

15th WOSonOS in Kyiv, Ukraine
www.open-space.in.ua

**Surfing the Waves of
Transformation:
How Do We Use
the Gifts of Open Space?**

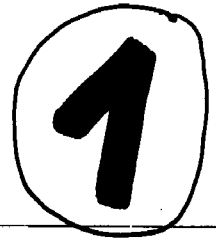
May 24-26, 2007
Facilitator: Jo Toepfer

Surfing the waves of transformation: How we use the gifts of Open Space?

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Surfing the waves of transformation: How we use the gifts of Open Space?



Issue: A DIFFERENT WAY OF TRAINING FOR
OPEN SPACE FACILITATORS.

What happened?

KISS – Keep It Short and Simple! Write loud and clear! Use the black fineliner!

THE MICHAEL HERMAN INITIATIVE OF INVITING A PERSON
WISHING TO LEARN HOW TO OPEN SPACE TO FIND AN EVENT OR
CLIENT TO USE OPEN SPACE & THEN UNDERTAKE
TO MENTOR THAT PERSON IN PREPARING TO OPEN
SPACE, GIVING AS MUCH TIME AS NEEDED AND CHARGING
THE SAME FEE AS FOR A TRADITIONAL TRAINING PROGRAM.
ANDREW OUTLINED THE PANNWITZ/FEENER PROGRAM AS ANOTHER
APPROACH AND OTHER WAYS WERE ALSO TALKED ABOUT.
SOME ARE ALREADY USING THE HERMAN APPROACH SUCCESSFULLY.
TO BE AN OSS FACILITATOR, ONE NEEDS TO HAVE EXPERIENCED OSS.

Convener:

PAVEL TSARKOV / BRIAN BAINBRIDGE

Participants:

BHAV, GALINA, ANDREW, Olga Zolotareva
PATEL, TSARKOVA, Tolkun, Tamangulova
Elizabeth, Olga, Datsko; Elena Mykytas;
JUDIT, VASAR, HELI
John Freebury

Surfing the waves of transformation:

How we use the gifts of Open Space ?

Addition, ideas, suggestion, question ... augmenting the issue:

①

KISS – Keep It Short and Simple.
Write loud and clear! Use the black fineliner.
Sign your contribution with your first and last name.

OPEN

SPACE

AN Approach focusing

on preparing + exercising

onb event per participant

mail me for a description

Gerard Muller
Facilitator

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Surfing the waves of transformation: How we use the gifts of Open Space?

3

Issue: "Psychic, Health, Being Old."

What happened?

KISS - Keep It Short and Simple! Write loud and clear! Use the black fineliner!

- * "It's better to be easy and sad than hard and joyfull."
- * Our willings have to be guessed, cause if not we have different physical diseases.
- * If we want to control everything in our lives our cells become uncontrolled and it may cause cancer. If we are too spontaneous it could cause allergy. But if we are able to identify our sensual feelings in time we are able to identify our willings and find the right way of ~~the~~ living.
- * If we suffer from some feeling we are responsible for that, not our partner or spouse or someone else.
- * Why do we have to attitude to ourselves in some way? Why do we need some attitude to ourselves?

Convener: Vyacheslav Gusev, Ukraine

Participants: Judit, Sergey, Jury, Irina, Jana, Anna, Natasha, Zhanna, Tanya, Olesana, Natali

ТШАРКОВА
ГАЛИНА

4.1

Surfing the waves of transformation: How we use the gifts of Open Space?

Issue: Open space inside me and me inside Open Space

What happened?

KISS - Keep It Short and Simple! Write loud and clear! Use the black fineliner!

- conception what "I mean" - a myth?
 - OS as a way to understand the universe
 - Meditation as a way of managing the energy of open space
 - harmony inside and outside
 - group meditation
 - principals of OS - principals of life
 - OS is not technology - it is part of life
 - могут, compare концы меча -
Тогда являетесь примером где все
наше себе, концы меча меча обора-
уют, бесспорное пример в то же
шробр-вс, то может применить
негермане каредва, выдр. и все -
манне себе, и все то же обр-кано-
уне могу
 - где разбудит себя как Queen of the South
- Том амперань от в себе,

Convener: ГАЛИНА ТШАРКОВА

Participants: ЛАДА КАНЕЛСКА
THOMAS HERRMANN, Michael Panwitz jr.

Gerry Berger, Katya Gusyeva

marina Tyasto
mykyas Elena

Ralph
Höftiges
CHAOS

WOSonOS XV in Kyiv
24 - 26. May 2007

John Zubing
Olga Datsko

Yuriy Trachuk

Surfing the waves of transformation: How we use the gifts of Open Space?



Issue: OS FACILITATOR IS A SHOWMAN OR "SUPPORTER"? (Personality, skills of a OS facilitator.)

What happened?

KISS - Keep It Short and Simple! Write loud and clear! Use the black fineliner!

Important qualities/skills of an OS facilitator:

- 1) Be passionate about OS / really believe in methodology of OS
- 2) Must be able to understand / ^{feel} the group mood / aura / energy level and be able to adapt your style / behavior to the group
- 3) Be an actor (have energy) in order to energize the group
- 4) Be able to motivate group
- 5) Understand and believe in your role
- 6) 1st half an hour is very important because it sets the tone for group work → sets the mood / energy level
- 7) Soulful person
- 8) Silence is golden → you must be comfortable with silence in a group. You must wait and allow comfortable silence. allow pauses
- 9) You must adapt your role based on the personality of the group
- 10) Allow people time to think
- 11) Can't be scared
- 12) Encourage participants to (especially those who are skeptical) to at least give the method a chance during the session
- 13) Allow people to leave if they want. Help people to understand that it is their choice to be there + they have the ability to make it a positive experience
- 14.) Must be an artist b/c you must play many roles

Convener: JUDIT VASARHELYI

Participants: Elizabeth Lundeen

Tolkun Jamangulova

Sergey Schepilov

WOSonOS XV in Kyiv
24 - 26 May 2007

МИХАИЛ ПРОНИН 007 (James Bond)
ОЛТА БУРАК
АНДРИЙ КАЗИ

Surfing the waves of transformation:

How we use the gifts of Open Space?



