the 16th World Open Space on Open Space (WOSonOS)

A conference in Open Space, for facilitators, organizations and colleagues who use Open Space

Co-inviters:
The WOSonOS 2008 Host Team, Open Space Institute of the US,
Sister Open Space Institutes around the world and international colleagues

What Can We
Learn Share Teach Explore Discover with Each Other
about
our Work in Open Space
around the World?

July 23 to 26, 2008
San Francisco, California, USA

Book of Proceedings

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the 16th World Open Space on Open Space (WOSonOS)

A conference in Open Space,
for facilitators, organizations and colleagues who use Open Space
www.wosonos2008.org

Dear colleagues --

Thank you for an amazing week of sharing knowledge, stories, experiences, resources, celebration and laughter in, about, through and because of Open Space Technology. We were honored to host you and feel enriched by the experience.

Thank you to our sponsors and donors: and please visit them to learn more

collaborations To **collaborations** and Michelle Howard - for being our major sponsor.

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neuland To **Neuland** - and a special bow to Guido Neuland - for stepping in as our first sponsor, and for generously donating EuroPin boards, markers, pin board paper, pins and Open Space poster sets. Also many thanks to Nick Chan, Vice President for Sales, Neuland North America for his assistance. Neuland is an international supplier of presentation products for facilitators and trainers:

It all started in Germany in 1968, the Neuland brothers begun searching for new ways to enhance the learning process. After 40 years of innovation Neuland is now recognized as a market leader among suppliers of training products. We expanded operations to North America in 2003 and built our facility in Edmonton, Alberta, Canada. From this location we distribute the following products across North America: refillable markers, flipcharts, MeetingBoards (pinboards) and training cases. We also make the hugely popular Stick-It workshop cards and the unique GraphicWall which is our foldable, portable wall system. Visit www.neuland.biz to see our entire product portfolio.

And to Gabriela Ender, originator of OpenSpace-Online OpenSpace-Online® *(site) and host (with our friends from Neuland) of the WOSonOS September 20, 2008 - for introducing us to our partners at Neuland. For more information about OpenSpace-Online and the September 20 event, see Gabriela's invitation at the end of this Book of Proceedings.*

To **Enthiosys** and Luke Hohmann for warmly supporting us as a sponsor.

Enthiosys is an agile product management consulting and training firm that significantly improves the revenue and profitability of software companies and firms embedding software into their products. We help clients gather customer insights, build product strategies, and deliver great software. As the leading authority on agile product management, we help companies plan, design, build and manage their products throughout their lifecycle. We offer a mix of consulting, market research, training and interim management services including customer research techniques, market driven product roadmaps, effective business models for software products and training, coaching and interim executives. Visit www.enthiosys.com

And to Diana Larsen, co-author of "Agile Retrospectives: Making Good Teams Great!" for introducing us to our partners at Enthiosys.

To **Berrett-Koehler Publishers**, for underwriting a portion of the Author Evening.

Berrett-Koehler is an independent publisher dedicated to an ambitious mission: Creating a World that Works for All. We believe that to truly create a better world, action is needed at all levels--individual, organizational, and societal. At the individual level, our books help people align their lives with their values and with their aspirations for a better world. At the organizational level, our books promote progressive leadership and management practices, socially responsible approaches to business, and humane and effective organizations. At the societal level, our books advance social and economic justice, shared prosperity, sustainability, and new solutions to national and global issues. Visit www.bkconnection.com

To Sean and the team at **Trader Joe's** Marina Store - for providing us with a donation towards our lovely (and festive) conference bags.

Trader Joe's is a privately owned and operated grocery store with terrific everyday prices and locations throughout the USA. We're a grocery store, but really so much more. We taste every product before we decide to sell it, and we guarantee you'll like it. We keep our costs low, cut out the middleman whenever possible and pass our savings on to you in the form of terrific everyday prices. We wear Hawaiian shirts because we're traders on the culinary seas, searching the world over for cool items to bring home to our customers. Visit www.traderjoes.com

Your conference 'love beads' came from **East Bay Depot for Creative ReUse**, a nonprofit corporation devoted to getting people to reuse materials.

Since the early 1980s the Depot has been promoting solid waste diversion and resource conservation by collecting and redistributing reusable materials for education, arts & crafts, and a wide variety of other creative projects. The Depot also spreads the word about the importance of waste reduction, recycling, and reusable materials through a school-based environmental education curriculum. In the Depot Store are displays of many creative reuse projects that have been developed by our staff, customers, and local artisans. We invite you to come in to be inspired to create something useful -or simply beautiful- for yourself or for someone you know. Visit www.creativereuse.org

Thanks to Christopher Crowther of Clif Bar for donating energy bars and to Sahar Al-Faye of Honey Honey Cafe and Crepery for donating fresh baked cookies for our Author Evening. Visit www.clifbar.com and www.honeyhoneycafeandcrepery.com Also our thanks the great folks at Acme Bakery in Berkeley for freshly baked bread for our international dinner and party - see www.ferrybuildingmarketplace.com/acme_bread_company.php

Our warm thanks to the colleagues and Open Space Institutes who generously donated operating funds for this conference

♡ Annette Zera ♡ Diana Larsen ♡ Diane Gibeault
♡ Henri Lipmanewicz ♡ Jessy Keiser

...and to our other donors and Institutes who chose to remain anonymous - we bow to you.

♡To the Open Space Institute USA - for their support with outreach and receiving donations. *You can buy Harrison's books and other books, dvds and cds on Open Space through the Open Space Institute of the US at www.openspaceworld.org/cgi/wiki.cgi?BooksAndVideos*

♡To each of you who donated extra funds when you registered - these funds went to the Access Queen project to support our costs for scholarship.

The Access Queen project is a little project Lisa Heft (otherwise known as 'Access Queen') coordinates for each year's WOSonOS. This is not a traditional funding project, but instead an inviting and sharing of who has resources ('Givers') and who needs just a few more resources ('Askers') to be able to join us at the WOSonOS. This could take the form of a home stay, a ride, a travel buddy, taking an Asker to dinner, sharing one's hotel room, or contributing some funds. Access Queen bows to all of those who had the courage to ask, and to all of our generous Givers as well. This year we offered a 'pay-the-most-that-you-can' registration fee to accommodate all who wished to join us. Through your generosity we were able to cover the conference costs of 76 of our 123 attendees - who each contributed what they could via their registration. Those of you who generously donated extra funds and higher fees as you registered helped make up the difference so that everyone who had the passion to join us was able to do so. Your funds also helped us provide some accommodation for a few Askers, and we thank you for taking your favorite Askers out to dinner Friday evening, as well.

Thank you for our website

Our thanks to Justin T. Sampson (with a warm hello to baby Lida) for website design, hosting our site and webmastering. And to Interaction Associates for supporting his time working on the website.

Thank you for the lovely graphic recording, and for our great maps

To Jeanette Madden, our graphic recorder, for enriching our thinking with images and visual metaphors. She looks forward to working with you on some future project or event. Visit www.jeanettemadden.com

To Ainsley Nies for donating the cost of our lovely maps. Ainsley worked with Heidi Nobantu Saul to research and co-design the maps highlighting restaurants and wi-fi hot spots.

A deep bow to our Russian interpreters

Anna Devochkina	Aliya Kalimbetova	Nataly Marchuk
Lana Poklad	Igor Poklad	Paul Wayne

You helped us all with language, communication, culture and community.

Thank you for offering your homes

To the folks who generously offered their homes for home stays: Kenn Burrows, Deborah Frangquist, Kenoli Oleari, Catherine Orland, Erica Peng, Beth Sauerhaft and Jane Stallman.

Thank you for your wonderful volunteer time, skills, energy and creativity

To Tree Fitzpatrick, for investigating and recommending sites.

To Raffi Aftandelian, for helping us investigate caterers, and for his dedication to helping us find translation support for our Russian-speaking colleagues.

To all of our volunteers, including our volunteer translators. You are marvelous, in any language!

Thank you for the honor of hosting you all

It is a pleasure and an honor to work and learn and celebrate with you. We wish you great success, rich learning and productivity in your work with organizations and communities. Let us keep in touch, as together we Open Space across the world.

The WOSonOS 2008 Host Team

Jeff Aitken	Kelly Feder	Lisa Heft	Ainsley Nies	Nettie Pardue	Heidi Nobantu Saul	and Robert Sullens
San Francisco	El Cerrito	Berkeley	Pacifica	Richmond	San Francisco	Fairfield / Pleasant Hill

Jeanette Madden, Graphic Recording

Tema
Issue / Topic**:**

An Open Space Building: What Will the Dream be? An Arts Building for Open Space

La persona que haya identificado el tema de la discusión
Convener: Phelim McDermott

La / Las persona(s) que toman las notas
Notes-taker: Phelim McDermott, flip-chart transcription by Lisa Heft

Los otros participantes
Other members: Becky Peterson, Christy Lee-Engel, Matilda Leyser, Annette Zera

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

This was a discussion prompted by Phelim's interest in examining whether creating a building specifically designed for Open Space events and forums for the artistic community was a dream he was interested in making happen at some point in the future.

In hosting Devoted and Disgruntled, a now annual OS event, for the theatre community his theatre company Improbable has continually had to meet the challenge of finding good venues for this event. Would the creation of a building specifically designed for this purpose be something to attempt to make happen? If it did happen he proposed that it should be a space only for arts organizations and not for corporate hire. A safe holding space for process and OS events, and not for shows.

A parallel question was discussed – what should such a building be like?

Lisa Heft had mentioned the barn building built in Denmark specifically for OS events and designed in OS. It was discussed as an exciting and inspiring space and lessons learnt from this could be used.

Frank Duffy was mentioned and the idea that the physical space be in alignment with what you are trying to do.

Questions that came up:

Should it be a round space? e.g. converting old gas holders.
Where would it be?
Would one live there?
What's its relationship to its surrounding landscape?
Could it be a move-able space?

People had different dreams of this building and things that were important to people were:

Its environmental impact and assets e.g. it could be built from local materials; it should have masculine and feminine energies in its design. It should have good air as open spaces where the quality of air was poor had been adversely affected as the group had left. Solar power, natural light, good temperature, no mold! good acoustics.

We then started creating an image of our building.

Phelim talked about his idea of a space made from the circular fractal image with a central circle and surrounding smaller circles. These could be break out spaces. We enjoyed drawing the image of our circular domed space with different levels and balconies, brain storming many ideas, whilst mentioning other buildings that were useful reference points.

We talked about if the building was to be built the process of creating it should reflect its purpose. The process of building it would build a community in itself. It would be a space that supported voices that are not heard in the community. People encouraged Phelim to do it and they talked about how the process of creating and building was an incredibly exciting one from their experience of doing this.

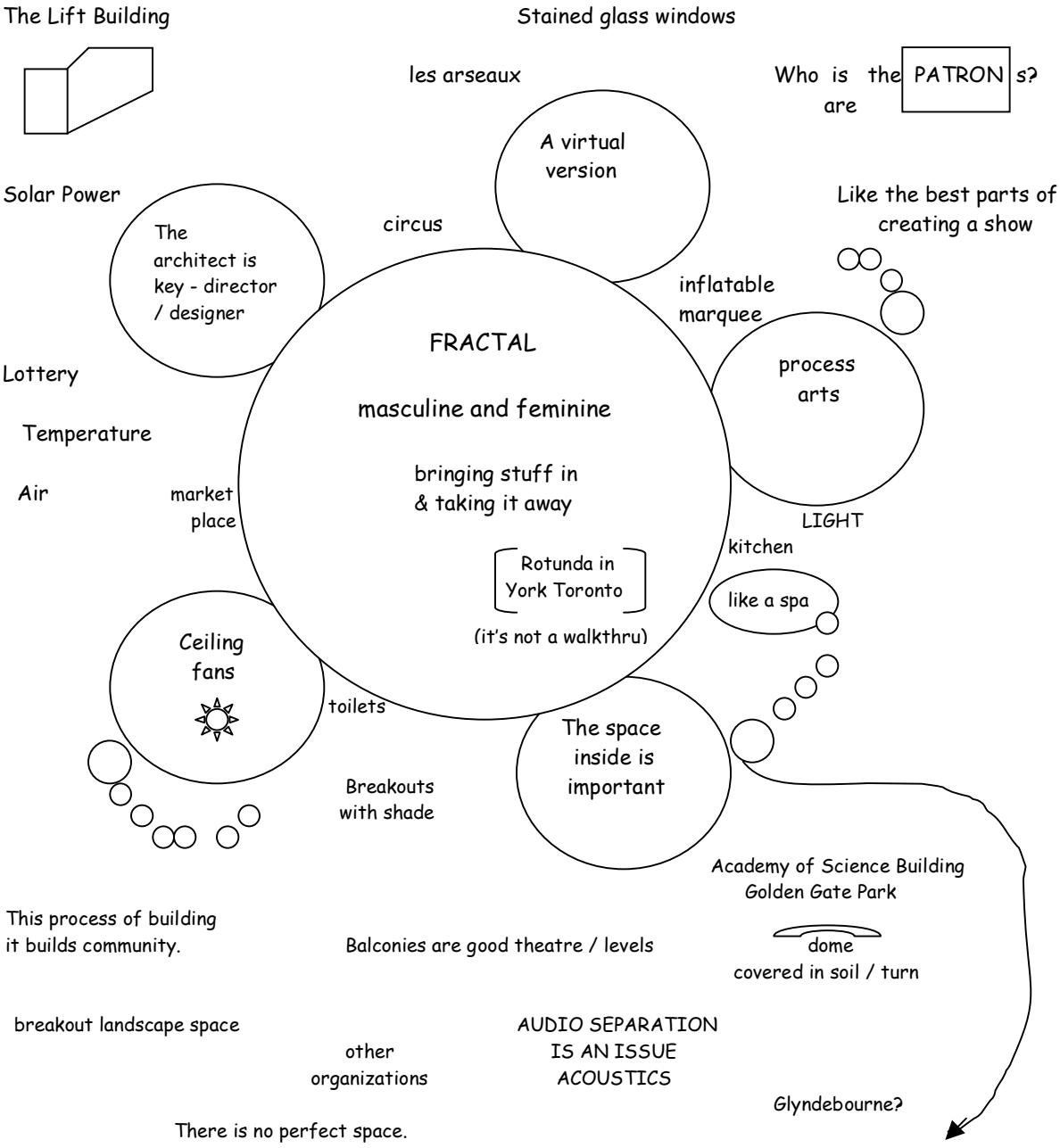
We talked about the Lift building which the London International Festival of Theatre had created. Phelim said some of the proposed designs were more suitable for OS than the design they chose to build.

We also talked about whether it could be built and tested in virtual space first. We were very excited by sharing our ideas about what it should be like. We created a picture which was the beginning of this dream. Phelim felt interested that his long term project was still an exciting prospect after this discussion. He talked about how this might be something he could see wanting to happen in ten years time as an ‘eldership project’.

AN O.S. BUILDING - WHAT WILL THE DREAM BE?
AN ARTS BUILDING

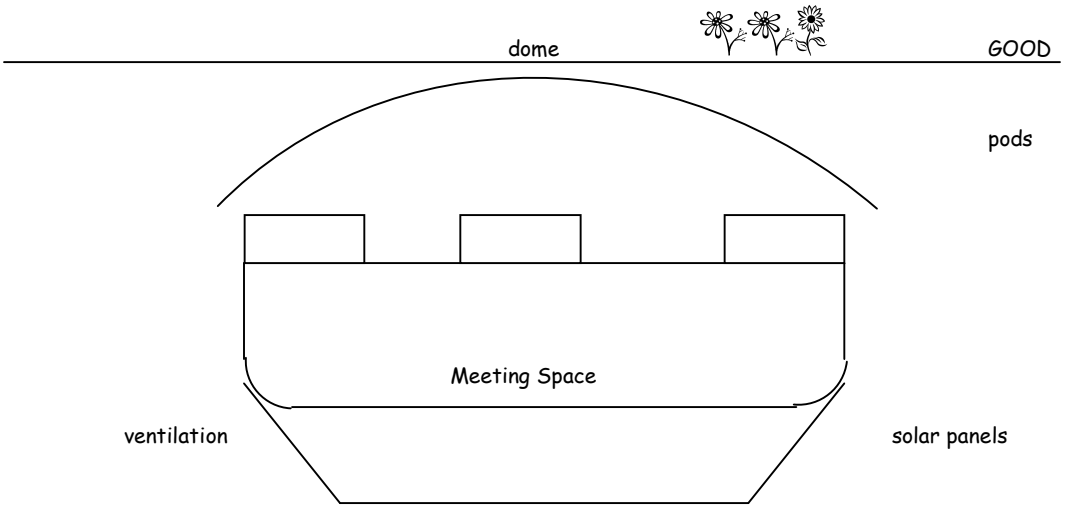
¿Grow food on the top and balconies?

COULD THE RESPONSIBILITY FOR CREATING IT BE SHARED - OS-style



Bangladesh

Charity Organisations
Resource Centre



St. Luices?

Tema
Issue / Topic**:**

An Open Space School

La persona que haya identificado el tema de la discusión
Convener: Áine Corrigan-Frost

La / Las persona(s) que toman las notas
Notes-taker: Caitlin Frost

Los otros participantes
Other members: Willem Larsen, Ann Feehan, Matilda Leyser, Justin Sampson, Mia Andler, Fabulous James Sheldon, Shaktari Belew, Spark, Jihee Seo, Diana Larsen, Phelim McDermott, Nicholas Beecroft, Christie Lee-Engel, Michelle Howard

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Áine introduced the idea of an Open Space School where children would have choice in what they wanted to learn and the ability to follow what they are interested in. They would be able to post interests and requests for support in learning and could match up with other learners and mentors to pursue learning this way. Learners and Mentors could be of all different ages and do not need to be experts.

Áine talked about her own learning experience as an 11 year old that does not go to school and does not 'homeschool' but engages with "Life Learning". She spoke about her experience of 2.5 years in a part time school and how limiting it felt to try to learn in a curriculum-based environment.

Appreciation was voiced for hearing directly from a child about her own experience living and learning in a unique way. Not just the words but hearing her voice.

Thoughts / ideas / questions that surfaced:

Interest in learner-led experiences where people are supported in working through their own passions; a 'learning school rather than a 'teaching' school.

"What are the questions that children have? That people have? How can we focus on supporting questions and curiosity.

School focus on 'answers' leads to conflict and closes things down.

Examples of programs that engage with learning this way: Trackers Northwest (Portland); "Art of Mentoring" – support people in being 'mentors' as a way of nurturing learning at all levels.

Recommended Resources: John Taylor Gatto; John Holt; Life Learning Magazine; Grace Llewellyn (Teenage Liberation Handbook.)

In addition to hopeful possibilities of supporting learning with Open Space principles some questions were asked that surfaced some fear around education for children based in this kind of freedom. There was inquiry about having heard of some examples ('horror stories') where things went wrong (thoughts on what 'wrong' might mean). Exact examples were not known. The challenge as a parent of wanting to prepare children for the 'real world' – while offering choices was voiced.

Examples of where kids have been known to playing card games for two years when out of school environment (can they responsibly handle 'freedom'?) Experience shared from the group that kids commonly need months or even years to decompress from school to find trust and sense of self as a learner, also how much kids can be learning in activities that adults don't see as 'educational'.

How do such alternatives work when there is dysfunction in the family? (and a closer look at what we mean by 'dysfunction'). This led to a discussion of what is needed in our communities as a whole to support children and families that are struggling as we noticed that they are often not being supported in any of the educational options – mainstream or alternative.

Importance in 'unschooling' for kids to be exposed to range of what is possible; rich experiences and environments. This can be challenging inside a specific building for long stretches of time.

The importance of nurturing and protecting the container to support this kind of learning. An number of participants shared their stories of working on alternative programs and the importance of this part. Reasons for this were discussed: –

1. deep programming to manage and control learning- need tools and support to find clarity in this; often alternative programs lose their 'edge' over time and become mainstream again due to fear and cultural pressure.
2. cultural fears around education (what 'educated looks like; 'will they get into college?") and fears around giving freedom to kids and teenagers
3. cultural emphasis on all children needing to be taught everything rather that allowing various gifts to develop into more unique individuals;
4. parents and teachers needing support to work through fear to find clarity in order to hold healthy space for kids and themselves;
5. importance of creating and nurturing a healthy community to support parents and teachers in keeping the space open in less known territory/times of fearfulness.
6. importance of a high ratio of adults to kids.

Importance of a personal practice of clarity in order to hold healthy space for a very alternative approach to learning and for engaging with children in alternative ways.

Being mindful as adults for the power we hold over children and engaging with them honestly if we want them to trust us and engage with us and participate in building and holding community containers.

How do we support the interface with mainstream society and people new to the system? Layers of Open Space.

Schooling as a ‘civilizing’ and ‘culture sustaining’ institution. How useful is that to us at this time?

Our wide ranging conversation led to a close around the sense that we are not just looking at how the principles of Open Space would support children and learning through a ‘School’ but how they apply to how we all learn and live together and support our children (and ourselves) as a village.

Tema
Issue / Topic**:**

Bringing OST to Global Climate Change Problems and Solutions

La persona que haya identificado el tema de la discusión
Convener: Rebecca (Becky) Peterson: rebecca@yorku.ca

La / Las persona(s) que toman las notas
Notes-takers: Larry Peterson, Becky Peterson

Los otros participantes
Other members: Jeff Aitken, Matilda Leyser, Catherine Orland, Anastasia Nicole, Tom Atlee, Doug Germann, Kaliya Hamlin, Raines Cohen, Viv McWaters, James Sheldon, Michael Wood

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Becky Peterson began the discussion with an explanation of her reasons for posting the topic, i.e. that open space technology is a potentially very useful tool / process for addressing issues of climate change in communities and globally given its ability to create a space for dialogue and action across diverse perspectives. She also shared her level of concern about the urgency of environmental problems facing society, given her perspective as a 35 year environmental studies professor at York University in Toronto, Canada.

Members of the group were invited to bring their stories of use of open space technology to address environmental issues in various contexts. Jeff shared stories of using open space technology in Sonoma County to address community sustainability issues with successful outcomes. Larry reported on the work he did with the "One Ton Challenge" in Toronto Canada with success. Michael shared stories of participatory processes in Australia that are encouraging, but he also shared concerns about rapid resource extraction in regard to iron ore and coal and also drought in his country.

The group was clear that there are many opportunities to use open space in regard to change related to climate in all areas of the globe; however the critical question as phrased by Michael and Anastasia is "how to get maximum leverage as quickly as possible" given the urgency of the situation. Kaliya reminded us that many organizations are stuck in 19th century meeting technologies and that we must build in sustained collaboration between events in order to bring about diffusion of innovation.

There was a clear understanding of the intricacy of the issues and their interwoven nature as stated by Doug, and so there was some attempt to identify key actors who might be contacted with the goal of getting them to understand the power of open space technology for producing results in a short period of time with maximum benefit for creating understanding across perspectives and opportunities for action.

After some discussion of the nature of the urgency of the global situation, and concern about possible collapse of systems, the group agreed that we must work with a diversity of opinions about the state of the situation, and that whatever approach we choose for dialogue, it must allow for multiple perspectives and acknowledge the uncertainty inherent in the situation.

Tom asked what kind of high leverage conversations we might stimulate. Jeff asked for us to focus on scope of the challenge and clarify the intent of the process. Michael and Anastasia suggested a potential theme that would capture our concerns. The theme that could be simultaneously used in open space around the globe is "What are the commercial and social opportunities in a low carbon economy?" It was the shared opinion of the group that no one event could address concerns of this magnitude, but multiple events addressing a theme such as the one above might begin to generate energy toward positive dialogue and demonstrate the power of open space to bring about focused change efforts.

Potential Outcomes:

Michael to contact friends in Australia to begin efforts to set up an open space on this theme.

Becky to send out an e mail to attendees inviting them to participate in an ongoing conference call update on these issues. Tom made many suggestions about potential contacts and networks to support these efforts. He agreed to participate in conference calls in order to support efforts toward these goals.

There is a potential role for OSI groups around the globe to play in supporting these efforts, or sponsoring events.

Connections to China and India and other major players in global consumption were of concern, and the group noted the need to expand networks beyond the usual players.

Tema
Issue / Topic**:**

Combining World Café with OST

La persona que haya identificado el tema de la discusión
Convener: Alan Stewart

La / Las persona(s) que toman las notas
Notes-taker: Mel Norman, Transcriber of Mel's notes: Shaktari Belew, Minor editing: Alan Stewart

Los otros participantes
Other members: Mindy Meyer, Christie Diamond, Larisa Nekroenko, Jay Hung, Christy Lee-Engle, Chris Corrigan, Stephan List, Raffi Aftandelian, Ann Badillo, Eden Silva, Ken Homer, Gerry Nugawela, Michael Pannwitz jr

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Christy - World Café has a different feeling.
Larisa - Some use a mix of the two.
Shaktari – interested in how you step from WC to OST, which is best for what purpose
Mindy – difference between the two, one opens, one is specific
Chris – what can we learn about the law of 2 feet, can it be introduced into WC?

When people treat each other well
Listen to your intuition
We bring our own logic to OST

World Café Rules:

1. Team defines purpose
2. Create space
3. Create 4-5 Question specific to the purpose
4. See what patterns emerge
5. Bell rings to move to a new table and question. One person remains to explain what happened with the last group to the new table participants.

Alan introduced the topic by outlining how he had first used the two processes together. This was in Adelaide, Australia. A local government was constructing a new cultural centre and invited Alan to conduct a series of public consultations to establish what the community wished to have included in this new facility.

He facilitated two OST forums - one on a week night and the other on a weekend afternoon. Each was about four hours duration. The purpose was to bring forth what local people saw as important components.

