18th World Open Space on Open Space
Book of Proceedings

Heilig-Kreuz-Kirche, Berlin, 12.06.-15.08.2010.
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Issue: Coaching +in/with Open Space (part/short 1)

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

Coaching, skills training, coaching cycle, open space session.

A coach is a facilitator who creates and holds the space for the client, and it ends in an action plan.

Group coaching/coaching cycle has working with open space principles.

Clients follow the law of two feet — he/she takes full responsibility for their life.

Coaching is an open space with empty chairs.

Both in coaching and open space you are the expert of your life topic and it is up to you to share with others

Open space > controlling reality?

Convened by (first and last name): Dorothee Bornath

Other participants (first and last name):

Anke Kall
Edit Holdova
Karin Stud
Ludovica Scapa

Anja Vehren Kamp
Petra Kammere
Joanne Monthe
Michael Schneider
Sara Rossi
Beritz Volck

Charlotte Haines
Colama Bynun
Thomas Cathale
Tori Gil Shandrel
Haricelle Solvi
Doug Lansin
Issue:

Coaching in/with Open Space (p. 22)

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 topics and other topics coming up. Schedule them on the coaching sessions and do coaching in open space format. Discuss topics step-by-step, extend them - follow the mood.

Coaching is about enabling stories - experiences instead of ideas.

To work with value cards: Choose by chance. Ask client: How could this value help you? Link to open space.

To similar resource shop

Two feet and people in companies. 1. They are not free.

4. a) Check the given - lack of?

(2) If not enough space, don't break the contract. 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 on 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.
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1.3

Issue: Coaching in (with OS)

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 (i.e. pre-work) = teach language of trust / basic communication skills

Which

does a coach add to the process?

LOSD > Sport Trainer

principles
(self-responsibility)

Convened by (first and last name):

Other participants (first and last name):

18th World Open Space on Open Space. Heilige-Kreuz-Kirche, Berlin, 12.05 - 15.05.2010
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, ger
Fantasie - Language
Kamera
Go - Stand - Skulpturen
Open Space Spirit in 20 Pictures

We have a lot of FUN

Convener by (first and last name): René Zind

Other participants (first and last name):

Sue ...
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 site each time!
- 5-8% voyage / journey
- wandering around
- resting: sitting & smalling over kilometers

Chaos theory = butterfly creates something which is not (yet) visible or factual as a change

As a NS 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 Bizeul
Matilda Leyser
Ineke Hurkmans
Ceren Bebek Schlemmer

Mathias Bär
Sabina Tschegg
Marina Tyasto
Sabine Winkler
Jacob Dietz

18th World Open Space on Open Space, Heilig Kreuz Kirche, Berlin, 12.05 – 15.05.2010
**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!

* 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 (15 min.)

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 hours OS" or a 2.5 hour workshop.

2.5 hours could be...

* Sponsors often think linear about time and open space. Ad - 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 we/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 Gunnesson

Other participants (first and last name):

Lise Danekjær
Petra Pinge
Jenni Werner
Hans Befeer
Pernille Lüthoff

Elio
Barbara
Gail West
Catherine Maehler

DEBORAH MAAREK
JAN-ERIK TARPIIL
GAIL WEST
GERARD DE LUNENBERGER

18th World Open Space on Open Space, Heilig Kreuz-Kirche, Berlin, 12.05 - 15.05.2010
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 expectations, and low budget — is impossible? The price is very expensive! Is it there differentiation, during and after convention? There is not meaning to use only one of the phases?

I sent a letter asking for a face price (low budget) for a 2.5 h. with all the administrator for a saturday morning (it is raining and they will not want to play off! And after... the 2.5 h ask the facilitator can put the questions:
- How many 2.5 o.t.s meeting for how many top level directors? and how what is fair to be paid? last question! Is last 30% of the 2.5 hours and for who long? The facilitators will promote the theoretical and practical success of 2.5 DAYS.

Convened by (first and last name):
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, Hungary, Finland, and others tend to feel challenged by the power of direct participation.

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

If we did it for the "president" of a union, it can be a success because the union will be stronger and more union knowledge and skills and solidarity.

In Finland there are "internal" unions like Swissair Airlines.

Convened by (first and last name):

Other participants (first and last name):
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 days.

Is the space open or not?

I think Open Space is possible! Yes.

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

Convened by (first and last name):
Kari Cummissson

Other participants (first and last name):
Labor unions
Weekend pay
Complexity? Depth?
Questions:
Importance
Conflict.
What can we do in that time?

Goals
A B C ... 
\[ \square \square \square \square \] parts.

\[ \text{EMERGE/DIVERGE} \]
Converge.

How much of this mapped over 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 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 RACHUER
DEBORAH MAAREK
Peter Foyt

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How does online open space work?

Issue: 10 Years + OpenSpace-Online Real-time Methodology

What happened? Celebration/Story telling/Share Experiences

Gabriela shared her story how she came to open space technology and how she followed the later shift in vision of ending OpenSpace-Online by enabling people and organizations abroad the globe since 1999. We talked about some future enhancements and that it will have a much larger and expanded version will be available for free for all social organizations.

Gabriela is very supportive to realize this vision from many people and organizations. We discussed also possible future and how this real-time virtually facilitated process could be enhanced with the help of "real-time translation" of all world languages.

Convened by (first and last name): Gabriela Endorf, Elena Stelmachewko

Other participants (first and last name):

MAURO FORTE - Peggy Holman
Anette Riehl
Volker Schlüter
Jenneke Lehmkuhl

Tova Averbukh
Suzanne Dingle
Silvia Eken

Holger Naumeier
Stephan List
Lucia Simone
Johannes Povazay

Claudia Fontoni
Hemal Shrestha

KARL ROSENTHAL 18th World Open Space on Open Space, Helligkreuz-Kirche, Berlin, 12.05 - 13.05.2010

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 organize events, for example.
2. We have contacts, professional association.
3. Interests for hotels: type of the rooms, drawing, more capacity for the clients.
4. Unwinding, why to organize conference events, because to innovate travel process of organizing of conference.
5. We can invite all parties of all systems (hotels, bureau events, professional association).
6. Meeting industry failed down.
7. How we can interact with clients.
8. Presentation for hotels.
9. Art of hosting: combine technologies help organize all types of events, for example, interpretative agencies.
10. Attitudes, manifestation of the great space, literally, feet space.

Embracing, holistic involving people.

Convened by (first and last name): [CALVIN TSHELEU]

Other participants (first and last name):
Sebastian, Arina, Gehard, 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!

1. How invite oriented events.
2. assess of “art of hosting” ring authenticity.
3. motivation to participate?
4. potential from people, who are participate
5. To share experiences of each others
6. To be involve to the insite process
7. Company creativity of the people
8. steps for setings
9. designing procedure of this art of hosting event

10. Issue can be very important 11.
12. difference team building and
13. art of hosting more effective technology
14. spirit is the first in os/art of host
15. Focus on: design, structure, special
16. place to how we can use its
17. 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
- questions
- 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!

- 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 => later => birth of
- what you see - creates an emotion (or not)
- from time to time "close" the senses => intuition

- being creative opens 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 ő

Other participants (first and last name):
Sabine Winteler
Andrea Pigerter
Martha Rudolph
Pierre Chénier
Michael Otto Poschmann
everybody has the importance

OBSERVATION AND EMOTIONS

Creativity is the essence of life

Why are we creative?

When we shut down ourself

fear against creativity

fear making mistakes

when we try protect self

blocking

running away

feeling secure allows you to make mistakes
Issue: Opening Mind, Creative Mind From an 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!

Everybody has the importance of observation and emotion.

Try to define "Emergence" as the process between imagination and creativity from the artistic point of view. Is it just about finding it in this point of view or not?

Creativity is the essence of life.

Why and when we are creative?

When we shut down ourselves, 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:

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 restrictions 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 "in our nature to create.

How do we treat mistakes in our society?
Pay off your guilt!
"Feiche original" you have to pay for.
"Creative killers" also "Kreatur Killers".

Life energy will flow again through body.

"Flow in MIT Institute"
RichardCsikszentmihalyi

Convened by (first and last name):

Other participants (first and last name):

Let's go with Flow!
Active meditation – body meditation.
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 Kalenaty

Other participants (first and last name): ?
Issue: How to change cold room into warm contact? how to persuade control feels

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

1. What are the arguments for Open Space?
   - What are the arguments for Open Space?
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Issue:

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

- Their language ≠ our language
- Still haven’t shown = were invisible
- We don’t have 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 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 CBT is the only way to go. Listen!

- Two general approaches:
  a) I as the consultant have a range of techniques (can use.
  b) I love CBT 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?

So now what we can do:

- Do we have too many items?
- Develop our confidence to drop that confidence?
- Is the open space organized in a hierarchy? Offer opportunities and choices.
- Do we know what we are conscious of? Never surprise – look for a fit between
- Do we have passion about what we do and what we want?
- Can passion put people off?
- Knowing when OS acts and when not
- Get stuff on time – to keep our
- Inflexibility
- Say why we are better!
- Encourage clients to put the rubber
- We will spread the word.
- What do we want?
- We'd sometimes

I have to decide: Am I an agent of transformation (with OS), or am I an agent of the entire group? Is
we have to decide for ourselves.

Convened by (first and last name):

Other participants (first and last name):

18th World Open Space on Open Space, Helios-Kreuzkirche, Berlin, 11-15.05.2010
Issue:

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

- Ask: what would your company be like if people were as engaged at work — as they are at home.
- But recognize how scary this can be for managers.
- Collect recent studies, topics, archives — to sell the story.
- Help CEOs/CEOs recognize 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 will fill Church.
- End of year event with all your clients — specific.
- Have 30 customers — OS our same day.
  - Selling about power of questions.
  - What works for leadership in post-hierarchical age — open space process.
- Use OS — to discuss a great Q.

Convened by (first and last name): Mulberry, Jay
Other participants (first and last name):

"Leadership as if the earth mattered"
Issue: How do I recognise distinguish between conflict 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 organizational change & Evaluation research

What happened?
Handwriting should be loud and clear. Use a black fine liner. Write in KISS mode; Keep it Short and Simple!

...WIKI... Read all about the research on www.tonnievanderzouwen.wiki

...very little evidence based material... something more solid...

...we do not like evaluation...

...LS use it in a bigger process... add milestones, rewrite...

...follow up can be built in the contract, an evaluation after 6 months for...

...we have to know the purpose of the evaluation...

...it is important to evaluate to improve...

...draw a mindmap together with a micro-corn planning group with expectations...

...afterwards: with the same group look at an the same mindmap...

...assess the follow up of the end of the larger group meeting, what have changed, what is different...

...you can evaluate the process and the evaluation...

...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...

...only notice change in the follow up meeting... people share and know...

...think changed, with the head of the action groups... planning group... sometimes the change happens very clear in the meeting...

Convened by (first and last name):

Toni van der Zouwen

Other participants (first and last name):

Barbara Korola
Elia Porto Camara
Ralf Eilers
Thomas Herrmann
Kerstin Schubert
Gerardo de Huezenberger
Stephan Hirt
Ineke Huijbers
Roswita Korper
Sivin Bernhause
Mia Konstantinidou
Gerard Muller

18th World Open Space on Open Space, Hellig Kreuz Kirche, Berlin, 12.05 - 15.05.2010
18th World Open Space on Open Space
Report Sheet.