Issue: OS Facilitator is a person or
"supporter" (Personality, skills of OS facilitator)

What happened?

KISS - Keep It Short and Simple! Write loud and clear! Use the black fineliner!

- 15) An introverted person can also be a good facilitator (not only extroverted people)
- 16) During group sessions must at times be introverted and at times extroverted
- 17) Clothing of facilitator → depends upon the audience. If you are in a corporate setting you should dress more conservative. If you are in a hippy group you can dress like a hippy.
- 18) You must be comfortable with criticism + conflict.
- 19) You must be able to stay neutral during conflict
- 20) All problems don't have to be solved in group work → but what is important is that opinions come out
- 21) Support the space. When there are problems in the space it is fine / normal.
- 22) Allow small groups to be the "owners"

Convener:

Participants:

Surfing the waves of transformation:

How we use the gifts of Open Space ?

Addition, ideas, suggestion, question ... augmenting the issue:

5

KISS – Keep It Short and Simple.

Write loud and clear! Use the black fineliner.

Sign your contribution with your first and last name.

6. Morning/evening announcements are as important as
1st 30 minutes. Facilitator should really pay attention to this.

Good OS facilitator has to be able to
become 'invisible'.

It's not the facilitator's responsibility to
energise the group, nor to make it a
positive experience.

Be yourself^P Agree - be genuine but flexible / Thomas
Integrate the 4 principles + the law in yourself

Find one more thing not to do!

Surfing the waves of transformation: How we use the gifts of Open Space?

6

Issue: WHO HOLDS THE SPACE WHEN THE CLOSING
ROUND IS OVER?

What happened?

KISS - Keep It Short and Simple! Write loud and clear! Use the black fineliner!

AFTER OS → FACILITATE FURTHER
→ CONSULT / COACH
→ STOP
→ WAIT FOR THE ORGANISATION TO CALL U
PRE-WORK IS IMPORTANT
↳ PLAN THE FOLLOW UP
↳ CHANGE PROCESS
↳ IS THE COMMITMENT THERE
↳ CEO?

WHAT IS A FACILITATOR?

There are two situations: (i) Everything is there and given → need to be summarized
(ii) Knowledge, skills are missing
⇒ Important to know what we face I. or II. or a mixture.

HOW CAN FOLLOW UP HAPPEN? → Depends on the company's culture.
Consultant's responsibility is to show what could happen.
Consultant has to know, feel - will the client the CHANGE
REALLY, even it CAUSES PAIN?

IS IT A PARADOX — SELF ORGANIZED OS, Organization, etc.
/ TELL, WHAT TO DO - as a consultant ...

Convener: Gerard

Participants: Ralph, Natalia Gnatyuk, Aniko Karl,
Natasha Yelnikova, 'Eva P, Viktorija Ladanyi
Dhruv, Andrew

Surfing the waves of transformation:

How we use the gifts of Open Space ?

Addition, ideas, suggestion, question ... augmenting the issue:

6

KISS – Keep It Short and Simple.

Write loud and clear! Use the black fineliner.

Sign your contribution with your first and last name.

The leaders of the organisation are space holders after the event. Important that they understand before OST. / Thomas

Surfing the waves of transformation: How we use the gifts of Open Space?



Issue: How To PROMOTE / SELL OS?

What happened?

KISS - Keep It Short and Simple! Write loud and clear! Use the black fineliner!

Why is it different from another interventions?

- no hierarchy
- role of facilitator
- no agenda prior the event
- result: what 'll be achieved

Name

Do we've to call it OS? Can it be branded?
(we learned that its translated to different languages)

When

- change process
- problems/ issues that have ^{not been} answered yet
- any time when ideas/ involvement is needed

At's

- cost (for large group, less facilitation needed)

Don't sell by tell.

Convener: VIKTORIA

OS

→ to reveal a problem
→ to see people who can suggest
→ to make all people in the organization to accept the decisions

Participants:

Elizabeth Lundeen

Zhamia Petrikovien

Tolkun Jamangulova

John Freebury

an organization

Surfing the waves of transformation:

How we use the gifts of Open Space ?

Addition, ideas, suggestion, question ... augmenting the issue: ⑦

KISS – Keep It Short and Simple.

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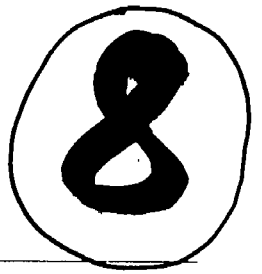
Sign your contribution with your first and last name.

Suggestion - have client talk to other clients
- have prospect participate in
(opening) of sidehan OS General

People who have experienced OST or had training
are spreading the word / awareness.

Invite to public OST-meetings → experience / Thomas

Surfing the waves of transformation: How we use the gifts of Open Space?



Issue: How did / does open space spread?
locally? regionally? internationally?

What happened?

KISS - Keep It Short and Simple! Write loud and clear! Use the black fineliner!

Stories about the experience in Denmark:

Proposing to ~~do~~ a conference center ~~to~~ to
organize an open space on future trends in agri-
culture to indentify interesting conference subjects.
The Center then sponsored ten open spaces on
different areas (themes) of agriculture ^{unintended consequence} teaching in
total a critical mass of people in the agricultural
sector - leading to many more open spaces in
bordering sectors. Including the whole system will/
has reached many participants from various sectors/fields.
The CEO later attended a training with Harrison in the US,
& then ^{sponsored} ~~co~~organized a training with Harrison in Denmark,
5 participants of that training came to the WOSonOS 1998 in Berlin.

Assumptions/Observations:

- a) in an early stage consultants, trainers, facilitators training &
- b) sponsors & facilitators → identifying
- c) participants from of previous open spaces → opportunities
for open space

Convener: Michael Pannwitz jr.

Participants: coffee break with Gerard

additions & comments are warmly welcome!

fruits
Summary
of a coffee break
conversation

managt.
team

Surfing the waves of transformation:

How we use the gifts of Open Space ?

Addition, ideas, suggestion, question ... augmenting the issue: (8)

KISS – Keep It Short and Simple.