The champions of particular issues were then invited to get together in their own time to research factors associated with the issue.

After a month the different groups reconvened in a World Café format. Proponents of each issue gathered at a particular table to develop their case to put to the Council.

The outcome is that several features were included in the final design that had not been considered by the architects and the planners.

Chris – Both processes are emergent and participatory. He uses OST to put people to work and WC to capture the collective intelligence of the group.

Invitations -

WC invite is about ways around a pre-defined conversation. WC process allows for no ownership of ideas.

OST invites leadership, passion, and full ownership of ideas. You get to action quickly.

U Theory – Otto Scharmer
Sensing to inner-reflection to action.

WC is a great sensing tool (first part of U Theory.)
OST is a great action tool (last part of U Theory.)
Reflection is the time needed between the two, a minimum of over night.

Chris has also done 1 day OST then 1 day WC.
Used WC to discuss the significance of what was accomplished in the previous OST.

Chris also mentioned the importance of Witnesses. They are key people who serve to witness and remember the stories that emerged, to remind people later (especially the clients / sponsors). So the excitement and purpose of those moments are not lost.

Both processes are similar in the following ways:
- Give invitations
- Deal with emergence

Pat Black wrote an OST article recommended by Alan about the critical importance of at least one person in the room who is familiar with the kind of outcomes which may emerge from the use of this process.

Christy – How do you apply the law of mobility to WC?

Shaktari – Used WC first in her community as a baby step to OST.

Mindy – Finds its tough getting people to move when the bell rings during WC.

Alan used WC when working with Adidas to develop a more collaborative culture within their diverse components.

- What does collaboration mean to this organization?
- What would it look like in your particular circumstances?
- How might you apply it?
- How might people who put effort into working more collaboratively be rewarded?

Chris - Would like to see WC incorporate the Law of 2 Feet.

Ken – Gives people warning that the time is almost up during WC to make the transition easier. Law of 2 Feet isn't present, so if someone leaves, it is seen as rude.
In WC 3-5 people is best. If over 5, people can easily hide and not contribute. Peter Block recommends 3 and uses it often.

Kenoli – WC and OST have different dynamics depending on what you are trying to achieve. WC gives people a chance to experience different perspectives, be heard, and have a chance to talk in small groups. If you want people to talk more, put them in pairs.

Kenoli uses OST for action planning because it gives people with a shared passion a way of connecting together.

Different ways we can use both.

Ken works as host with conveners and works up to 8 months to find the perfect questions for WC.

Kenoli brings in all stakeholders.

Chris says it is not enough to do that - you need to build community or relationship fields between people, called (in Navajo) K'e. It refers to the "space between things." Works with Navajos to extend the expression of what K'e is. It's like a river, not good or bad, but you can do different things with it. The more there is, the more you can do. Elders say if you do OST, it works to improve the K'e as well as producing K'e. Living systems like WC and OST increase K'e and many processes diminish it.

Alan mentioned his paper, co-authored with Arun Wakhlu in India, entitled, "One Dance – Uncovering Human Magnificence through Conversation." They outline the place of OST and WC in bringing forth the best in people.

And also that Pete Seeger, the well known folk singer now in his 80's, says the hope for humanity is for more people to participate rather than being spectators in life.

Legitimization of the other in relation to the self. Love is the only emotion that increases the amount of possibility.

Kenoli has a mentor who asked him to assist him. He felt deeply seen and heard and recognized the same feelings as falling in love. Realized how powerful it is to be seen and heard.

Shaktari – Being in love is not really about the other, it is about the other holding space for YOU to love yourself.

Kenoli – validates your own feelings. People come alive in different ways, some in large groups, some in small groups, some one-to-one, so you need to use different modalities in order for people to shine.

Ken – We live in a subject / object world, but in the Celtic language, you can't say, "I am angry with YOU," you have to say, "There is anger BETWEEN us." The anger is energy in the K'e.

Shaktari – Realized that our language is full of judgment, especially around children. That means our thoughts and our perceptual filters are automatically judgmental.

Ken – The subtext of all self-help books is "how to be more like ME."

Chris – There is nothing created by human beings that is not done in collaboration.

Reconciliation is not part of a new paradigm, it is all about relationship fields.

Mel – How do we develop skills in building relationship fields?

Chris – That's the next stage in OST. We haven't gotten to it yet, but Peggy is working on it in Nexus for Change.

P2P website – good stuff for building relationship fields.

Chris referred to Elders as "walking books."

Kenoli – Future Search teams forming – Mike Wiseworth?

Tema
Issue / Topic**:**

Coming to Ground - Crafting Home

La persona que haya identificado el tema de la discusión
Convener: Sono Hashisaki

La / Las persona(s) que toman las notas
Notes-taker: Sono Hashisaki

Los otros participantes
Other members: Willem Larsen, Ann Badillo, Deborah Frangquist, Raines Cohen, Nataly Marchuk, Elizabeth Tsai, Franklin Quijano, Yael Schy, Hiromi Kelty, Sally Sommer

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

SH: This is an exploration of the question, "How to be indigenous in a place?"

WL: Discover the strengths of place in as many ways as possible and in whatever way you can. Gather maps and all the information you can about the place. Spend time outside. This is the Cascadia bioregion, identified by some as where the red cedar grows.

People are doing lots of things to connect with each other including Story-jamming, resurrecting Riddling and Folk Poetry. Get out in the woods.

This is also about how to find the way back.

SH: How are we at home with ourselves, then with others. What is the spiritual dimension?

WL: Animism, experience the personhood in rocks, trees, everything.
Spiritual connection is our personal experience of a sense of place where you see the particularity of each individual person or being.

AB: Call from the land to come to ground. There is a compelling feeling to connect with the place, the rhythms… this is fundamentally important to do the work we do. Being with nature to rebalance, coming back home.

WL: We are marked by the land we come from – it is written on us and in us. Whatever the geography, it is coming back to ourselves.

AB: There was an eighty year old man who was called back to home ground before he passed on. Coming full circle.

There is a Sacred Connection and Sacred Trust in being with land. How do we steward the earth so that wide open spaces are preserved? How do we create sustainability in our lives, our homes, our communities…

Identity has a spiritual dimension when you have a connection with the land.

NM: It is not easy to craft a home. I come from another country so when I first came here, I started by putting plants in the ground. It felt like putting down roots. Then I began to connect with others from my country and found a community to share my language, our stories, and traditions. Now we get together for holidays.

RC: Creating community is grounding… Coming from Boston, it is how I came to feel at home here in California.

AB: In my community, the street creates the community. Kids use the street, all the houses face into the street and we socialize from our front porches. It is organic co-housing.

Digging in dirt grounded her. Seeing the whole cycle of plants is emergent learning. The garden becomes sacred space and a community gathering place.

NM: Establishing traditions inside and outside makes this place home for her and her children.

AB: How do our young people take the grounding of home with them when they go out into the world? How do you hold virtual Home Space? Have a foundation and spiritual home?

We are crafting home as iteration… a practice of conscious evolution.

YS: Creating home with Mind, body and heart.

AB: Coming into knowing. There is a quote from a book about passing the learning on to the 7th generation. How do we come into knowing about ourselves, our land?

We share the connection of the ancestral home. I have gone to the land my father came from back in the Philippines.

YS: There is a sense of loss when the ancestral home doesn't exist anymore. Israel might fill this gap for many Jews, this loss of the ancestral home. Yet I have a definite sense of place and home here in California. Land and nature ground home wherever I go in the world. I am always drawn to water. People are drawn to particular landscapes, open, forested.

AB: When I feel grounded in Place, then the people come.
There are two types of people in the world – Nomadic and People of Place.

Archetypal people create community – those that tend the hearth and feed the people.

YS/ET/AB: Aging changes our sense of timing and space. Now we appreciate and need the daily practice of silence and solitude to create that internal sense of home. We can have 'home' or that internal space in any environment, when we're washing vegetables, cooking, just sitting. We create environments that attract and invite.

Create the space and Life comes. It begins here and ends here.

Tema
Issue / Topic**:**

Community Weaving Technology

La persona que haya identificado el tema de la discusión
Convener: Cheryl Honey

La / Las persona(s) que toman las notas
Notes-takers: Group members

Los otros participantes
Other members: Gerry Nugawela, Bo Smith, Shaktari Belew, David Walter Dongo, Franklin Quijano, Marielle Earwood

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Cheryl explained the history of the technology developed to perpetuate Open Space on a community-wide scale. She showed the group a PowerPoint presentation of the features of the technology. To review the features of the Community Weaving technology go to www.familynetwork.org and review features section.

Gerry described the benefits of using Community Weaving to create more cohesive neighborhoods her hometown in Australia. She knows the mayor and will introduce the concept to her. Her mother is 80 years old and felt she'd like being a Good Neighbor and tutoring kids in the neighborhood.

Bo wants to become a Community Weaver trainer and use the approach to create a pool of volunteers who could be tapped to help abuse survivors. He also expressed this could be a way to integrate those released from prison back into community. It would be beneficial for them to be able to identify their strengths and assets and connect them with those who need support so they can create relationships in the community and feel like they have a purpose. In getting to know people, this would increase their chances of being gainfully employed.

Shaktari wants to be a part of the core team to help in the adaptation of the Community Weaving training to on-line modules. The more she knows about the model, the more able she will be able to determine how she can be involved.

David saw the benefits of Community Weaving. Cheryl connected him with Gerry who will connect him with her colleagues at World Vision in Uganda. David is working with orphans. David hopes to find a way to support his ministry in Uganda. Community Weaving could be used to recruit and train families to house orphans by creating Safe Havens. Then he'd like to build up the capacity by recruiting Good Neighbors and tapping the resources within the network to help raise money for the project and resources to serve the children. Cheryl wondered if the Vision Fund could provide small loans to the families to grow small enterprises, where the children could learn new skills and carry on the business.

Those who are interested are welcome to participate in a pilot training project for free. Participants will review and offer suggestions for strengthening the training in an on-line format. Group includes: Gerry, Bo, Shaktari, Selma, Christie.

Anyone interested in joining this group can email Cheryl @ cheryl@communityweaving.org or call 206.240.2241.

Next meeting scheduled, August 12, 2008 @ 2pm PST.

Tema
Issue / Topic**:**

Conflict Resolution at the Crossroads

La persona que haya identificado el tema de la discusión
Convener: David Walter Dongo

La / Las persona(s) que toman las notas
Notes-taker: David Walter Dongo (text), Jeanette Madden (graphic recording)

Los otros participantes
Other members: Various

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

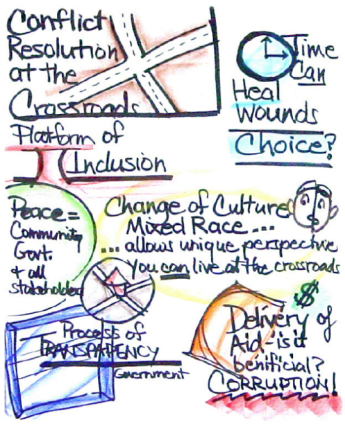
Conflict resolution as a professional practice is highly sensitive process in fostering communication among people in dispute, solving problems, and eliminating disagrements. Conflict resolution has been generally used to find *win-win* solutions; however, getting there can be very different, since direct communication between disputants that explicitly addresses the issues at stake in the conflict can be perceived as very rude, making the conflict worse, delaying resolution, and sometimes degenrating into grievious conflicts.

There are may documented situations of failure of “conflict resolution” as a tool in resolving conflict in the world today, and in Africa. This failed process to help people vent their feelings and willingly express them to the concerned and understanding listener leads to frustration and make it possible for the frustrated individual to advance to a problem solving frame of mind, and sometimes and often leading to wars and civil disobedience. Some available tools that have in the past been used and failed in conflict resultion include; negotiation, mediation, advocacy, diplomacy, activism, non violence, mediation, prayer and counseling.

Besides, there are numerous changes in the world today that have presented numerous challenges, bringing conflict resolutions to the crossroads. This calls for other tools that can be harnessed by individuals, groups and organizations to constructively and proactively resolve conflict using universal cross-cultural practices for conflict resolutions. Open Space Technology is a good interacting tool where listening occurs after space is opened, making it a handy tool when conflict resolution won't work, and it becomes a practical, holistic process through which you will lead meetings for conflict resolution by preparing individuals and or stakeholders to be involved with the conflict resolution process.

Africa provides a fertile ground for Open Space since it embraces no formal procedures for formal meetings - for example no speeches, no agendas, no caucusing, no preparations, except determining the conference theme.

"Conflict Resolution at the Crosswords" - Page 1



Tema
Issue / Topic**:**

The Consultant's Life for Me

La persona que haya identificado el tema de la discusión
Convener: Diana Larsen, Ainsley Nies

La / Las persona(s) que toman las notas
Notes-taker: Ainsley Nies

Los otros participantes
Other members: Norman Pefley, Magalie Bonneau-Marcil, Raffi Aftandelian, Mindy Meyer, Justin Sampson, Joe Benham, Anastasia Nicole, Kenn Burrows

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Do consultants have to do the push-push-push?

Shifting from one kind of consulting to another… (relocalization)

Consulting is a business! To start:
75% time marketing & overhead activities
25% time doing the work you love

Understand your life needs before starting – income, health plan, time allocated to non-work, dependencies, obligations, etc.

Opportunity generation:
Email, blogging, twitter, listservs, etc.
Marketing
Interviewing prospective clients
Showing up at conferences and other places where folks you need to talk to Congregate
Travel
Bookkeeping / accounting and prep for this work

There is a Nolo Press book about starting your own business

Contracts – unless there's a deep understanding, sign a written contract or establish other working agreements.

Business partnerships, like marriage – "have a pre-nup"
Details of business, financial agreements
Processes
How collaboration works
Gifts and greats; vulnerability contracting
Assumptions

Getting Clients
Personal networking
Leads generators
Book and article publishing
Work can come from unexpected places – show up!
Tag line to explain what you do
Book – "Attracting Perfect Customers"

Food for thought about Business
Ann Firth Murray – "Paradigm Found"
Ricardo Semler – "Maverick" and "The Seven-Day Weekend"
Geoff Bellman – "The Consultant's Calling"

Tema
Issue / Topic:

Corporate Development List

La persona que haya identificado el tema de la discusión
Convener: Elwin Guild and Gijs van Wezel

La / Las persona(s) que toman las notas
Notes-taker: Shaktari Belew

Los otros participantes
Other members: Ainsley Nies, Galina Tsarkova, Gary Bellasalmo, Christine Whitney-Sanchez

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

OBJECTIVE: To create a proposal for a tool(s) to effectively market the benefits of OST to the corporate world.

- Video clip format (short interviews)
- Audio format?
- Brochures
- Website downloads insertable on one's own webpage
- Animation?
- Links to each other's websites
- Perhaps even a longer more professionally produced film
- Overview page on website with quotes able to be inserted into an email

Gijs – Wants an email showing an overview of those who have endorsed OST

- Updated regularly on the OST webpage
- Perhaps even a database of resource material for this purpose in various languages, formats, and fields

Galina – We need to know resources to use and their best formats:

- YouTube
- Veoh
- Flickr
- Etc

It's useful to have it in many languages!

WHO WANTS TO DO WHAT?

- Gijs and Shaktari will draft a proposal letter

- Christine Whitney-Sanchez will take the proposal to the USA OST Institute. She also has connections with former clients, Northrop Grumman. Their OST was filmed last year and she'll work on obtaining a release for the film. She'll also work on setting up a follow-up interview with the Senior VP (next week).

- Gijs will contact his connection at Lipton – Unilever to see if he can obtain an interview.

- Elwin wants to post our entire session (notes) on the OST list to see who else wants to work on this. He'll say…

    - We think this is important to the promotion of OST in the corp. world
    - What talents can you offer?
    - What contacts and interviews can you offer?

Can the OST Institute help us?

Can we develop a set of standard questions to ask our interviewees?

1. Why did you use OST?
2. What benefit were you seeking?
3. Did you accomplish this goal?

Ainsley – What if the juiciest piece of the interview is outside the standard questions?

Christine – Why not borrow questions from Appreciative Inquiry (go to their website)? As a story question, for example…

> Tell me a story about one of the most exciting things you saw as a result of OST in your organization. (Then ask a series of prompting questions with follow-up questions about specifics.)

Galina – We need to show the results of the OST experience.

WHEN:

- Letter draft – by Aug 30th

WHO: Propose to the OST Institute

WHAT:

1. Use OST list to promote the proposal – Elwin
2. Prepare trial questions – everyone (especially Gijs and Shaktari)
3. Shaktari - Create a draft release form
4. Contact possible interviewees to obtain permission –

a. Gijs – Lipton – Unilever
b. Gijs – Intercontinental Hotels
c. Christine – Northrop Grumman

Shaktari – Our job is to sell the corporate leaders on the idea that this effort is a marketing tool for them to promote their businesses (and themselves) as focused on the leading edge.

Elwin – Let's have our circle edit the examples together before submitting them to OST through Elwin. Let's call ourselves the "Corporate Development List."

- Invite others to join us in this effort
- When replying to each other make sure you hit "Reply All."

Elwin Guild elwinandjoan@yahoo.com
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Shaktari Belew Shaktari@gmail.com
Galina Tsarkova galatsarkova@gmail.com
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Christine Whitney-Sanchez milagro27@cox.net

Tema
Issue / Topic:

Dating and Open Space

La persona que haya identificado el tema de la discusión
Convener: James Sheldon

La / Las persona(s) que toman las notas
Notes-taker: James Sheldon

Los otros participantes
Other members: one other person

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Contact Improv: dance form, shares principles as OS. #1 take care of yourself. Self-organization, what happens in the moment

Dating & Contact Improv: start & end. New people come in, find partners, maybe works / doesn't -> makes community vulnerable from these goings on. Newcomers have to learn it is not all about them, whole community feels the energy

What's valued is long-term monogamous relationship between two people. What society thinks is right and then leads to societal outcasting from those who don't believe in that or do that.

There are other ways of dating and relationship.

All of the OS principles apply to dating:

(1) Whoever comes is the right person – The right person will come to you when the time is right
(2) Whatever happens is the only thing that could have- there is no point to second-guessing yourself in relationships
(3) Whenever it starts is the right time—you can't force someone to be in relationship with you, nor can you dictate when it will begin
(4) When it's over, it's over—sometimes It's time for things to end and for people to move on

The Law of Two Feet – if you're not learning or contributing, you can look elsewhere for those needs to be met

Butterfly-some people sit out on formal relationships but you can learn a lot from interacting with them.

Bumblebee- Some people experiment with a lot of different things with different people, and that's ok. And Be prepared to be surprised! Goes without saying!

Tema
Issue / Topic**:**

Designing a Research Project: Open Space on Basque Conflict with Teenagers

La persona que haya identificado el tema de la discusión
Convener: Lucia Gorbena

La / Las persona(s) que toman las notas
Notes-taker(s): Lucia Gorbena and Veronica Pelicaric

Los otros participantes
Other members: Harriet Whitman Lee, Amaia Agirre, Cristina Merino, Willem Larsen, Ramon Alzate, Tatiana Podushkina, Nataly Marchuk, Sono Hashisaki

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

The topic needs a little bit of contextualizing to start the discussion.

The Basque conflict still goes on for more than 40 years and is very complex and pervasive. There are multiple parties, each one with each own agenda. Parties are: the terrorist group ETA, the political Basque nationalist parties, the political Spanish nationalist parties, civil society and other associations and groups (for instance the ones supporting the victims, etc). There has been a Peace process in the last year and conversations between the Spanish government and ETA went on, but it was not successful.

In this context the Research Project of the topic wants analyze the impact of an OS process with teenagers on Basque conflict regarding their attitudes, their understanding of the conflict, their willingness to solve it and the kind of agreement reached. It also focuses on giving voice to the young people and on letting them define how they see their future.

Someone else in the session suggested to identify the common elements of this investigation that could be applied to other different situation of young people dealing with intractable conflicts or violent situations like gangs.

The elements to evaluate that the group identifies as common to other situations are:

1. Marginalization / mainstream
2. Fear
3. Integration
4. Us vs. Them – We vs. They
5. Assimilation
6. Agenda issues
7. Dominance / Oppression
8. Different points of view

Different items / themes of the research project were considered in the group:

1. The way you do the invitation is important. You might not touch in this process the political parties or other hot points. Trust issue is the key. Word of mouth is the best way to work for the invitation, first of all identifying the youth leaders.

2. The difficulty of the re-entry of the participants after the process in their own groups.

3. When adults and youth work together…be careful! They have different spaces and times, different cultures. The adult must step back to empower the youth. It is also important to think carefully about who is going to facilitate the process: an adult, a young, both together…

4. Another important point is to let the teenagers being in charge of the process (organize it and facilitate it) and after that they could invite some adult that deserve it.

5. You might want to start with a different process to built trust (World Café or other) in each school. Then identify 1 or 2 leaders of each school to organize the OS.

6. Graphic recording is very useful with kids.

7. A fear of the sponsors of this research is to politicize the process. This is due to the political attachment of some young people and the fact that they might came to the OS with an already prepared speech. Some participants in this session underlined that this is not a problem because the process itself will deal with it. In this sense, making good questions is a key.

8. Considering that the research project wants to measure attitudes and agreements before and after the OS, is it really the most appropriate technology? Or, might be a different one (Word Café, Future Search…)? The principles of the OS make the research difficult in some points: collecting data, attendance, trust…

9. For some of us the main concern is attendance and it is base on the experience. One should make the young people own the process as much as possible.

10. Regarding the design of the research there was a very important comment in this session. First of all, define the object and then the population. One should ask "what works with them?" instead of "Does OS work with them?" Instead of the research studying the object there is a partnership between the two parties (researcher and participants) because they are the subject of their own learning. Considering the feedback during the process, one should change the final design.

11. Another important items working with the youth in the process are: time span, being also very flexible, if 1 day works then try with a second day. Is better to start small because they have very busy lives. Making the process relevant and immediate to them is the most important thing you can do because if not you can loose them.

12. Teaching conflict resolution skills to kids between 1 to 17 years old is the dream of one person in the group.

13. What is the best age of the teenagers to work with? It is better to work with 15-16-year-old people because working with younger people can be a risk for the maintenance of the outcomes.

14. One might expect short term and long-term changes. To identify long-term changes and outcomes a follow up process is needed with some of the research participants. Long-term evaluation doubles the effects. This kind of evaluation is a pervasive problem in the academia (not enough money for the research…). In this sense, one person in the session underlined that a more organic and holistic point of view is needed.

15. At the end of the session one participant shared an example with OS experience in Rosario-Argentina with poor kids. The outcome of the process was the donation of dozens of musical instruments for the kids, and volunteers teaching them how to play. Finally the kids offered concerts. Why not do the same with the teenagers of the research project? They could realize public debates after the OS to show their new thoughts and attitudes.

Thank you very much,
The Basque team

Tema
Issue / Topic**:**

Developing Communicatively Competent Citizens

La persona que haya identificado el tema de la discusión
Convener: Paula Joyce

La / Las persona(s) que toman las notas
Notes-taker: Marielle Earwood

Los otros participantes
Other members: Sally Sommer, Nicholas Beecroft, Gerald Muller, Kenn Burrows

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

The discussion focused around the concept that there is a crisis in democracy. It can be addressed by developing communicatively competent citizens.

The group consensus was that schools are the best place to do that. The dilemma is teachers aren't communicatively competent because they don't feel they have a voice and they are too busy to engage in dialogue.

Another dilemma is where to start.

The discussion was there is a leadership crisis and we are waiting for leaders to emerge. The best place to start is with a passionate few. If you are passionate about organizing then the process will come to you. This group of passionate people need to come together and begin to have conversations that matter.

Open Space fits the criteria to create transformation and change and it can be used to frame conversations that matter. We need to listen and learn from resistance. We also need to encourage the resisters to become a part of the conversation because often times that's when the greatest learning occurs.

There was discussion around the fact that government systems disallow a collective voice and we need to find ways to develop that collective voice in the community. And it probably won't be through formal government.

Tema
Issue / Topic**:**

Dinner and Karaoke

La persona que haya identificado el tema de la discusión
Convener:

La / Las persona(s) que toman las notas
Notes-taker: James Sheldon

Los otros participantes
Other members: Various participants

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

We met in the Marina District and went to a restaurant for food. We came in two waves; the first ordered food; the second only ordered drinks.

Then we moved to a second place, a Spanish tapas bar. It was strange - you order a bunch of little dishes and then pass them around the table.

Then we adjourned to a karaoke bar, the Silver Cloud, and watched people sing karaoke and participated ourselves.

The people from the Open Space conference were really amazing - quite skillful.

Around 1:00 am or so we slinked back to our respective rooms and then were tired all day for the final day of the conference.

Tema
Issue / Topic:

Economics Systems Based on Open Space

La persona que haya identificado el tema de la discusión
Convener: Alpha Lo

La / Las persona(s) que toman las notas
Notes-taker: Alpha Lo

Los otros participantes
Other members:

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Economics is about collaboration - how do we get a society to collaborate in producing, sharing resources.

Yochai Benkler and Michel Bauwens have posited a new type of economic system called peer to peer economy or open source economics. Michel Bauwens ranks the types of economic systems according to the primary motivation that drives people in these economic systems. He ranks authoritarian communism as lower because it a system driven by negative extrinsic factors – you fear the government and that is why you do your job. Capitalism is a higher system because it is based on extrinsic positive factors. You work because you can make more money, get more things etc. Open source economics is a higher form of economics because its based on intrinsic positive motivation.

An example of open source economics is the collaboration of people to produce things like Wikipedia and Linux. People do not get paid to write for these projects. People do it because they want to - they do it for intrinsic motivations. There is no money necessary for people to work on these projects. These projects are non-proprietary, e.g. anyone can reproduce Linux without violating any copyrights.