**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: Y. C. E. R. gathering during an O. S. realizing
  the plan was not financially feasible.
  and
  sometimes it is hard to grasp.
  participation has to be worth the effort.
  non-participation can also be an interesting sign about
  the culture; I often when everyone comes become the don't
to refuse.

- an O.S. 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 point
  - evaluation at the end of the conference
  - telling which round at the end with evaluation, it is disappointing.
  - often clients use O.S. 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 Simple!

Hungria, Polonia, Portugal, Holland, Belgium, UK, France, Germany (living in Berlin). Belgium, Luxembourg, Austrian organizations, and 'cultural and social' organizations, such as cultural and social associations, etc.

Breakout: everyone has a role, etc. for a collaboration in the physical and virtual world.

Existence of organizations that use auto-organization, physical, digital or virtual, are more efficient and create more value.

Is it a new form of management?

Strategic creation of value?

In order we create collective knowledge.

Using own collective intelligence (heterogeneous). The circle is very important. All equal and all leader.

I speak to the "we all" I am in connection of the collective. Herman Kind. Feeling, intuition, tell, speak.

Convened by (first and last name):
DEBORAH MAAREK

Other participants (first and last name):
OSCAR LENGYEL
ANDREA TURCZER
Hans Beeger
Kazimierz Janus
Brijesh Shroff
Harolina Ivan
Holger Naehling
Christine Wank
Jo Toepfer
Inspid Elbling

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

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

No queen of speaking. Anyone can speak whenever he thinks (intelligent) he has some "cleaner" information to share with the center.

Newest: S. Francisco; the was deeper the conscience "knowledge" Plato's theory of the case and the shadows. Are exists if the shadow exists or if is knowledge is "written."

Before O.S.T. do meditation first send the information to the "customers" IT WAS MAGIC!! The beliefs in collective intelligence.

Mental preparation in O.S.T. method before...written information about Philosophy, Believing, collective, Heuristics Kind, Henna.

Convened by (first and last name):

Other participants (first and last name)
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, successful, financial. The $ 15th-20th century. (see the).

The potential of the humans. We know during each day, must be meditated in the evening, after dinner and before breakfast.

In France, an association of companies, several friends. LEarning about Collective Intelligence (Agent Agent).

Activate was to.

Can you do IST alone using meditation?

Theory 10: Preserving Intellectual Essence - We have to go much deeper of conscience (Neuroscience Theory).

Convened by (first and last name):

Other participants (first and last name):
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 acclimation of the EU for
- people planning to start their own business
- entrepreneurs who are less than 3 years on the market

Steps:
1. Find a company abroad to work with
   - spend 1 to 6 months within a year abroad
2. Build a network
3. Update your skills & profile
4. Budget: 4-800-1200 € per month depending on living costs
   - for the country you’re headed to
   - for travel expenses and living/living

Christian is looking for a company in Spain/UK/COS/600.
To work with fields: FACILITATION, ORGANIZATIONAL DEVELOPMENT, EVENT MANAGEMENT. Costs for company/600. Gains: creating colleague for at least 6 months.

Convened by (first and last name): MORE INFORMATION: CK @ INGETWEEVER, EU

Other participants (first and last name): Silvi Bensdorfer
Agas Neto
Christian Kemper
Mathias Bier
Karen Schmidt

18th World Open Space on Open Space, Heilig-Kreuz-Kirche, Berlin, 12.05 - 15.05.2010
Issue: Future, net finding theory & practice

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


How? Virtual & blended space, network approach.


Next steps: Future-Labs (crospsoll) between society & university. Next meeting: 16.06.2010 in Marburg

Convened by (first and last name): Susanne Maria Weber

Other participants (first and last name):

Contact: Susanne Maria Weber 0162/4777755
0049 (0)6421/2822290

SUSANNE.MARIA.WEBER@STAFF.UNI-MARBURG.DE

18th World Open Space on Open Space, Heiligkreuz-Kirche, Berlin, 12.05 - 15.05.2010
Facilitators as Future-Activists?

Visioning Transformational Research

Project Idea

1. The Facilitators' Future Activists? The Self-Concept of Facilitators: "Passivators"; "Passivists"; witnesses of activists: = not activist but "midwife" - advocates for change

2. Which change? Are facilitators 'drivers' or 'driver'? Neutrality? Which Goals? Values between Preservation & Transformation, wholeness as a goal: serving or goal setting?

3. The process with contexts: Multi-layer systems, power structures, decision processes, organization/facilitator "matching" or not, "spaces of attraction": processes of decision making with dependency.

4. The way of connecting - network competence - influence spaces by the way we facilitate? Using the space of asking: "naive" copy of asking questions - opening new windows... potentials for the future: playing creative self creation?

Susan Marie Weber @ staff.uni-marburg.de

Convened by (first and last name): Susanne Maria Weber Marburg

Other participants (first and last name):

Hemal Shrutha, Holger Scholz, Anna Cosshinha, Dennis Weimer, Kari Gunnarsson.

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

Mobile: 0049(0)162|4777455
Issue: grandmas & fathers 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 Pannenbecker

Other participants (first and last name):
Bettina Kolbeck Peggy Holman Susan Large
Peter von Bechtol Miriam Notowicz Stien Micheels
Cees Buijlett Seline Bruggeman

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

Issue: Building an Open Space Community: Does structure matter?

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

In Denmark, they are several people who facilitate OS, but we don't know each other. People are learning from someone and don't connect. Belmar playmakers colleague, can have fun with Community of practitioners? or 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 situation. \( \Rightarrow \) include participatory process.

\* Network with strategic/operational level one year to get to the right question: ambivalence normal

Experience: start with intervision groups: He who wants to learn something find people who want to share... completely self-organized. \( \Rightarrow \) need a group you just need to catalyze your need of that ball, very simple & practical, common action.

Convened by (first and last name): Christine Kechler

Other participants (first and last name):
Treu Steine
Joanne Martha
Lise Dambier

Eugene Motiv
Taras Mykhailiuk
Koren Schmidt

18th World Open Space on Open Space, Heilig-Kreuz-Kirche, Berlin, 12.05 - 15.05.2010
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 wants to experiment facilitating the four, in the other group, the facilitation is rotating.

* Dilemma: a lot of practitioners, growing a learning big

- make an impact in the market - more than

guided, client consultant

- Passion vs. Structure

Idea: make a minimal formal structure to regroup independent consultants, who want to work 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 givens are fulfilled -

We are now close to 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 me 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):
What happened?
Handwriting should be loud and clear. Use a black fineliner. Write in KISS mode: Keep It Short and Simple!
× The creation of ICE gave a lot of credibility to life coaching
× Executive coaching → code of ethics
× Completing Judith's work
× Evaluate the school's work

It's a community of petitioners.
× Can we think about that, structure-based mechanisms?
× Branding comes out of a competitive background.
Yet we need to find an identity.
× Defines the boundary.

Structure

Hierarchy

Team

Community of practice

Network

Group

Team

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.
As doesn't work without a structure. marketplace...
Purpose need to be clear... if there are different purposes..
Junk split...

*Scott Peck on Community building*

"a different drum"
18th World Open Space on Open Space

Report Sheet.

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

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

X Gathered experience of: How to use and sustain the energy of an event?
  → Use Next Steps, Coaching, Telcos, Internet, Learning
  → 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?
X How to reach a critical mass?
X What is my role in the process? Expectations?

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 not the action plan/results but to realize how much to contribute and how much there is to learn.

Convened by (first and last name):
BENTZEN BUTTENHOPP
Alexander Steinbach

Other participants (first and last name):
SEBASTIAN HILDERMANN, Doug Farsi, Giulia Melenengo, Lucien von der PLANZ, Eva Renz, Ian-Erik Tempila,
Thomas Lüdedde, Hanne Stensøe Christensen, Horky Syhongs,
Alexa Bycha, Elena Shlimnachke, Andrea P., Ilja Pfös
Hans Berger, Andrea PFAUH,
Martin Mayer, Jacques Chlapczyk, Inka Hukumang

18th World Open Space on Open Space, Heilig Kreuz-Kirche, Berlin, 12.05 – 15.05.2010
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 meeting 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):

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 clarify 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", abandoning 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 "embedded in his processes".

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

Convened by (first and last name): Michael N. Paintho

Other participants (first and last name):
- Petra Pius
- Anja Vehrenkamp
- Haus - Georg Wochle
- Constanze Stoll
- Roswitha Vesper
- Barbara Körkel
- Hannes Mielke
- Harriett Schäfer
- Karin Gurnatsson
- Falk Konstantinou
- Helga Brüggenmann
- Juliane Nide
- Jürgen Hahl
- "Elio"
18th World Open Space on Open Space
Report Sheet.

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 friends
Rituals/Practices: praying, morning sheets (writing whatever comes up)
Taking responsibility for our choices: Do the things you do without guilt - it takes time

Checkpoint for your state of mind: 4 principles
“Which things want to be done now?”

Mind mapping
Proper breathing & Be moving
Health & Open Space

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 sense/play - “Sofa-vacation in elderly home”
Opening undying/unconscious assumptions/beliefs

Convened by (first and last name): Lise Damtoef

Other participants (first and last name):

Mattias Bær
Trey Steiner
Ludivice Scarp
DOARTEE BOAVARTH
Gabriela Ender
Hanne Steensen

- Eilf Holmø
- Henning Mielke
- Eleonor Arentotoe Fildain
- Ceren Bebek Schleuinger
- Ana Bartolome

18th World Open Space on Open Space, Heilig-Kreuz-Kirche, Berlin, 12.05 - 15.05.2010
Running projects in OpenSpace
Participants continued.

Stephan List

Gerrit de Weenberker
Frank Lillo

Christian Kaufmann
Max Steinlin

Johannes Träutl
Vivien Bois
Betina Lobenberg
Charlotte Haynes
Deborah Preuß
Ilja Preuß

Audra Pregitzer
Tova Averbuch

22
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 Open Space a possible solution?
  - Will it work also for conclusion?
  - Can others foster a project?

Critical Chain NON
- Check out
- How to get money for an undefined project?

Personal experiences:
- Not in the group - only 2nd source
- Organizations which ran all events meeting in OSF

Agile Development (Extreme Programming)
- Small teams: 7 to 12 members
- OS operation
- Agenda wall exists

Convened by (first and last name): CSAF REICHEN

Other participants (first and last name):

- Andreas Widmann
- Susanne Wesmisch
- Urs Schöpfel
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:
  - Compensation system needs to be changed
  - Culture change

- Info Sources:
  - Scrum in 5 mins
  - "Free e-book: Scrum and XP from the Trenches"

WWW.INFOQ.COM/AGILE

PM method + cultural change

Q: Would IST work in an asymmetric situation (in terms of expertise)?

Example:
Open Source Open project - Open Source for all
No program unrest
For using OS in projects
- Communication? Important
- Limitations

Convened by (first and last name):

Other participants (first and last name):
18th World Open Space on Open Space
Report Sheet.