Write loud and clear! Use the black fineliner.

Sign your contribution with your first and last name.

Internet based communication
network → fe.: Confluence (very cheap)
www.openspace-online.com effective & different

In west-Sweden we have monthly facilitated meetings
for people using OST and the GC-program - to support
each other and continue to develop & grow.
Also have national mentoring circles once a year / phones
The way to start a local group: Invite and see who shows up!
Whoever comes...

Surfing the waves of transformation: How we use the gifts of Open Space?

9.1

Issue:

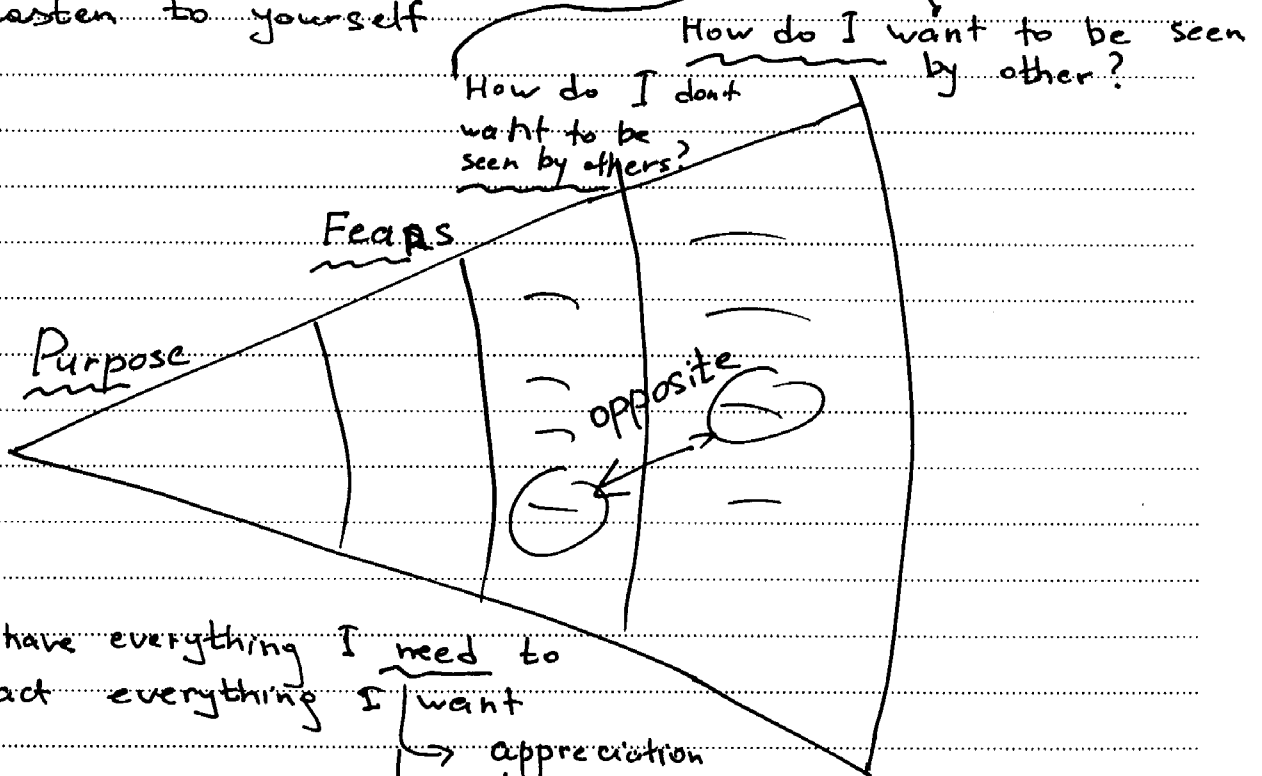
Personal Transformation: How to make it more grounded & smooth

What happened?

KISS – Keep It Short and Simple! Write loud and clear! Use the black fineliner!

* It is good to have short-time pain to have long-time gain (cited...) what I really want?

* Listen to yourself



* I have everything I need to attract everything I want

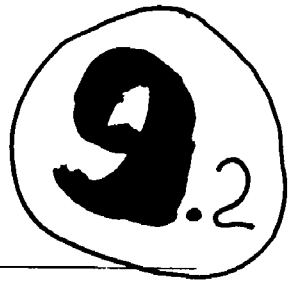
- ↳ appreciation
- ↳ love
- ↳ being listened to

* "Needs" are often hidden with 'wants'

Convener:

Participants:

Surfing the waves of transformation: How we use the gifts of Open Space?



Issue:

What happened?

KISS – Keep It Short and Simple! Write loud and clear! Use the black fineliner!

- * We stay where we are because it is comfortable
- * Trust helps to move forward → there is better future ;
- * Trust yourself ⇒ Trust others

www. PSYCH-K

Convener: Tetjana Panyliv

Participants:

Henry Barajas, Eva P. Stevens,
Olga

Surfing the waves of transformation: How we use the gifts of Open Space?

10

Issue: What kind of steps occur before, giving context to, an Open Space?

What happened?

KISS – Keep It Short and Simple! Write loud and clear! Use the black fineliner!

It was hard to talk about this theme. We shared our personal stories about coming here, and there were also a couple of stories of how we got to Open Space. However, the tendency was to drift back into appreciation of Open Space, sitting faithfully expecting it to work and believing that whatever happens is the only thing that could have.

Be that as it may, study of Open Space is necessary, and I believe we need to learn to more objectively & critically review and analyse what happened.

Convener: ANDREW BALLANCE

Participants: Joolit, Natasha, Natasha, Anna, Anna, Sergey, Dinara, Natalia, Viktoriya

Surfing the waves of transformation:

How we use the gifts of Open Space ?

Addition, ideas, suggestion, question ... augmenting the issue: (10)

KISS – Keep It Short and Simple.

Write loud and clear! Use the black fineliner.

Sign your contribution with your first and last name.