Open Space Technology can provide a methodology that helps with open source economics. It helps with the collaborative process on projects. The development of open source software has some form of OST to help its development. In a project like Linux there are many discussion forums and wikis that allow for conversations. Anyone can call a forum or topic of conversations. All these self-organizing conversations allows for the emergence of Linux.

OST runs on people's passions, it is run on intrinsic positive motivation and thus aligns with open source economics.

Burning Man is a town that gets constructed for a week in the desert. It runs projects with something analogous to OST. People create communal art projects, interactive sculptures, communal, art cars, yoga camps, musical events, dances without any pay. It's all run on individual passions. People say they want to create something and others come and help out.

And at Burning man there is no money or barter. People simply give things to each other, serve each other food for free. It's a form of open source economics.

If you bring convene a town with OST - People can convene circles around projects they want to do, different parts of town get integrated. A town can activate itself and do stuff together without having money - it can run on intrinsic positive motivation.

In an economic system people can get locked into behaviors nobody wants, but because it is not advantageous for an individual to change nothing changes. OST provides the opportunity for many parties to come together and create collective change, so the system can move out of the lock-in state to another state. For instance maybe no one wants to have packaging for food, but it's not advantageous for any store to move to purely bulk food because of loss of profits. Bringing farms, transportation companies, supermarkets, health food stores, customers together in a large OST can bring about a large scale collective aha, where the whole system transitions to another healthier state.

OST is thus a tool for large scale collaboration. And economics is about large scale collaboration. So OST may hold the seeds of a whole new economics that will unfurl into the world in the next few decades.

(There were some people at the WOSonOS that expressed in this topic, but I didn't get anyone else in the circle, and would like to have a conversation on this topic, so please email me Alpha at alplo@yahoo.com if you would like to discuss some of these ideas)

Tema
Issue / Topic:

Executive Leadership and Open Space

La persona que haya identificado el tema de la discusión
Convener: Ann Badillo

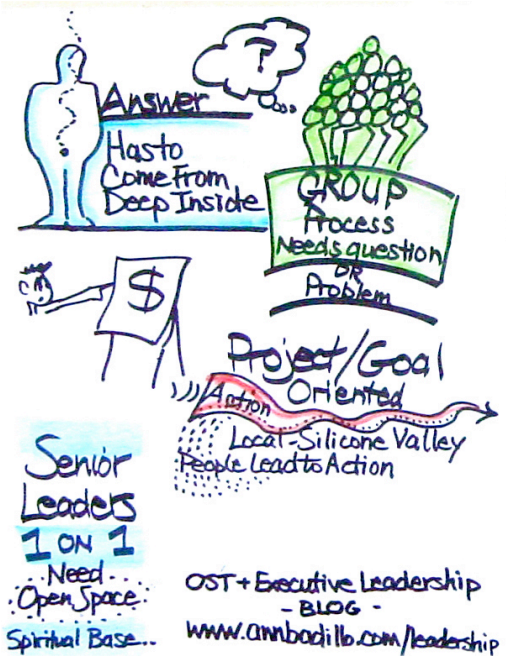
La / Las persona(s) que toman las notas
Notes-taker: Jeanette Madden

Los otros participantes
Other members: Gerry Nugawela, Jessie Tsai, Jay Hung, John Kelly, Gijs van Wezel, Ainsley Nies, Brian Bainbridge, Eva P. Svensson, Norman Pefley, Brendan McKeague, Amaia Aguirre, Stephen List

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Executive Leadership Coaching or Consulting is the smallest form of Open Space.

Executive Coaching Sessions
Help!
Guide Through Inquiry
Grounding
Centering
Holding Space
EXECUTIVE LEADERSHIP & OPEN SPACE
Big 1 on 1 - Investment
Looking for
Finding Clients
Head + Heart
Define Leadership
Begin - Sales + Marketing
Create Safety
Topic - Leadership defines agenda
Confidentiality !!!
Life issues / Isolated


Answer
Has to Come From Deep Inside
GROUP
Process
Needs question OR Problem
$
Project/Goal Oriented
Action
Local - Silicone Valley
People Lead to Action
Senior Leaders
1 ON 1
Need
Open Space
Spiritual Base...
OST + Executive Leadership
- BLOG -
www.annbadillo.com/leadership

Tema
Issue / Topic**:**

[extended butterfly conversation on the grass after lunch]

La persona que haya identificado el tema de la discusión
Convener: the space between us

La / Las persona(s) que toman las notas
Notes-taker: Raffi Aftandelian (you-es-ay)

Los otros participantes
Other members: Heidi Nobantu Saul

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

A *little* bit from a very rich conversation full of extended silences:

How is it possible to go deeper, higher, farther in the space of the WOSonOS? What needs to be different? How can I make that different?

How can I avoid editing, be present, and say what seeks to be said?

The work of Seven Directions Practice (New Mexico). Deep circle work.

What does *Living Peace: the open space of our lives* ([http://livingpeace.ws and tinyurl.com/livingpeace] tell us?

Tema
Issue / Topic**:**

Expedite Co-facilitation around the World / Co-Facilitating in Foreign Lands

La persona que haya identificado el tema de la discusión
Convener: Eden Silva

La / Las persona(s) que toman las notas
Notes-taker: Michael (Pannwitz?)

Los otros participantes
Other members: Michael (Pannwitz?) and others

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

1. Co-facilitation will enhance camaraderie among Open Space practitioners.

2. Having a co-facilitator from foreign lands in the conduct of an Open Space activity will give the right impression that Open Space as a methodology is widely used.

3. Camaraderie arising from co-facilitating will expedite coordination in advocating worthy causes like environmental concerns.

Tema
Issue / Topic:

Facilitating with Kids

La persona que haya identificado el tema de la discusión
Convener: Finn Corrigan-Frost and Chris Corrigan

La / Las persona(s) que toman las notas
Notes-taker: Chris Corrigan, flip-chart transcription by Lisa Heft

Los otros participantes
Other members: Viv McWaters, Christine Whitney-Sanchez, Deborah Frangquist, Sono Hashisaki, Becky Peterson, James Sheldon, Phelim McDermott, Franklin Quijano

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

I sat with my seven year old Finn today in a session on Facilitating Open Space as a Kid. For him I think it was an experiment in what it is like to post a session and see who will come and find out how the whole thing goes. There was a small group of us talking about a number of issues having to do with working with children both in Open Space and facilitating Open Space, and a few insights came to light.

First, when working with kids, it's important to know that the principles of Open Space will always be pushed to the max, and probably beyond what most adults are comfortable with. We had a story of a gathering that my kids were a part of that was hosted by adults, but in which the outcomes were predetermined and "the best face" was put on the event. Working with kids means whatever happens in the only thing that could have happened and that might also mean that nothing of significance happens. Being okay with this, especially if resources have been sunk into something, can be hard for adults tied to outcomes. Working with kids will always teach you something about your practice.

We heard some good points about the kinds of ways adults need to show up with kids in Open Space, notably around the issue of time rhythms and silence. Kids operate on a different time engine than adults, sometimes speeding ahead, other times slowing down. Often kids won't speak until they know they are safe and they will silently canvas a circle of their peers to see who might talk first. This can seem interminable to adults who are expecting answers and yet this relational field is very important to kids.

We talked too about making sure that spaces are meaningful for kids. If we are doing work that involves kids voices, we need to make sure that these voices will have impact and that we may be prepared to be changed by the experience. Adults can be advocates to kids - even in child-based organizations - to make sure that children's wisdom is heard.

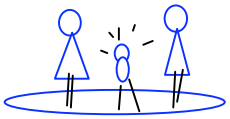
Finally we talked a little about a real world issue going on in our home community of Bowen Island, where some trees are being taken out of a playground to build an all

weather playing field, something Finn is pretty interested in. The need for children to have spaces in which unfettered social self-organization can occur is critical. While there are many forested areas on our island, there are very few in which all the island kids can meet and in which they co-create self-organized worlds. In this sense kids already know how to live and be in Open Space. Helping them to actually run meetings like this might benefit from drawing on these experiences.

My son really co-convened this session with me and at times he was lost for words. I think for him, there was a little experiment going on: what is it like to call a session? Who will come? How does the power work in this process? He learned a few things about this, including the fact that if you call it, people will come. He also learned about checking in and checking out and knowing that that is okay, but it reminded me that for a wide open learner it may be true that working in Open Space is equally about learning about the content and playing with the process. Fascinating all round.

KIDS RUN ON
A DIFFERENT
TIME THAN ADULTS
"Open Time"

ALLIES : Buddies.



Making voices meaningful.
Being sensitive to dynamics of time and voice

Willingness to be with whatever happens

(Kids deeply challenge the Principles)

SHARED SOCIAL

SPACES FOR SELF-ORG

ARE ESSENTIAL FOR
CHILDHOOD

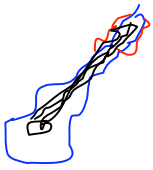
GENUINELY OPENING A
SPACE IN A
SYSTEM

Advocates <u>FOR</u> kids
without overpowering
the voice and wisdom

Willingness to be changed

FACILITATING OST
AS A KID HAPPENS IN THE TREES

- Working with kids as facilitators
- Intergenerational gatherings
- Kids working in orgs & communities
- What is "like" Open Space?
- Open Space for kids wisdom and knowing
- How do kids show up?
- The Law of Two Feet and trust
- Being in the not knowing



<u>Christine</u>
Developing materials
for kids who are
beginning reading
-visual-

Viv -
What would you
need as a kid to
facilitate Open Space?

- Adults to trust kids
voices and open spaces
for those voices
to be effective

Tema
Issue / Topic:

Festival as Open Space

La persona que haya identificado el tema de la discusión
Convener: Sono Hashisaki (channeling Anne Stadler)

La / Las persona(s) que toman las notas
Notes-taker: Sono Hashisaki

Los otros participantes
Other members: Amaia Agirre, Willem Larsen, Ann Feehan, Melissa Norman, Kenn Burrows, Michael Dobbie, Reuben Sanchez, Phelim McDermott, Caitlin Frost, Kelly Feder, Eden Silva, Viv McWaters, Claudia Miller

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Interested in how Festivals are Open Space, what are the qualities and characteristics of festivals?

Now in San Francisco (and other places), festivals have become just marketplaces, a place to do business.

How do festivals honor space and place? Markets don't make festivals.

A festival is a gratitude, it welcomes and celebrates seasons, animals, something that is of a place.

There is a Gaming and Interactive media fest in the UK. The group that is hosting this is in their 3rd year and are trying to be self-organizing and an umbrella organization to assist other groups to develop festivals using open space. They want to build relations with other festivals to make more diverse festivals.

There is a more basic intention for festival - it is a communal celebration of joy and supports a basic human characteristic.

Working on festival is a long process and are a supporting aspect of community. It is all about connections and the shared celebration of the commons.

Like Open Space, you set a theme and you don't know exactly what will happen, you just show up for the 'experience'.

Real festivals are about what is fertile and creative. The Edinburgh Fringe Festival started that way. The danger of success is that it always attracts corporate and commercial interest which can have the effect of closing space.

How do you protect the core identity and spirit of a festival? There is a tension between the mainstream and the 'Fringe'.

Festivals have to be about community identity. The Oregon Country Fair is full of locals and held by locals. This preserves its identity.

It is important to know the Intention of the festival. Who is it for? Is it better with no money or sponsors?

For Pueblo Indian festivals, it is a year long process with many steps. Each year different families step up to be host houses that prepare food for everyone. They receive support and donations from other families in the community to do this. Others fast, make pilgrimages, and make special preparations that are specific responsibilities carried by community groups. The celebration is held by many over the course of the year, some of the events are open to the larger public and the locals welcome outsiders and share information about what is happening. In the invitation to outsiders information is provided about how to dress in order that they can also take part in supporting the ceremonies.

The Gaming festival in the UK has a dilemma whether to take on a sponsor. Money is an issue this year and is fracturing the group. There is a need to keep clarity around money. Be clear with sponsors and don't rely on it. Develop a statement of trust and be transparent about the budget. Know when money is appropriate and be conscious about how we engage with larger systems.

Reserve part of festivals for locals. With private sponsors, ask how you can have a relationship with them, how they want to participate and be part of the community.

Festivals are an invitation to ceremony, celebration and choice. They have an equalizing aspect that invites people to step out of their roles or to step into new roles.

The 'rules' of OS provide people with social skills. Contemporary festivals often lack these social skills.

Festivals provide a space for Joy, possibility and hope. They are an antidote to the corporate selling of joy.

They are self-organizing. We can notice and acknowledge 'we did it ourselves'. We break bread together, share locally produced joy. 'Buy joy locally'
This brings us back to our essential good nature.

Notice where spirit goes... we take some of it with us.

Music, dance and theater all contribute depending on how they are held.

Cebu, an island in the Pacific, has the biggest festival in the Philippines. It is about 30 years old.

Festival can be small and organic, like a coffeehouse.

Festival celebrates presence. It is a party that is open - no one makes a decision, but something starts to happen. One characteristic is the potential to go deeper (deeply with love). Must have joy to go deep. It can be as simple as holding the space for joy for people to go deep.

Contemporary festivals often suffer like organizations from the 'tyranny of output'.

In this time we are evolving to people being called to just gather.

Festival is a practical issue. How do I celebrate the land and the people living on the land.

Festival honors place and each other. There is decorum in how we act and this invites people to hold space. The Day of the Dead is a celebration where kids and families all go to the cemetery to celebrate the dead and be together in a specific place.

Festivals reclaim public space that we all own. Festivals are connection - with each other, the past, present and the future.

OS honors place by paying attention to where it takes place. Passing out the principles and one Law of OS at festivals might help. (Post them everywhere?)

Part of festival is ritual and magic. It is re-storification.
Google "Sultan's Elephant" an event that was three years in preparation, lasted a week and was not advertised, and which everyone who experienced it couldn't stop talking about it.

With true festival, you feel the magic.
Festival creates moments with people around to share it with. It is better because there are people to share with. It is a communal cosmic orgasm.

Tema
Issue / Topic:

Freedom and Open Space

La persona que haya identificado el tema de la discusión
Convener: the convener was missing but another Ann got us started

La / Las persona(s) que toman las notas
Notes-takers: Ulrika Eklund, Ainsley Nies, Fabulous James

Los otros participantes
Other members: James Sheldon, Ulrika Eklund, Shufang Tsai, Ainsley Nies, Nataly Marchuk, Tatiana Podushkina

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

What happens when the convener does not show up?
We had the passion so we took the responsibility for the issue = freedom
Lesson learnt!

Freedom in Open Space

- As a convener you do not have to know everything, do not have to have the answer. You could ask for help or just get feedback on an idea.
- As a convener not being responsible for the outcome is a freedom.
- As a participant you have the freedom to be where you are learning or contributing.

Within the OS community you feel free – can life be organized so every one could feel free?

What is the freedom in OS? Follow your own energy.
Open Space cant guarantee anything but a space for self-directed team. Groups have freedom even if individuals don't.

The open environment to speak freely helps people unattach from fixed thoughts.

Freedom in Open Space for all is it possible?
We are all carrying luggage with hierarchy for example women / men, differences between ethnicities and cultures, fears, retributions for speaking open minded. How could you work with this? Should you?

Is it possible to create a safe environment? Do believe a self organized group will be safe for them?

Everyone needs to be able to speak their truth without fear of repercussions.

We discussed about safety and then compared it with another method with aim to learn from your experience, retrospectives. Real learning is working just when people are able to speak

their truth. More about this method you could read in for example the book *Agile* retrospectives by Esther Derby and Diana Larsen or *Project retrospectives: a handbook for team reviews* by Norm Kerth.

You could test for safety by asking people to anonymously rate how safe they feel on a scale of one to ten. And openly discuss the result. What the caucus might be and what could help to change the situation.

Remember that your freedom may not be convenient for me!

"Regardless of what we discover, we understand and truly believe that everyone did their best job they could, given what they knew at the time, their skills and abilities, the resources available, and the situation at hand."
Norm Kerth

Tema
Issue / Topic:

Freedom from Fitness Fascism! Opening Space around Health, Eating and Exercise???

La persona que haya identificado el tema de la discusión
Convener: Matilda Leyser

La / Las persona(s) que toman las notas
Notes-taker: Matilda Leyser

Los otros participantes
Other members: Leslie Zucker, Justin Sampson, Willem Larsen

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Why I called this session: I find the messages that we are bombarded with around health, fitness, and food close down space for me and others in the world. They are full of 'shoulds' and they are especially dangerous because they loudly claim that they are 'good' for you, and that they must be followed or you will be unwell. However to me it feels like being given a life sentence.

Our discussion went like this:

Dreaming about freeing myself from HAVING to move….following myself

Having the freedom to lie down

The messages that are given out around health, fitness and food are unhelpful and do not support 'health'.

Is an education around health necessary for people and if so what might that be?

Lesley talked about her sense of injustice with the health system in this country around people who are obese who may become diabetic who are then subsidized via taxes, paid by people who can 'be bothered' to be 'healthy', and not over weight etc.
I (Matilda) challenged the idea that these people are choosing their situation or content with it.

What would be another way to approach this? – how could I open space around this issue?

If I were to hold an Open Space for people who self-identify as 'unhealthy' then who would come? What shapes? what sizes? what races? what classes? Is 'unhealthy' in itself a white middle class label?

Lesley admitted her prejudice towards ‘obese’ and ‘over weight’ people.
I talked about my personal experiences with anorexia and my realization that obesity and anorexia are actually one and the same thing.
Lesley admitted that she would have more empathy with an anorexic person than an obese person because she would perceive one as in control, making an effort, and the other as out of control.

I spoke about how anorexia is OUT OF CONTROL! When I was anorexic I did NOT want to be – I was told to eat more and I desperately wished that I could. My starvation was out of control. It was not a choice. It is a huge myth that anorexia is somehow about control and obesity is about loss of control – they are both a loss of control. Neither are a choice.
This understanding is another huge kind of education that needs to happen in the world.

Justine arrived and told me about Gilbert Chesterton writing an essay on ‘Lying in Bed’!

Willem also arrived and began to talk about ‘Nature Awareness’. He noticed that people when they walked through a forest to track would stumble, struggle with the terrain and he realized that people needed a physical training to prepare for the forest. They needed a movement training in order to be able to observe the wildlife effectively.

I talked about how ‘fit’ is a strange term: fit for what?
If you need to fit into a box then go to the gym, but if you need to fit into the forest then…..

Willem described animal tracking – teaching people to mirror the ways animals walk: 4 gaits of animals – galloping, pacing, bounding, diagonal…

Wild foods. We go out in order to find food – life is active. Idea of separate ‘exercise’ is somewhat meaningless and absurd!

What does ‘natural’ mean anyway? When a food stuff is sold to you by saying on the label: “100% Natural” - it would be more accurate to say “100% Cultural”. ‘Natural’ is a cultural term. Many of these terms are used and abused – the word ‘detox’ has become toxic!

How do we see the city as ‘natural’? – deconstruct this unhelpful polarity of ‘the city and the country’…

How do we move through the environment of the city, like the environment of the forest? They are both natural. Thinking about Par Cours – the free-runners. How to move through the urban landscape, as a landscape. Even if you don’t leap across buildings like the free-runners you can take their mentality into your life. The animals in a city think of it as an environment – how does a pigeon, a squirrel, a fox experience the urban environment? Batman is a fantasy about someone relating to the city as a bat, becoming partners with it.

It reminds me of my childhood games of climbing across the rooms in my house without touching the ground, or the landscape of the garden – the pathways I used to create for myself. It became a wonderful puzzle – how to move through the world. I never thought about ‘fitness’, only how I could fit into the world around me – the corners I could make my secret hide away – on roof tops and up trees.

It reminds me too of my recent history - of moving through London on my bike – it makes me feel like London is a wilderness I have to make my way across – I feel empowered by it. How do we move efficiently / effectively through the landscapes we live in? How do we ‘fit’ in?

We never stop moving as long as we are alive so we can take the labels out of life, as the label of ‘exercise’ becomes no longer relevant.

I was tremendously excited by this conversation as it took a totally different turn to what I expected. I was surprised! Hooray! Opening space around the issue meant expanding how big the picture is, and seeing it from a completely different angle.

Tema
Issue / Topic**:**

Freedom from Fitness Fascism! Ideas for How to Open Space around Health, Eating and Exercise - Action Group

La persona que haya identificado el tema de la discusión
Convener: Matilda Leyser

La / Las persona(s) que toman las notas
Notes-taker: Matilda Leyser

Los otros participantes
Other members: Tatiana Podushkina, Anna Devochkina, Kelly Feder, Gary Bellasalmo, Eden Silva, Al Green

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

We are taught to be 'fit' - to 'fit in' not 'bust out'!

Al talked about his work in parks and being connected to a larger identity in life, linked to a larger landscape. The non-divided self.

'Fitness talk' divides us all up. Splits us off from ourselves, each other and the environment.

Words like 'detox' have themselves become toxic. There is a kind of 'food racism' in action! There is a slogan out that says: "You are what you eat"

A more accurate one would be "What you are, eats you" – for example the identities we carry round of needing to be a certain body shape / follow a particular regime eat us up.

We are sown seeds of self-doubt everywhere we go. Health / fitness regimes are all about imposing on to you 'what's good for you'. They imply that until you follow these rules you should feel bad. This is so called 'Health Education'.

It is a police state. The system is what is sick, not us.

So called 'good diets' and exercise etc. can be an addiction as damaging as any other but it all passes unnoticed under the name of 'health'.

Health is not a static state. Follow yourself, like in Open Space.

"True health is the ability to live out your unavowed dreams" Moshe Feldenkrais

What will help things change?
We can start just by telling our own stories….
Telling a story is a powerful way to shift a cultural paradigm.
So we may start a blog for these stories…….

Tema
Issue / Topic**:**

Future Mapping and Open Space

La persona que haya identificado el tema de la discusión
Convener: John Kelly

La / Las persona(s) que toman las notas
Notes-taker: John Kelly

Los otros participantes
Other members: Kaliya Hamlin, Harriet Lee, Gary Bellasalmo, Paula Joyce, Gijs van Wezel, Anastasia Nicole

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

This session focused on the relationship between Future Mapping, a form of scenario planning, and Open Space.

Both methods attempt to unleash the creative power of voluntary groups focusing on particular questions. Future Mapping advocates the use of structure and preparation to support a group that may share a general intent but differs sharply in their understanding of background knowledge to support that intent.

Future Mapping facilitators spend considerable time before a meeting developing partial stories from the future, written as if they had already happened but with an assigned date sometime in the next five to ten years. Participants in the future mapping session are invited to vote on whether or not they believe these events will happen and on which version of the possible futures might be associated with each event.

This process provides a non-judgmental way of level setting, allowing participants to say what they believe about the future in ways which, since it is in the future, can not be logically prejudged as right or wrong. Many groups have found that voting on future possibilities expands their sense of those possibilities and creates a common language for talking about the shared future.

Among groups who have a clear vision of their shared goal, Open Space could be the preferred method.

Among groups that do not yet realize they are interdependent, have very different backgrounds, and are not used to acknowledging each other as sources of continuous learning, Future Mapping can help them make progress towards the discovery of shared goals and the means of attaining them.

Open Space and Future Mapping can both have important roles in an organization. Open Space may identify issues and questions that can be probed more deeply using Future Mapping.

Tema
Issue / Topic**:**

Future WOSonOS 2009

La persona que haya identificado el tema de la discusión
Convener: Jessie Hsiao

La / Las persona(s) que toman las notas
Notes-taker: Jessie Hsiao

Los otros participantes
Other members: Elizabeth Tsai, Jay Hung, Gail West, Shufang Tsai, Franklin Quijano, Eden Silva

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

=> Have plenty of water (including hot water) available

=> Personal referral (for example, Gail introduced Open Space to Franklin from the Philippines - He saw her do this in Japan)

=> Friends introduction

=> Word of mouth

OS tries to tap energy with the culture

Useful in Asia because it brings out the energy of people (who usually wait for the leader to instruct)

Listen to all points of view (OS)

Hope to influence people to appreciate OS

For Asians to release themselves from the mental models

For example - This is the state of OS
(a point of departure for the WOSonOS)
Open Up - not exactly a keynote speaker, but something like that...

How can we improve as an organization?

Now we are just approaching it from OS point of view

Some new things

Some branding of Taiwan's WOSonOS (packaging it into a whole Taiwan experience)

Advantage of Taiwan:

Reasonable priced computers, electronics, products for participants to develop future business opportunities

Trade show schedules in Taiwan at that time included

Exotic things in Taiwan (something rare and wonderful as only Taiwan has)

"Come to Taiwan - free accommodation" - you just need to pay the airfare

For example: Stay with local families; more interactions with the locals

The sharing of Japanese summit - stay with locals

Home stay

You make it very comfortable to go there

1/2 day tour of the place - included in the package

Can have OS with people in tourism and government to come out with ways to be Taiwan's diplomats

Interpreters in the process

Master list from past WOSonOS =>
Invitation to them => "Your presence can make a difference in Asia"

Use of technology => impress people with that in WOSonOS

"Taiwan is a land full of affordable products and electronic gadgets"

Some software that factors in OS (say for note-taking)

(Like OS for strategic planning, action planning...)

Tema
Issue / Topic**:**

Higher and Deeper: Context for Open Space

La persona que haya identificado el tema de la discusión
Convener: Larry Peterson

La / Las persona(s) que toman las notas
Notes-taker: Larry Peterson

Los otros participantes
Other members: Veronica Pelicaric, Gerard Muller, David Barnes, Sally Sommer, Jay Hung, Gary Bellasalmo, Raffi Aftandelian, Leslie Zucker, Christine Whitney-Sanchez, Shufang Tsai, Brian Bainbridge

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

A wonderful conversation exploring the depth of our spaces: personally and collectively. And the height and width of our awareness and performance. We recognized that the context (global warming and climate change) will bring organizations, clients, sponsors to face themes with profound consequences.