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!

WHAT defined → How to be defined

discussed a goal?

Ideal world: Everything open, no constraints.
What about reality? Discard 0% completely?

Singlewhy → O5 modes model
ST Ongoing process → Pre planning
→ Constraints to define
→ Follow up, accountability
→ Letting the group know when it's not happening

Goal for event:

Cross the leader

Accountability / Authority

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 organizations/countries...)
→ e.g. attitude against planning

To reach deep change:
→ why does OS not use art/handcraft/visual

→ sometimes yes → LEGO simulation

18th World Open Space on Open Space; Heiligkreuzkirche, Berlin, 12.05 - 15.05.2010
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 "infrastructure"
  - too much talking
  - what about the actual topics?

A story: 2000
- Israeli air-force 110 people

Strategy for 2020
- Propose a challenging theme if DS suits them →
  - they had chosen → 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!

1. 1st - Inner Peace is the first peace, 19th century. The relation with the universe and with environment.

2. 2nd - Between person

3. 3rd - "Nature"

8. Principles of "Religion"

1. "Soul"

2. "light is Human, et water"

3. "Present is the Way to "

4. "Hold" are experienced by "Diversity"

5. The essence of individual is embodied in "soul" "memory"

6. "cause and effect", Big Bang (never)

7. "cause and effect" < The Ka-palick!!

8. "Universe, Truth is the Universe Essence"

THIS IS NOT AN OLD RELIGION! 

Convened by (first and last name):

Other participants (first and last name):

Mario Eni Jacobsen Matilda Leyser Anna Caroline

GENOS MARTIN Mike Striker Gai West

In doing Scopar Sabina Tschirnke Karin Janussen

Frank Rambach Gerard Muller Catherine Fischler

18th World Open Space on Open Space, Heiligkreuz-Kirche, Berlin, 12.05 - 15.05.2010
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
     a. coffee
     b. washing face with cold water
     c. take dog for walk
     d. look out to tree, little exercise
        I am glad that I'm here. Smile.
     e. 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

Convened by (first and last name):

Other participants (first and last name):

AC Karl Hidacza Scapa, Jürgen Ebeling, Jon M. C. Labey, Kent P. Sturz
RC Tara, Jo Toepfer, Sabina Teschke, Christiane Herbert

SARA ROSSI
Issue:

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

1. We are interested in a peace model
   vs. culture of fear of difference / talking is missing
   * experience of peace makes us open
   * Jews & Muslims dancing together
   * Somali in Denmark being embraced by political minister, who put down precipicous
   * peace can be likely not only still
   * Israelis & Palestinians: invitation for a walk with flower

2. Peace is not the absence of conflict
   as a practice of non-violent way of dealing
   with issues that are often declared could only be clarified with war

3. We all have a right to be content
   * Arusha Declaration, as it not invasive
   vs. allowing us to meet our own diversity
   * How can we make it our kids can play in the streets again?

Convened by (first and last name):

Other participants (first and last name):

* Beginning of the State of Tanzania - by Julius Nyerere
18th World Open Space on Open Space
Report Sheet.

Issue: OST in Open Spaces

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

Open space in TPS & Military tests in Russia, Murmansk
Mountain in Norway, earth gray
Meditation on use in materials to absolute, no space inside
Open space in Nature
Rainbow gatherings after 1968 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 for...

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
Yarri taught a workshop about OST and someone came in through that workshop to the WOSONOS
Agora - centre of life of city - citizen could talk about life of the in the city
Temporary Autonomous Zone
Open space in public area just start with core group
Ecotopia space in London is a not house corner - from Theater Devoted + Die mixture of people who come to bar
Important that different kinds of people come - diversity
Quartier Management - Vorbild - Boss Practice
Tell people with posters, black boards

Convened by (first and last name):
Lena Hummel

Other participants (first and last name):
Luc BIZEUL
Harold Shinsato
Joana LIMATON
Dominik Ringer

Yaari Paunwite
DOAnTHE, DOAURTH
Malinda Leyser
Frigg Sunde PROBSTOCH

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

Issue: OST - NING: Opportunities, Enhance & 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 05.11.15
- One can see the focus of the others
- Possibility for:
  - Language Groups
  - Regional Groups
  - Thematic Groups
  - Videos
  - Blogs
  - Chat

Risks - One chance of becoming
Future cost: 20 US$ / month

Will we keep this 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 August from 05.11.15 (and increased)

Convened by (first and last name): ARTUR SILVA, LISA HEFT (SHUKARI TSAIL)

Other participants (first and last name):
JUAN LUIS WALKER, Stephan List, Erich Kolenoky
Tova Averbuch, Holger Naheimeir, Martina Rudolph
Holger Schau, Konni Gedding, Veronique Satter
DEBORAH MAAREK, Silvia Etwe, Thomas Herrmann, Hemal 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 are only known by names

Suggestions from Hobbes:

- Leaner design
- Less main headings

Examples:
- www.changejourney.org
- www.berlinchange.days.com
- www.ntire.ning.com

Events - capture on Ning (ex: Wesanows)
- Create group of editors that report on Ning/ging
- Gardening - take out weeds (talk to others if other waste it when needed)
- Organize events on Ning - e.g. Chat Conference

Convened by (first and last name):

Other participants (first and last name):
18th World Open Space on Open Space
Report Sheet.

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!

- Identify all stakeholders - get their support
- Neutrality of proposal for process?
- Who are the stakeholders?
- What are the given resources? Boundaries of decisions to be taken? Resources available?
- Patience? Continuity?
- Own power to support proposal? If not, how make it?
- Is it a 1st time? What does that mean? Fear? Reason to stop?
- Transparency about who is going to decide in?
- Alternatives? (... process...)
- Appropriateness of process? Willingness of stakeholders?
- Neutrality of facilitation for?
- Knowledge / information about municipal process? Protocols?
- (Ask for) experiences of people instead of opinions
- Clarity of own goals? The right process, position?
- Am I open? Do I trust in collective wisdom?
- Openess? State of the planning?

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

Other participants (first and last name):

Juliane Nole & Une
Jeanne Martha
Giulia Molinengo
Elena & Stelarchenko
Melissa Ber
Viviana Ross

Martin Hauenschild
Shen Nichols
Sebastian Sjölund
Jacques Golpeick
Betina Wolfschütz
Nancy L Heen
Ando Karl

Ana Battolani
Tobias Spör
P. J. D. Swirles
Pietro Pasin

World Open Space on Open Space, Helligkreuzkirche, Berlin, 12.05 - 15.05.2010
Issue: BARCAMPs / UNCONFERENCES / 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 action?
On conference, met some info
History of discussion on OST-list...
... In the beginning at O'Reilly → friends of O'Reilly: Foo Camp...
... The "bar camp" [for bar computer team] (exclusive by invite)
Parallel, open invitation, now exclusive
Many familiar elements of OST without the formality of announcements
Competitive, filling in the grid, no "opening of the space"
Assumption everyone has laptop & so like → 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 - people are strongly (very strongly) invited to make a presentation.
Happy that more self-organization gets into the world even if it is not 100% OST

Convened by (first and last name):
Jon Harvey

Other participants (first and last name):
Dominik, Holger, Christine, Pierre, Karen, Stephan, Frank, Peter, Eugenio, Ingrid, ... - Harald
Raines
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 patch 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.

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. NGO's)

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

Convened by (first and last name):

Other participants (first and last name):
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 4½ - 1½ days
Harold organizes Barcamps and re-introduces Open Space principles.

There are certain procedures: 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!
- traditional conference → ? → O ST
- 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):
HARNU HVECULLA
KARI GUNNARSSON
18th World Open Space on Open Space

Report Sheet.

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.

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 trusting 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 OS 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 believe serve me, is it useful?
- What is needed in this situation = act 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 knowing
- 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:

<table>
<thead>
<tr>
<th>Name</th>
<th>Country</th>
<th>Born Language (religion)</th>
</tr>
</thead>
<tbody>
<tr>
<td><a href="mailto:mario.gomes@gmail.pt">mario.gomes@gmail.pt</a></td>
<td>Benfica/Lisbon/Portugal/Europe</td>
<td>Portuguese (Inglês, Francês, Castelhano, Italiano) Believer</td>
</tr>
<tr>
<td><a href="mailto:elder.aurrenetxe@gmail.com">elder.aurrenetxe@gmail.com</a></td>
<td>Bilbau/Basque Country</td>
<td>Basque (Spanish, English, Esperanto) None</td>
</tr>
<tr>
<td>Liberato Pereda (just signed)</td>
<td>Catalunya Country</td>
<td>Catalan (Spanish, French, English, Portuguese) None</td>
</tr>
</tbody>
</table>

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, Castelhano, 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/Castelhano 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: How to use OS in the intercultural field?

What happened?
Handwriting should be loud and clear. Use a black fine liner. Write in KISS mode; Keep It Short and Simple!

Sources of interest in the topic:
- Consultant & the working with different groups
- Integration issues
- Sources in intercultural settings

Sectors & questions:
- How to deal with silent voices (e.g., gender segregation), exclusion because of language, not speak up measured?
- Gap between own cultural methodologies & OS?
- How and why to decide about the problem, a type?
- Difficulty to ensure outcomes / implementation do not lose support trust
- (OS contract vs. power views)

Values in the intercultural field
- Values
  - online OS (translation)
  - Common solutions in OS; planning
- Broader topic to speak about different roles of the problem around integration to open up "not speak up mentality" in need to encourage appropriate language
  - Create network of support little by little to allow people feeling safe, coming together
  - Building a network out of different OS: small OSS sending delegates to a big OS
  - Support kids in South Africa; teaching role of facilitator towards issue needed to be reversed

Convened by (first and last name): Sasina Tschirgi

Other participants (first and last name):
- Anette Biehl
- Jude Gay
- Sasine Bruggeman
- Giulia Molinengo
- Constance 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, i.e., for 3-4 hours, discussing issues, sharing information with others: "the law of two feet": you walk with a person for awhile and then change to other persons
- Third 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,same as doing it on a boat, cruise ship?
- Train with sleeper cars:
- 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 Kolbecke

Other participants (first and last name):

MARTINE VANREMOOIJCE
Harold Shinagof

18th World Open Space on Open Space, Heiligkreuz-Kirche, Berlin, 12.05 - 15.05.2010
Issue: Founding an Invenion - 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!

- What attracts you? / How should we proceed?

Experience... How should we proceed? / Erfahrungen wie wollen wir vorgehen?

Next step - Maßgabe bitte

- Regular Gruppe - Erfahrungsaufbau - strukturierter Vergleich kann den Raum „sichern“/gestalten in dem der Austausch stattfindet
- Sustainability: save environment: providing the space to comminica anything you want to - counting on receiving true/honest feedback.

=D Thema für die Handlungsplanung

=D Topic action planning

Please send next steps over email

Convened by (first and last name): Karolin Schulerburt

Other participants (first and last name):
- Karolina Zwa
- Betina Lobenberg lobenbera@nmsl.de
- Andreas Winkmann
- Gro- N. N.
- Karen Schmidt

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

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

Gabriele

Heike

aujourd'hui

c'est — ???

vendredi!!!