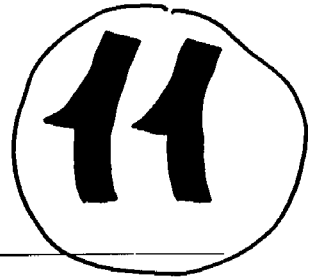
4 key criteria

COMMUNICATION

HONESTY OF MANAGEMENT / CLIENT

Facilitated pre-work - assessing through storytelling / story-line
get clear on purpose, set theme, "givens" / framework + plan
follow up (how to keep the space open) / Thomas H

Surfing the waves of transformation: How we use the gifts of Open Space?



Issue: OPEN SPACE ISSUES - SORT OF.

What happened?

KISS - Keep It Short and Simple! Write loud and clear! Use the black fineliner!

THE SPIRIT OF/IN OPEN SPACE AND THE IMPORTANCE OF IT
DRIVING WHAT WE DO.

THE FOLLOW-UP OPTIONS FOR THE FACILITATOR AND WHAT CAN OR
MIGHT BE ACHIEVED AS FACILITATOR. THE NEED FOR ACTION AS
A RESPONSIBILITY OF PARTICIPANTS, NOT DEPENDING ON THE
FACILITATOR.

SELF-ORGANIZING-SYSTEMS AS PROBABLY THE REAL UNDERSTANDING
OF THE WAY ORGANIZATIONS WORK VERSUS THE MORE COMMON
MODEL IN MANAGEMENT OF ALWAYS SEEKING OUTCOME
CERTAINTY + OUTCOME MEASUREMENT.

THE DIFFICULTY OF "MARKETING" OPEN SPACE AND THE SENSE
THAT WE NEED OPEN SPACE MUCH MORE IN ORGANIZATIONS
AND HOW WE CAN HELP THAT HAPPEN, PERHAPS.

Convener: BRIAN BAINBRIDGE

Participants: BHAVESH PATEL

Surfing the waves of transformation:
How we use the gifts of Open Space?

Walk my talk - open up space within myself
genuine, face my own transformations.

Issue: Changing my business approach towards facilitating organisations to become conscious Open Space Organisations
What are the challenges & opportunities?

What happened?

KISS - Keep It Short and Simple! Write loud and clear! Use the black fineliner!

Having worked a lot with OST in organizations for limited change/development work I will now focus on inviting organizational transformation. So I wonder what are the external & internal (personal) opportunities & challenges.

Personally - set intention - miracle happens -> external effect
 Layer of attraction
 Say no - choose your work - How find? -> (cnses) needed:
 How find appropriate structure? -> parallel - ind. org. -> does it have to be painful?

- Org's need
- Skillbuilding
- Givens/framework
- leading by example (leadership)
- Clear role for the facilitator

Leadership + stuff/org. { Awareness + dedication -> action
 Helpful but not necessarily.
 Compare to individuals need awareness about being healthy + TAKE ACTION

Ashbe law of variety - complex business needs more self-organisation
 simple business - can be more structured / should
 Goretex - six principles - Givens

How prepare org's? -> et. Maximum ≈ 120 person per unit

4 criteria for using OST
 x important enough
 x high complexity
 x diversity
 x decision time - yesterday

Convener: Thomas Herrmann

Participants:

Gerry, Gerard, Aniko, Michael P, Lada + bumble bees

Surfing the waves of transformation: How we use the gifts of Open Space?

Issue: Part 2 ... conscious OS-org.

What happened?

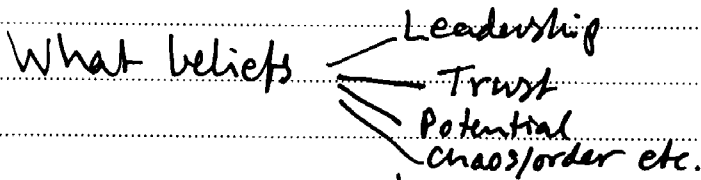
KISS - Keep It Short and Simple! Write loud and clear! Use the black fineliner!

CEO wants to create COSO - how to proceed?

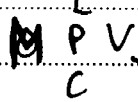
- ask questions
- work with CEO/management team → frame
- process team (microcosm of the whole org.) - make plan for whole process → sounding board - larger group - challenge → feedback → M-team → decision to go on

Training for M-team - OST + other

Storytelling / fairytale - CEO shares story - what happened

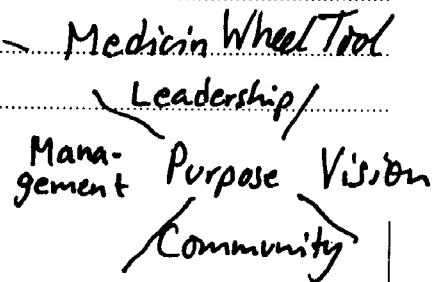


MW - tool



normally urgent issue is otherwise

Clear vision must be for org
Driving force



Convener:

Participants:

Surfing the waves of transformation: How we use the gifts of Open Space?

13

Issue: Opportunities & restrictions of OS in business

What happened?

KISS – Keep It Short and Simple! Write loud and clear! Use the black fineliner!

- need
- the problem is complex
 - no answer
 - high interest
 - need way out
 - wish to change sth as a variant of team-building event

- no use
- there are answers everything is clear
 - no restriction (all restrictions are in the person-facilitator)
 - no interest in them
 - if there is no post-OS events → no results
 - one OS will do no harm

we need to conduct OS just to
creat a culture of OS in the country

Convener: Natasha

Participants: Natalia, Oxana, Galina, Yura

Surfing the waves of transformation:

How we use the gifts of Open Space ?

Addition, ideas, suggestion, question ... augmenting the issue: (13)

KISS – Keep It Short and Simple.

Write loud and clear! Use the black fineliner.

Sign your contribution with your first and last name.

Pre-work
important
follow up.

I think it's important that leadership makes an informed decision on using OST. They are the ones opening space in their organisation. / Thomas Hermann

Surfing the waves of transformation: How we use the gifts of Open Space?

14

Issue: USING OPEN SPACE FOR WORLD-CHANGING
ISSUES

What happened?

KISS – Keep It Short and Simple! Write loud and clear! Use the black fineliner!

STORY ABOUT CHANGING CULTURE + DIRECTION IN LARGE
ORGANIZATION - USING OPEN SPACE.

