stretch

Lisa Heft

Other participants (Lisa and her stretch)

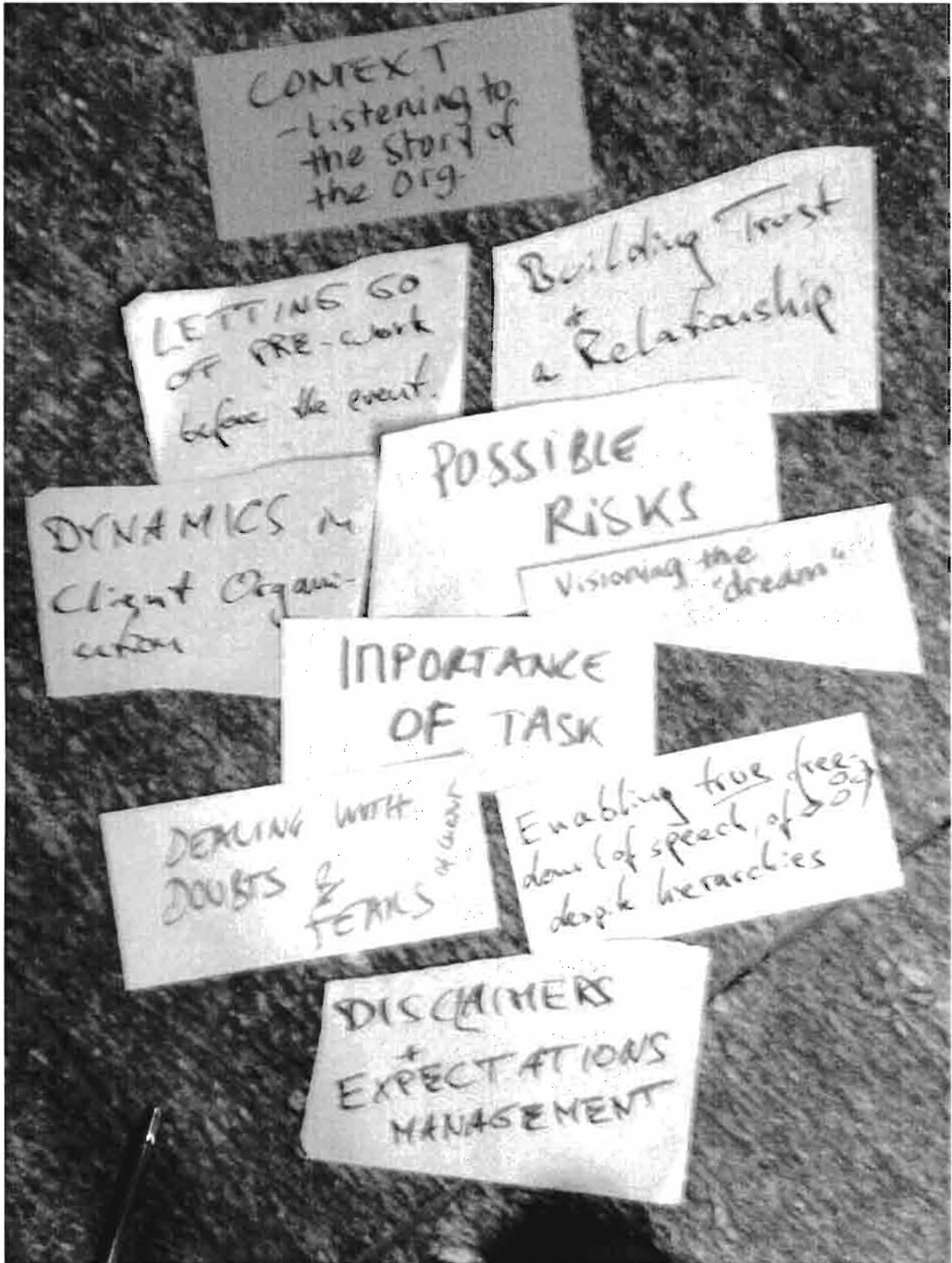
See separate sheet of paper



Attendees:

Martin Silber  
 FRANK GASTMAUS (B)  
 Masc Skintin  
 Martin Mayer  
 KAS NETELER  
 MARTINE VANREMOORTELE (B)  
 HOLGER SCHOLZ  
 Veronique Senter  
 Vera Hoffmann  
 GIULIA MOLINENGO  
 Jochen Steiner  
 Christiane Kochler  
 Lesley Symons  
 Christine Wank  
 Ilsa Prauß - Iija  
 Catherine Pfachler  
 Deborah Preuss  
 Tamas Nyhalmas  
 Ralf Eises