Documentation

Drawing

René: c'est vrai

Convened by (first and last name):

Other participants (first and last name):

Michael N. Papworth, René Zind

Gabriele Götz

Heilt Hubel

Stien Michiels

Jo Toepfer

18th World Open Space on Open Space, Heilig-Kreuz-Kirche, Berlin, 12.05 – 15.05.2010
18th World Open Space on Open Space
Report Sheet.

Issue: Shaping 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
  - Leadership development as well as personal development
  - For more networks
  - For Burg William
  - It multiplies
- Global Leadership Forum
  - Organizing annually conference
  - Not to be in Camp
- Future Conference
- Urdu Ost
- Inviting children and youth
- Lister e.V.
  - Dealing with young people
  - Based on Berlin and Shelley Boys
- The Use of Art
- FEZ Berlin
- START-UP ENTERPRISE HTAFRI (social) version by Makedron. It
  UNISET (Cooperative Foundation) Genius Martin

Convened by (first and last name):

Other participants (first and last name):

| Marina Tyasto | Caterina Paghin |
| Andrea Pinzitzer | Birgit Schneider Pleßmann |
| Sara Rossi | Meike Hibel |

18th World Open Space on Open Space, Heilig-Kreuz-Kirche, Berlin, 12.05 - 15.05.2010
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 - Ripler" of the Association for-suggested-pedia didn't bring out the burning issues; halfway 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 surfaced at the OS. The board member responsible didn't get re-elected.

1. Reframe the outcome: what did we learn about our culture, our issues, our product?
2. Petra wants to break the silence NOW & start collecting the learning. How could she transform "mess" into "starting point"? (personal talks? internet discussion?)
3. Facilitator role: no suggestions - nothing but holding space, perhaps reminding the principles of OS, perhaps going into small groups / taking a break, reflecting in pairs
4. Blog for reflection: not X months later, anonymous "What do you think would be helpful?" "Next steps?"

Convened by (first and last name):

Petra Zammerer

Other participants (first and last name):

Catherine Pfaehler Peter von Plj
Juliane Neumann Ilse Schöpfel
Susanne Kissmayer Mia Konstantinidou, Rebekka Gabel
Eike West / Beate Harders / Silvia Estela / Charlotte Harrison

Tawa Averbuch

18th World Open Space on Open Space, Heilig-Kreuzz-Kirche, Berlin, 12.05 - 15.05.2010
18th World Open Space on Open Space
Report Sheet.

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 Tochles-Gifted 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 - Anonymous Internet response?

- Transform into a learning experience for facilitators for me as a partner point?

Convenerd by (first and last name):

Other participants (first and last name):

18th World Open Space on Open Space, Heilig-Kreuz-Kirche, Berlin, 12.05 – 15.05.2010
Issue: Words of Wise Women

What happened?
Handwriting should be loud and clear. Use a black fine liner. 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
Iuta Kalczy
Marina Tyasto
Peggy Holmen
Anja Veleren-Kemp

Catherine Pelcher
Lisa Heft
Matilda Leyser
Susanne Hildebrand

Kas Neteler
Helene Dery
Norasse

Constance Stoll
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!

[Handwritten text]

[Handwritten text]

[Handwritten text]

[Handwritten text]

[Handwritten text]

[Handwritten text]

[Handwritten text]

[Handwritten text]

Convened by (first and last name):

[Handwritten name]

Other participants (first and last name):

Christian Koylwun
Leni Hummel
Constance Stoll

Sven Buchwasser
Karolina Jans

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

- Releasing techniques
- Meditation, walks, dialogue 
  "best possible futures"
- Community organizing

- Storytelling

- Cast as space for
  - ideas
  - partners, selection
Issue: Accommodating Experts - WORST PRACTICE EXAMPLE

Why consider hybrid events (OS + training modules)

Goal: Exchange a lot of new ideas:
They asked a lot of questions - needed a lot of information.
Oldies acted as experts answering exchanged questions
- exchange of best practice ideas

GOOD PRACTICE EXAMPLE

Goal: Disseminate tools should be an offering - not to be forced upon participants

GOOD PRACTICE EXAMPLE: World Cafe
experts with tables / plus tables
ad hoc group without experts + time slots

∨ not so much present action - got more
a dialogue - because experts & participants got in conversation

Convened by (first and last name): Marc

Other participants (first and last name): Petra Kammerer, Anja Völkmann, Ultes Schöpfel, Hannes Steusser, Christian Klump, Sebastian Hilles, Charlotte Traimer

Why not have an introductory presentation (with everybody on the same level) - people don’t read in advance

Continued?
Another Example: 50 pts / 4 Experts
Presentation Expert

* sitting in a circle
* Expert just 7 minutes (statement)
* needed: participants experienced in OS/

Another Example:
12 experts & 7 presentation

- the OS
- convene in sessions
- as soon as you have
- expert in OS, session
- what does that do to
- participants? (just
- listening?)

Another Example
City planning - the pts needed to discuss certain issues - pre-decided

- First: pre-set session (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

etc. e.t.c

What did you get (EXTRA?)

* Set fresh knowledge from
* Develop questions on that knowledge
Issue: Blended OS

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? Is a different facilitation

OS <> Fish Bowl

How to make sure that action planning takes place?

1st session

If you've heard ideas, which one of the ideas fulfill the criteria best (vote)

2nd session: Who owns the ideas that got voted

3rd session: Organize your work

If no common action planning → personal action planning

Wrap up 30'"

What do you personally do - how do you integrate the results in your work

Talk to another one → talk to another one

Helps to make individual decisions

Convener (first and last name):
Eugenio

Other participants (first and last name):

Session: reflect together give feedback (as participant) to action planning
ask question: how does your discussion relate to ... (company's program)?

18th World Open Space on Open Space, Heilig-Kreuz-Kirche, Berlin, 12.05.14/14.05.10
Consider cultural differences, too.

Boundaries = imperfect framework

for transparent safe work

Settings - mini circle

What do we believe in?

- Task oriented
- Focused on a ship
- Circle = group
- (Energy is within the circle, focusing on each other)
- Have a choice

Report-back:
- Cast Round - where people can visit topics like in a marketplace (skill
  w/ OS principles - mainly bumblebees in place)
- Every session types in online bits of information which real-time show up in entire OS
  (e.g. www.polleverywhere.com)
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 fine liner. Write in KISS mode; Keep It Short and Simple.

Objective: To understand the presence of OST

If you can do that you are ready for OST

Objective: To understand the learning process

Annika Baron & Richard... questions per year... 2 days

Brendan not a "training" but only learn it...

60 young people as co-facilitators.

Chris Gergen & Gail West do a lot of monitoring after.

Convened by (first and last name):
Brendan

Other participants (first and last name):
Deborah Maarek
Mia Konstantinidou
Gail West
Johannes Terwille

Juliane Nide
Gema de Wissen
Dere Brugsomn
Christine Wank
Michael Pannem

18th World Open Space on Open Space. Heiligkreuz-Kirche, Berlin, 12.05 - 15.05.2010
Erich Kolenaty
Jimi Luis Walter
18th World Open Space on Open Space
Report Sheet.

**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!

- Training concept
- Core: self-organization
- 1st experience as participant
- Mia
- 2nd reflection on OSonOS
- 3rd practice: Open Space facilitation

**What/how are we learning about how to learn to facilitate OST?**

- Provide opportunities of experience
- Clear words of invitation!

Convened by (first and last name):
Brendan

Other participants (first and last name):

- [Names]

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

Convened by (first and last name):

Other participants (first and last name):

18th World Open Space on Open Space, Heilig-Kreuz-Kirche, Berlin, 12.05 - 15.05.2010
Typical Agenda: Day Two

- What is OST?
- When to use it / not use it
- Hopes / expectations
- OST "combinations" with other models
- Sponsor engagement / preparation / planning
- Facilitator preparation / personal
- OST "event" logistics, planning
- Personal preferences / scripting / inviting

Outlining of 2 Day Open Space Facilitator
C-Learning Program

ATTACHMENT TO BLEUDAN'S SESSION
(40)
(Friday 11am) "Open Space facilitator training / G-Learning: What are we learning?"

Outline of 2 Day Open Space Facilitator
C-Learning Program

Day One

A.M. 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 - Experience, pair-share & plenary "teach-back"

5. Create Agenda for Day Two

Day Two

6. Start
   - Self-organize the process

Further details from Brendan:
mckeague.brendan@gmail.com
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 Books
Raines is a expert on co-living. AgingInCommunity.com
She made an article, aging in community.
IndieNews Aging
OS keeps the child alive!!
OS is a wonderful way to raise the wisdom of
the elderly as an important source to society
Raines makes all a elden guild to raise the wisdom
the wisdom of the elderly.
Aging, simplifying life. Elder wisdom
Victor Lewis: "meaning..." Elder's guild

Senior Relocation - Fill gaps in social network thru

Buildernat - 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 C O H E N

Other participants (first and last name):

Michael SCHNEIDER
Joanne Marthe
Harold Shinoto
Betty Hofmann

Frank Rambade
Ludovica Scapa
Maurice Schuw
Mauro FORTE

18th World Open Space on Open Space, Helip-Kreuz-Kirche, Berlin, 12.05 - 15.05.2010
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. Taping etude wisdom from all: OS, 'Stay Healthy... work to retirement age, don't miss work till retirement - how do we keep it, appreciate it?'

Make Aging as gift. Simplification. Change in priorities.
Make things to better suit this new majority: landscape, daycare.

Stockholm: Kollektivhus. NY

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

Convened by (first and last name): RAYNE COHEN

Other participants (first and last name):
18th World Open Space on Open Space

Issue: Integrating New Media & Web 2.0/3.0 Technology

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

⇒ Connected to several websites

wiki: Learning curve too high (syntax)
ethereal: ✓ (http://www.piranathen.pad.de)

Drupal Forms: http://journalsimthatmatters.org
http://miss.moclab.com.org

⇒ prestructured forms for sessions / session reports

Idea: even more structure: 1. Key results

Session vs. Topic

Collaborate

Entire join with "Bios" session

Convener: Johannes Pomader

Other participants (first and last name):

1. Hypothesis
2. Action plan

Item: privacy issue with videos e.g.

Integration of old media/new media/materials/workshop/work camp
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!

- We 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.
- Donus Amigos (Best practice in Sardinia – Italy.)
- A.I.R. (Italian Network for Responsible Tourism.)
- "Sleep for free" as a way of promotion.

Convened by (first and last name): Ana Bartóme

Other participants (first and last name):

- Lorenzo Beneda
- Aurele Bielle
- Sara Rossi
- Genes Martin
- Joanne Martha
- Caterina Pagnini
- Calina Tsarbock
- Viviana Theis

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

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

What happened?
Handwriting should be loud and clear. Use a black fine liner. 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 one money as a limiting factor.
- Instead: "There is enough for all"
- Ego instead the Spirit as the basis
- See Eckhart Tolle "A New Earth"
- What how to die is as many?" Meditation Circle

Convened by (first and last name):

Other participants (first and last name):

Karen Linneander, Lise Damlayaer, Tova Arendal
Dorothee Breuer, Aulia Helina, Nettie Hasselsvar

18th World Open Space on Open Space, Heilig-Kreuz-Kirche, Berlin, 12.05 - 15.05.2010
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 need to let go of now?