Context and theme are crucial for profound, deeper events. What people really care about. Immediacy of response, etc.

Are we making a difference? Maybe. As we move along our journeys in facilitating Open Space our ability to be present (and invisible) increases and our ability to help shape themes.

In Europe, at least Denmark, the Open Space process has "jumped the shark": more and more people come with a positive experience or see it as a possible route. Something similar is happening in North America. There is recognition of the need for communities, passion, relationships, engagement to get and keep employees.

Deeper may mean more sustainable – core teams, ongoing connections for some

People learning to self-organize, do real-time course corrections.

Recognition that a different king of leadership is now required

As for facilitators: our life crises and state of mind affect our ability to be present.

Tema
Issue / Topic**:**

Honoring the Law of Two Feet in the Big Circle

La persona que haya identificado el tema de la discusión
Convener: Justin Sampson

La / Las persona(s) que toman las notas
Notes-taker: Ann Feehan

Los otros participantes
Other members: Jeff Aitken

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

1. While we use the Law of Two Feet in sessions, when the whole group is convened, it doesn't happen as often

2. While the facilitator can remind participants that The Law of Two Feet is still in effect….

3. Is the impulse behind that to care take? Can housekeeping motivated on anticipating others' needs imply an operating idea that the group can't self organize?

4. How do we acknowledge the wisdom in each of us? And have the space for the wisdom to come forward?

5. If we act based on our needs, our wishes to instead of the 'facilitator muscle' that might mean less of 'less engaging' housekeeping

6. The invitation to take things deeper in the news session is always possible

7. When we model the Law of Two Feet or take risk to be more honest, you are 'positively' affecting the process

8. Any step that allows the system to take the next step is an act of leadership – Dean Elias St Mary's College

9. It is an act of leadership to break the frame – Dean Elias St. Mary's College

Tema
Issue / Topic**:**

How Can Competing Corporate Training Companies Collaborate Effectively?

La persona que haya identificado el tema de la discusión
Convener: Olga Zolotareva (Moscow-based facilitator who requested that Raffi Aftandelian host this session) a self-hosted session

La / Las persona(s) que toman las notas
Notes-taker: Raffi Aftandelian

Los otros participantes
Other members: Stephan List, Galina Tsarkova

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Stephan: There is a book on this topic that addresses this directly and practically. Olga can get in touch with me about this (butterfly session).

Tema
Issue / Topic:

How Can We Mobilize the OS Community in a Climate Change Initiative?

La persona que haya identificado el tema de la discusión
Convener: Becky Peterson, Michael Wood, Erica Peng

La / Las persona(s) que toman las notas
Notes-taker: Becky Peterson, Erica Peng

Los otros participantes
Other members: Nettie Pardue, Doug Germann, Tom Atlee, Peggy Holman, Susan Welch, Gerard Muller, Larry Peterson, Ann Badillo, Anastasia Nicole, Eden Silva, Willem Larsen, Christine Whitney Sanchez, Franklin Quijano

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
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Recommendation from earlier conversation is to host conversations on social and economic opportunities in a low carbon economy in OS. The advantages of this topic are that it requires cross field / sector engagement. The theme also moves us away from despair.

The previous group envisioned multiple events in a similar time period, around the world creating synergy for one another.

What role can we as a group play in encouraging this to happen?

How do we engage OS facilitators around the world?

- Multiple events around the world in a close time frame
- An invitation on OS website for participation
- Formation of stewarding group to encourage on going engagement
- OS offers a way to engage groups that are not talking to one another
    - Environment
    - Social Justice
    - Economic

Practical Next Steps:

1. Draft invitation to post on OS List for practitioners interested in this effort (Michael W. to initiate conversation)
2. Where to Post?
    a. OS List, Wiki
    b. Blog

NOTE: How do you create on line tools that support the energy of the people and the project and don't require you too much time or energy to read?

How to ride the wave of the other self-organizing systems that are already engaged?

Possible name for web presence or the name of the project is CLIMATE SPACE.

World Climate Summit in Denmark - Next year creates possible opportunity - Talk to Gerard Muller for more info.

A group was formed that will draft the invitation letter to the OS community to become involved and request volunteers to be the ongoing steward of the initiative. The invitation will come out by the end of August.

Possible roles of the Steward Group to be later formed might include:

- Organize efforts to support local initiatives
- Set up a web presence for communication
- Look for sponsors and foster on-going effort
- Develop a generic letter to environmental groups to explain the power of OS

We acknowledge that many groups are already doing work in this field including the following that were shared in this discussion:

- Windingstaircase.com.au where strategic intent is to support leadership and sustainability
- Stanford-Woods Institute hosts academic conferences
- Wecansolveit.org - Menlo Park
- California for the Institute for Energy and Environment
- One.org
- Wiserearth (dot org??)
- Rewild.info

Tema
Issue / Topic**:**

How to Answer When Sponsor Asks What Facilitator is Doing?

La persona que haya identificado el tema de la discusión
Convener: Galina Tsarkova

La / Las persona(s) que toman las notas
Notes-taker: Justin Sampson

Los otros participantes
Other members: Eden Silva, Pavel Tsarkov, Gary Bellasalmo, Jessie Hsiao, Stephen List, Elwin Guild

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
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[Eden] Assuming that you've explained OS to sponsor, then we presume they have an inkling of what's happening during - so it's important to take time ahead of time.

[Jessie] When I first started doing OS, person who invited me had general idea of OS, but not a sense of when it is suitable, what's involved in invitation - she realized she wasn't ready yet.

[Galina] Sometimes sponsor understands OS, but is worried about opinion of others higher in organization. We control only one stage of "selling" process - how can we help sponsor communicate to participants and others?

[Stephen] I'm always engaged in OD processes - give 2-3 options (OS, World Cafe, …), talk together and choose appropriate approach; I resist temptation to "sell" a particular approach. I've never had a customer come to me *asking* for OS in particular. The point of OS is to involve people, and involving them in choosing the approach avoids questions during…

[Jessie] With one client, on phone he didn't seem to understand OS, so I went in person to interview him and ask whether he's really willing to hear the feedback that would be coming to him during event. He then wanted to use a different process.

[Galina (to Stephen)] Maybe in Germany they understand the different approaches available, but in Russia we have a very short time to transform the culture.

[Stephen] It's the same in Germany—everyone wants things done fast.

[Elwin] It's very important to have a meeting with the person writing the check *and* people important to him in the organization - sit in a circle, no table… I need to know not what you *do* but what you *want* - after 2½ days, what do you want outcome to be? I turned to one

person, he said his boss should answer first instead; the boss answered at some length. Others then mostly said the same things the boss said, adding little bits within the limits of what the boss said. Then I turned to each person in the circle and summarized each person's "desires" and then asked "Is there anything I did not understand?" and since I'm so good, they always open up and tell me more. Then I turn to the boss and say, "Now I understand what you expect. And I must tell you that that's not what you'll get! It will be totally unexpected - and so much *better* than what you expect. And if it's not, you don't pay me." He asked, "Has anyone ever not paid you?" "Nope."

[Galina] Is it important to fix everyone's expectations? To make them clear? Then we can compare at end - how expectations *developed / widened*.

[Elwin] Biggest weakness marketing OS is that so many people believe that OS doesn't produce a *real outcome* (e.g. "real money" in business context). Harrison gave me a good answer a few years ago: "When you close an OS (and I only do the classic 2½ day OS) in that last ½ day it's not a *closing*, it's an *opening* a 2nd time. As facilitator, you say - "You see everything on the walls and in the proceedings - go to the center of the circle again and write down one of the topics (or a new one) that you can *commit* to action on. Then have sessions for *action planning* to *implement* what we talked about." And *that* is a "product". How many times have you seen people say this was wonderful, life changing, many times with tears… But isn't it even better to have action plans to show for it?

[Galina] What about analysis? What if they ask what can be done with proceedings to analyze value of OS?

[Elwin] With the proceedings we can review what happened, and what didn't, and phone up the people involved to find out more about the sessions. In early OS we did priority voting etc. - all B.S.! - Harrison will tell you now it's all B.S.

[Galina] What about *convergence*?

[Elwin] That's the whole last day… I've never done an OS (as a facilitator) without crying at the end, because it shows the power, the energy we produce when we're *free*. I'm always the last one to speak in the closing. I become like a child.

[Galina] I also feel deep feelings in OS. And feel like a better person, and to understand situation better.

[Gary] More centered.

[Galina] And I feel younger.

[Elwin] Passion has no age. It's just energy. When you're in that role, you're energized, ageless. I've done OS in every Soviet Republic - when you say that there are psychological issues working against OS in Russia - B.S.! It works perfectly. I've done OS in Africa, Asia - it works perfectly everywhere, and everywhere people say "Be careful! Our culture is different, it won't work here." You cannot give them a *product*. You can only give them trust that you understand what they want and that they'll get something different & better.

[Galina] I have a telecommunications client with branches in many locations… They asked for "teambuilding" *within* the OS, but I don't see how to connect them.

[Elwin] Well, I don't really like buzzwords like "teambuilding", but… Tell him it's *all* teambuilding, just with no structure. … Ask the sponsor, are you planning to attend? Then ask, are you planning to *participate*? Good advice to sponsor: You *should* participate, but *without talking*. Best advice to sponsor: Do attend the opening, and *especially* attend the closing, because *that's* when you'll see what the real value of the OS was.

Tema
Issue / Topic**:**

How to Foster Self Organization of Outreach Volunteers within Nonprofit Organizations that Have a Large Membership of Self-Proclaimed Socially Challenged People

La persona que haya identificado el tema de la discusión
Convener: Bo Smith

La / Las persona(s) que toman las notas
Notes-taker: Bo Smith

Los otros participantes
Other members: Harriet Whitman Lee, Claudia Miller, Jessica Keiser, Mia Andler, Susan Kerr

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Bo indicated that he does outreach work on behalf of The Morris Center for healing from child abuse. They are the creators of The Adult Survivors of Child Abuse Program (ASCA). The topic was inspired due to the current challenges of creating a robust volunteer program within the organization. The desire is to have volunteers from the ASCA self-help support groups self organize outreach activities thereby inspiring the creation of more ASCA self-help support groups and addressing the issues around adults that have experienced abuse as children.

One suggestion was to change the name from adult survivors of child abuse due to the stigma attached to the word survivors. As they are and not the adult survivors of child abuse. They are human beings that have experienced child abuse. In other words that is not who they are, they are *people* who have experienced abuse as children and are now dealing with the effects of that abuse as adults. The primary effect in Bo's opinion is simply a lack of trust in other human beings.

We are all socially challenged whether or not we have been labeled by society or not.

How do we inspire others to be real.

Why are we afraid to be real.

How do we inspire vulnerability.

We can inspire vulnerability by personally being vulnerable, to personally stop hiding our true selves.

We can create safe spaces by being safe spaces for people to be themselves.

Saying I *am* anything more than a human being labels ourselves and separates us from others.

We all have masks, some of us are better at keeping them on all the time.

Many, if not most of our society operate in overwhelm mode.

Interview leaders that deal with the membership of the organization. Such as psychotherapists, pastors, social workers, other self-help group organizational leaders. Invite them to the open space.

Possible themes for Open Space events to inspire outreach to other human beings:

How to share who we really are with one another.
We are all social misfits, what do we do now!
How are we all connected?
How to have the courage to be our true selves in social situations?
What key to someone's locked heart do you hold?

Supplying Non-Violent Communication training to the membership could inspire people to be more authentic, be less afraid to communicate fearlessly, and inspire outreach activities.

Tema
Issue / Topic**:**

How to Transform a Town Using Open Space Technology

La persona que haya identificado el tema de la discusión
Convener: Patrick Troup

La / Las persona(s) que toman las notas
Notes-taker: Patrick Troup

Los otros participantes
Other members: Alpha Lo, Kenoli Oleari and others

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

The idea of transforming a town has been one that has become more prevalent and furious in the recent years. We looked at various ways we can transform already existing towns and communities, via ways what the community wants to see.

An important note on the transformational process of a community was who would sponsor a project such as this. A man who attended an Open Space forum in Scandinavia said that they found that the best sponsor for a project such as this is the schools as everyone shares common ground with the schools. A woman remarked that many people, especially in upper-class communities are quite dis-attached from the schools in their communities. Another man thought that the best way to sponsor a project like this would be to have as diverse as possible, group of community members sponsor it.

One process we came up with the carry out the transformation of a town would be to have a town-side visioning for how we would like our transformed town to be. We thought that forming a vision of the town transformed, would allow us to find common in the future we wished to see. We would also assess the assets of the town including the existing resources, projects and organizations already existing. This would allow us to localize our town and best aid all existing aspects of the town that we felt drawn to. We would then break this town-wide vision and assets assessment down into more specific categories, and then vision and assess the assets to further extent. We could then form action groups according to who was interested in that specific field. We could then re-convene these groups together so they could integrate and cross pollinate, furthering both the community wide vibe, while empowering their sub-category which feeds into the large model. This is a method that has been carried out by the transition towns and the West Marin Relocalization network.

We found that empowering individuals to be a reflection of the future they wish to see is also very important. When we become aware of all the issues in the World, and how they connect with one another, and affect one another, we can then better as individuals, communities, regions, and a World be a reflection of the future we want to see; one that has transformed

these issues which may be of negative impact, into ones that bring benefit and prosperity when transformed, as fertile ground has been created for this benefit.

One question a lady had, which many people were interested in was, how do we involve people. And more specifically how do we involve people who do not normally involve themselves in these processes of change. It was brought up, that this group of people is actually the majority of people in society, and getting them involved can be extremely beneficial for all. Ideas were to conduct surveys, hold community events that engage both entertainment (which most people come to) with awareness and action. Furthermore, making the processes of awareness and actions fun and interesting. For why should the resolving of the issues and problems at hand, and the creation of our future be boring, or be things people shun away. The processes for resolving these issues should be fun, creative, positive and involving and enjoyable for everyone.

All in all, we found great benefit in using the Open Space process as we were able to convene many ideas, philosophies and technologies to carry out this and these projects. We look forward to hearing from others. We thank all who helped with this group, the entire Open Space process, and the space holders of this wonderful, inspiring event.

We felt this process helped the process of transforming a town using Open Space Technology, and would like to implement these processes into our community so we may involve all the people and groups of our town into these processes to achieve what comes about: beauty.

Tema
Issue / Topic**:**

How to Write a Book Collaboratively

La persona que haya identificado el tema de la discusión
Convener: Alpha Lo

La / Las persona(s) que toman las notas
Notes-taker: Alpha Lo

Los otros participantes
Other members: Sarah Hargrave

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

There is a linear way to divide up the process of collaboratively writing book, so for instance one person does one chapter and another person does another chapter.

There are more organic ways of dividing the process. OST provides one methodology. You can have people call circles for different topics which they then write up. You can call circles which synthesize different chapters. You can call circles to edit. You can call circles to look at the bigger theme. You can call circles that change the course the book is going. These circles intersect, and a book begins to emerge.

Collaborative writing occurs on many levels. To illustrate, let us look at a poem. If one person writes a stanza and another writes another, there is a certain disjointedness to the whole poem. In an OST collaborative writing process you can call a group to look at a certain theme that runs through the poem and try to harmonize the different stanzas. Another circle may concurrently be attempt to create stylistic harmony in another way. Another circle may be working with the content to explore it. So different circles may come up with different poems.

In open source software terminology this would be called ‘forking’ the poem. This is the divergent part of the collaborative writing process. You can also call circles that then try to select or integrate different versions of the poem. This is the convergent part of the collaborative writing process. At the end you may end up with one poem that everyone agrees is the best version. There is also the possibility that you end up with another poem that is quite different, that’s probably okay too, to have say 2 poems at the end of the collaborative writing process.

What OST provides is a way for different processes that have to happen in a writing project to happen, it creates a messiness - strategy, editing, content, discussion, writing are all happening at once. Out of this messiness a piece of writing can emerge.

Tema
Issue / Topic**:**

If You Had a Magic Stick

La persona que haya identificado el tema de la discusión
Convener: Gerard Muller

La / Las persona(s) que toman las notas
Notes-takers: Claudia Miller, Bo Smith

Los otros participantes
Other members: Michelle Howard

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Open Space can be the magic stick to transform our planet. Open Space for social networking and no goals. But you can still look at emerging patterns, follow up with the most passionate participants.

It seems we are at the edge of an important shift. That means there is an increasing amount of energy which will become available – and can have enormous impact to the good if channeled well.

At the same time there is an ever growing variety of technology which emerges that allows us all to connect, exchange knowledge, create new insights and possibilities.

Thirdly there is not only a variety of interactive methods available for face-to-face meetings, but also as a community we are in a different place from only five years ago, as the interest in organization and systems to utilize (methods like) Open Space has clearly become much more widespread.

How do we most effectively converge the three trends? While the technological possibilities create all kinds of new – and easier – opportunities, it seems fair to say that it is mostly in combination with face to face conversations that they lead to passion - and action. While we may soon be able to have a holographic image of the earth we can zoom into in our living rooms, or even have others present in the same living room as holographic projections, meeting face to face will remain important. Like - while coming here we have read many messages others here have written on the OSLIST, reading new messages from the same people will have a quality which is profoundly different.

Therefore, how do we best combine the use of technology and OST? How do we most effectively and quickly upscale the use of good interactive methods for face to face meetings ??s

Tema
Issue / Topic**:**

Invitation to Use OST with INNER TRIBE to Enable Better Facilitation of OST with OUTER TRIBE

La persona que haya identificado el tema de la discusión
Convener: Brendan McKeague

La / Las persona(s) que toman las notas
Notes-taker: Brendan McKeague

Los otros participantes
Other members: Ainsley Nies, Paula Joyce, Shufang Tsai, Brian Bainbridge, Jay Hung, Gail West, Jessie Hsiao, Eden Silva, Susan Kerr, Gijs van Wezel, Heidi Nobantu Saul, Harriet Lee

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Brendan described how he uses the Open Space process to host a meeting with his inner tribe when there are issues that he needs to address…

Emerged from his discovery and learning about **ACTIVE IMAGINATION** – creating an intentional space, externally at a time and place where he will not be disturbed, and within himself so that he can have a dialogue with the various voices that are part of his inner world.
He began by recognizing that some of these internal voices were capable of 'invading his space' while he was facilitating Open Space meetings and were signaling a need to be heard – occasionally at inappropriate times. So he began to invite these voices into his Active Imagination sessions so that he could hear what they wanted to say. Initially these were 1:1 conversations, then some paired dialogues and eventually a 'multiple-voices' Open Space meeting.

The process works by:

Identifying an issue, personal or professional, that needs addressing (such as how do we prepare well for tomorrow's meeting with a potential sponsor? Or 'why am I taking so long to come to a decision about xxxx?'). Then invite whoever wishes to attend, raise issues and opportunities, host the conversations, conclude with any action plans that we need to agree to and a closing circle…all the conversations are recorded by Brendan, 'the sponsor', who then takes the 'book of proceedings' to a conversation with his (real-life) spiritual director. About one hour is allowed for this process, sometimes finished in shorter time – usually no more than one hour – it's quite an intensive and draining process.

Brendan also uses a mini-version of this process immediately prior to an Open Space facilitation – taking about 10-15 minutes of quiet time to check out with the inner tribe that all are aware of what's going on and all can be fully included and present to help with the

service being provided – such as holding space for others to do what they have come here to do…

Brendan told a couple of stories about how this process had helped him stay 'centred' and in balance even while being attacked aggressively by space invaders…
It was noted that in this Active Imagination work, I (the executive ego) am like the sponsor of the Open Space meeting…this can lead to discovering something that I don't know about myself (at a conscious level) just like a sponsor in a real OS meeting often finds out something that wasn't known at the collective level within an organization….

Also – as a sponsor, if I am unable / unwilling to face issues of conflict in my 'inner tribe' then I may not be able / willing to do this in my outer life….this also works in reverse – if I can't deal with conflict issues in my outer world, I may not be willing / able to do this in my inner world. It can be useful to get external help to do this…

One member referred to another similar-sounding process called a **PARTS PARTY**, developed by Virgina Satir, where you gather some trusted friends together, allocate a role representing one of your inner voices to each of them and listen to the conversation that emerges…
Also could use puppets to take on the roles

An additional resource reference added later was **VOICE DIALOGUE** by Hal Stone

A useful question for one participant in preparing for an OS facilitation is:
'How old am I right now?'

Others find the presence of a co-facilitator very helpful in this regard – being able to give / receive feedback in situ, about what's going on – another person can see what I am unable to see in myself

Also by paying attention to how your body communicates with you – for example a pain or discomfort in the arm signified that there may an issue about letting go of control…

Also helpful beforehand is to focus on two words:

INTENTION why am I here
ATTENTION to what's going on inside me and around me

This sort of internal dialogue enables a facilitator to go deeper within self – just like the participants in an OS meeting – so that growth can continue beyond the event itself and be taken forward to the next facilitation of an OS meeting…

ENERGY WORK – helps a facilitator hold the space for others – so that don't take other people's struggles / issues on board…if I get 'stuck' in myself and the energy is not able to flow through me, then it can get stuck in the group also. This energy work involves me in channeling, deep breathing, massaging….

LABYRINTH – walking the labyrinth – there are two at Grace Cathedral in Nob Hill (San Francisco), helps the journey into the centre and to focus on taking one step at a time…can integrate active imagination and visualization process while on the walk…how I am during the walking reflects my state of being and always leads me into the centre…

Tema
Issue / Topic**:**

Issues and Opportunities Related to Harrison's Asian Trek in 2009

La persona que haya identificado el tema de la discusión
Convener: Spark

La / Las persona(s) que toman las notas
Notes-taker: Jihee Seo

Los otros participantes
Other members: Gail West, Franklin Quijano, Phelim McDermott, Gijs van Wezel

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

- Form a hosting committee of diverse backgrounds

- Build on a circle of commitments

- Invite and weave professors of universities in hosting country to hosting commitments; universities in Korea, Taiwan, Australia (University of Western Australia), China, (Philippines - Eden writes to Harrison Owen and contacts in the Philippines)

- Ideas from Europe

- Presentation by Harrison and Opening Space by a local practitioner

- Maximize it as networking opportunity

- SPARK writes to Harrison about what he wants to do in Korea

- Walking Open Space

- Ask each member of hosting committee on how he / she would like to contribute

Tema
Issue / Topic**:**

Law of Two Feet: Right or Responsibility?

La persona que haya identificado el tema de la discusión
Convener: Fabulous James

La / Las persona(s) que toman las notas
Notes-taker: Fabulous James

Los otros participantes
Other members: Justin Sampson

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Law of Motion and Responsibility
Entering as well as exiting
Accepting new people, bidding farewell, entering

*about respect
Reasons for leaving- not really listening, need a bathroom break, want to go to another session, not interested in where its going (off-topic?), not liking dynamic, finding a larger / smaller session, not able to speaking / speaking too much

Entering - drawn in by topic, curiosity, see people you know, overhear something interesting

Animals

Awkward to enter group

*Can I open a private session?

Do you have the freedom to leave a particular person? Do they have the freedom to follow?

Self-conscious about leaving – should you wave goodbye? Nod? Round of goodbyes?

Someone sits on a bus next to you then moves elsewhere- why is he leaving?

Open space - structured, orderly
Best possible interpretation when people leave?

Meeting @ work – people wanted input from him. In 15 minutes, gave all possible input. Wanted to leave, but couldn't. When he did, guy asked why and was really concerned.

Bad side of law of two feet? Will it stand the test of time? In all contexts? Would be rude in Uganda. Rude in US too.

Other animals:
Pig – facedown, eating information from a trough
Owl - hosts sessions in which people ask them questions (wise owl)

Coyote - trickster
Grasshopper - hosting when you don't know anything
Do groups ever split?

Self-organizing? When is it not effective? Essay: Tyranny of Structurelessness. News College. Gay Shame. Libertarian party (open and welcoming) vs. Green party (closed meetings)

Tema
Issue / Topic**:**

Living in Open Space as a Family

La persona que haya identificado el tema de la discusión
Convener: Caitlin Frost, Chris Corrigan, Áine Corrigan-Frost, Finn Corrigan-Frost

La / Las persona(s) que toman las notas
Notes-taker: Christy Lee-Engel

Los otros participantes
Other members: Eva P Svensson, Erica Peng, Willem Larsen, Ann Feehan, Justin Sampson, Doug Germann, Matilda Leyser, Nora Hoffmann, Ulrika Eklund, Raines Cohen, Alan Stewart, Claudia Miller

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Living in Open Space – an ongoing practice of having an open mind. The Law of Two Feet is why we're life-learning at home (not at school). All 4 members of the family are part of our consulting firm – it's a "practice collaboratory" – if it doesn't work at home, it doesn't make it out into the world.

What are the edges?

Check-in from participants:

Wants to know if there are parts that aren't as ideal as it sounds.

Wants to hear stories about how it is.

Do you have a circle, market place, wall at home?

Would like to open more space at home with own child.

Would like to feel less conflicted and alone living consciously in open space – to hear about who else is living this way.

Curious about the "nitty-gritty" – a.m. and p.m. news? What do you do to hold the container?

Easier to see parties as open spaces, for example, than at home

Caitlin contributed a piece to Raffi's book about their family – writing it was an opportunity to think about the framework of OS and how it doesn't mean that there is no chaos or conflict – it's a way of regarding each person as a source of interesting ideas – so much of our cultural programming presses us in certain ways.