YAAKI PANNWITZ  
 MARTIN HAUSEBULLS  
 Thomas Herrmann butterfly  
 Tonia van der Zanden  
 Andrea Pingreen  
 MIKE STÄVER  
 LIZARD PEREDA  
 GERARDO DE LUENBERGER  
 Constanze Stoll  
 Johannes Terwille  
 CSABA LENGYEL  
 Birgit Sundeis Reiman  
 Jon Harvey  
 Sara Rossi Barbara Kozak  
 CLEMENS Pagnin Elio  
 Roswitha Vesper PANTOCANNO  
 JACQUES CHLOPCEK Butterfly  
 Alexandre Skouf  
 Birgit Hoffmann  
 Lena Hummel



→ why then is it working?  
 "six weeks after" what is the work?  
 "How has your bottom line changed?"  
 Ask for the impact (not outputs).  
 (sometimes the initiative is only fashion)  
 → Only if client can kill, you should go on...  
 2. Enabling free freedom of speech despite hierarchy?  
 consultant → facilitator

III passionate  
 ↓  
 what I know, don't get them there  
 or  
 ↓  
 what I know, do get them there  
 ⇒ integrity  
 you don't have to do a choice between consultant and facilitator

ideal: there is the right time!  
 II  
 what is a good facilitator?  
 a facilitator has to have different qualities  
 → to be authentic if it's needed  
 → sometimes you just need trust me!  
 ♦ TRIAL AND ERROR  
 ♦ use your gut!

Discussion on / possible risks  
 → context  
 → fishing for the stories  
 Peter Block the fearless consulting  
 Otto Scharmer theory of central questions before  
 "I am not doing the job for you - but with you!"  
 ⇒ to become a good team (= context clear)  
 - distilling pushing between what they want and what is important  
 - criteria for success questions before what will be the client what will be the

another idea  
 → doubts and fears  
 → I am explaining details  
 → I highlight risks  
 → "what is your worst nightmare?"  
 → ask questions to surface fears  
 → "boost the best fear"  
 ex: "this is the scariest thing you can do as a manager"  
 ex: "I know some would be afraid of this..."  
 (do it in the opening circle!)

responsibility:  
 say no, if you have to  
 ??  
responsibility (of facilitator's role)  
 ??  
 - make your contract in pieces  
 let you pull you inside  
 - I am convinced of a philosophy, but  
 make no apologies  
 - I am an advocate with a lot of transparency

drawing the  
line

How to decide  
if to use <sup>AT</sup>  
OST or say  
"no thanks" <sup>THE</sup>

staying the facilitator  
and not becoming <sup>BABY</sup>  
a salesman of OST

Non-negotiables  
+ boundary  
Setting for <sup>CHAIRS</sup>  
facilitator  
→

Preperation for a survey tomorrow  
please comment &  
THANKS!

# Drawing the line -

## When to use which methode?

### Suggested Dimensions:

- \* How urgent is it?      low ————— burning
- \* How much space for change?      little ————— much
- \* Objectives/Aims      vague ————— clear
- \* Implementation      not important ————— very important
- \* Engagement of participants asked ...      low ————— high
- \* Time      1 week
- \* Amount of people      1 ————— 1000
- \* Data basis for      info ————— Decision making
- \* Types of participants      similar ————— different
- \*
- \*
- \*
- \*

Further Ideas / Comments:

### Methodes to be asked:

- \* Open Space      \*
- \* Future Search      \*
- \* World Cafe      \*
- \* Dialouge Circle      \*
- \* Design Thinking

# drawing the line

Tale / WHEN TO SAY NO; WHEN NOT OS? (P1)

? : SEE POTENTIAL OF O.S.  
DON'T WANT TO SELL IT?

? : How to tell the client NO?

? : How to QUESTION VARIABILITY of METHOD?  
HUMBLE, NOT EGO.

: ALIGNING client w/ PEOPLE  
↳ OR w/ SURPRISE

: ALIGNING INTERESTS - DRAWING MAP

\* COMMON GOALS IN CENTER of MAP.