- My Fear
- The need to be without fear
- My sense of urgency
- The external power structure (h) me must die
- The need to teach
- My need to see
- To make excuses
- My idea of seeing aliv
- 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 URBANBERG

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

contact improvisation
HUBS around the world
mentors and mentees
how to spread OST
how to pass on knowledge

and lots more!

Convened by (first and last name): Eva Reisel

Other participants (first and last name):
Michael Otto
Leslie Symons
Johannes Fowrer

18th World Open Space on Open Space, Hellig-Kreuz-Kirche, Berlin, 12.05 - 15.05.2010
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 4 levels: 1 Reaction, 2. Learning, 3. Behavior, 4. Results. 6 months later.

Can use Kirkpatrick's 4 levels for planning Pre-work.

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

Invite other stakeholders for evaluation. Multi-dimensional.

How measure each level? Develop with sponsor/stakeholder.

Prework (Training): Send out a contract with supervisors to fill out before what space will I have when I come back - sign agreement.

-Help to participant and superior to create the environment & increase understanding. Example - cancelled participation not right time.


Convened by (first and last name):
Thomas Herrmann

Other participants (first and last name):
Lesley
Marteine van KerkhoofTLE
Aniko Kall
Marc Steinlin
Jacob Choppelin
Mike Stoker
Lucien van der Plaits
Tomiie van der Zouwen
Jenni Werner
Inoke Houtman
Induca Scapa
Helga Buzigenmann
Christine Kochler

18th Open Space on Open Space, Helligkreis-Kirche, Berlin, 12.05 - 15.05.2010
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 go on - open up space for action again (Learning is Best

Having facilitator to
- Support the CEO so it's not perceived as control

Co-publishing - 
- decreases credibility (e.g. successful)

Dance with the organization
- facilitates in-out-in (Walz)

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

What can you do that you couldn't do before?

A Possibility to write/reflect on to/leff, corridor, virtual

Convened by (first and last name):

OST-process

Other participants (first and last name):

Pre-work
OST
Follow-up ≤ 2 Weeks incl. evaluation
Follow-up incl. evaluation + opening up again

Want my 2 pager about how I use Kirkpatrick's 4 levels - email me thomas@openspaceconsulting.com

18th World Open Space on Open Space, Heiligkreuzkirche, Berlin, 12.05 - 15.05.2010
Issue: BLOS - 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 question that is discussed in small groups:
"Are you using virtual tools in your work?"

People use Skype, Yammer, Ning, BLOS, Open Space Online.

Convened by (first and last name):
Juliane Neumann & Holger Naumeier

Other participants (first and last name):
Susanne Kornmeier
Petra Pozzi
Ingemar Daigle
Ineke Hurkmans
Peter Otto
Matthias Bür
Johannes Pohadkar
Ahmet Heig
Cláudia Antoni
Lucia V. O. Plantis
Hemal Shrestha
Stefania List
Thomas Herrmann
Ceri Belsel Schlimme
Gabriela Enfield
Beate Harsdorff
Rene Shovelton
Mirjam Notoweic
Martin Mayer
Christin Kochler
Gudrun Wernitz

18th World Open Space on Open Space, Helle-Kreutz-Kirche, Berlin, 12.05 - 15.05.2010
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 sent 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)

<table>
<thead>
<tr>
<th>Phase</th>
<th>I. First Scoping of Assignment</th>
<th>II. Steering Group (SC)</th>
<th>III. Connecting Participants</th>
<th>IV. Open Space Technology Workshop</th>
<th>V. Sustainable Action</th>
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</thead>
<tbody>
<tr>
<td><strong>Face-to-Face Part</strong>&lt;br&gt;&quot;Classical Open Space Technology&quot; Approach</td>
<td>First talks between facilitator and client:&lt;br&gt;• goal definition&lt;br&gt;• explanation of process&lt;br&gt;• first agreements</td>
<td>Establishment of SC; preparatory meetings:&lt;br&gt;• definition of theme&lt;br&gt;• logistics &amp; tasks&lt;br&gt;• participant list &amp; invitation&lt;br&gt;• marketing</td>
<td>Inviting participants</td>
<td>Clearly designed process:&lt;br&gt;• welcome by host&lt;br&gt;• circle&lt;br&gt;• principles &amp; law&lt;br&gt;• market place&lt;br&gt;• break out groups&lt;br&gt;• news wall&lt;br&gt;• printed documentation&lt;br&gt;• action planning&lt;br&gt;• closing circle</td>
<td>Action planning happens during or after the OST event:&lt;br&gt;• prioritization of topics&lt;br&gt;• action space&lt;br&gt;• follow up meetings, face-to-face</td>
</tr>
<tr>
<td><strong>Virtual Part</strong>&lt;br&gt;(synchronous, near time and asynchronous)</td>
<td>Availability of process library (description of method, case studies, videos, photos, etc.). The client is. From the beginning, integrated into a growing virtual platform.</td>
<td>Online resources:&lt;br&gt;• project plan (logistics, tasks)&lt;br&gt;• social media marketing (Facebook, Twitter, etc.)&lt;br&gt;• prospective participants can be involved in defining the theme</td>
<td>Participants connect to each other, to the process and the theme:&lt;br&gt;• sharing experience &amp; background&lt;br&gt;• start exploring the theme &amp; dialogue / participants can raise topics for F2F event&lt;br&gt;• process library</td>
<td>Digital documentation available instantly to participants:&lt;br&gt;• use of other media (video, podcast, photos, etc.)&lt;br&gt;• connecting break out groups&lt;br&gt;• connecting to a wider audience</td>
<td>Groups continue to work in synchronous, near time and asynchronous mode:&lt;br&gt;• digital documentation of process and results&lt;br&gt;• voting &amp; ranking system&lt;br&gt;• creation of action groups immediately visible&lt;br&gt;• winning new actors and creating alliances</td>
</tr>
<tr>
<td><strong>Additional benefits of blended approach</strong></td>
<td>• process is fully documented&lt;br&gt;• client has access to more background information&lt;br&gt;• increased flexibility&lt;br&gt;• more intensive &amp; participation</td>
<td>• processes is fully documented&lt;br&gt;• increased transparency&lt;br&gt;• more effective collaboration &amp; participation</td>
<td>• participants are better informed about the process&lt;br&gt;• they are motivated to engage&lt;br&gt;• they start to know each other - start of a network&lt;br&gt;• start of dialogue</td>
<td>• instant, precise and interactive documentation&lt;br&gt;• availability of documentation&lt;br&gt;• environmentally friendly&lt;br&gt;• introverts have more space to express themselves&lt;br&gt;• increased connectivity with the outside world (access to dialogue &amp; documentation)</td>
<td>• higher and sustainable impact&lt;br&gt;• environmentally friendly&lt;br&gt;• overcoming inter-organizational power structures&lt;br&gt;• interaction and collaboration beyond group boundaries&lt;br&gt;• integration of new members&lt;br&gt;• marketing &amp; PR</td>
</tr>
</tbody>
</table>

Issue: Small groups

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
  - Topics shopping?
  - Questions instead Topics: use a talking stick to organize the dialog
  - Special difficulties: hierarchy, create a safe environment
  - Imagine you are someone else: "What would they say to this topic?"
  - Addition, choose others to extend the group

- Opening circle
- Posting ideas, prioritizing, free to attend the discussion at break (call, smoke, small talk)

- Real OS with parallel sessions & locations
  - Brings movement to the group & more dynamics

Convened by (first and last name):

Other participants (first and last name):
Andreas Wichmann
New Stelm
Stien Michelle

Douglasing
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 corner principles - creates special atmosphere & structure (structure to access essence)
- opening circle: high importance!
- appreciation for the things they do good.
- make it easier for the team.

Special: Ask attendees to bring objects related to the topic. 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 intense dialog, please write down)

What is with silence in a group of strongly introverted people?
- Is the silence itself the topic?
- Is it the wrong topic, situation, moment, method?
- Silent work (with people what we used to do sometimes, 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?

- Gerardo is telling a story about disappointing. The sponsor did the difference (compare to Gerardo's solution).
- 2 possible or really 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 I can do it, and nobody else. Don't do too much."

Question: The sponsor trained me to do...

Michael: Pannwitz: ➔ fee !!! (it's in the fee)

Feelings: How you manage with your feelings. Did you feel sucked?
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)
for the sponsor, 2, 3, 4 months after the end of

Galina: we're monitoring the results.

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 <-> Identity

• You can't convince people to have another lifestyle (business-people) in 3 days (3 days OS).

• Business-sponsors (companies): there is no democracy as is in the OS.

Brief and Word 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

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

What do the facilitators do with their hidden promise?

M. Paarmitz: What is the hidden promise?

1 Antwort: Participation

Come

Why is it hidden?
Who is hiding it?

Explain: 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 given

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

Geronzo suggests: next time I will include a one day 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?

- failure
- success
- practical level
- theoretical level
- on which level
- collecting stories
- analyzing interviews
- action research
- how do you research?
- to what purpose?
- no method...

"Rituale der Transformation"
"Vermittlungsprozesse"
"Fabeln", SHERER, 2002

Angel Oels

HAS A CLEARING HOUSE

HAVE A CLEARING HOUSE

"American Association of Systems Research"

"Ideals of Excellence: University Mathematics"

"LM, OT"

Artur Šifrancesica

"Arturos@live.com"

Will open a OS Research Group on NING.com

Will post list of wiki-Literature....

Frederik Wortmann@boscop.org

Convened by (first and last name):

Frederik Wortmann

Miriam Notowitz

Other participants (first and last name):

Tomme van der Leuvin

EvA Leeser eva.ressel@gmx.de

Jenni Werner

Jenni.werner@communityvision.asn.au

Taras. Mykhainik ofes.kiev.ua

Arturos@live.com

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

Sabine Richter ichrichter@arcop.de

Susanne, Maria Weber@staff.uni-merseburg.de

Alexander Steinhart

(alexander.info)
**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!

- **EMERGENCE** - (define): order arising out of chaos
  - NON-LINEAR... MESSY...

- BOOK = CONSCIOUSNESS OF THESE EMERGENT PATTERNS

- PATTERN OF CHANGE:
  - ALL CHANGE BEGINS WITH DISRUPTION
  - CAUSE US TO SEE DIFFERENTIATION (EX: OPEN SPACE: STAND TOGETHER then BUMP, BOUNCE, APPEAR... DISCIPLINARY PATTERNS/CONVERGENCE OR...)

- CHANGE PATTERN:
  - DISTURBANCE / DIFFERENTIATION / CONVERGENCE
  - APPROACH WITH COMPASSION, CHANGES TONE.

  HOW DO WE ENGAGE WITH CREATIVITY?