The framework is helpful to support and invite learning, recognizing for example that "this is the law of 2 feet in action, not ADD"– or, "this is bumblebee behavior"

Tools: Byron Katie's "The Work" – an inquiry process for working with stressful thinking and beliefs – supports OS Frame – NonViolent Communication work also supports.

OS – beyond recipes of process – it's a practice – understanding what it means to be a practitioner. Primary work is with relationships – practice ground is at home, helps the work in the world.

A "the right time…" story: Áine learned to read when she was ready, around age 9 – really didn't need to before, since she has a great auditory capacity.

Story: while working with a highly conflicted group – they were even sometimes shooting at each other – in meetings, often someone would get mad, bang their fist on the table, go away – once they met in OS, people still got mad, still banged their fist on the table, still got up and left, but they didn't leave the meeting. The only thing that could have happened – there was a bigger container, a person can go somewhere else, still part of the process.

Other children they meet: sometimes other kids can't believe that Áine and Finn don't go to school – finding language is helpful – can explain that "what grade are you in?" can be heard as "hi!" Can be very interesting to other kids to visit and have grown-ups listening to them. Any anxiety or shame about differences? → identify as fear or such, work on that for oneself, finding it to be an opportunity for learning – lots of conversations about everything that comes up.

Roots in own lifelong inherent reaction to authoritarian dictates, mistrust of "shoulds"
OS – it's a container – everyone in a family / in relationships has principles, whether they are implicit ones or explicit – those provide a nest – in this container you can be very far apart from each other and can be very close – the law of 2 feet keeps you deeply checked in.
Lots of conversations, checking in with talking piece.

Time: waking up and bedtime are natural times to check in – calling a circle can feel like a lot of pressure – starting to experiment with talking piece, talking about things that everyone's interested in – holiday activities, for example – not about hard things.

Roaming, intuitive attention to times for openings – major check in at least once a day – one or another of the parents is around a lot of the time.

Has done work on self to be comfortable with being interrupted while working - except when on the phone. Finn and Áine feel the invitation to ask for what they need in terms of interest, emotion.

Q: biggest conflict in own growing up was around timetables, logistics of juggling different schedules

Biggest area of moving out of flow / kairos →is going into scheduled time – leave lots of time for cycles to coincide/coalesce. There is a certain skill in being sensitive to those rhythms.

Schooling – able to respond to what's rich and interesting – building skills and capacities to follow interests. There isn't any legislated curriculum they need to follow in their area.

Pretty clear when saying "no" is right for us – looks at own conflicts when it is not clear – opportunities for more learning. Once Áine wanted to eat all her Halloween candy at once – together decided to do "a contained experiment" and she made herself pretty sick trying it.

Not a free-for-all – not freedom *without* responsibility. But there is nothing that can't be asked about, and heard respectfully and conversed about.

Would be harder with school and specific work schedules – not impossible but the spaciousness is very supportive as a condition for a lot of learning and a lot of contribution – Chris quit his government job in '99 in order to have more spaciousness (Caitlin says, be prepared to be surprised!)

Q : what about $$ anxieties? → Same practices have provided opportunities that otherwise wouldn't have been discovered. Would not have any idea how it works if they had tried to plan it in advance on paper – it is letting go of outcome that makes things possible and that feeds our ability to let go of outcomes for our children – trusting their capacities, so much more available to the moment – a big relief.

Living into practice rather than into plan.

Has a relationship to future, but not a grasping or stressful one – if so, then question it – peaceful relationship to future – having a practice for when things are off is very helpful.

"Freedom shock": what do I need to have plans for? Mostly mundane things (like our holiday) not big things (like our childrens' futures) – plan the small things and let go of the big ones. That's the opposite of what we often do – we know what's necessary in the near time, this moment, we don't know about 10 years from now.

Chaordic design: big context is incredibly chaotic. We provide a little bit of container (not control) –containing the energy – maintain the levees (not the river) (we want more learning flow not less), no dam. Parenting: building a little bit of form.

Instead of a school curriculum that stems the flow, our pedagogy relies on "strewing," leaving stuff around, books, materials, etc., - a form of invitation.

Some other families on Bowen Island have similar perspectives. Relationships with older kids – nice multi-age flow – live in a small town, the shopkeepers etc know the children, people are happy to mentor them. Worked hard on creating an alternative school, but it didn't work: very quickly became institutionally "bricked-in" – "it wanted to be a real school"

Learning how much of our reliance on institutions, how much we give ourselves away, is by consent: work is about "practical decolonization". How easy it is at least where they live in Canada to withdraw our consent.

An 18-year old friend took himself out of the school system – was being told there that he was "a bad learner" and then realized that's impossible! Has found that there is nothing wrong with him as a learner and he is doing well.

Passion and Responsibility: the responsibility is an incredibly important movement. OS is a peaceful, nonviolent way of moving forward – just taking one's consent back, turning away, withdrawing – without anger – and can choose to return if / when desired.

Important to stay aware of what choices you are making.

Deal with what's real – not with hypotheticals.

To the extent that I do things unconsciously I get into trouble. With unconscious institutions we can either work to bring consciousness or we can withdraw our consent.

Tema
Issue / Topic:

Movement and Discussion

La persona que haya identificado el tema de la discusión
Convener: Michael Dobbie

La / Las persona(s) que toman las notas
Notes-taker: No official notes taken – visual records made. These are Michelle's reflections only.

Los otros participantes
Other members: Various

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

What are the connections between movement and our participation in Open Space?

- Willingness to initiate. "But I'm not and expert – I can't do that!"
- Trust and openness.
- Connecting through movement and touch.
- Touching offers a different kind of connection, a sense of intimacy.
- Our willingness, or lack of willingness to initiate.
- Confidence to take risks, taking physical risks can support a deeper / different understanding of our own strengths and capacities.
- Finding and acknowledging our own strengths and resources – those of others.
- Stretching ourselves! Pushing the boundaries.
- Being 'open and available' – what does this feel like physically?
- How do we keep space physically open and available to what ever happens?
- Sometimes it's hard to express ourselves in words – our spoken language can be a barrier - maybe being physical offers something else.

SO MOVE, TOUCH, DO SOMETHING AND SEE HOW IT FEELS!

Photo by Lisa Heft

Tema
Issue / Topic**:**

Music and Open Space

La persona que haya identificado el tema de la discusión
Convener: Fabulous James Sheldon

La / Las persona(s) que toman las notas
Notes-taker: Fabulous James Sheldon

Los otros participantes
Other members: Justin Sampson

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Whoever comes is the right person - *We Are the World*
We are the world
We are the children
We are the ones who make a brighter day
So let's start giving

Whatever happens is the only thing that could have - *Que Sera Sera*
Que Sera, Sera
Whatever will be, will be
The future's not ours, to see
Que Sera, Sera

Whenever it starts is the right time – *Start Me Up*
If you start me up
If you start me up I'll never stop
If you start me up
If you start me up I'll never stop
I've been running hot
You've got me ticking gonna blow my top

When it's over, it's over – *Taps*

Law of Two Feet – *These Boots are Made for Walking*
These boots are made for walking,
And that's just what they'll do
One of these days these boots are gonna
Walk all over you

Butterfly – *I Believe I Can Fly*
I believe I can fly
I believe I can touch the sky

I think about it every night and day
Spread my wings and fly away…

Bumble Bee – *I'm Bringing Home a Baby Bumble Bee*
I'm bringing home a baby bumble bee
Won't my mommy be so proud of me
I'm bringing home a baby bumble bee
Ouch… it stung me!

Be prepared to be surprised – *The Marvelous Toy*
When I was just a wee little lad
Full of health and joy
My father homeward came one night
And gave to me a toy
A wonder to behold it was
With many colors bright
And the moment I laid eyes on it it became my heart's delight
It went zip when it moved and pop when it stopped,
Whirr when it stood still.
I never knew just what it was and I guess I never will.

Tema
Issue / Topic**:**

New Leaders

La persona que haya identificado el tema de la discusión
Convener: Annette Zera

La / Las persona(s) que toman las notas
Notes-taker: Annette Zera

Los otros participantes
Other members: Gijs van Wezel, Michael Pannwitz, Susan Kerr, Michael Wood, Harriet Whitman Lee, Marielle Earwood, Joe Benham

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
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We talked about the idea of holding Open Space meetings for young people (16+) in colleges and universities linked to follow-on reflection and training for participants. In addition to exploring the topic, the Open Space events would demonstrate to young people the power of collaboration and the potential for different kinds of leadership.

People in the group were generous with their experience and ideas. The conversation ranged from possible topics for Open Space events to thinking about working in this way to address conflict within communities, gangs and guns. We talked about starting young, finding models of conflict resolution that sustained transition through the school system, the importance of understanding the underlying issues of belonging and survival and much more.

Tema
Issue / Topic**:**

Nonviolent Communication and Open Space

La persona que haya identificado el tema de la discusión
Convener: James Sheldon

La / Las persona(s) que toman las notas
Notes-taker: James Sheldon

Los otros participantes
Other members: Nora Hoffmann, Kelly Feder, Mia Andler, Caitlin Frost

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
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Restorative Circles

Law of Two Feet: do you need to make an excuse to leave? Closure ritual?

Internal guidelines of Non-Violent Communication (NVC) are really powerful

Both facilitate connection, freedom
Small circles- how do you ensure that people will have a good discussion? Is the word 'ensure' problematic, implying control and attachment to outcome?

NVC – change mindset, recognize needs

"NVC" can be oppressive if not used correctly
Open and be yourself in NVC done right and in Open Space
NVC – knowing yourself
Open Space- principles and laws facilitate dialogue, about *intention*
Gender differences? Maybe.

Highly conflicted situations? Couple.

Intentionally held open space
NVC – connecting
Open Space- creative outburst

Share some qualities, values
NVC doesn't reduce passion, life force-> can be very passionate…

Tema
Issue / Topic:

Open Space and Discerning Common Ground

La persona que haya identificado el tema de la discusión
Convener: Michael Wood

La / Las persona(s) que toman las notas
Notes-taker: Michael Wood

Los otros participantes
Other members: Magalie Banneau-Marcil, Sally Sommer, Brian Bainbridge

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
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Power of OS is waiting for emergence – what needs to arise will arise and may then become the subject of a future OS

Do we need a common mind or can we celebrate diversity.

OS reveals the ACTUAL complexity / diversity in a system

Commonality may emerge as the "We-ness" of our diversity

Foundational [common] myths are operative even when people may not be able to articulate them in a commonly agreed 20 word statement. A new myth may emerge out of an OS without ever asking specific question like, "what is our mission?" or "what can we agree on".

The OS question is important. For example, "How can we fix this problem?" might be worded as "what is the new reality / dream that we want to create together?"

In relation to uncovering deep things we share (or not), asking a heart question can be useful, like "what touches our hearts?"

The sense of how important it is (or not) to arrive at common ground is emergent within the conversations themselves. For example, a small team of Olympic Sailors might discuss amongst themselves until they come to agreement on how they are going to operate together. In a large group is could be quite fine to have a lot of diversity. (or visa versa – depending on context).

The theme of common ground (or not) may also emerge in conversation between Facilitator and Sponsor, before the event (when talking about how to word the OS theme) in response to exploring "what are you are looking to achieve?"

Tema
Issue / Topic:

Open Space as Ancestral Space

La persona que haya identificado el tema de la discusión
Convener: Ken Homer

La / Las persona(s) que toman las notas
Notes-takers: Anastasia Nicole, Jeanette Madden (visual notes)

Los otros participantes
Other members: Jeff Aitken, Diana Larsen, Christy Lee-Engel, Elizabeth Tsai, Sally Sommer, Deborah Frangquist, Gijs van Wezel

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

The living are the bridge between dead and unborn. Both dead and unborn are ancestors. We are in 3 overlapping circles of existence – dead, living, and unborn. We inherit problems that our ancestors didn't deal with, and pass along those problems to the unborn if we don't deal with them.

We are at an Omega point – where a system wakes up to the knowledge of itself as a system.

Rocks are our first-order ancestors – bones
Plants are our second-order ancestors - muscles
Animals are our third-order ancestors – spirit
I come out of Earth; the Earth is me. I have a responsibility to all ancestors. Allowing all creatures to be real in our consciousness increases intelligence.

OST is like indigenous communication – where people speak to what is meaningful to themselves.

Chinese culture is into ancestors and honoring them. Hadn't thought of OST – which is a modern method – as honoring ancestors. It is an interesting perspective.

Interested in getting to a deeper level in OST – finding "Holy Ground" places where people can share with others and go a little deeper into themselves.

Connection in time with ancestors is becoming more important. Some of our work addresses a perceived mind-body split. When we convene, that split becomes whispier.

Ken had opportunity to go to 4-day conference in Taiwan. The first 2 days were held in traditional conference format. The last 2 days were done using World Café. He had invited participants to bring pictures of their parents/grandparents and also children/grandchildren. The idea was to have pictures of ancestors on one wall, pictures of next generations on the

opposite wall, and meet in-between. Great idea, but wasn't actually used. But Ken did an exercise to invoke the spirit of the ancestors. The exercise energized the conference to to a much higher level.

Americans often talk about the "Seven Generations" without really understanding what was meant to Native Americans by that term. The Native Americans believed that if you lived a good life, you would see 7 generations. You would know your great-grandparents, your grandparents, parents, your children, your grandchildren, and your great-grandchildren. Therefore, no action should be taken by the tribe without considering its effects on the next 7 generations.

I have gratitude for those people – ancestors – who suffered so that I might be here. In the Chinese lunar calendar, July (August or September in Western Calendar) is Ghost Month. People put out offerings for the souls/spirits of the dead to provide for them so that they will allow us to live peacefully.

Similar to other cultures – Month of November is believed to be a time when "The veil lowers' in Mexico and other cultures.

In (Vietnam?) it is believed that the dead move to the underworld on a "raft of tears", so if we don't grieve for the dead, they cannot pass on, and are stuck on this plane.

There are 2 types of ancestors – your physical ancestors (actual great-great grandparents, etc.), but also your spiritual ancestors. Some cultures believe that you cannot kill off the ancestor spirits, so if you wipe out a people (genocide), the spirits hide for a few generations, then come back as the spiritual ancestors to a new generation.

How does that work in US? Don't kids just move out at 18, and never look back?

It's shifting. Kids are moving back. We are at the beginning edges of a new generation that is looking to the past for answers, more connection, etc.

When I think about 7 generations, I think about family trees. They tend to be just names and dates, but where are the stories? I think some people aren't able to hear, or pay attention to, the stories until they get a bit older.

Curious as to which of us use this sense of ancestors in our work?

I feel that this way of communicating openly in a circle is more natural.

My teachers made me aware, not only of our physical ancestors, but also of the grief of those who preceded us who were wiped out.

When I walk the space, I am aware of a sense of the place I am in, of the four directions, and calling in spirits from the four directions to help. People's feedback is very positive about my "opening" of the space.

Otto Sharmer – Theory U – Stages of listening.

1 – Downloading – talking to hear yourself – get validation for your ideas

2 – Factual listening – actually hearing and taking in new ideas
3 – Empathic listening
4 ?

Otto has had success – even in very conservative groups, to lead people into a deeper practice of listening.

We are at the tail end of an odd period in history, disconnected in time. When you stop seeing people via their labels, you can teach people connection (without labeling it as too "Woo Woo". Deep conversation is as essential as eating and elimination.

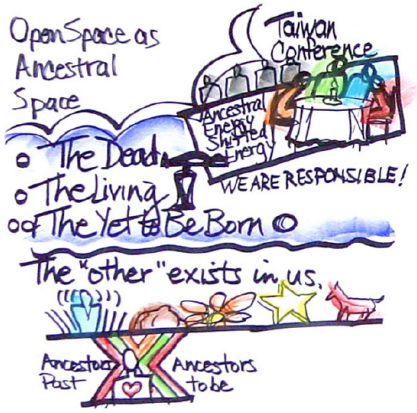
One of the ways traditional people felt connected was through shared work. Nowadays, work is usually alienating. You can recreate meaning in work by believing it is possible.

Examples of creating shared work through cohousing; children painting murals together overcoming language barriers; gardening together and sharing backyard spaces in Permaculture.

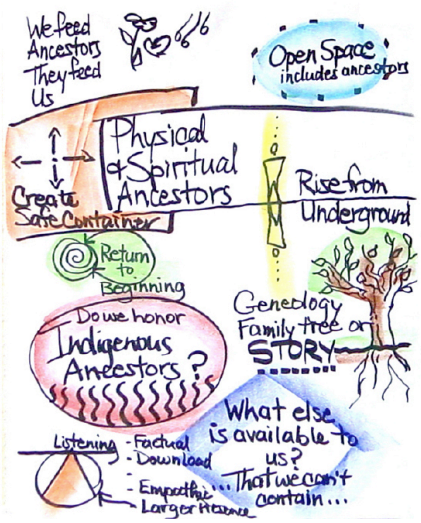
Bringing it back to ancestors – Permaculture – Time. There is a movement to force humans into exactly a 24-hour day, which doesn't correspond to the rhythm of the universe. How do we bring ourselves back in rhythm with the universe?

Breathe.

"Open Space as Ancestral Space" was recorded start to finish. Page 1



"Open Space as Ancestral Space" was recorded start to finish. Page 2



"Open Space as Ancestral Space" was recorded start to finish. Page 3

Tema
Issue / Topic**:**

Open Space as Public Art in Communities and Among Communities (Around the World)

La persona que haya identificado el tema de la discusión
Convener: Erica Peng

La / Las persona(s) que toman las notas
Notes-taker: Erica Peng

Los otros participantes
Other members: Spark, Jihee Seo, Kenoli Oleari, Raffi Aftandelian, Alpha Lo, Michael Dobbie

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

How is our work with process and groups "art"? What if we framed it as such and brought that intention to it? Would our work change or not change? What implications might there be by framing our work as "art"? Funding implications?

A lot of artists want to relate and contribute to community. And they have had a hard time building community because they work very individually.

I love the idea of breaking down / through constructed categories. What makes something "art", "work", "practical", "secular"? How do we break down the idea of art being something separate from who we are and what we do.

Participatory, interacting, co-creating. That is exciting and alive. Maybe playing with different engagement and interaction may be a new form of "eco-social" change.

Some folks are referring to themselves as "process artists" and their work as "the art of hosting." I have a friend who is very clear about being a RESULTS-oriented consultant.

"What is art"? begs the question, what kind of change do we want to see?

What about declaring OS as "busking" - street performance like a street musician? "Street style" – how would I do that? What is performance art?

Collaborative and co-created like "open-source" films. Co-creative. There are projects where films are co-created on-line, that different people / organizations can contribute to. Collaborative filming, editing, etc.

In terms of communicating with new people about our process work, the available video stories are very produced. I'd love to create an art film, not a traditional training or

marketing video, but something aesthetic, filmic, beautiful. I have footage and want to do stuff with it but I don't have the skills. Maybe we can collaborate!

I've been doing a thesis project on "experimental anthropology." People come together, live together, prototype norms of interaction, live it out and watch what happens. It's a dynamic art form with anthropological elements. Con there be prototypes for how we want to live in the world?

"Contact improv" – a form of improv where you're always touching someone. "Contact improvisation" dance. You have to transform how you relate somatically to the world.

How do we evaluate the effectiveness of our work? Part of "art" is that it doesn't necessarily have to be "useful" in a practical and pragmatic way. Its purpose and "use" is to shift thinking, to provoke. The value in our work isn't to create a product, but to create a shift in the system, in the thinking.

"Art" is about how one is seeing things, and this may be expressed in a visual form. Same with our work. It is about how seeing things, a paradigm shift about how we see. At the same time, there are often outcome parameters through which the "value" of our work is measured and evaluated.

How do I create a shift in a whole system through an art project? Maybe it's a way of relating differently to someone and then they transfer that to someone else.

There is a new publication called "service media" that has recently taken on an ecological aspect. Burning Man is public, collaborative, co-created art that is transforming consciousness within an ecological context and awareness.

"Art" is not required to have an outcome and result, though there is a "product" that is produced (Painting, sculpture, music, etc. Does the frame of producing "results" in facilitation work perpetuate an association with results rather than the "art" and process of shifting perceptions, of juxtaposing things to raise awareness about?

When is raising blind spots and shifting thinking enough in and of itself? Is there a way of manifesting a process into a visual form? Isn't that what art is?

When I show up, I tune into the people and the energy. What comes out of Robert Federer (the tennis player) is art….and he happens to beat everyone. There is no conflict between outcome and art. Maybe you need the authenticity to be art.

I "get off" on having an outcome and designing a process using different methods, that attempts to address the outcome.

If "art" could reframe community conversations that matter, what would it look like? We're living in a time of rapid change. "What is the art of art?? How we engage with art can make it less spacious.

George Lakoff says language doesn't exist until it's in a framework. We're always creating frameworks of understanding to create meaning. Medicine decided it wanted to be a science, thus it became reductionist versus a "healing art."

When we come together, are we creating new frameworks? Art has defined itself in a way that limits. How can art invite spirit? And grow community meaning? If art became democratized, what would it look like?

There is an artist who takes photos of “ugly” things. From a clear and quiet space, the picture is taken. The “ugly” photo is taken. It’s about being clear and quiet and “seeing” rather than creating something that is typically “beautiful.”

Does art flow? If you looked at a client engagement as art, how would it be different – or not? At the contracting stage, there is a new form of contracting called the “state of grace.” It’s a process of writing a story together with the client about what we want to do together, what story do we want to write about our mutual invitation to do work together, how it would look as we explore together.

Both / And: you can have your outcome AND artful process. There’s something exciting about having your client outcome and different processes to draw on to make that happen. For me it’s an “art” process. There’s something exciting to connect process to outcome.

Tema
Issue / Topic**:**

Open Space Cafes: Elements and Design Principles

La persona que haya identificado el tema de la discusión
Convener: Paul Gleiberman

La / Las persona(s) que toman las notas
Notes-takers: Alpha Lo, Raffi Aftandelian

Los otros participantes
Other members: Spark, Jihee Seo, Bo Smith, Claudia Miller, Nora Hoffmann, Jessy Keiser, Michael Dobbie, Kaliya Hamlin

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

First part of conversation in audio form recorded by Alpha. Uploaded to http://papaya.podbean.com

Spark: I'm interested in this because I'm too serious; an Open Space café would help me get away from that. Open Space cafes would help me take it easy. Find ways to help people experience Open Space.

Paul: for me it's less about experiencing Open Space; best way for people to connect, I think, is café.

What does the ancient German practice of stammtisches have to teach us about creating OS cafes?

What might the concept of Ubuntu teach us about creating OS cafes?

A brainstormed list of design principles / elements of such a café:

1. Totally congruent with the principles and law.

2. What would it look like for the café to be in a circle?

3. Space inside could be shifted in any way they want.

4. People can organize it anyway; organize the furniture to support how people want to connect.

5. Importance of informal organization.

6. What would it look like to be living the Open Space café right now?

7. This would be a hosted environment.

8. Café would operate in Kairos time.

9. It would nurture the human spirit.

10. It would be consonant with the flavor of the community.

11. Operates at intersection of natural, money, and gift economies.

12. Funded by people who come to it; open to everyone

13. When you enter, you feel welcome and connect with anyone

14. Companies of all sizes would participate in sustaining the café.

15. The technology for creating the café: very simple and easily replicable- just like OST

16. Face-to-face interaction is primary; connection to internet is secondary

17. Marketplace

18. Easy to see posted questions

19. It's a place where people would come anyway…location location, location

20. Place for deep conversation

21. Acoustically designed

22. Principles of Non-Violent Communication on coffee cup

[Boeing is still starting to designate living room / informal space on each floor]

23. Cups / plates with reminders about how people are being invited to show up in conversation?

24. Fluidity of roles in café, there are no customers, there are no servers, you can change roles.

25. What is the quality imbued in the new roles?

Kaliya: Karma café operated on meta. Restaurants are rented for one night, at the end of the evening pay what you want, volunteer-run for that evening

Paul: Restaurant in Singapore: pay what you want

Nora: Sacred commerce workshop can inform how we think about money in the context of this café

Café Gratitude

Important to have financial transparency.

Alan: all is required is space and time to run such a café - recalling the café in Adelaide.

Raffi: are those the only essential ingredients of the form of an Open Space café / coffeehouse that matters / Kairos café?

Money is energy, collaboration and service as forms of energy that are transformed to action.

Having a cup of coffee can shift consciousness if you drink it in a third place that matters.

Underground cafes in Berlin that are open on certain days.

Such cafes should be open all the time, 70 days a week, 365 days a year.

Would it be a nonprofit?

Kaliya: Unmoney Convergence at planetwork.net

Hot chocolate Conversations (Doug)

The Listening Project (Fran Peavey)

Can the Café be portable, all the necessary items packable in a van?

What would it take to hold this outdoors?

Can it be retailed, franchised?

A bulletin board for posting conversations.

Lee Glickstein: Speaking Circles

Doing street theater - provoke meaningful conversations that matter, by creating guerilla meaningful conversations unexpectedly in supermarkets, etc.

How do we draw in different social networks to make such conversations possible, a meatspace mashup of flashmobs, meet-up.com gatherings, free hug campaign?

Next questions:

Where does this go?
What are you doing to do next?
What is one less thing to do?

Related sessions: Public Space with Heart and Meaning: creating coffeehouses that matter; Public Art and Open Space (Erica)

Tema
Issue / Topic**:**

Open Space in Local Government – How Can We Use More Participatory Processes in Government and Governance?

La persona que haya identificado el tema de la discusión
Convener: Rose-May Guignard

La / Las persona(s) que toman las notas
Notes-taker: Rose-May Guignard

Los otros participantes
Other members: Marc Tognotti, Mindy Meyer, Ainsley Nies, Ulrika Eklund, Tom Atlee, Harriet Lee

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

It may not be useful to try to 'sell' open space to local governments (bureaucrats and elected officials). The best thing to do is to focus on what they want to achieve. One need to be careful to bring a new modality (process / tool) to a group without any concerns for the group's goals and wanted outcomes.