\* COMMON INTEREST NOT SHARE AS CEO'S PERSONAL INTEREST

ENGAGING INTUITIONS

LEARN FROM O.S. REALLY WELL

SOMETIMES NO MEANS GOOD RETURN

OUTCOME IS ALWAYS GOOD  
- MAY NOT HAVE YOUR PART

↓  
even

# drawing the line

(Bank of Group)

- HADI HANSEN
- GILIA HOUVENES
- KAS NETELER
- Christine Koehler
- FRANZ GETHUIS
- Alexander Schubert

EDUCATION CLIENT;  
RAISING THE FIELD.

(P2)

ANSWERING THE WHY, WHO, WHAT  
SLOWING CLIENT DOWN ON HOW?

ASKING  
THROUGHTS CLIENT WANTS TO  
DO IT TOO SMALL TIME;  
CHOOSING ANOTHER METHOD  
SUPPORT CLIENT'S SUCCESS

HELP CLIENT THINK LONG TERM  
3 HRS PER TIME. GIVE OUTLINE  
TO CLIENT FOR THE "FAST WORK"  
(100 P2)

# drawing the time

(P3)

THE  
BOOK: CHANGE HANDBOOK.

by PEGGY —

DURING THE LONG WHEN TO CHOOSE  
SALEX: MATRIX WHICH METHOD?

Obj.  $\frac{\uparrow}{\downarrow}$  DESIRED OUTCOMES  $\frac{\uparrow}{\downarrow}$  TIME  
AVAIL. LONG

CONTEXT  $\frac{\uparrow}{\downarrow}$  # of participants  $\frac{\uparrow}{\downarrow}$

What needs to happen w/ data

LEARNING MORE about "behavior  
CHANGE"

KNOWING  
WHEN ITS TOO BIG?

INTUITION, DIFFICULTY FROM CHANGE  
THINGS COMMITMENT THEMES.

OPEN



71.11

What needs to happen in "PRE"

4 P's

Purpose

Process

People

Place

Low level  
Quantity  
Complexity

Future  
Time  
Key

To tell his own story

**MAKING TIME TO  
DO ALL OF THIS  
WITH THE CLIENT**

71.10

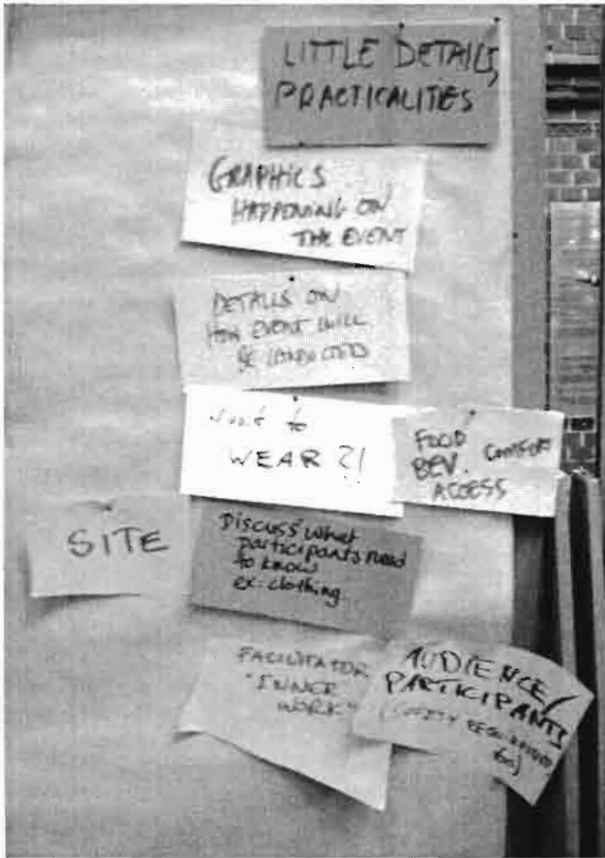
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time