- PRINCIPLES:
  - EVERYONE CAN BE LEADER - NO CLEAR SINGLE LEADER
  - HUMAN SYSTEMS LIKE ANT HILLS - SIMPLE RULES, COMPLEXITY

- EMERGENCE HAPPENS THROUGH FEEDBACK > CLUSTERS

**WELCOME DISRUPTION**

**PIONEERING** (THINK DIFFERENTLY)

**ENCOURAGE RANDOM ENCOUNTERS**

**SEEK MEANING** (THREAD)

**SIMPLIFY** (HARRISON: ONE LESS THING)

**Convened by (first and last name):** Peggy Holman

**Other participants (first and last name):**
- Christine Wana
- Mark Strenlin
- Michael Parmenter
- Francis Jeffrey
- Claudia Antoni
**Issue:** EMERGENCE (continued...)

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

---

**Practices:**
- Prepare
- Embrace mystery
- Choose possibility
- Host
- Clarify intentions
- Invite diversity
- Welcome
- Engage
- Take responsibility for what you love as an act of service
- Iterate
- Asking...
- Do it again
- Do it again
- Do it again...
- Reflect
- Naming (giving birth)
- Tell the story

---

**Given all of this - what is possible:**
- Promise of the macroscope
- Stadium level view
- Imagine with health care

---

**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"
- "Blame... Conflict easy to get in head not in body"
- "Easy to get in head not in body"
- "How to unlearn... have to unlearn"

---

**Convened by (first and last name):** PEGGY

---

**Other participants (first and last name):**
18th World Open Space on Open Space

Report Sheet.

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 YEANS 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
- APPROACHING COMPLEXITY W/ COMPLEXITY
- FOR WORKSHOP BAINS IN EXPERIENTIAL LEARNING
- CAN BE USED IN EVERYDAY LIFE - HORSE DRAWING EXAMPLE
- ACT OF SERVICE = IMPORTANT
- WHY WRITE THE BOOK? PEGGY: COULDN'T NOT WRITE IT, WANTED TO SPEAK TO COMMUNITY
- CHANGE HANDBOOK = PRINTING BY NUMBERS
- THIS IS GIVING ME A PALETTE
- 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):

---

18th World Open Space on Open Space, Heiligkreuz-Kirche, Berlin, 12.05 - 15.05.2010
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!

Note information:

www.world-up.net
http://ostuganda09.wordpress.com

Slides from the open space training in Uganda from 2008 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 Pauwitz + Dominik Ringler

Other participants (first and last name):

Bettina Lemberg Sabine Torriese
Joanne Martha Anned Call
Catherine Schaeck Genos Martin
Sabine Bruggeman + 5 others
Michael Otto Poschmann

18th World Open Space on Open Space, Hellig-Kreuz-Kirche, Berlin, 12.05 – 15.05.2010
Issue: How create a space where people could accept new signs of reconciliation?

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

- a chandelier party?

- at the end of a meeting be gracefull for what people learn to you.
  if the feeling is ☑: thank you
  ☐: thank you to learn that on me.

Convened by (first and last name): Luc Bizeau

Other participants (first and last name):
  Réné Ethel
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 el mundo muy interesada en traducirlo (....) no se si lo va a tener a cabo. Tal vez se podría empezar por aquí.

- El mundo latino, y más concretamente el chileno, tiene características culturales distintas al mundo sajón (donde el OMT se desarrolló).

- En primer lugar, creo que el nombre crea un conflicto.

- En Francia, le llamaron "Forums 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 no "Estamos los que somos y somos los que estamos".

- También el tema de las maratónicas me crea problemas...

- En España, muchos de los planteamientos anglosajones no han empezado a llegar a partir de los 80. Tampoco mucho en implementarse (p.e. Coaching, liderazgo...).

- En cambio, si ha habido bien el tema del bienestar en el trabajo.

Convened by (first and last name):

Luis Walker B

Other participants (first and last name):

See next page please
18th World Open Space on Open Space
Report Sheet.

Issue: FUERZAS IMPULSIVAS, 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 creo que intentar vender el OST como método valioso lo
  principio del OST. Lo único que puede hacer es ofrecerlo
  como método. Yo creo que la mayor resistencia si lo
  intentamos vender no vendría del cliente sino de los
  competidores que van a empezar a usar OST como de prueba
  desaprendida. El cliente no es el problema.
- Que el cliente no compruebe su resistencia sino que está usando
  su derecho a estar bajo el principio de los 2 piezas. El
  principio fundamental del OST es Passión y Responsabilidad.
- Una forma de explicar le digo; explicar el OST: “PASAR DE LA PASSIÓN A LA PASSIÓN CON RESPONSABILIDAD”.
- Porque ya no hablo de sponser sino de propietario (ahí
  no le vas de cobrar) con una cultura que es jenerada
  estadividente.

Convened by (first and last name):

Other participants (first and last name):

Sílvia Esteva, Eugenio Heinitz, Antonio Silva, Detlef Hoffmann,
Juliane Neumann, Lüken Priora, Barbara
Eliotto Portocarrero, Betina Kolbke, Verónica Santer
Luis Walker

18th World Open Space on Open Space, Heilig-Kreuz-Kirche, Berlin, 12.05 – 15.05.2010
Issue: FUERZAS IMPULSIVAS, CLAVES Y ADAPTACIONES DEL ESPACIO ABIERTO PARA SU DIVULGACIÓN Y PROPAGACIÓN AL 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 libro e que se titula "Metodología de Reunión en Espacio Abierto".
- Podríamos crear algún tipo de estructura donde pudiéramos continuar discutiendo lo que es propio de las culturas latinas a lo largo del tiempo y no sólo aquí en el 30.
- Ejemplo a través de: https://open.space.world.ning.com... → Grupo: espacio abierto
- Otro: reabrir el wiki del Espacio Abierto
- La definitiva crear un espacio latino (Hispano Latino).
- Invitación a ingresar en el grupo "Espacio Abierto".
- "Espacio Abierto" de Ning.
- También otro sitio (de Juan Luis) es www.espacioabierto.net
- Las indicaciones para realizar un Espacio Abierto en Iberoamérica son las mismas que en el mundo nórdico o que no son lo propio.
- También es necesario poner más énfasis en la condición para crear continúa y bajar la "paralización" en los participantes.

Convened by (first and last name):

Other participants (first and last name):

- Es clave en este sentido el que se hable "antes" de la reunión. Asunto que debe ser cuidadosamente "antes" de comenzar (pre-work)
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...)

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 art performances 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" as 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 "spirit of OST"?

INGRID - Multisense Group - Visual Work in OST meetings
Repp-songs/Sketches/Painting Sheets
Use of arts in opening/breaking up/ending OST meetings

JOHANNES RONADER → Open stage ↔ Open mic ↔ Poetry Slam

Other participants (first and last name):

INGRID

JOHANNES RONADER
Issue: Building New Organisations and Businesses where OS principles are the competitive edge.

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

Perspective: Creating

Passion ↔ Vision

Laws of 2 feet

Power / Responsibility

When it's over, it's over

Be prepared to be surprised

Everything has its own interpretation

That is all good

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

Neon light "tattooed" in the foreheads...

Whoever comes are the right people.

18th World Open Space on Open Space, Helligkreuzkirche, Berlin, 12.05 - 15.05.2016

Convened by (first and last name): Kari Gunnarsson

Other participants (first and last name):

Ineke Therkarms
Karen Schmidt
Martin Mayer
Jan-Erik Tarjila
Andreas Wohnmann
Mathias Bir
Anette Biele
Rolf 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
which was impossible – 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

Borders must be shown!

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!

- Given - non negotiable - 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 it's over it is
- Over - active Grief 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 institutional 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
Bernd Kozik
Ceren Bebek Schleuniger
Dirk Koffmann
Liberto Pedroso

Elia Csaba Lengyel
Mia Konstantinidou
Susanne Hildebrand

18th World Open Space on Open Space, Heilig-Kreuz-Kirche, Berlin, 12.05 - 15.05.2010
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 BLINGING IN:**
- A need (organization needs to be ready) and clear goals
- Accountability needs to be ensured
- A language of trust

→ ⚫ Try to 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!

PING: Rather: raising awareness than bringing OST in

Make people see by small steps: it's fun to invest my brain sugar 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 Report Sheet

Deputies, Parties, Numbers, Macauasia and Open Day People

Issue:
Are our losses (Head of Department, DEAN, ministry, Prime Minister, Republic President [Entreprise, NPO, Public Institute, Private Entity],

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, managers,
(all and anyone) one of them) an negat.
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 member
  of an Administration Board (execut.
  and  advisors), representing the that
  consumer.

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

- How easy is to create an enterprise
  like the one that organizes this
  event were "Every Body 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 work
  projects (20% in Spain) to learn OSt
  & why were able to do such a small multi

THE ANSWER IS IN 2000TH PROCEEDING

18th World Open Space on Open Space, Heilig-Kreuz-Kirche, Berlin, 12.05 - 14.05.2018

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 participation approaches across Europe (and in Italy in particular)

European dimension

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

We should look for ex Eu grant (mobility) = talk to Matthias Bör (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 combination with "creating meaningful conversations")

Holger will put up a Wiki for preparation

Candidate Facilitator = Friedemann Wortmann

Convened by (first and last name): Gerardo de Luzenberge

Other participants (first and last name): Holger Naunheimer, Jo Toepfer, Frederik Wortmann

Vivian Lopez (Cagliari) Stijn Richels
Luc Biguet
Teresa Matyhalontik

Mauri Forte, Franco Elle, Peter Pickar

Ezede
Issue: European OS Learning Exchange in Cagayan 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-invsors: elecder.austin@iex.com

nazi.j@server.art.org

SLEW MICHAEES

TARAS MYKHAILIV

Michael M Pannell

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!

- Integrating young people
- Professional exchange
- How to include young people in Africa on political decision
- Conflict for modern Africa
- Dealing with hierarchy and ethnic people
- Role of African countries/units
- Finding way of unifying Africa
- Women
- Teacher networks

Teaching marginalized in disadvantaged group with her friend.

Convened by (first and last name): Genos Martin

Other participants (first and last name):

- Sabine Bichge
- Ana Bartolomé
- Kelli Hoffman
- M. Steinlin

18th World Open Space on Open Space, Heilig-Kreuz-Kirche, Berlin, 12.05 – 15.05.2010
Issue: Open Space & Free and Open Source Software Community

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

The evolution, culture, and organization of the Free and Open Source Software community follows various formulas of open space community.

The various forms of technical meetings and ways of working like Hackathons, Barcamps, workshfits, etc. vary, or in the expression shared from Nepal and Munich, lots of similar I've come up to the discussion.

The idea why Open Source is powerful 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 bitbucket and other forms of.

Definitely not any discussion how any conclusion.

Convener by (first and last name): Hemal Shrestha

Other participants (first and last name):

*Martin, babilone (- Francis)
UNSUCCESSFUL OS

how can we (facilitators) support the process for a “successful” OS?

What happened?

Lots of (holes) — building consensus in OS 2!

There are “unsuccessful” OS

Examples:
- Complaining participants
- No energy during action planning
- Lost in space (facilitator)
- One person (participant) takes over the control
- Silly issues (?)

Perhaps: there are unsuccessful openings (planning).