MOVE FROM CONTROL MODE TO SERVICE MODE.

OTHER - (ENVIRONMENT) ORGANIZATION PEOPLE SAYING CHANGE IS/
WILL HAPPEN THIS SAME WAY. NOT BY WORK OF MOST
INTERNATIONAL AGENCIES. "DEMOCRATIC" IS THE WAY FORWARD,
POSSIBLY.

POLITICAL IMPACT IN THIS WAY HAS BEEN SEMINAL - AND OTHER
SUCH MOVEMENTS, USING DEMOCRACY - ARGUABLY, THE CHANGE
HAS BEGUN. HUMAN WISDOM IS EMERGING (VERSUS "MANAGERIALISM").

IF WE WORK TO HIGHER LEVELS IN ORGANIZATION, MAYBE THERE
WILL BE A BETTER UNDERSTANDING OF CHANGE AND ITS OPTIONS.
"POWER" REALLY RESIDES LESS WITH POLITICIANS THAN WITH PEOPLE.
MAYBE FOCUS ON YOUNG PEOPLE WILL MATTER.

Convener: BRIAN BAINBRIDGE

Participants: BHAV
PATEL, Olga Zolotareva
Zhanna Petrukovich
Dinara Sedova
Irina Zingerman

Sergey Schripilov
John Freeman

Mykytal Oleha
Marina Tyasto
Gerard Mulla
Olga Datsko
Michael Panowitz jr.

WOSonOS XV in Kyiv
24 - 26 May 2017

Surfing the waves of transformation:

How we use the gifts of Open Space ?

Addition, ideas, suggestion, question ... augmenting the issue:

14

KISS – Keep It Short and Simple.

Write loud and clear! Use the black fineliner.

Sign your contribution with your first and last name.

Bringing OST to organizations that work with a mission to "help" other organizations and/or communities - could multiply the impact - spread... /Thomas H

Yes. (Zanna)

Surfing the waves of transformation:

How we use the gifts of Open Space?

15.1

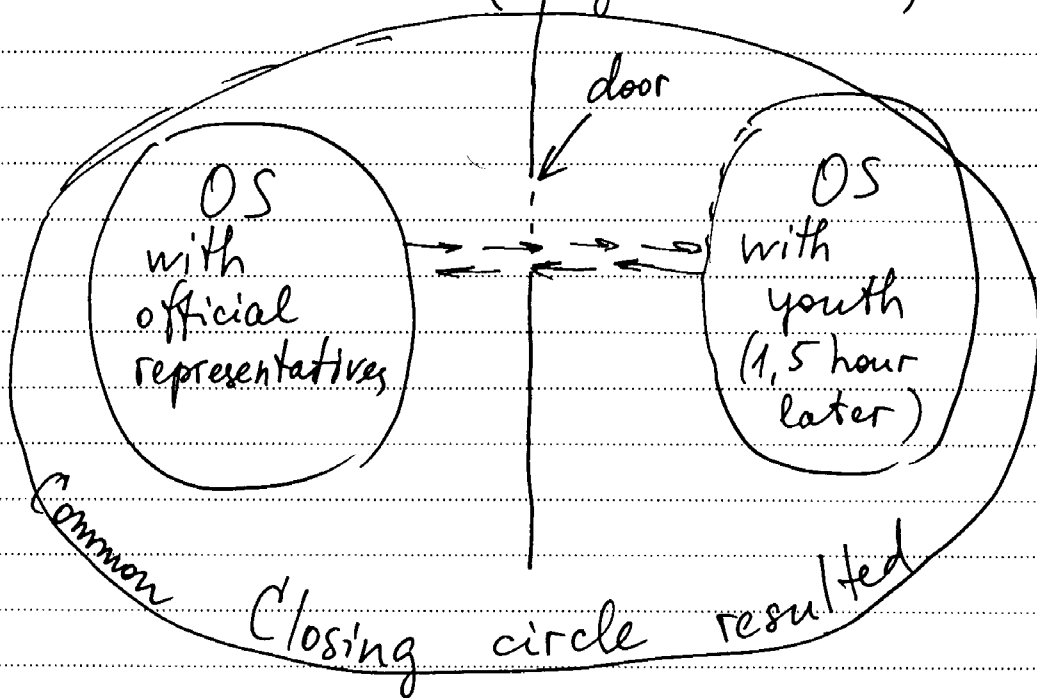
Issue: OS for state bodies: ideas and examples

What happened?

KISS – Keep It Short and Simple! Write loud and clear! Use the black fineliner!

! It is possible!

Gerard experience with representatives from several state bodies (on youth issues)



Convener: Lada Kanerka, Kyiv

Participants: Gerry, Marina, Victoria, Gerard
Irina, Natalia

Surfing the waves of transformation:

How we use the gifts of Open Space?

15.2

Issue:

What happened?

KISS – Keep It Short and Simple! Write loud and clear! Use the black fineliner!

The diagram illustrates how the state representatives were accommodated in an OS exercise of their own. A separate exercise started later included youth. They were encouraged to use common refreshments. As the day progressed, they associated more and more. This resulted in a common closing circle.

- Be sure to promote the OS exercise in a way that ~~it~~ attracts the key players.
- Frame issues in such a way as to promote collaboration and equality.
- Engage the leadership so that they can encourage others in the state body to attend and participate.