People in general are not interested in process (i.e. open space; world café; etc…). They are only interested in their own goals and outcomes.

One way to advocate for participatory processes is to show that those processes are essential in the era of devolution, in a time of doing more with less. Participation can turn community into a supportive partner of local government. The key is to focus on the family of participatory processes not on one process. The focus of the negotiation with them should be a "time to effectiveness" ratio. (for more on that topic talk to Mindy).

One way to approach city managers is to suggest an Open Space session at the international conference. The theme could be "what are the best ways to share best practices and network at International City Management Association (ICMA)?"

In engaging with a community, it is productive to have them as part of the planning team. In working with civil servants, it maybe useful to tap into their general dissatisfaction to engage and get participation in OS. (this thread generated a lot of discussion on whether or not civil servants have time / interest to do so without the 'order' from a mayor or city council; another suggestion is to have an OS with relatives / spouses of civil servants)

When it comes to local governments (or any public agencies) one needs to recognize that 'politics', concern for politics forces elected officials to focus on control. This runs against the OS. OS works when it offers elected officials a way to protect themselves (CYA). One step toward acceptance of participatory process is a politician pledge - "if anyone convenes a

group, engages in conversation, I (the elected official) will receive and indicate what I plan to do with the product.

Center party in Sweden has used Open Space to design the party platform with great success.

Vigilance is needed though even in the best case. There is one example from Western Australia where local government did as told by citizens. Local newspapers attacked them by saying that the elected body is not leading; it is simply doing what it is told by citizens. Citizen support saves the elected body in this case.

A way to diffuse / advocate for participatory process is to find someone who cares about this issue.

Another way is to start at the level of neighborhood and invite city officials and civil servants to participate in those meetings.

Other process that works in high conflict situation is the consensus council.

Other participatory processes that encourage system transformation are:

1) Participatory budgeting that leaves a percentage of a locality budget to the decision of the community

2) Redefining Journalism project (Peggy Holman) that encourages journalists to convene conversations and report those conversations

Setback of OS: the action orientation is limited

Tema
Issue / Topic:

Open Space in Structured Environment

La persona que haya identificado el tema de la discusión
Convener: Franklin Quijano

La / Las persona(s) que toman las notas
Notes-taker: Franklin Quijano

Los otros participantes
Other members: Spark, Jihee Seo, Eden Silva, Galina Tsarkova, David Walter Dongo, Fabulous James, Anastasia Nicole

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

The Meaning of Structured Environment –

Spark – Top down situation
Eden – Regimented/controlled Environment

Even in controlled, regimented and/or top down environments Open Space may thrive.

Experiences –

Galina – Open Space is being practiced and promoted.

OST comes in Trainers Training in activities for Social Partnership and Social Development and even in Political Party training.

For the past 10 years OST is in Russia, it is utilized to create openness so that participants asked all possible questions.

It is a tool that is used by organizational experts. As a tool it is used during trainings. It may not be printed in the program of activities but may be used at the latter part as a tool.

At one time, in the Workshop of Social Works, it was used as a tool to discuss the "Future of the Youth".

The results in the OST are announced in the community activities and proceedings book.

In another instance, OST was used to change the budget of a City. The budget shifted its emphasis as the proceedings caught the attention of City officials.

The very focus as OST were conducted were "to just show it" without printing OST in the program or announcing it. In one activity, through Public relations in the TV and Newspaper, a

large town meeting was announced. Then in the presence of the media, Open Space was conducted with the participation of city officials and community leaders.

OST promoted the municipality and became a problem solving tool.

It also was used in the Visioning activity of a city (what city will be in the next 5 years).

“Just do OST not talk a lot about it”

The OST exposure came as Michael Pannwitz organized an OST facilitators training in 1997 with Harrison Owen as trainer. People from Eastern Europe were invited.

Spark –
At one time OST was used to help catapult a politician – No Mo Hyang – to presidency of the country. Through a political group NOSAMO, OST was used to bring out strategies that transcended parochialism in South Korea. It (0ST) became an internalized approach to conflict resolution.

OST was used a way to get around as the candidate was subjected to tremendous amounts of black propaganda online/in the internet.

It brought to the forefronts the institutionalization of Ethical Practices which helped the FAN CLUB of the Politician who became President.

CASULI – a grassroots organization also used OST. It became tool fro analyzing the future of the Grassroots Organization which acquired the character of a government Organization.

OST brought about some sense in an emergent crisis.

In Private Institutions – A President of a company and some friends used OST to develop mathematical and educational contents of a courses/curriculum/academic programs for students.

David promised to bring OST to Uganda.

Anastasia pointed out that OST can be used for tracking of ideas. In one community meeting, 150 ideas were generated and more than half of them were implemented.

Fabulous James shared his experience of being a member of a very structured organization where he was just told to do certain things in a manner that things were dictated on him even if he did not agree to do it.

A heavy handed structural process could change using OST.

QUESTION : OST is Magical but How do you communicate it?

Craigslist Boot Camp could spring off on OST. They raised topics that they were passionate about.

Tema
Issue / Topic**:**

Open Space Institute-US Annual Member Meeting

La persona que haya identificado el tema de la discusión
Convener: Doug Germann, Peggy Holman

La / Las persona(s) que toman las notas
Notes-taker: Doug Germann

Los otros participantes
Other members: Tree Fitzpatrick, Christine Whitney Sanchez, David Walter Dongo, Becky Peterson, Diana Larsen

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Peggy shared reports of accomplishments, financials, and membership. (if interested, see Peggy)

This led to a discussion about **products**:

Is it time to develop a new video?

(Is the U S WEST video dated? It is valuable because it uses business language. We could drop the price to make it more accessible.)

Would someone be interested in editing existing footage of OS gatherings into something?

Should we bundle products or change pricing and / or just remind people on OS list that they're available from time to time?

We moved the discussion to the "bin" – the floating agenda for the OSI-US board's monthly conference call.

We also discussed **membership**:

Do we want to do something to generate membership?

This mostly evoked a conversation about our own busy-ness while noticing that we make time for this work. It affirmed our commitment to holding space for Open Space.

We also discussed **what is emerging in the Open Space community?** Reflecting on this is a way to tune in to how OSI-US might best serve.

Christine noted that interest in OS seems to be picking up; that the process is more closely aligned with the world we live in now.

We then focused on what is emerging among OS practitioners and brought together three strands:

Preparing the next generation.

A number of seasoned practitioners are turning their attention to attracting younger folks. We discussed how getting video on the web might feed virtual means of getting people ready no matter where in the world they are located.

Doug noted that he was hearing from younger folks that they equated OS and freedom, democracy on the ground - true democracy as opposed to voting. To train the next generation, it may need to be around an issue or hot button.

Convening gatherings on a substantive issue, such as climate change

We asked Becky Peterson to stop by as this idea was discussed in a session she had just hosted. We thought this might be something that OSI's in different parts of the world might join together to sponsor. There is something powerful if around the world we do something on the same topic. It brings in new people, then you can bring them into the OS community.

The question that emerged from their session:

What are the commercial and social opportunities in a low carbon world?

We see the practice of OS and other conversational practices as something vital that could make a difference in global warming. This idea of marrying a practice with climate change is something that came up at the The World Café (TWC) Stewardship Dialogue. Christine suggested that it might be a good idea to see what's happened with that initiative.

Sending practitioners to underserved parts of the world to grow the practice of OS.

What if we sent a team of trainers to the Philippines to train school kids or college age kids to open space around this issue?

We discussed rather than funding a few people going to WOSonOS, what if we focused more on sending practitioners to underserved parts of the world, where a local host organizes both gatherings and OS workshops to grow the number of practitioners?

Christine related a conversation that she had with Franklin, who said he's the only person in the Philippines doing OS. David, from Uganda joined us for a bit and he indicated that he thought this was a good approach.

These ideas came together… have an event on climate change to attract people, particularly young people. It would demonstrate the power of OS. Then train.

Additionally, if we had something that people could download from the web site and we had some folks ready to go to underserved locations, something strategic like that could pull in funding.

OSonOS in the US (and the OSI-US board)

Diana Larsen stopped by to let us know that she would love to see an annual **OSonOS** in the US. The one Harrison is doing in Camden is great – and if he stops, she was asking us to be sure there would continue to be a place to gathering in the US once a year. She said, "I am interested in knowing that there will be an OSonOSinUS every year, not just for myself but to point others toward it."

We invited Diana to join the Board. She said she'd consider it, though she wants to check us out, saying "I'm unwilling to spend time with groups who aren't highly functional. I travel internationally a lot. I was curious about what this group does. I was curious about the role of the group, what it contributes to the OS community and the greater good of the world. There are not a lot of organizations that I'm drawn to join. No ASTD, ODN, etc. I've felt the lack of that. When do I get together with colleagues? I had a realization, that if I were to support something, this would be it."

We invited her – and any of you – to join us for a monthly board call. Contact Peggy – peggy@opencirclecompany.com if you are interested.

We ended by agreeing to put two items in the OSI-US board conference call bin:

- OST Products (Doug to host the topic)
- Preparing the next generation / international training / hosting climate change gatherings (Tree to host this topic)

Tema
Issue / Topic:

Open Space on Broadway. How Far Can I Go? I'm Doing a Big $10m Musical. Could It Be Organized in OS or Are the Stakes Too High for the Producer?

La persona que haya identificado el tema de la discusión
Convener: Phelim McDermott

La / Las persona(s) que toman las notas
Notes-taker:

Los otros participantes
Other members: Sorry - lost list of attendees - let me know if you were there.

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

I'm directing a musical of the Addams family on Broadway. I've been asked to do it by a producer.

He's raised the money. It's high risk. If it works he'll make millions - if not it may be his last chance to do a show like this. So it's a high pressure situation. There aren't many opportunities to feel open space and the creativity that comes from that.

It's Broadway, so there's a history of "How it's done" - There are some big egos and strong creative people involved.

I have a selfish motive in calling the session to explore whether I call an OS event or whether I try and open space along the way within the existing structure.

What might be the purposes of using Open space?

Of course one reason would be to improve communication.

But for me the overall question would be 'how do we create a successful Broadway show'.

Some of the ideas and questions that came up were:

OS is improvisation.

Larry worked on the creation of a building and it was amazing 'cos it got "Buy in" for all the stakeholders including the people who built the building. As well as the architect and contractors all levels. This is a good parallel journey to putting on a show.

"Open space always works. "

If an Open Space were to happen be clear to the producer he won't lose control it's a relationship building process.

Invite as many parties as possible within his boundaries.

The goal would be to get everyone aligned.

Use good clear language to the sponsor.

It could be used to create buzz.

At what stage in the process would it be good to use OS?

Do you include ushers?
Technicians etc?

It could be framed as a needs assessment.
What do we want this show to be like?

We then had what I would call a small "Hotspot" around the issue that I was proposing to facilitate this event myself. I was advised that I should get someone else to facilitate. Because of a few challenges around my own investment in the issues.
Also I was advised that I could enlist the facilitator to sell the idea to the producer.

In the moment I realized this challenge convinced me TO DO IT!

I came to Open Space events by facilitating events that I really care about and I realized that in the facilitation of this event by me I was going to be modeling and demonstrating my leadership style in a powerful way. This is what I do well. And will be how I will be directing the show. This is very important to me because it's how I will create a good show.

I also know there is no way the producer would accept an OS event facilitated by an outsider.

I could push the producer to do an OS and be prepared for him to just say NO>

Maybe he wants me to demonstrate my "pushiness". Being myself and fully present.

Preparation

Is he the inviter?

Or am I?

Who does the invitation go to?

When does it happen? At what stage of the process. First a smaller group then a larger one before rehearsals start.

Is it within the formal structure or an informal invite people don't have to come to?

It's a really good idea to do it. What support do I need? Organisational.

I could invite the producer to another OS event first.

Enlist support from the person on the team he really trusts?

An event is a transformative physical experience that is more than one on one discussions.

We talked about the structure being a cone with an open space circle at the bottom with the producer at the top

A potted Bullet point themes list is:

The archaic Broadway organization system
The 29 hour reading and the stricture of union / equity rules are very anti-Open Space Improvisation
Os is Improv
Alignment of a team created by OS
Relationship created by OS
Stakeholders
1 day of OS is useful
"Buy in"
The cast will be involved
What points of time in the process to use it?
The mystery
What environment do I create my best work in?
Facilitating in my power.

The discussion of the issues around whether you can facilitate if you have an investment was an enjoyably HOT topic and it of course needs specific skills and awareness. But that is what I have been doing.

In working on the show the more space is open the more motivated I am to SHOW UP.

I will SHOW UP and facilitate an OS about the show...will let you know how it goes - or come and see the show in a year's time

Tema
Issue / Topic:

Open Space, Theology and Christian Mission out of Local Churches

La persona que haya identificado el tema de la discusión
Convener: Michael Wood

La / Las persona(s) que toman las notas
Notes-taker: Gary Bellasalmo

Los otros participantes
Other members: David Walter Dongo, Robert Sullens

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Useful theological starting points for working with churches:

Trinity – all being invited into the space of the Holy Trinity (flow of love) – Rublev's Icon of the Trinity. The Missio Dei (Mission of God) is generous / expansive and invitational – to which the church bears witness.

St: Paul – Body of Christ metaphor (1 Cor.12; Romans 12; Ephesians 4) – Gifts for Ministry – Vocation is for the purposes of Mission. Church will leaders will generally say that only about 20% of church members are "engaged" in knowing and expressing their gifts. This applies to mega churches of 5000 to small churches of 20 people. Open Space allows possibility of greater expression of gifts.

The OS process is aligned with both Trinitarian and Body of Christ theology

Robert – check Lisa Heft's web site – she did a major OS with a Catholic Diocese

OS can be used to address internal church issues, but might also be creatively used as a way of the church interacting more closely with surrounding community (looking outwards – community development). Is the OS question which is being asked "expansive" in intent – i.e. looking to serve others?

How can the church be a catalyst (as sponsor) for engagement; service; justice? OS might be a way of bringing people of faith together with government, business, police, parents, teens, businesses on some common project.

It all gets back to the "golden rule". The church names Jesus as motivator and sustenance.

Opening Space opens a space for Spirit (THE SPIRIT engaging and interacting with HUMAN SPIRIT).

In Uganda the church is perceived as someone closed rather than outward serving of community. There are community issues which might be discussed in Open Space – like literacy and health care – church could be a sponsor, and / or be invited to provide support and infrastructure to a community based Sponsor – invite anyone who is interested; attend to the quality and sincerity of the invitation.

Tema
Issue / Topic**:**

Organizations Using OST for Themselves

La persona que haya identificado el tema de la discusión
Convener: Tatiana Podushkina

La / Las persona(s) que toman las notas
Notes-taker:

Los otros participantes
Other members: Stephan List, Nataliya Marchuk

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Summary

This session discussed issues connected with the use of OST for an organization's internal development. Participants shared thoughts on the benefits and risks of using OST within an organization.

Advantages of using OST within the organization

1. accessibility
2. timely diagnosis of problems
3. Ability to prevent the onset of crises

Risks:

1. If the facilitator conducting the OS works in the organization, some important processes (or details) may be missed or interrupted.

2. If the organization has few facilitators – the same people running OST- this can lead to some distortions (for example, key staff are not part of the process of developing solutions or invisibly affect those solutions.

Suggestions:

1. Develop the OST practitioner community in Russia and strengthen connections within it (between facilitators and organizations).

2. Organizations practicing conscious open space can create a pool of facilitators, both internal and external, for different situations to avoid the aforementioned risks.

3. Collaborate with other organizations practicing OS and exchange the use of facilitators on mutually agreeable terms.

4. Each organization must have enough facilitators so that they can substitute for each other.

Тема: ОРГАНИЗАЦИИ, ИСПОЛЬЗУЮЩИЕ ТОП ДЛЯ САМИХ СЕБЯ
Topic:

Автор: Podushkina Tatiana

Участники: Stephan List (Germany), Наталия Марченко (USA)

На сессии обсуждались вопросы, связанные с использованием ТОП для внутреннего развития организации. Участники обменялись мнениями о достоинствах и рисках использования ТОП внутри организации.
The questions, connected with using OST for internal development, were discussed on the session.

Преимущества использования ТОП внутри организации:

1. Доступность
2. Своевременная диагностика проблем
3. Профилактика кризисных ситуации

Риски:

1. Если фасилитаторы делают OS для организации, в которой сами работают, некоторые важные процессы (или детали) могут быть не замечены или прерваны

2. Если в организации мало фасилитаторов - ТОП ведут одни и те же люди, это может привести к каким-нибудь искажениям (например, важные сотрудники не принимают участие в выработке решений или незаметно на них влияют)

Предложения:

1. Развивать сообщество, практикующих ТОП в России, и укреплять связи внутри него (между фасилитаторами и организациями).

2. Внутри организации, практикующей осознанное открытое пространство, может быть создан банк фасилитаторов: как внутренних , так и внешних (для разных ситуаций), чтобы избежать возможных рисков.

3. Можно сотрудничать с другой организацией, практикующей OS, и обмениваться фасилитаторами на взаимовыгодных условиях.

4. В одной организации должно быть достаточное количество фасилитаторов, чтобы они могли сменять друг друга и быть взаимозаменяемыми.

Tema
Issue / Topic:

OS Facilitator Intentional Learning, Teaching, Sharing Wisdom

La persona que haya identificado el tema de la discusión
Convener: Brendan McKeague

La / Las persona(s) que toman las notas
Notes-taker: Heidi Nobantu Saul

Los otros participantes
Other members: Gerry Nugawela, Norman Pefley, Chris Corrigan, Brian Bainbridge, Veronica Pelicaric, Ann (Feehan? Badillo?), Larry Peterson, Paula Joyce, Gail West, Michael (Wood? Dobbie? Pannwitz?), Annette Zera

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

There are Paradoxes around the co-learning of Open Space

Do First Then Learn – or other way around? Many have not experienced prior to coming to learn. Some read book and go out and try – others need to go to a training before feeling ready to give it a go

Want to share and not interested in taking time to teach others who merely want 'another tool' for their consultant / facilitator tool kit….

Some take a circuitous route that involves all of the above over the course of two years…

Reasons people want to attend an OST training or attracts them to the training:

- They want another tool
- They want to understand the theory and application but may not ever facilitate
- They want to make it 'their practice and work"
- They have read the book, experienced, heard about it and want to know more
- It philosophically makes sense and they want to know more

Thoughts from those who currently Teach / Train / Share:

- I never set out to teach – rather I try to give an experience through using the OS process throughout
- I have the intention of helping people go out and do it
- I encourage them to attend with a buddy so they can go out together to give it a try
- People hold training for: 6-12 people, and 28 in two groups of 12, and 40-60 at a time (WOW!)

- People hold trainings of: One day, two days, two and a half days, 4 days and up to 5 days as an immersion that may provide a deep personal transformational experience to a participant
- All see that the training they offer can result in an active practitioner of OS after the training session.
- I find it very useful to be willing to be a Mentor after the more formal training time – I have them stand by the agenda wall during an OS event and 'try not to be helpful'! We then unpack their experience as part of their learning about 'holding space'
- Most everyone includes some attention to the 'meta skills' of an OST facilitator
- We have them read the book before the training
- The technique / technology is easier to teach / help someone learn than the ability to 'hold space'
- There is LOTS of 'unlearning' going on when learning how to do OS

Not all those interested in learning OS have the same needs in terms of training – some need more up front and some very little – before they feel ready to go out and try it! Different trainers of OST fill different needs of those who want to learn… and they all bring their own personal touch to this endeavor of sharing.

Remember to continue to "Give It Away" !!

Tema
Issue / Topic**:**

OS in Business / Commerce

La persona que haya identificado el tema de la discusión
Convener: Rich Mironov

La / Las persona(s) que toman las notas
Notes-taker: Rich Mironov

Los otros participantes
Other members: Eva P Svensson, Brian Bainbridge, Gijs van Wezel, Norman Pefley, Diana Larsen, Yael Schy, John Kelly, Gail West, Leslie Zucker, Caitlin Frost, Kaliya Hamlin

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

We discussed four broad ways of applying OS to business settings:

- Groups in internal to a company addressing specific themes or problems, such as imagining the company's future or raising HR issues
- Cross-company OS events that might bring together similar roles / titles from many companies (such as technical contributors working in the same problem space). These provide social networking opportunities in a business community that would not otherwise be available
- Retrospectives where a team (unusually internal to one company) revisits recent projects or activities and looks for improvement ideas.
- OS groups including a company's customers and partners, for instance to collaborate about future products and services. Sometimes these are heavily directed (managed) to get specific results or gather input on a narrow topic.

Extended discussions around "how Open Space" various business settings might be. General opinion that business settings may use OS approaches but more constrained / controlled for the business' objectives.

How small can an OS group be? Possible to have 5-7, but typically more energy and enthusiasm in larger groups.

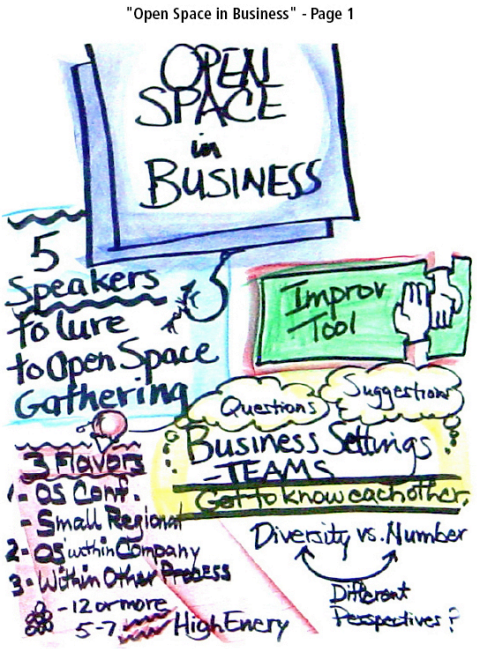
Memorable quote from Kaliya: "if you don't blog, you don't exist"
Kaliya runs an OS group around a specific technical topic – Internet Identity issues – and gets strong participation from all of the nearby companies. They feel urgency, since common standards will drive better business outcomes.

Rich runs a product management OS where tech folks with similar titles can meet, share, educate each other.

Brian's extensive experience with organizations in trouble: if there is no compelling issue, then OS does not get senior management's support – and therefore not worth engaging with that organization.

Eva's story about 40 accountants with arms folded, not excited to engage in OST. Took 2 days to loosen them up, including support from manager.

Theme: we can apply OST to more traditional (hierarchical) organizations, especially when they have crises or major issues. Need visible support from executives.



Tema
Issue / Topic**:**

OS Principles through the Eyes of Improvisers

La persona que haya identificado el tema de la discusión
Convener: Yael Schy and Viv McWaters

La / Las persona(s) que toman las notas
Notes-taker: Viv McWaters

Los otros participantes
Other members: Michelle Howard, Becky Peterson, Ann Feehan, Fabulous James Sheldon

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

At OSonOS in San Francisco, Yael Schy and I co-convened a session to explore the Open Space principles using improv games. We were 'encouraged' (!) by Michelle Howard, and joined by Becky Peterson, Ann Feehan and Fabulous James.

We wanted to explore the principles of Open Space: *Whoever comes are the right people, Whatever happens is the only thing that could have, Whenever it starts is the right time,* and *When it's over it's over*. Plus, *The Law of Two Feet* (taking responsibility for your own experience and learning) and *passion and responsibility*, and *'be prepared to be surprised'*.

We played a few warm-up games then Yael suggested 'Yes Let's'. This one game seems to embody all of the above. Brilliant!

Folk mill around until somebody calls out 'let's (any activity)', for example 'let's fly a kite' - then everybody mimes that action, until somebody else makes another offer, for example 'let's roll on the floor'. The game continues in this fashion until it's over. In Keith Johnstone's version of this game, you can choose to NOT accept an offer and sit out the rest of the game when something is called that is not to your liking. We modified that slightly by saying you could sit something out AND you could come back in when something that is to your liking is called.

So - this game provides a rich way to debrief all of the elements of open space described above, especially the Law of two Feet, and in a fun way it replicates the 'offers' made in an open space opening when the agenda is created, and the choices made about where to go, when to leave, when to join in again. We also talked about surprising ourselves with the offers we made and / or accepted / rejected.

While that particular game was over, the session wasn't. We wanted a way to bring our learnings together in a fun way. We played 'True for You' and then Anne introduced us to a closing game that I'll call 'Wisdom' (not sure what the real name is).

In this closing game we stood in a circle with our hands in the prayer position in front of us.

Then using one word at a time we made up simple statements about what we had learned. Anyone could start.

When each statement was completed (over) we would bow and whisper yes, yes, yes. It was so much FUN! Very Open Space.

Thanks to my improv buddies for playing with open space - literally and figuratively.

Tema
Issue / Topic:

OST and the OD Summit 2010 in Hungary

La persona que haya identificado el tema de la discusión
Convener: Gerard Muller

La / Las persona(s) que toman las notas
Notes-taker: Stephan List

Los otros participantes
Other members: Jessie Hsiao, Franklin Quijano

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

- OD summit in Hungary will take place 22th – 26th August 2010
- Suggestion: OD Summit first, then WOSonOS
- OD Summit could be a big playground in order to exchange experience and / or different professional approaches
- People are interested in attractive new formats, they are eager to learn new things. An interactive format would be very useful.
- Announcements and requests regarding the OD Summit should be posted in the OS List by the Hungarian team.
- Information about the OD Summit could also be given in local contexts.