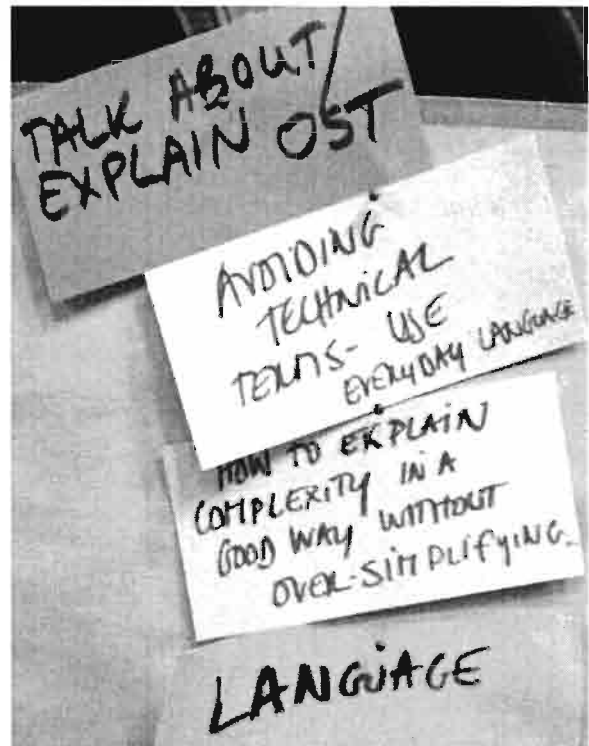
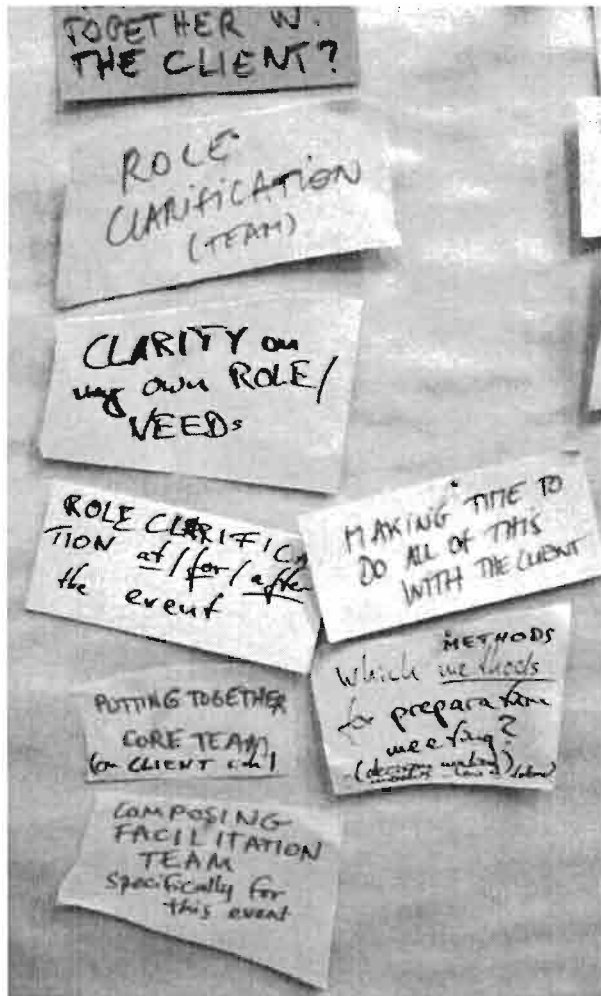
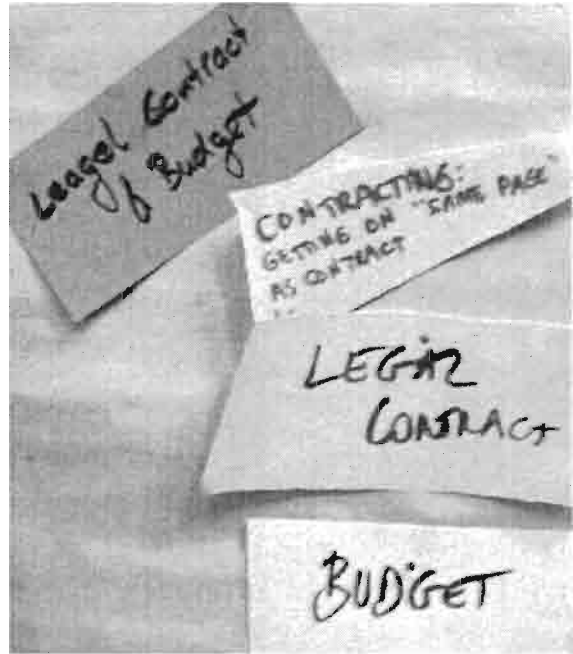
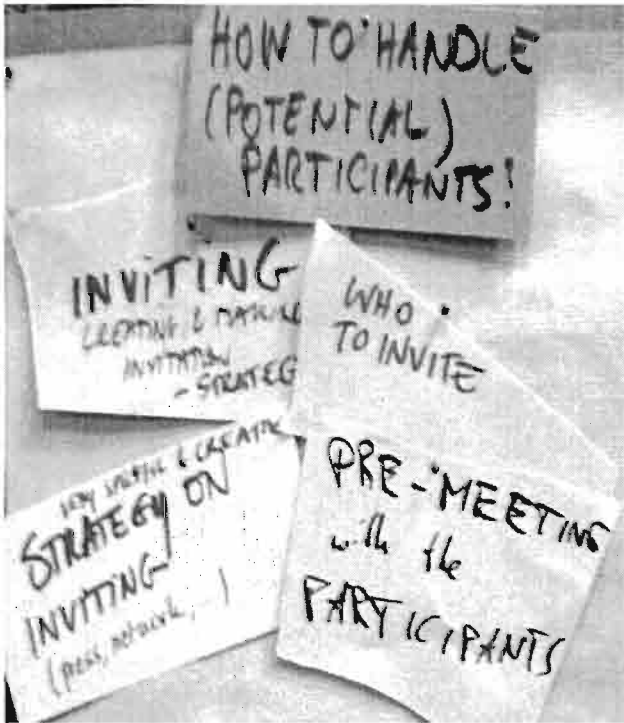
(P4)