Convener: Leah Kaneuskq, Kyiv Page 2

Participants: See page 1

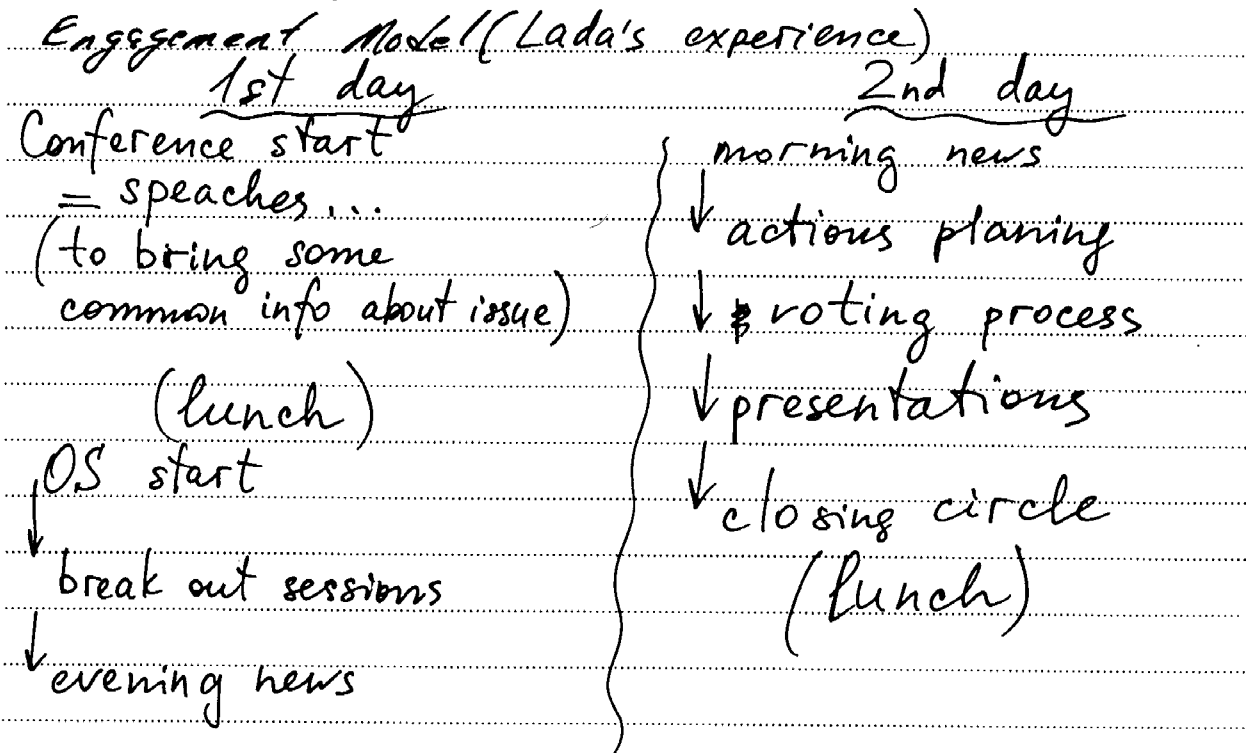
Surfing the waves of transformation: How we use the gifts of Open Space?

15.3

Issue:

What happened?

KISS – Keep It Short and Simple! Write loud and clear! Use the black fineliner!



Convener: Lada Kancuska, Kyiv - Page 3.

Participants: See page 1

Surfing the waves of transformation:

How we use the gifts of Open Space ?

Addition, ideas, suggestion, question ... augmenting the issue:

15

KISS – Keep It Short and Simple.

Write loud and clear! Use the black fineliner.

Sign your contribution with your first and last name.)

Had politicians (local) and youth from different regions meet in 1,5 day OST working on "The future of "highschools" in Sweden. Convergence was done in local groups, bringing issues back home for continuing the work. In closing circle both parties shared that they were surprised "It is actually possible to have good conversations with ^{young people} politicians

Thomas

Surfing the waves of transformation:
How we use the gifts of Open Space?

Issue: Stories of/from Open Space ?

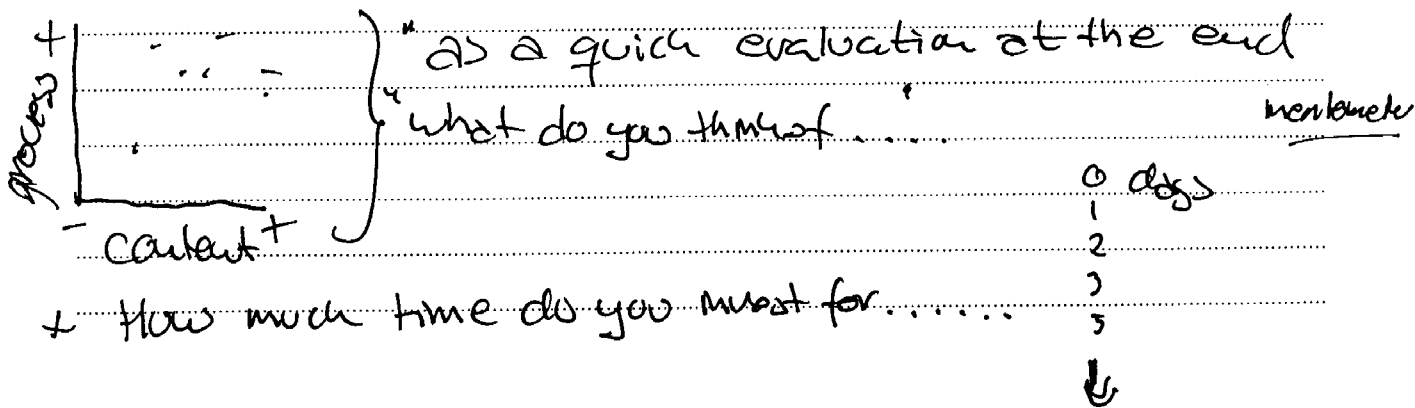
What happened?

KISS - Keep It Short and Simple! Write loud and clear! Use the black fineliner!

Pavel told us about an OST meeting that was held before an "ordinary" conference as part of a way to take care of a lot of "criticisms" - so the ordinary/head conference was a success due to the OST meeting.

Viktoria shared about an OST where some groups have "lived" for 2 years after the event.

Ralph: Create a common culture in a big company - 2,5 day 3 top level of management team -> self-organized a booklet of core values who "lived" long in the organization.

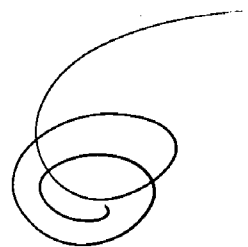


Convener: Eva

Participants: Viktoria, Pavel, Ralph, Anika, Judith

Thank You!

+ Great videos for Ralph!



≈ 1200

Surfing the waves of transformation: How we use the gifts of Open Space?