What is needed:
- Clearance of conditions for role of facilitator
- Danger (lessons learned)
- Facilitated enlightened → loosing chaos role: become to close

2) How to avoid frustration?

Good preparation:
- 1:2:3 talks with the sponsor
- Speak about risks and give us
- Prepare the sponsor (role)

Convened by (first and last name): Constanze

Other participants (first and last name):
- Petra Kammeter
- Elena Heimachews
- Dominik Ringler
- Jan-Erik
- Csaba Csalózi
- Marina Thaysto
- Hempel Shreada
Issue: "Unsuccessful" OS

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!

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

- Dancing instead of fighting = making a bridge between dance & fight = Capoeira?
- One member from Italy offers course who are sponsored by the municipality & a civic listening, conflict resolution.
- The question is how to establish trust from the beginning?

Convened by (first and last name): Stien Michiels
Lucien V'd Plants

Other participants (first and last name):
Jacques Chloporky
Gianluca Selam
Elena Steinaichko
Anneke Hake
Tren Sterne

Lena Hummel
Turis Myllander
Peter Otto
Holger Naumheim
Stephan List
Jo Toepfer

Alexandra Steinhauf
Susanne Weber
Sara Rossi

GENAS MARTIN
CATERINA FASNI

MAURO FORTI
18th World Open Space on Open Space

Report Sheet.

Issue: 65 & Citizen Participation

What happened?

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

{KEEP QUESTION: HOW TO DANCE (AND FIGHT)? - HOW TO BUILD TRUST?}

HARVEST FROM SMALL GROUPS:

1. BATNA: BEST ALTERNATIVE TO NO AGREEMENT

2. NEUTRALITY: IMPORTANCE OF NEUTRAL 'BRIDGE' BETWEEN OPPOSING PARTIES

3. EXIT STRATEGY: IF NON-COLLABORATION FROM ONE OF THE PARTIES, ESPECIALLY ADMINISTRATIVE

4. TELL MEDIA! GET OUT!

about who is not following the rules!

5. INSTITUTIONALIZATION OF FACILITATION: CREATE TYPICAL ROOM

C. G. "BUNDESWEHR-STAFF" PRO

[Holger] in Berlin

-> NATIONAL FOUNDATION / MEDIA

SHOW QUICK WINS: SHOW GOOD IMPACTS, EVEN IF ONLY SMALL

16. GET BACK TO GENUINE CONTACT: STICKS HAS LOST NEUTRALITY.

sad but true ...

Convened by (first and last name): Shin Michaels

Other participants (first and last name):
I. We NEED DESPERATE POLITICIANS!

To they will ty sending citizens call despair... and then we...

3rd Element

7. Surprise Element

- Create surprise
- Bring in youth
- Small

X: Eschew confrontation
X: Interchange with other projects (e.g. policy)
X: Unify respected keynote speaker
X: Have video or participation
X: People.

Communication

Handwriting should be loud and clear. Use a black marker. Keep it short and simple!
Issue: Open Space & Citizen Participation

PERSONAL REFLECTION FROM SEVEN AFTERNOON: WHY! A LOT OF ENERGY

What happened?

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

1. OPEN SPACE & DEMOCRACY
   - What is the relation?
     - Is it "helping" the democratic process?
     - So, how?
     - Is OST the "new" democracy?
     - OST good for:
       - Improve decisions
       - If many are involved
       - The future decision will be "grounded"

- Good for decision making?
  - How in political parties
  - Long boring discussions

- Future democracy without:
  - Provocative! It's like at a market: pick the
  - Statement: Issues and people you like.
  - The rest is up to the elite
  - Use OST to create citizen power, networking & coalitions

Contradiction: x politics = parties / Mass movement / Not x where is the power situated? Votes or competence & power

Convened by (first and last name):

Stein Michelsen

Other participants (first and last name):
18th World Open Space on Open Space
Report Sheet.

Issue: Worldview OSi's (or similar) meeting
Future OS Open Space: Dreaming,iously & Responsibility

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 has called to open space in many different contexts - to field ready for this.
- What are the responsibilities of the OS Institutes around the world?
- Do OS Institutes have any 'authorities' / what status does it have?
- Some structure is needed: do we have tele-conferences of the institutes with something more? A Federation?
- Teleconference - not very / 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 mini-me the institute responsibility / place for mentoring, being mentored, making connections (U.S. North Point) get together. A host for Open Space Technology.
- Gift & Scholarship schools - a day of OS - one of initiatives of Swedish initiative
- Where are the OS institutes? Canada, Australia, U.S., Sweden.
- Difficultly in coordinating 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 + BRENDAN

Juan Luis Haller  Ingrid Eveleer  Inelle Hammar

Other participants (first and last name):

Petra Hammerer  Arthur Silva  Brendan McLleague  Thomas Herrmann
Gerardo  Galina Tsjarkova  Lesley Synons  Peggy Hallman
Elider  Matilda Leyer  Francis Giusmans  Tedra Averbuch
Anna Carluin  Gabriela Eder  Gail Nest
Lisa Heft  Ingrid Eveleer  Fredrikr Hurnau

Gerard Muller  Juan Luis Haller  Henrik Weegve
Jean Hamer  Vianique Sornia  Frank Little

18th World Open Space on Open Space, Hallig Kurek-Kirche, Berlin, 12.05 - 15.05.2016
Issue:

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 annual meeting, self-select roles
- 1 monthly teleconference
- Swedish one has legal paths... also... but
- 100+ people opening space in Israel — usually no one responds to request to make an OS community
- Image of a Butterfly tree
- Even a more amorphous type of form can work
- Think & lose it — as potential energy to be called on when needed
- Most useful thing: OS visible provision is its existence
- Purpose: hard hold of disseminating the ideas to the world
- Has to do with what passion is presented in a county
- Taiwan: people don't see more thing & belong to for & administer
- In Taiwan: there is a website, a list serve, regular workshops — cheap, easy & it gets the word out
- In Russia: small town, in... getting events organized, creating webpage... Hosted... But afterwards, the energy dropped... People lost someone coming in from abroad, with OS, but not interested in local sharing. This doesn't feel good
- They have an association... of teams, or... thing
- Four hard — people don't like to come

Convened by (first and last name): 

Other participants (first and last name): 

18th World Open Space on Open Space, Heilig-Kreu-Kirche, Berlin, 12.05 - 15.05.2010
Issue:

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

Not in an OS institute & Netherlands & Belgium - no activity, no managers on list yet - but if you ask a question you get answer immediately.

Not easy to find OS site on web?
The word 'institute' - hierarchical?

Could an other word be 'net'? Other people think 'institute' means co-learning, others need to official, no/credibility. A word 'institute'.

- Flash meeting - as an option - to discuss to communicate. N. Karen Lang.

Clarify who is on invitation list. - Communicate N. Karen Lang. Via

Convened by (first and last name):

Other participants (first and last name):
18th World Open Space on Open Space
Report Sheet.

Issue:

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

NOSon OS

- How are the initiatives prepared? How are they perceived?
- How do potential initiaors get to understand the process?

Decided if poss. To ahead, so can coll support for other prep.

Ultimate decision made on last day of previous NOSon OS.

How long again?

Offer from London ~ 2012
Offer from Chile ~ 2011

Funda: Would love it to come to Turkey.

Lisa – has made a document about lessons learnt from past NOSonOS had

- concerned not to fly in, fly out again.
- if you are an established community – great... if you are single person - need to
make sure are not left broken / in debt.
- NOSonOS = create the fertile ground to build an O.S. community.
- NOSonOS – never been South before.

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!

October 2011 - Chile - give a bit longer to prepare.
read through list notes.

You have to be responsible to make you fall in love with me!
Next hope to write in the future.

Convened by (first and last name):

Other participants (first and last name):
18th World Open Space on Open Space
Report Sheet.

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 CONVENOR
* CONVENOR TO DEVELOP OWN AWARENESS
  ABOUT THE TYPE OF SESSION SHE IS CONVENCING
* DON'T STOP UNTIL I'M CLEAR ABOUT - Why are you here?
* WHAT THE ISSUE IS ABOUT
* THE WAY THE OPEN SPACE IS OPENED AND THE
  SPACE Alloc IS KEY
* WHAT DO WE WANT TO TAKE OUT OF
  THIS SESSION? = RESULTS
* What means "powerful" session - he
  when the message was delivered through the
  experience
* Participants get a "guide" when they arrive which
  includes process ideas
  "instruct" convenors 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 result you would like? (Facilitator can
  speak about it)

Convened by (first and last name):

Other participants (first and last name):
Martine Van Remoortele
Juliane Neumann
Jon Harvey
Lluera Peneds
Pete Fromm
Lisa Damkjaer
Sabine Bruggeman
Ja

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

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 - like the hat
  (Use full session: what created "money"?)
  a good issue/question
* People take responsibility for the
  law of 2 "fet"
* Convene, convene and keep going on track
* Leadership by the convener
* Keep in mind the 4 principles
* Genuine problem
* All voices are heard
* Keeping the discussion in relation with
  the issue
* And it is open space
* Asking why are you here? (level of

Convened by (first and last name):

Other participants (first and last name):

18th World Open Space on Open Space, Heilig-Kreus-Kirche, Berlin, 12.05 – 15.05.2010
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 discuss about how they can make a change — or how to communicate.

Link: Pachamama Alliance. com.

Some films are also on YouTube. Wombat.com.


you can also contact me: joanne.montiha @ hotmail.com

Convened by (first and last name):
Pierre Chémeris & Joanne Montiha

Other participants (first and last name):
Anja Velhoven Kemp
Luc Szézeni

Suzanne Daigle
Eric Gun"
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: making decisions (giving recommendations), taking decisions, deciding

  if this is not done in OS, it leaves to everyone 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 self-driven decision making taking things
  - they are not democrats, but that's just the point; it doesn't feel like being important

- OS is just not about for the purpose of decision making
  - so we have to be aware how to integrate our OS meetings into the existing decision making procedures

- Only in self-organizing (not hierarchical) communities are we formal mechanisms needed; WOSONOS 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):

Other participants (first and last name):

Lise Damkjaer
Jan-Erik Tarpila
Hanne Steen Christensen
Permina Wiberg

INWE STIEVER
GIULIA MOLINENGO
SILVIA ESTEVA
Annette Heise
Lena Hummel

18th World Open Space on Open Space, Heilig-Kreuz-Kirche, Berlin, 12.05 - 15.05.2010
Issue: OS and decision making + taking.

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

Then the confusing aspect of our work will directed towards this decision making framework. That is: changing the giving?
And as a facilitator, we can advice the client that in order to get a good OS, you later have choose a very accommodating decision making procedure.

If a client asks you to do an OS, you have these choices:
Say yes. (Even if the decision making structure may be sub-optimal from our point of view)
- with the giving benefits of OS - experience of freedom
- exchange
Say no. (Bad politics, bad business to do catastrophic events !)
- of course this depends on your evaluation of a) giving benefits (process) b) outcomes (outcomes)

Say: may yes. if I - counsel!

Refer: OS in a company will not change the property/decision making structure. But the board will listen, and the ten who already are already great. Better than civil society attempts: stopping terror of EOC without decision making flow.