Tema
Issue / Topic**:**

OST Tricks and Traps: USA and Overseas

La persona que haya identificado el tema de la discusión
Convener: Elwin Guild

La / Las persona(s) que toman las notas
Notes-taker: Elwin Guild

Los otros participantes
Other members: Gary Bellasalmo, Shaktari Belew, Cheryl Oku, Jessie Hsiao

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

This session was a presentation (as follows) with many elements added in response to questions asked in the session:

"Success is all about Preparation"

Read the "Users Guide!!" Meditate on it! Read it again the day / night before Opening Space!

Focus on: Show up, Be Present, Tell the truth and Let it all Go!

Meet with Sponsor. Have them explain what outcome they expect. Repeat what they told you. Ask if you left anything out. If so, discuss that point. This should develop a sense of trust and competence. I then tell them that they will not get the outcomes they expect. Further, while I can not predict what the outcomes will be, I can say with complete certainty that they will exceed those they just stated. I state that has always been my experience. Next I say, "If for any reason you are not pleased with the outcome; don't pay me." Then I state that I have always been paid. At this meeting make sure the sponsor will arrange for al logistics management.

Insist that you write (or do the final edit) the Invitation. I find this to be a critical issue. Generally they would write too much about OST and other matters better left unsaid. What they are totally responsible for is: providing all directions and information regarding date, time, registration, location, travel matters etc.

You should write the Invitation's "opening." Keep it very simple without details of OST itself. Something on the order of the following works well:

"You and other stakeholders interested in (insert the question that is the conference Theme here) are invited to attend a two and one-half day conference to discuss the best approaches to answering that question.

Be prepared to be surprised! Together you will establish the conference agenda in the first hour of the conference. Begin thinking about actions or questions that you think we need to address at the conference- that will be your agenda contribution. You will be assisted by a professional facilitator throughout the conference.
Dress for comfort and bring your passion for creative change. That's all we need for success!"

Meet with the Venue Manager in advance of the OST.
Do a walk through of the facility and get commitment to: clear the room(s) of all but chairs; allow the use of "blue tape" (demonstrate its safety); provide non-stop coffee / drinks / cookies / fruit etc, and have lunch served as a buffet for a two hour period (this allows sessions to continue rather than stop for a lunch "bell.")

If the venue management will not agree to any one of these needs tell them with total conviction, "I am sorry to inform you that I must move the conference to another facility." You are giving them major business. They will agree. Be very firm in stating your insistence for these services.

Insure the sponsor has all supplies on-site the afternoon before the Opening.

MORE TIME FOR "OPENING SPACE" THROUGH SIMPLE, EFFICIENT PREPARATION AND PRESENTATION TIPS
The day before Opening do the following:
Use Blue Tape to frame the Market Place. Long lines of tape will do that. A double tape line down the center separates TODAY from TOMORROW.

With a roll of Blue Tape tear off one inch lengths and apply a huge number of pieces along the Market Place wall. It will look like a blue dotted fence.
At each colored session area next to the flip chart place a huge number of blue tape pieces. These tape pieces allow for topics to be instantly attached to the wall at the Market Place and Session Area. Participants can't cope with peeling tape off a role while hanging on to their Session Topic paper. Make it a "no-brainer."

Use colored Post-Its to make Session Space signs. Apply 6-8 Post-Its to a sheet of paper and place in Session Area. Each area has a different color.

Now use the same colored Post-Its to indicate Session Time. Only the Start Time is needed, such as 9:00, 1:00, 3:30 etc.

On the Market Place Wall place the "Session Time" Post-Its in Vertical Color Rows. One row for each colored session space.

Two areas will be needed. Put one Session Time Area on the LEFT of "TODAY" and put the other set to the RIGHT of the TOMORROW area of the Market Place. This avoids having two meeting times in the same session area.

Here's the KEY: when you explain how the Market Place works DEMONSTRATE the process as follows:

Say, "I have an Issue. I want more Pay!" Show them the written issue.
Point to the sponsor in the room. "S/he doesn't pay me enough."

“Help me find a way to get more pay. Come to my session.”
Walk to the Market Place and choose any colored Post-It, place it on your issue and put it under TODAY.
Tell them what you just did. “I went to the TODAY Post-Its chose the YELLOW 9:00 and put my issue under the TODAY Market.

Now say, “No. I changed my mind. Today is not the right day for this. I will do it tomorrow.” Remove the Post-It and return it to the Right Side where it came from. Walk over to the LEFT side of the Market and say,” I will meet in the YELLOW area (choose a YELLOW Post-It) at 9:00 TOMORROW.” Apply the Topic under the TOMORROW side of the Market Place.

With this very quick (2-3 minutes) demonstration all should fully understand that the Color of the Post-It tells where you will be and at what time. Placement to the Left or Right (Today or Tomorrow) has been demonstrated and should be clear.

CLOCK- get a big, cheap clock and hang it on the Market Place Wall. This is a huge help to everyone as they check-in on the Market happening during the day.

The CHAIRS in the circle need careful placement. If two or more rows are needed the first row MUST have a full chair space between each seat. The same for the second row if there is a third row. Insure that every seat has a clear path to the center of the circle. This insures best participation. It also allows everyone to see everyone else face.

SMALL ROUND TABLE for the center of the circle. This for me is a MUST! It is crazy to have people down on their hands and knees to make a Topic sign. It also uses much more time. I also think it reduces participation. The small table allows quick topic development.
Put a short ribbon of blue tape on the markers placed on the table. This prevents the marker from rolling off.

Always use ¼ sheets of flip chart paper for the Topic development. 8 x 10 result in cramped, hard to read topics. Crinkle the paper slightly so each piece can be easily grasped by participant. They won’t stick together.

NOW LOCK THE DOOR! In the morning participants gather at the locked door and there is a “buzz” about the nature of the invitation etc. Real emotion. When the door opens and all enter in a bunch you can feel the energy of surprise. Good energy. Good start!

FACILITATING

Temple Bells. For God’s sake get them!! Pure magic for Open Space. They are your “TALKING STICK AT CLOSING!

Introduce the 4 Principles and Law AFTER the Market Place has been created. If done before participants are not as attentive to their value or relevance. USE VERY QUICK STORYS TO EXPLAIN THE PRINCIPLES. They are in the User’s Guide. Use them. It is the best way to have them “get it.”

NEVER EVER ANSWER QUESTIONS! If you see / feel swelling hands raised question pressure or someone blurts out a question, ACKNOWLEGE the question by saying, “I know you have a

question. I know all of you do. But, I will not stop to answer now. When I finish I promise to come back to your questions." DO NOT ANSWER THEM!! If you do, they will be dependent on you every day. It is a disservice. Don't do it! Here's how:

When you have finished the Opening, say, "O.K. now I'll answer your questions. Remember? I said that I would. Now I can go around to each of you but I have a better idea. Whatever your question, I have only one answer, "You decide. Do whatever you decide! That applies to every question that occurs for the entire conference. You decide."

WALK OUT OF THE BUILDING. The most empowering thing you can do is to announce that you are leaving the building (going to your room for a nap) and then to try to insure that all can "see" you walk away! Wow! "He means it! I guess I must decide for myself."

ADVICE FROM OVERSEAS EXPERIENCE

Insist on a female interpreter. Men have egos that result in them speaking, not for you, but for themselves. What they say will be to make them look smart but does not convey what you are saying. This is NEVER a problem with a women interpreter.

Ask for two interpreters. One might get sick, and then what do you do? When one tires (this is very stressful work) the other can step in. Two allows for more hands when you prepare sings (written in the host language).

SPEND A FULL DAY WITH THE INTERPRETER(S)
Try to be at the conference venue. I prefer the café or bar. Start early and spend 4 -5 hours talking, story telling, drinking etc. Do not focus on work. They will ask questions about what is going to happen and when they do you can give them a "story" about it. In the afternoon, together start making the Principle signs etc. As you do that they will ask many questions. "What does this mean?" When you explain you are preparing yourself for tomorrow and training them at the same time. They will do a much better job of interpreting the Principles as a result.

Never try to tell a joke! It will not work. Period!

When facilitating, using "stories" to explain meanings is the most successful means. Do it for the Principles, Law, and honeybee / butterfly etc.

Be prepared for NO TECHNOLOGY. No photocopy, electricity, flip chart paper, markers. Do not give it a second thought. Use what ever means you can. IT WILL WORK BEAUTIFULLY!

Tema
Issue / Topic:

Power of the Question

La persona que haya identificado el tema de la discusión
Convener: Nettie Pardue

La / Las persona(s) que toman las notas
Notes-taker: Nettie Pardue

Los otros participantes
Other members: Ainsley Nies, David Barnes, Mindy Meyer, Norman Pefley, Eva P Svensson, Spark, Jihee Seo, Christine Whitney Sanchez, Annette Zera, Phelim McDermott, Sono Hashisaki, Elizabeth Tsai, Diana Larsen, Claudia Miller

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

General notes:

The use of Koans in Workshops

Need validation of how hard it is to ask questions---how do you have more time with the client?

Is the question to help clients ask the better question for them.

What questions do you want people to ask - Ask the client to come up with the question they want to ask

The question needs to be using the client language. Give the client 10 minutes to come up with all the questions they have.

Give client handout to come up with the “juicy” question. Look at Open Space Archive

Do you want the question answered? Stretch? Provoke?

What will you do with the answer?

The most provocative question is answered at different levels.

AI folks have a list of appreciative questions.

A barrier we all have might be trying to come up with the perfect question.

Thoughts about the invitation question in OS

- Question has to tied to purpose
- What's the purpose?
- Look at key words that come up with the purpose.
- Having a very personal invitation to the question
- Invitation comes from a very influential person
- What questions open up consciousness
- Are you working too hard to find the perfect question
- What would happen if……
- Adding I wonder if……
- How do you include the action piece in the question
- How will we create this organization
- A question that pulls you into the future
- Picture this……
- Forming questions around need
- What would it take for us to feel belonging here?
- What would it take to reach the desired future?

Tema
Issue / Topic:

Public Space with Heart and Meaning: Creating Coffeehouses that Matter

La persona que haya identificado el tema de la discusión
Convener: Raffi Aftandelian

La / Las persona(s) que toman las notas
Notes-takers: Sono Hashisaki, Raffi Aftandelian

Los otros participantes
Other members: Erica Peng, Paul Gleiberman, Nataly Marchuk, Tatiana Podushkina, Christy Lee-Engel, Marielle Earwood, Hiromi Kelty, Ulrika Eklund, Bo Smith, Alan Stewart, Michael Dobbie

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

How do we create Open Space cafes, third places (Ray Oldenberg) in communities, where very different people who don't know each other gather and have conversations that matter?

Public space (third places) are often fear-based: "if you pay, then you can play. Have no dough, gotta go." How do we create spaces that invite all people, including the homeless person needing a shower and the very economically privileged?

Ideal- safe public space for intimate (authentic) communication.

To get it started: have a list of questions to get it started. Set up a table in an existing café with specific time and flyers. Easiest to have such a space / conversations facilitated at first. So perhaps at first it'll be a hosted space, and then later self-hosted.

What are the beliefs or assumptions informing the creation such a space?

Vision: is this a self-hosted space? Valued as a community asset, with the participation and holding and support of local government, business, NGO's and community? Build it and they will come?

Purpose of this space: Conversation in itself. Place to talk about things that are important to you right now. Marketplace vs. action item. Way of connecting to locals and travelers. To meet new people- connecting with heart and meaning. Value of communication is to awaken. To change community. A space for people to share and later manifest their dreams. A web of conversations that matter are powerful enough for the action to unfold by itself.

Is this a church of the future?
A place for Spirit?

Spirited play vs. Spirited work?
Can this space be outside? Where people drop by?
Or both?
A place where people would feel comfortable walking in?
A place for introverted people, too?

Michael Dobbie: There is an opportunity right now in Seattle to jumpstart this process. There is some space at Broadway and Denny slated for demolition in 6 months. It can be used in the interim. I am putting in a proposal to use this space very soon. Perhaps run an Open Space here on creating this café?

How do you seed the creation of such a place?
Can this be a place that feels like home?

Or nicer than home?
What minimum resources are necessary to keep this going?

Perhaps create a wiki space to continue the conversation, gather via skype?

How do you create space for community? Start with space within yourself, relationship with yourself, and then with others…

This is about creating healthy community.
How do we maintain the communities outside of the café.
Alan: café Lucia in Adelaide, Australia

Quality of life depends on the quality of questions ask yourself…

Related sessions: Home Gathering: Coming to Ground (Sono), Public Art and Open Space (Erica)

Action steps: put proposal in to city of Seattle for use of this space.
Gather at Red Vic's café this Sunday to continue and perhaps experience something approximating the dream. Share notes from Eco-April Open Space from early January this year in Seattle on this session.

Tema
Issue / Topic**:**

Rattling the Cage: Power and Participation in Open Space

La persona que haya identificado el tema de la discusión
Convener: Michelle Howard

La / Las persona(s) que toman las notas
Notes-taker: Michelle Howard

Los otros participantes
Other members: Franklin Quijano, Erica Peng, Ken Burrows, Shufang Tsai, Tom Atlee, Sally Sommer, Ulrika Eklund, Jay Hung, Justin Sampson

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

How do we work with people who have been disempowered all their lives?
Or just people who have difference experiences of their own power?
What kind of power dynamics are manifested in self-organising systems?
What are some of the ***barriers to participation*** in a self organising system?
Do we trust self-organising systems to deliver more equitable outcomes? Does that matter?

We need to acknowledge the values we bring to the process as facilitators – we are not value free. Most people felt comfortable with this from a content point of view – more difficult to monitor ourselves when it comes to the values we hold about what 'good' ***'respectful' group dynamics*** look like. What are the unspoken values in the room?

Many of us felt uncomfortable with the implications of "Whatever happens is the only thing that could have". Is this an abdication of our responsibility as facilitators, as participants for the ***quality of the process***? What does this mean for our responsibility as facilitators for the qualities we support in an open space process? What are the qualities for being ready? What does readiness for Open Space look like?

Open Space takes time and has its own rhythm – self organization takes time, for trust to develop, for the unspoken to manifest. ***Open Space is evolutionary*** – over longer periods of time the dynamics in a group often get challenged. It is powerful then the dynamics become the content – powerful changes can emerge.

How can we as facilitators best open the space for such ***powerful change***? What qualities can we evoke? What about the interests/awareness that are not represented? How can we invite these voices into the room "If you are not at the table you are on the menu"

The principles and the law of Open Space seem to primarily relate to 'content' and can allow us to stay on the surface if we let them. ***"When people are not seen, heard and loved –***

mischief occurs!" We need to find non-threatening ways to engage the disengaged – do not under estimate the power of the invitation, continue to keep the invitation to engage open.

Recognise also the power of silence – just allowing people to be and to experience what is happening to them and around them and between them. Acknowledge that everything has its purpose – ***Open Space is a process of enquiry***. We need to always be open to question, enquire and to change – even if that is incremental.

If we claim that open space works for everyone all the time then we are in denial – continue to be self reflective!

Tema
Issue / Topic**:**

Resource Center that Uses OS Technology

Тема: РЕСУРСНЫЙ ЦЕНТР, ИСПОЛЬЗУЮЩИЙ ПРИНЦИПЫ ОТКРЫТОГО ПРОСТРАНСТВА

La persona que haya identificado el tema de la discusión
Convener: Tatiana Podushkina

La / Las persona(s) que toman las notas
Notes-taker: Tatiana Podushkina

Los otros participantes
Other members: Various

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Discussion was around two ideas:
Дискуссия строилась вокруг обсуждения двух идей:

1. Creation of Resource Center that uses OST for people who need spiritual and physical support (healing) and development
   (Создание ресурсного центра, использующего принципы открытого пространства, для людей, нуждающихся в духовном и\ или физическом восстановлении и развитии)

2. Creation of youth development center, using OS principles
   (Создание развивающего молодежного центра, с использованием принципов OS)

Ideas:
Идеи:

Resource center could be at the resort area, so one can use natural conditions (sun, water, forest…) for mental and physical healing.

Ресурсный центр можно организовать в курортной зоне, чтобы можно было использовать природные ресурсы для физического и духовного восстановления.

On-line resources/tools could be used for on-line forum (generation and discussion of ideas, search of the likeminded people, and other resources)

Можно использовать он-лайн ресурсы для форума (сбора и обсуждения идей, поиска единомышленников, доска потребностей и интересов).

Both projects need financial resources: first could be commercial and profitable, second might need some outside (governmental / non-profit) support.

Оба проекта потребуют решения финансовых вопросов: первый проект может быть коммерчески окупаемым, второй может получить финансирование в социальной сфере.

Special training might be needed for people who will work in those centers: people need to understand and appreciate principles of OS and implement them in their lives.

Потребуется специальная подготовка для работы в таких центрах: люди, работающие в OS центре должны понимать и разделять его ценности и принципы, а также поддерживать их в реальной жизни.

There are some human / professional / material resources that could be used right away to start developing a center.

Есть человеческие, профессиональные и материальные ресурсы, которые уже сейчас можно использовать для реализации этих проектов.

First hand tasks are to develop basic principles and the team that will work on the project.

Primary goals – developing of conception and building of the team which could realize all these projects.

разработка концепции и набор команды, которая могла бы реализовывать эти проекты.

Next step is to write down the details of the project, analyze potential donors, ways of financing, as well as development of the sustainable strategy.

Следующим шагом может быть описание проекта молодежного центра, анализ возможных доноров, поиск пилотного финансирования, а также разработка дальнейшей финансовой стратегии проекта.

Tema
Issue / Topic:

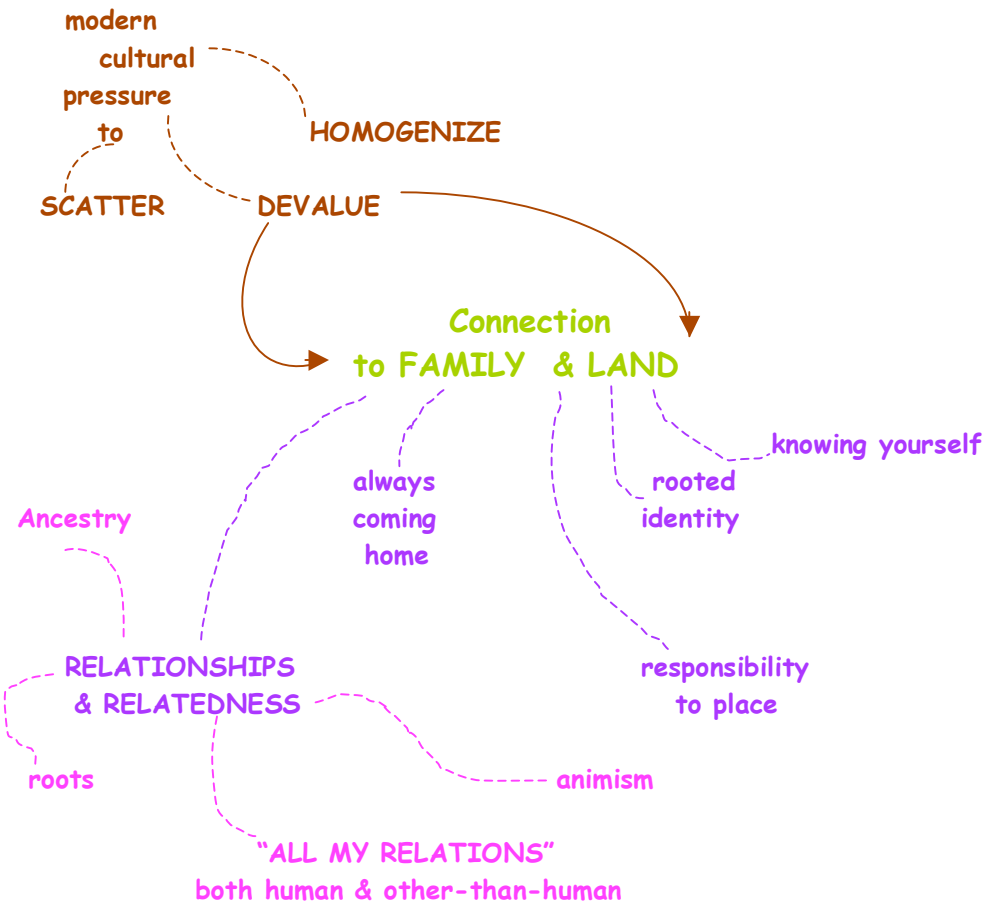
Rewilding -- Connection to Place; Dismantling / Abandoning Civilization; Revitalizing Village & Land & Family

La persona que haya identificado el tema de la discusión
Convener: Willem Larsen

La / Las persona(s) que toman las notas
Notes-taker: flip-chart transcription by Lisa Heft

Los otros participantes
Other members: Raines Cohen, Matilda Leyser

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:



RESOURCES:

Web:
www. rewild.info (web forum)
www.mythic-cartography.org

"the College of Mythic Cartography"

www.urbanscout.org
"the Adventures of Urban Scout"

www.themythweavers.com
"The Mythweabers", Storyjam Band

Tema
Issue / Topic**:**

Self-Organizing Transformation in a 96 year old Girl Scout Movement

La persona que haya identificado el tema de la discusión
Convener: Christine Whitney Sanchez

La / Las persona(s) que toman las notas
Notes-taker: Reuben Sanchez

Los otros participantes
Other members: Norman Pefley, Annette Zera, Ainsley Nies, Gerard Muller, Heidi Nobantu Saul

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

2 inquiries for this session:

1. What are the issues and opportunities for culture change in the Girl Scout Movement (as distinguished from the Girl Scout organization) that can be impacted by the StoryWeaving initiative before, during and after the 2008 Girl Scout National Convention?
2. How are the assets produced at the convention going to serve the Girl Scout Movement?

The following processes will engage 10-15,000 Girl Scouts:

- Digital StoryWeaving (500 girls capture and produce digital stories
- Open Space Technology
- Appreciative StorySharing
- Stewardship Circles (cafe-like process)
- Brief Open Space-like process (topics posted online)
- Reflection Circles

Thoughts / questions from the group:

- Core Business Strategy aligns with change “assets”
- Help GSUSA get to the point of asking sustainability questions
- Line management seems to be a critical missing piece
- Can you coach the CEO in the Heroine’s Journey ?
- Can enthusiasm be raised at the council leadership level?

- Has anyone had experience using project management with an emergent self-organizing team?
- This team (primarily made of volunteers) is working / interfacing with paid staff, at various levels, at Girl Scouts USA. These two groups are starting to warm up to each other but haven't started dating yet. The first-kiss and Sex is way down the road but these two have to deliver a convention in October this year! Yikes!
- The "hedge hog" for the Girl Scouts is Leadership development for girls but this project is also about culture change. Christine sees the client as the Girl Scout Movement, the contract is paid for by the Girl Scouts of the USA.
- There are two views of who owns the movement:
    - Members (3 million girls and 1 million adults, organized into local councils)
    - GSUSA is chartered to run the business of the movement, There are 2000 voting delegates who convene during the National Council Session (the business meeting held during the convention) to foster and improve Girl Scouting.
- Discussion around the difference between leadership versus stewardship of a movement. One person suggested that the parent organization is charged to steward, not lead the organization.
- What matters the most for people / participants is their own experience and their own sense of relevancy.
- How can the system make use of Open Space? Appreciative Inquiry? Café Circles?
- The outcome of these processes is that it will give participants a variety of different experiences at the convention that will likely lead to its transformation because that transformation takes place within. But what happens afterwards, when participants leave after having a powerful experience? It is believed that the experience of OS will raise the enthusiasm that will carry forward at their own council level.
- Many in this breakout session feel that the cultural change needs to occur at the national CEO level.
- Heroine's Journey as one coaching model for the CEO
- Results of OS are "better" when it occurs at the end of the convention, not at the beginning. This would give participants a chance to percolate and digest the events and content from the convention. There is agreement that the outcome of this convention will be powerful AND change takes time. Using OS on a regular basis with leaders will likely yield even more results.
- Don't forget the "line" (those in line-management roles). Sometimes too many groups become ineffective since it is up to those line-managers to implement the change.

Tema
Issue / Topic**:**

17 Ways to Ruin an Open Space

La persona que haya identificado el tema de la discusión
Convener: Phil Wolff

La / Las persona(s) que toman las notas
Notes-taker: Leslie Zucker

Los otros participantes
Other members: Rich Mironov, Ann [Feehan? Badillo?], Elwin Guild, Larisa Nekroenko

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Example 1: Phil once started off the OS with a bad attitude, with the wrong frame of mind himself, he felt unsettled and emotionally unprepared, so the Open Space took on the same feel. The participants seemed to act the same way he felt.

Example 2: Rich once facilitated OS in the technology environment, in which they defined the time slots very clearly, with people walking around to say "this session is over, please proceed to the next one". He assumed that very linear thinkers (such as technology professionals) needed more structure, but in fact, they didn't.

Comments: Ann feels it is really hard to practice the Law of Two Feet.
Is it helpful to state during the session "is this the right session for us right now?"

Elwin feels it is helpful to define the principles in more depth and to give participants a few metaphors to imagine them. For example, imagine the "traditional" office setting with a staff meeting in which the agenda has been accomplished but since there is still time left, people stay and become unproductive. At that moment, those people should feel free to excuse themselves. He also believes that if you feel uncomfortable just leaving, that you can say "I'm going to get coffee" and then just not come back. Leslie feels that it is less respectful of people and the process to "make up an excuse" and rather it is better to simply allow people to say or act however they want (and will by human nature) and trust that it is everyone else's responsibility to not take that behavior personally and respect the essence of the law.

Example 3: One person attempted to encourage Open Space by extending the coffee breaks of a traditional conference setting (to almost an hour), but it didn't work, instead it turned into a "schmooze fest".