DOING 1<sup>st</sup> STEP if TOO BIG

TIME / TRAIL / METHODS

7.12





Issue: Real life examples of managing a company in OS

### What happened?

Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode; Keep It Short and Simple!

- Instead of managing in OS → transforming an organisation into a self organising system.
- OS is a tool rather than the goal.
- OS principles can be applied, OST itself only for specific purposes (e.g. strategy planning, seeking solution for a serious problem)
- Some modifications are needed:
  - in the corporate world the principle:
    - „Whatever happens is the right thing to happen“ cannot be applied (stakeholders, founders expectations)
    - OR define the boundaries → Givens

EXAMPLES ATTACHED ON A PHOTO

Convened by (first and last name): CSABA LENGYEL

Other participants (first and last name):

Thomas Ciodoc

Martin Mayer

Ineke Hurkmans

Alena Bychenia

Martina Rudolph

### What does it mean managing a company in OS?

PREPARATION OF A CONFERENCE IN OS (OPEN SOURCE) (MUNICH) - MARTIN

- PARTICIPATION WAS FREE ("WHOEVER COME...")  
- WEEKLY ON-LINE MTGS  
- TAKING RESPONSIBILITY WAS VOLUNTARY

- "POSTING" TASKS DURING ON-LINE MTGS  
- MTG ORGANISER KEPT THE LIST OF TASKS  
- HE ESCALATED THE LARGER COMMUNITY

CHANGE PROC. IN A COMP.  
- FOR - FOUR PRINCIPLES  
- "WHATSOEVER HAPPENS..."  
- WAS STATED MORE  
- PRINCIPLES WERE NOT EXPLAINED EXPLICITLY

RESULT  
- THEY CONSIDER ~~THE~~ SITUATIONS WHICH WERE STRESSFUL & NEGATIVE AS INTERESTING (MORALE)

### USE OS FOR A PROJECT

DIVERSE STAKEHOLDERS EXPERIENCE HELPED (MORE WORK CAN BE COMPLETED)

2. RIGHT PEOPLE INVITED? (LIMITED RESOURCES)  
- NOT RESTRICT THE WAY

### FEAR: TOO MUCH FREEDOM

EXAMPLE: Russia local sustainable dev. pr. 5 day proj. kick-off follow ups: 6 / 1 year Projects closing: OS

Follow up with:  
- opening circle  
- presentation by prof. mem  
- problems solved  
- discussion of solutions in small groups

- COMM. DEP. IN GOV (MORALE) AS  
- MTG RESTRICTURING  
- YOU DON'T WANT TO BE HERE, YOU DON'T HAVE TO  
- AGENDA WALL

-> 70 mins time slots  
- Agenda setting starting the day -> could be changed during the day  
- WORKING! (FOR MUNDLES)

-> SOMETIMES MTGS START WITH 2 people  
-> No decision making

RENTING THE HOUSE (MORALE) FOR A GROUP FOR 10 PEOPLE - STAY TOGETHER  
-> MTG 1st Day  
-> List of tasks prepared

-> Volunteers took the rep. for tasks  
-> Near tasks came in

TEMPORARY LEADER - SAIP - OS - SERVANT LEADERSHIP

CONTINUE DISCUSSION ON-LINE: -NING!