17

Issue: Translation of Harrisson's (Owen) books into Russian / Ukrainian language.

What happened?

KISS - Keep It Short and Simple! Write loud and clear! Use the black fineliner!

This topic was suggested by Raffi Aftandelyan. I proposed it but noone joined me.

If any one want to comment please do it here.

What is the problem?

How to solve?

my opinion - I'd like to have his books printed in Russian to recommend to people to read. I have them and can read in English, but have no opportunity to translate and less opportunities to publish.

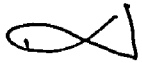
Convener:

Marina Tyasto

Participants:

Welcome!

14:30 ~~15:00~~



Surfing the waves of transformation:

How we use the gifts of Open Space?

18

Issue: The 9th Global Leadership Forum and an invitation to the 10th GLF in Novosibirsk, Russia in 2008.

What happened?

KISS - Keep It Short and Simple! Write loud and clear! Use the black fineliner!

The Global Leadership Forum - is an annual event with a purpose to bring together people who cares to advance global leadership for Human development. It started 10 years ago in Amman, Jordan (1997) continued in Istanbul, Turkey (2001-2006) and for the first time took place in Novosibirsk, Russia May 2-6, 2007.

It brought together more than 100 people from 15 countries. First time more than 80 Russians actively participated, while previously they were not more than 2 each time. For the last 3 years I've been facilitating open space meetings during the GLF, what dramatically changed the way of work, the energy and practical outcomes. The 9th GLF we've hosted at my organization - Siberian Academy for Public Administration, where the President of GLF prof. Adel Safty was a visiting professor.

Convener:

Marina Tyasto

Participants:

None

On the basis of success of the 9th GLF we are planning to host the 10th Global Leadership Forum

also in Novosibirsk, Russia in 2008. ~~The~~ The theme of the 9th was "Leadership and Public Service". You are invited to come and participate or contribute to give a theme or other ideas.

WOSOMOS XV in Kyiv
24 - 26 May 2007

www.sana.sib.ru

Surfing the waves of transformation: How we use the gifts of Open Space?

19 sites

Issue: ~~Principles of organizing WOSonOS / Future of WOSonOS~~
~~Principles of organizing WOSonOS~~

What happened?

KISS - Keep It Short and Simple! Write loud and clear! Use the black fineliner!

Larry shared about the telephone conferences conducted during this spring. Proposed recommendations include

- 2 years leadtime
- Local institute/group supporting the event
- Geographic alternation: Europe - North America - other geogr. areas (hopefully will be enlarged)
- Decision is made during annual WOSonOS

The purpose of tele-conf. has been to raise awareness and support local groups to prepare to host WOSonOS + develop in other ways.

• Lisa Heft shared about her and her colleagues offer to host WOSonOS 2008 - or whenever it is the right time

• Laura from Taiwan shared about the growing community in Taiwan and that they offer to host WOSonOS 2009.

• Felipe wants to offer 2010 in Paris. Berlin also has an offer 2010 pres. by Michael

Tele-conf participants connecting via telephone: Karen Davis, Lisa Heft, John Engle, Celine, Felipe, Kerry, Diane Dibault, Peggy Holman

Larry Peterson, Laura

Convener: Brian Bainbridge / Pavel Tsarkov

Participants: Lada Kanerska, Michael Panowitz jr.

Yana Dementko, Ralph Hölliger

GALINA TSARKOVA Olga Zolotareva

John Freeburg

Andrew Ballance

Eva Psvenska

GERARD

Tetyana Danyliv

WOSonOS XV in Kyiv
24 - 26. May 2007

nomad & Eva
needs someone present

Surfing the waves of transformation:
How we use the gifts of Open Space?

20

Issue:

OS & SPIRITUALITY

What happened?

KISS - Keep It Short and Simple! Write loud and clear! Use the black fineliner!

- A deep discussion on the spiritual content ~~OS~~ intrinsic to OS
- Do OS facilitators need spiritual development training?
- All agree OS is a spiritual activity.

Convener:

BHAV

Participants:

Sergey, Natalia

Dinara, ANIKO, Zhanna Petruskovich

Mikhail PROVIN

John Freeley

Surfing the waves of transformation:

How we use the gifts of Open Space?

21

Issue: Russian sight on OS...
Российский взгляд на ОП...

1/2

What happened?

KISS - Keep It Short and Simple! Write loud and clear! Use the black fineliner!

- ⊙ Широкая душа: может расширяться/сужаться
wide soul can widen or shrink.
- ⊙ Прямой, честный: "выходи - работай!"
The sight is straight, honest: come out & work
- ⊙ Русское застолье: время на русский вечер и обсуждение то, что интересно. Looks like Russian holiday dinner - people gather & talk over the issues that are interesting
- ⊙ Бланк для протокола тоже должен быть структурирован
need a dinner date. In Russia blank for the report should be more structured sometimes.
- ⊙ Частое выражение "русский формат ОП" People used to say "the training in OS format (way), that's not true."
- ⊙ Не стоит участвовать, заказывая условия, но 2 года назад, во время подготовки Генерал и др. - стоит участвовать. If you feel that the OP should be in this organization you have to take part in it even if it's the conditions are not good for you.

Convener: **PROVIN Mikhael** / Михаил Прохоров

Participants: Olga Datsko Marina Tyasto
Katya Guseva Марина Тясто
Zina Zingerman

Surfing the waves of transformation:
How we use the gifts of Open Space?

21

Issue: Russian sight on OS...
Puccerini's story on OS...

2/2

What happened?

KISS - Keep It Short and Simple! Write loud and clear! Use the black fineliner!

- ⊙ Xopano, eem udyerem o peypcax. It's good if the participants will think about the resources.
- ⊙ Завещание катен uenyadhato sak, uenyeny yedko uon uenyemem. The person who requested the Open Space used to try it in the way that not always comfortable for OS.
- ⊙ Ka yupaue heduyemy dardm leatopora 38 to, 2004 yitru... (aypau yupaume)

⊙

⊙

⊙

⊙

⊙

⊙

Convener: Pevin Mikhail / Pucerini Duxam.