Convened by (first and last name):

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.
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!

1. Who do you know they will say yes right away
   to see sample ex of how you have success you want to meet

2. Blog/Article
3. Social media => creating a dialogue you learn they need sharing a network

Thinking

Willing

Being

Feeling

"The ask" – asking what they need from one another, finding clarity of what I need to ask to my network

Convened by (first and last name):

DEBORAH MAATEN

Other participants (first and last name):

Mia Konstanhiodou
Karen Schmidt
Lynx Ebeling
Helga Riddergemann
Harald Shinoda

Andreas Noldman
Rosinka Yazid
Beka Hurediuse
Enejnunum
Kas Neteler

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

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

Hierarchy

Network

Linear

Circular

How to combine network with hierarchy?

Pia

Cooperative - everybody owns the company

10 people + 1 company

Twice a year we meet on open space.

Eugene

5 non-negotiable + network + collect participation

we make the offer, we make the invoice

7% administered

1000 $ a year membership

we want to make money through the project we do not through other consultants

common practice

Maximum liberty

If project > 400 000 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!

- Interactive: companies
- Minimize the structure
- Control we only what you can control

Cooperation: new members -> 8 persons had worked with the

new person

- come to our meetings
- come to the first rehearsal (start planning)

We meet from 3 to 4 every Tuesday. You don't have to show up

Coffee

Agenda

- When do what? (small groups)

Closing time

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

+ 10% of an OSI

Who invoices the client? Bosco as individuals

Everybody has his own office

Membership is also for the commitment

Convened by (first and last name):

Other participants (first and last name):
Issue: Creating more freedom.

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 generally so no collaborative connection between groups.

Tow 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 needs to stressed as important.
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):

Doug Lansing

Other participants (first and last name):
- Lisa Dankiewicz
- Inez Steensen Christensen
- Mathias Bærenszell

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

as an obligation to yourself to the group to use your 2 feet.

The physical space of the venue is also an important factor for 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 Völck

Other participants (first and last name):

Miriam Notowicz
Dorothee Dau
Michaëlle Schneider
Kerstin Schäublenburg
Uwe Schöffer
Christine Kochler

Sven Jungblut
Sara Rossi
Bettina Kolked
Andreas Wilckenz
Caterina Regin

Catherine Pfleiderer
Elena Stelmachenko
Kordina Jua
Anette Biël

18th World Open Space on Open Space, Heilig-Kreuz-Kirche, Berlin, 12.05 - 15.05.2010
"Quality Criteria for me as a facilitator?"

- Boon or doom?
- Is work going on?
- Sustainability of your work
- Relaxation
- Atmosphere & effectiveness with logistic team
- Consciousness of the process
- Clearness of roles and contents
- Balance in negotiations
- Am I going in the right direction?
- Do I have all info?
- Silent different types of "silent"
- Sense into the perspective without taking part of it
- Double checking!!
- Supervision and coaching association → standard contract
- Shadows of archetypes of facilitators.
18th World Open Space on Open Space

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

What happened?
Handwriting should be legible and clear. Use a black fine liner. Write in KISS 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(s), planning, etc. Much time before an event is required for success: for context, relationship, more & what are the parts of pre-work? Brainstorm (see attached photos)

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

Checked by: Lisa Haft
See separate sheet of paper
Attendees:

Anna Sieg
Félix Castañer
Mascollari
Martin Mayer
Kas Neteler
Martine Vanremoortele
Holger Scholz
Véronique Sander
Nora Kiefer
Giulia Molineno
Jen Steiner
Christie Kochler
Lesley Symons
Christine Wang
Lisa Pragt
Catherine Pfahler
Deborah Pruss
Jutta Hertel
Ralf Rees

Gitta Michalis
Yaari Pannwitz
Martin Hausbuell
Thomas Herrmann (butterfly)
Tobias von der Heide
Andrea Pongrie
Mikko Stenner
Gerard Paredas
Gerard de Lodenker
Constance Stoll
Johannes Toshiko
Csaba Lengyel
Barbara Kozak
Sara Pools
Caterina Paglin
Elio
Rossi Vesper
Jacques Chopin
Merrilby
Alexandra Stewart
Brigitte Meijer
Igor Hummel
CONTEXT
- Listening to the story of the org.

LETTING GO of pre-work before the event.

DYNAMICS in Client Organiz.

Building Trust & a Relationship

POSSIBLE RISKS
- Visioning the "dream"
- Dealing with doubts & fears

IMPORTANT OF TASK
- Enabling true dreaming of speech, of deepenaries

DISCLAIMERS + EXPECTATIONS MANAGEMENT
1. Communication is key. When you have a story, you will need to know what you're about.

2. Make your understand:
   - Share the story (use visuals)
   - Explain why you're doing this
   - Make it personal
   - Make it real

3. Be clear about your goals. You will need to know what you're trying to achieve.

4. Trial and error. Be prepared to make changes and try again.

5. Be persistent. Keep working on your story until you get it right.

6. Use your gut.

   2. Make it personal.
   3. Make it real.
   4. Make it interesting.

8. Always be aware of your audience. Know who you're speaking to and why.

9. Use your story to connect with your audience. Make them feel like they're part of the story.

10. Be authentic. Your audience will see through attempts to be something you're not.

11. Be prepared to adapt. Things will change, so be ready to adjust your story accordingly.

12. Keep practicing. The more you practice, the better you'll get.

13. Stay focused. Don't let distractions pull you off track.


15. Ask for feedback. Get input from others to improve your story.
drawing the line

How to decide if to use AT

OST or say "no thanks"

staying the facilitator and not becoming a salesman of OST

non-negotiables + boundary setting for facilitator
Preparation for a survey tomorrow? please comment? THANKS!

Drawing the Line - When to use which method?

Suggested Dimensions:

- How urgent is it? low → high
- How much space for change? little → much
- Objectives/Aims: vague → clear
- Implementation: not important → very important
- Engagement of participants asked... low → high
- Time: low → week
- Amount of people: 1 → 1000
- Data basis for Info → decision making
- Types of participants: same → different

Methods to be asked:

- Open Space
- Future Search
- World Cafe
- Dialogue Circle
- Design Thinking

Further ideas / Comments:
drawing the line

How to tell me when?

What to say of people?

If not you, then who?

If no one, then what?

If not you, then who?
drawing the line

(Breakout Group)

WENDY MAOSINA
GWELA MOWYISO
KAS NETELETU
CHRISTINE KOCHNER
FLORENCE GRIMES

Thawani Student

EDUCATION CLIENT:
Raising the field.

ANALYZE: THE WHY, WHO, WHAT
Scaling client down on how?

Seven dimensions: client wants to.
Do it too small times.

Support client's success
Help client think, long term.
3 more prep times. Give outline
to client by the first week.

(unk known)
drawing the line

The book: CHANGE HANDBOOK
by Peggy

DRAWING THE LINE WHEN TO CHOOSE
Q&A: Matrix
Which method?
Objectives, Desired Outcomes, Available Time
Context, # of participants
What needs to happen with data

Learning more about "behavior change"

Knowing when it's too big?
Intuition, Difficult to generalize, More Commitment, Better

* Open
What needs to happen in "PRE"

Purpose  
Process  
People  
Place

To tell the our story

Making time to do all of this with the client
drawing the line

Doing 1st step if too big.

Title / Target / Methods
LITTLE DETAILS - PRACTICALITIES

GRAPHICS HAPPENING ON THE EVENT

DETAILED AS TO HOW EVENT WILL BE TAKEN CARE

WHAT TO WEAR?

SITE

DOCUMENTATION!

FOLLOW-UP - MEASURING SUCCESS

IMPLEMENTATION AFTERWARDS

HELPING THE SPONSOR LET GO OF THE OUTCOME

GOALS

FIRST CONTACT WITH CLIENT

GOAL OBJECTIVES - DESIRED OUTCOME

ANALYSIS TO SELECT TOOL

FINDING A POTENTIAL QUESTION/THEME

GIVENS (NON-NEGOTIABLES)
HOW TO HANDLE (POTENTIAL) PARTICIPANTS!

INVITING:
- Creative & National Invitations

WHO TO INVITE

PRE-MEETING WITH PARTICIPANTS

TOGETHER WITH THE CLIENT?

ROLE CLARIFICATION (TEAM)

CLARITY ON OUR OWN ROLE/ NEEDS

TALK ABOUT EXPLAIN OST

AVOIDING TECHNICAL TERMS - USE EVERYDAY LANGUAGE

HOW TO EXPLAIN COMPLEXITY IN A GOOD WAY WITHOUT OVER-SIMPLIFYING

LANGUAGE

COMPOSING FACILITATION TEAM SPECIFICALLY FOR THIS EVENT

PUTTING TOGETHER CORE TEAM (a client + 1)

MAKING TIME TO DO ALL OF THIS WITH THE CLIENT

METHODS OF PREPARATION MEETINGS
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 principle 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 (shareholders, founder expectations)
  → OR define the boundaries → Genève.

EXAMPLES ATTACHED ON A PHOTO

Convened by (first and last name): CSABA LENGYEL

Other participants (first and last name):

Thomas Cédric
Ineke Hunkmans

Martin Mayer
Alena Bychena

Marina Rudolph

18th World Open Space on Open Space, Heilig-Kreuz-Kirche, Berlin, 17.05 – 15.05.2010
What does it mean managing a company in OS?

- COMM. DEP. IN GOV.
- MTG RESTRUCTURING
- YOU DON'T WANT TO BE HERE, YOU DON'T HAVE TO
- AGENDA WALL

PREPARATION OF A CONFERENCE IN OS (OPEN SOURCE) - MUNICH - MARTIN
- PARTICIPATION WAS FREE (WHOEVER COME...)
- WEEENLY ON-LINE MTGS
- TAKING RESPONSIBILITY WAS VOLUNTARY
- POSTING TASKS DURING ON-LINE MTGS
- MTG ORGANIZER KEPT THE LIST OF TASKS
- HE ESCALATED THE LARGER COMMUNITY CHANCE PROC. IN A COMP.
- FEAR - FOUR PRINCIPLES
- WHOEVER HAPPENED...
- WAS SPEECH TEST
- IN PRINCIPLES WERE NOT EXPLAINED

RESULT
- THEY CONSIDER SITUATIONS WHICH WERE STRANGE & NEGATIVE AS INTERESTING (HINT)

USE OS FOR A PROJECT
DIVERSE STAKEHOLDERS
EXPERIENCE HELPED (MORE WORK CAN BE COMPLETED)
RIGHT PEOPLE INVITED (LIMITED RESOURCES)
NOT RESTRICT THE... FEAR: TOO MUCH FREEDOM
EXAMPLE: - Russian local sustainable plan
- IT projects, follow ups: 6/11/05
- PROJECTS & QUESTIONS: 03

OPENING CIRCLE
- PRESENTATION BY PROJ. MAN.
- PROGRESS REPORT
- DISCUSSION ON PROJECTS & IDEAS

COMM. DEP. IN GOV.
- OS
- TEMP. LEADER - SAIP

CONTINUE DISCUSSION
ON-LINE:
- NING!

...