Participants:

Surfing the waves of transformation:

How we use the gifts of Open Space?

22.1

Issue: OS for children

What happened?

KISS – Keep It Short and Simple! Write loud and clear! Use the black fineliner!

- * Дети живут по принципам и Закону О.П.
Поэтому использовать технологию в детской аудитории легко и естественно.
- * С какого возраста дети готовы участвовать в ОП?
Был опыт проведения для аудитории 9-летних детей.
Результаты положительные (тема должна соответствовать уровню развития детей)
- * Нужно объединять детей и взрослых в одном ОП.
Не нужно бояться непонимания среди участников.
- * Образовательные учреждения (школы) консервативны, не пускают на свою территорию (угроза пошатнуть авторитет школы, учителя) ⇒ Темы для первого ознакомительного ОС предложить нейтральные (например, «Моя мечта») На подготовленную почву (позитивное отношение к ОП учителей) предлагать проблемную тему.
- * В июне будет проведено ОП в лагере «Артек» для 300 детей на тему «Права детей».

Convener: Kuzminska Oksana

Participants: Елена Микитась
Наташа Ельникова

Surfing the waves of transformation:

How we use the gifts of Open Space?

22.2

Issue: OS for children

What happened?

KISS - Keep It Short and Simple! Write loud and clear! Use the black fineliner!

* Children follow the principles and Law of OS. That's why it is easy and natural to use the technology in the children's audience.

* When are the children ready to take part in OS / children of what age? There was an experience of OS for children of 3 years old. The results are good. The topic should respond children's development.

* It need to gather adults and children in one OS. It should not be afraid of misunderstanding between the participants.

* Educational institutions (schools) are conservative and don't allow to enter their territory. Because it threatens authority of school or teacher. → That's why the theme for the first OS should be neutral ("My dream")

* When I found positive attitude of teachers towards OS, I can suggest more problematic theme.

* In June there will be OS in a camp "Artek" for 300 children and the topic will be "Children's rights".

Convener: Kuzminska Oksana

Participants: Elena Mykytas'
Natasha Elnikova

Surfing the waves of transformation:

How we use the gifts of Open Space?

Issue: POSSIBLE "PRINCIPLES" TO HELP FUTURE WOSONOS ORGANIZERS.

What happened?

KISS - Keep It Short and Simple! Write loud and clear! Use the black fineliner!

FACILITATOR GO BE A "LOCAL"

- GIVE A LIST of participants at the start of program
- share extensive/detailed information - very early in the time schedule - about visa requirements and the documentation required and the costs and the ways to go about obtaining a visa and the delays involved and the "invitation" requirements.
- if accomodation (hotels) is involved/needed, give a list (very early) of possible places (reserve it for participants), offer home-stay options. And always check out the hotels personally to see if they are ok or not.
- + check B+B options.
- don't forget about money for people who want to come, grants, Access Queen, etc.
- ask about working languages / how many people speak english, how many in russian
- venue - to have people living near + cost effective
- ensure translators / find out how many needed
- Use preliminary registrations
- Arrange sight-seeing

Convener: Brian Bainbridge / Pavel Tsarkov

Participants: See "future OS sites"

Surfing the waves of transformation:

How we use the gifts of Open Space?

23 (2)

Issue: ~~Call-conference~~ POSSIBLE "PRINCIPLES" TO HELP FUTURE WOSonOS ORGANIZERS.

What happened?

KISS - Keep It Short and Simple! Write loud and clear! Use the black fineliner!

DON'T TAKE ALL THESE TIPS TOO SERIOUSLY

LOOK FOR ONE LESS THING TO DO

DON'T WORK TOO HARD

YOU MAY ASK FOR INTERNATIONAL HELP FROM OTHER OSIs.

EXAMINE SPONSOR OPTIONS FOR SITE/FOOD/SECURITY/CLEANING EXPENSES

KISS - (KEEP IT SIMPLE STUPID)

INVITE SPONSORS WHO USE OSF IN THEIR ORGANIZATIONS

SPIRIT OF OPEN SPACE + TALKING STICK.

ACCESS EXAMPLES OF PROGRAM DESIGNS USED IN PRIOR WOSonOS.

IF SETTING A THEME, INTERACT WITH AT LEAST SOME PARTICIPANTS

ABOUT IT - MAYBE PROVIDE SOME PRE-READING. MAYBE DON'T

SET A THEME.

SET DATE AS EARLY AS POSSIBLE

EVENING GATHERINGS WITH MUSIC

CHECK OTHER CONFERENCE DATES TO AVOID CLASHES + CHECK

RELIGIOUS HOLIDAYS ETC.

DO NOT "CLOSE" WOSonOS REGISTRATIONS.

SLEEP OPTIONS ON ARRIVAL DAY

ENCOURAGE HOLIDAY OPTION POSSIBILITY INFORMATION AVAILABILITY

Convener: Brian Bainbridge / Pavel Tsarukov

Participants: see "future OS sites"

Surfing the waves of transformation:

How we use the gifts of Open Space?

Issue: POSSIBLE "PRINCIPLES" TO HELP FUTURE
WOSonOS ORGANIZERS.

What happened?

KISS - Keep It Short and Simple! Write loud and clear! Use the black fineliner!

EXPLAIN OPEN SPACE TO EMBASSY STAFF

ARRANGE GOOD WEATHER - AND CHECK TIMING OF YEAR

BUDGET FOR REALISTIC (SMALLISH) NUMBERS

USE "LOCAL" WORKINGS ON DST

ASK PARTICIPANTS FEEDBACK FOR NEXT CONFERENCE AFTER
EACH CONFERENCE

FOOD SERVICES

LET PEOPLE KNOW HOW DECISION WAS MADE TO BE AT
THIS SITE

BE VERY CLEAR ON INVITATION THAT WOSonOS IS
FOR FACILITATORS (NOT A TRAINING PROGRAM)

Convener: BRIAN BAINBRIDGE / PAVEL TSARKOV

Participants: SEE LIST "FUTURE OS SITES".

**We wish You best luck
for the next
WOSonOS 2008 in San Francisco !**

Ukrainian Host Team

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