Example 4: Elwin says you can ruin Open Space by answering questions. It is better to say "I will take all of your questions at the end of the Open Space".

Comments: Larisa feels that in Russia, the personal versus professional relationship is different - which influences the Open Space.

Elwin says that he has facilitated Open Space in Russia the same way that he does it in the USA.

Comments: What is a "successful" Open Space? How do we define it?

Ann says that the biggest mistake is to NOT do the Open Space!

Leslie says that having people meet and have conversations and produce proceedings are to say what happened, but doesn't define it as "successful". For example, if we needed to "prove" that it was successful according to the participants, is it appropriate to conduct an evaluation? Would asking people to fill out a short survey with some questions about their perception of the "success" of the Open Space take the air out of the balloon? What if those evaluation surveys could be quantified and given to a potential funder, would that make it worth doing the evaluation?

Tema
Issue / Topic**:**

Sharing Our Feelings (not Thinkings) about Future Use of Open Space

La persona que haya identificado el tema de la discusión
Convener: Brian Bainbridge

La / Las persona(s) que toman las notas
Notes-taker:

Los otros participantes
Other members: Claudia Miller, Christy Lee-Engel, Susan Kerr, Anastasia Nicole, Nettie Pardue, Gail West, Gerry Nugawela, Raffi Aftandelian, Jessy Keiser, Ann Feehan, et al.

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Presence of OST in NGO's (Non-Governmental Organizations) seems dominant.

Assumption is that business is not open to OS, but business uses it without naming or recognizing it. Even at the highest levels. It does happen, but focus is outcome / results driven.

Have to enter the organization where the flow allows. Hard for them to "go with the flow". "Getting it in there" is not the actual challenge.

We need to recognize its presence rather than tell them this is different. We may – perhaps – be standing in our own way.

OS is a deep spiritual approach – like "coming home" – find a place to help them come / find home – a life practice.

Cry for spirituality is sort of universal. With often strong religious overtones. It helps some. There's a wide range of religions, but spirituality seems the common thread.

SPIRIT means freedom with responsibility – and almost never top down but bottom up. OS also allows responding in NOW. It always finds a way to do what needs to be done.
Feelings, now, are the actual thinking.

A sense of "at-home-ness" – of love – connectedness – acceptance – and happy as well as challenging.

CONTROL belongs to the management tradition, probably as a dominant.
OPEN space, not controlled space. Maybe a language change is needed.

Feelings can come out in OS more readily.

Non-violent communication is in tune with this understanding.
Emotion is expressed regardless of our language. Feeling gets suppressed by our thinking approach which leaves not enough room for feelings.

It's time for OS in our world – OS works like no other way.

Need to talk more about feelings.

OS has exhilaration and tremendous fear – coming back to TRUST and love. Surprise plays its part too.

TRUST is a funny word – what do we trust? Who do we trust? Always has uncertainty in it.

Learning to live with that! Reassurances matter but are not the totality. Trust and fear connect and challenge.

People will go as far as they think they can go. They may not be ready for OS – not safe then to proceed. Facilitator has to be safe – and even allow the fear to show and to come out.

We facilitators show trust in our very being present, etc. That matters. It's a way of being human and fully present.

Tema
Issue / Topic**:**

Signs of a World Awakening

La persona que haya identificado el tema de la discusión
Convener: Ken Homer

La / Las persona(s) que toman las notas
Notes-taker: Sally Sommer

Los otros participantes
Other members: Veronica Pelicaric and others

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

How can we the people contribute to changing the present paradigm, individualism, competition, fear, isolation?

Veronica told the story of what happened in Argentina when the president wanted to unilaterally impose an export tax which would have transferred wealth from workers to the elite. 3 million people took to the streets and forced a vote in congress, which voted it down by one vote.

What are people willing to give up to make change? Are they only willing to work for their self interest?

For inspiration: Paul Hawken, Blessed Unrest

Video project on you-tube happening.

Concern with extreme, growing inequity in the world today. To begin to get from here to there, developing our collective intelligence, listening to our bodies instead of medical drug pushers. Begin to 'be' with it, the cycle, the circle, the spiral, instead of looking for the linear 'fix-it'.

Fear is used to keep us separate, self organizing is a threat to the status quo corporate structure, based on competition, not collaboration, collectivity.

In 2001 when Argentina was going bankrupt due to IMF structural adjustment and corruption millions of people took to the streets, banging pots and pans. This led to people beginning to organize locally into local councils leading to more local economic control. This was an example of the emergence of our underlying collective intelligence.

Most of our cultures are organized to work against this emergence and self organizing.

Tema
Issue / Topic**:**

Spiral Dynamics and OST

La persona que haya identificado el tema de la discusión
Convener: Shaktari Belew

La / Las persona(s) que toman las notas
Notes-taker: Shaktari Belew

Los otros participantes
Other members: Kenn Burrows, Alpha Lo, Sarah Hargrave, Eden Silva, Sono Hashisaki , Gary Bellasalmo, Paula Joyce, John Kelly, Nataly Marchuk, Tatiana Podushkina, Stephan List

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Resource materials can be found at www.spiraldynamics.org

Shaktari – convened to discuss how Spiral Dynamics (SD) could be helpful in understanding the client, the participants, and how to write an invitation that honors their way of thinking.

Gary – suggested that SD could be used throughout the OST process.

Someone asked what SD level OST emerged from…several people suggested G-T (yellow)

Paula – SD helps understand complex situations

Alpha – Did a brief description of the various value Memes (vMemes).

Shaktari – warned that over simplifying the complexity of SD is almost a disservice to both the theory and those using it. People think in vMeme stacks (multiple ways in multiple situations) that change constantly, so simple typology of people is NOT what Spiral Dynamics is about.

Eden – Can we speak to each way of thinking as we describe OST to our clients and participants? Would that assist understanding?

Paula – How is my work informed by my clients? I recognize that I can speak to people in a way that honors their thinking by using SD.

Alpha – You can categorize facilitation methods by vMemes:

- Talking stick – green?
- World Café – starts as green and perhaps moves to yellow?
- OST feels like yellow or perhaps even turquoise?

Paula – She's doing research on democratic models (including sociocracy). The more tools she uses the better she can describe human systems. SD helps her describe the scene before her.

Alpha – Another model is Tribal Leadership out of USC.

Paula – Sociocracy shifts from "we" to taking full responsibility as "I."

Tema
Issue / Topic**:**

Systems Theory Science and Open Space

La persona que haya identificado el tema de la discusión
Convener: Alpha Lo

La / Las persona(s) que toman las notas
Notes-taker: Alpha Lo

Los otros participantes
Other members: Larry Peterson, Ulrika Eklund, Tom Atlee, Paula Joyce, Ramon Alzate, Anastasia Nicole, Ken Burrows, Mindy Meyer, Yael Schy

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

We looked at how systems theories from science have to say about OST. We also looked at how organizational systems theory and social science systems have to say about OST.

Variables and parameters: In a system you can change certain variables and the large scale behavior changes. For instance if you change the temperature water molecules can behave as solid, liquid or gas. Similarly in a facilitation session changing different parameters may lead to large scale changes in the session. Some examples of variables are number of people, number of different sessions allowed in OST. Changing the rules slightly may lead to very different behavior in OST.

Initial conditions: In a physical system the different initial conditions lead to different evolutions. So it is in facilitation, different invites, different questions, different types of people lead to quite different scenarios.

Holographic: In a hologram a small part contains also the whole. Is it true in our groups? When does a group become a microcosm of the larger humanity? And when can we use it to seed larger scale change?

Interior and exterior: Science tends to look at the exterior parts of systems. People and groups of people also have an interiority. Can use systems theory to also look at the interiority of systems?

Feedback: In systems feedback can help keep a system in balance or also create amplification affects.

In interiority cases feedback can be used to adjust a system. So for instance biofeedback is an example of a feedback system. It may be that nonjudgmental feedback can take a system to a higher state. Judgmental feedback may not take a system to a higher level.

Transformation: An individual and a group may undergo transformation. What are the conditions that allow for this transformation? Are there tipping points, small changes that we can do that take a system to a higher level? Spiral Dynamics is one framework that looks at different levels of consciousness an individual and a system can take. Values change at each level.

Process/Outcomes: It seems that being aware of the process and less of outcome can help transition a system into a higher state.

Edge of chaos: There are ordered systems where small effects don't propagate. And there are disordered systems where small effects don't propagate. At the edge between order and chaos, at the edge of chaos scientists are suggesting complexity arises.

Perhaps we can make the analogy that in a plenary type conference we have a lot of order. In a pure party or get together we have disorder. Open Space is providing some order, like different sessions and different topics. And so maybe OST is at the edge of chaos.

Scale invariance: Small changes can lead to large scale changes in scale invariant systems. In a plenary conference small shifts may not lead to large scale changes. In a party a small change may not lead to large scale changes. In an OST maybe a small change can lead to a large scale change. Because say one person decides to cross-pollinate. That may lead to discussions in a group that changes to integrate something. Which then leads different people to move from group differently. Which then leads to more different discussions.

Awareness: Tavistock Institute has introduced a T group movement where you are simply present with what is, and there are no rules otherwise. And you see what emerges in a group.

Self maintenance and self transcendence: A group wants to do both

Tema
Issue / Topic:

The Topology of Online Communications
(formerly titled 'OST Blogosphere Wikisphere Twittosphere')

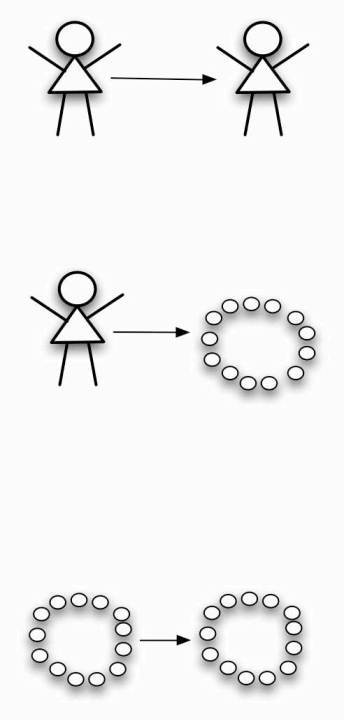
La persona que haya identificado el tema de la discusión
Convener: Kaliya Hamlin

La / Las persona(s) que toman las notas
Notes-taker: Kaliya Hamlin, Jeff Aitken

Los otros participantes
Other members: Various

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

E-MAIL
Email is the most basic of online communication tools. It mapped originally to how snail mail worked and then extended it.



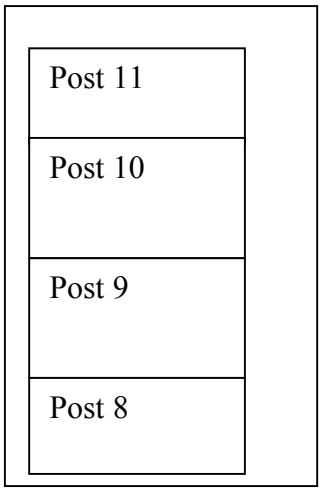
One to One
You send e-mail to another person – simple. It is really direct. It looks like the picture.

Slightly more complex but still in this basic pattern you In addition to this could send an e-mail to another person and Carbon Copy (CC) other people or Blind Carbon Copy (BCC) people. You are including people in on a one-to-one correspondence.

One to Many
You might choose if you wanted to speak to a group of people again and again to broadcast to them. To create a mailing list that sends out a newsletter to many people. This is best done so that you are not CCing everyone but instead are using a tool to send out multiple e-mails.

Many to Many
This form is a conversation usually that happens on a list serve (the generic name) or on a brand name Yahoo Group or Google Group. This kind of list can be moderated - meaning that only messages approved by a moderator who has said it fits within the topic area. Unmoderated lists mean that no one is approving messages before they are sent to everyone.

Email is good for talking between people both one-on-one, one-to-many and many-to-many. It is, however, the tip of the social media universe. When the only way you have to be heard by a group of your peers is by talking on a mailing list, you can end up with a lot of pontificating. It also means that what is said into that form is only viewable by people on the list during the time they say it (it is hard to search into e-mail list archives)



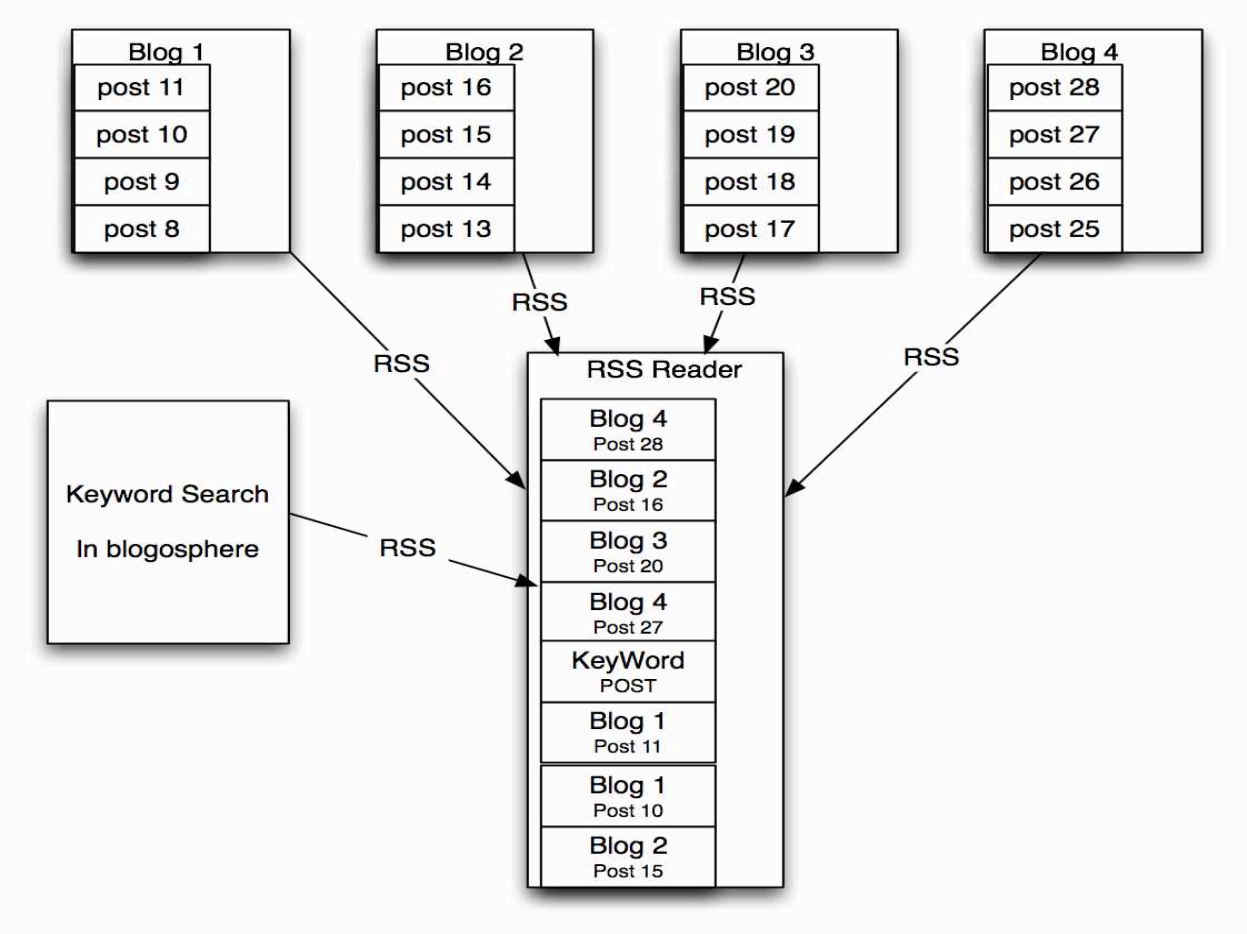
BLOGGING
This word derives from Web Log -> WebLog -> bLog -> Blog.

This medium began in the late 1990's as people started to post - in reverse chronological order - reports about their life or what they were learning about online, or anything else they wanted to express. Each entry they did was called a post - it had a date and a time. Originally they wrote each post for the web in plain HTML, and as more people started "weblogging" some software was written to support this form. These are some of the same tools used today by millions of bloggers.
Blogger.com - Typepad.com - Wordpress.com etc.

Webloggers who wanted to read each others blogs had to go and visit each of the pages every day to see if anything was new. This was inefficient. So – how could you know if someone had updated their weblog? Well, syndication, of course.

A format was invented to syndicate blog content called RSS (really simple syndication). What this meant was that if you subscribed to the syndication of a blog, you could know if the blog was updated and even read the new post without having to go to their web page.

You use an RSS Reader that allows you to subscribe to the updates of the posts coming from the blogs. This is how you can track 300 blogs at a time. There are two kinds of blog readers. Client side (on your computer, or mobile phone – NetNewsWire is an example) OR server side (viewable on the web – Google Reader is an example). All blogs have RSS feeds coming off of them. You subscribe to them by clicking on the Orange. This is how as an individual you can read many blogs that you choose in your personal viewer.



If you want to see a video explaining RSS see
http://www.commoncraft.com/rss_plain_english

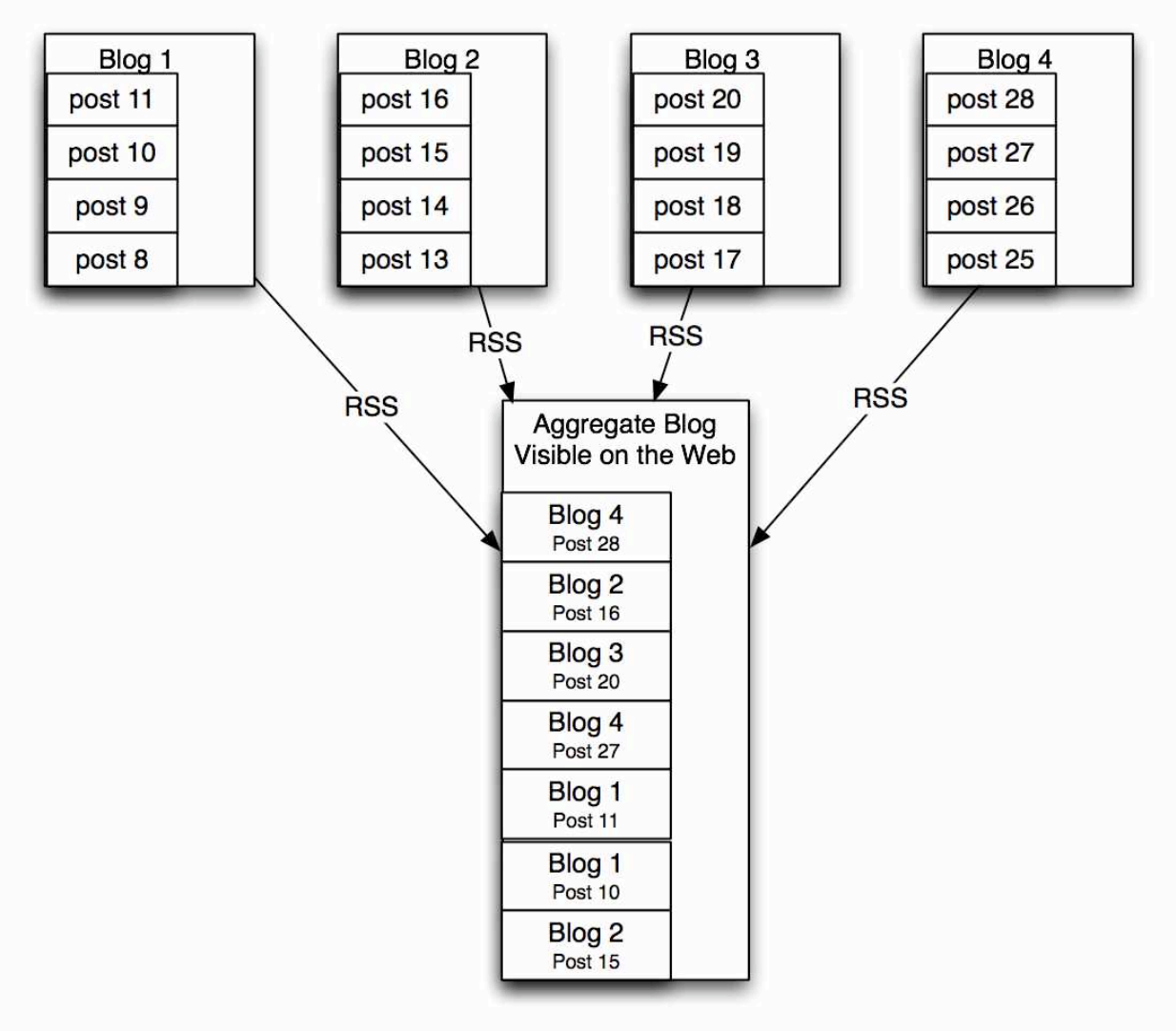
You can also create keyword searches that help you look for specific terms that others mention in their blogs. An example might be "Open Space Technology" so that every time it is mentioned it would appear in the RSS reader too.

Blogging is about personal voice – it is important to read what others say and to link to them when you write. It is interactive – social.

If you want to see a video about blogs http://www.commoncraft.com/blogs

AGGREGATE BLOGS FOR COMMUNITY

If you have a whole community blogging on a similar subject, you can start up an Aggregate blog that pulls their RSS's together and displays them on the web. This way you can - on a web page - view all the different bloggers on a subject together. This aggregate blog can become a hub of activity and a place where all the content is visible. The most common software to do this is called PlanetPlanet.



An Example of this kind of blog can be seen here http://www.planetidentity.org

WIKI

A Wiki is a key tool for sharing information in community online.
They are great for documenting terms, collecting links about a topic, developing documents collaboratively.

It is an editable website. This means any page is editable by people in the community (this community could be as large as all the people on the web – or just the people you give permission to). You can also add new pages. You don't have to ask your "web master" to add more pages or bug them to fix edits – it is easy to just change it yourself.

Wikis are complementary to mailing lists (list servers) where communities are chatting about things. The wiki is a place to document – capture the best of - highlights or community learning. Often community of practices

Here is a video explaining wikis http://www.commoncraft.com/video-wikis-plain-english

TWITTER
Twitter is a combination of Instant Messaging your computer and SMS (texting on your phone) in a group context.

It has also started to be called "microblogging" – you get 140 characters (letters) to express yourself. You type your "tweet" into your twitter home page, in an IM (Instant Messaging) client, Text them to 40404 on your phone or via a special twitter client like Twitterific or Twhirl.

Then the twitter system takes your "tweet" and sends it to anyone who is following or listening to you.

What might you talk about includes your presence – what you are doing in the moment, where you are, what you are working on - in a certain city, at a particular conference, a certain meeting.

Twitter also lets you chat with people - back and forth. (You can see how this might help one share knowledge in an Open Space conference as it happens)

You can do this either in public - that is everyone sees - or in private - that is only you and the person you are talking to see.

A social convention arose in twitter - to use the @symbol before the handle of the person you were talking to.

So it might look something like this

BillyBob: "I just arrived at the Great Web Conference" (a public tweet to everyone)

sunshine: "@billybob where are you? - the panel is good in room 10"

BillyBob: "@sunshine - cool. I have to find @suzy and then I will come check it out"

Given the context it is likely that BillyBob is on his phone, and I would be on my laptop (sitting in the audience watching the panel in room 10) using either a Twitter-specific client, IM client, or Web client.

This cross platform interoperability of messaging is what makes Twitter so powerful. It is like a universal message bus that helps link people no matter what the medium they choose to view / receive messages.

Direct messaging is used to talk to just one person privately. I often use it to communicate about a message or request to receive information in a different medium.

> sunshine: @billybob I really need to speak with you now about the proposal we are submitting today I sent you an e-mail and please call me ASAP.

This then gets sent to his e-mail, his cell phone (even if the stream of text messages is 'off' - direct messages get sent along), his Twitter-specific or IM client. It is the best way to get someone's attention.

There are two settings for Twitter - either you can have your regular tweets public and they are in the public timeline and anyone who chooses to follow you is approved - OR you can approve everyone. My sense is that 95% of the people on Twitter are public.

Twitter as the virtual water cooler.
So in this distributed web 2.0 world - many work places are virtualizing.
There are also communities of work around projects and ideas that are distributed - geo coders or user-centric identity folks. These kinds of people work very closely with their co-workers or network colleagues - in mailing lists, on wikis, project management tools, contact tracking tools, in IM, on voice conference calls. They might spend only 3 or maybe at most 20 days together in a year. They work with them, but do they know them? When you work in an office you have a water cooler - you have a sense of the rest of them in their lives. Twitter gives you a sense of 'them' in subtle ways that you miss if you don't see someone.

So people talk about going off on a cool hike or bike ride - returning from a swim. They talk about going to get ice cream or dinner with their kids, they talk about amazing things they are seeing - like a vista or a sunset.

Lots of people in there while working at home using a client on the desktop - tweet about things they are reading online with a link in it and a comment. They tweet posts they themselves have made on their blogs. Then these tweets to articles inspire a conversation about what is in the links. Often using @ messaging - so that others see the conversation.

There is a video about twitter here http://www.commoncraft.com/twitter

This session concluded with those gathered collecting the URLs of those in the community who blogged so we can create and aggregate blog.

These are the URL's of the blogs from people at the conference. If you have a blog that covers Open Space and other process technologies please let us know (If Jeff will be the point person on this I would be grateful)

The original intent of this session was to talk about the current state of Open Space Blogsphere, Wikisphere and Twitosphere. We instead talked about the topology of the technologies and best practices for using them for communities of practice like Open Space Technology, Appreciative Inquiry, and World Café.

------from Jeff--------

OST Aggregate Blog project
Kaliya Hamlin, Jeff Aitken

After the "OST Blogosphere Wikisphere Twittosphere" session we discussed the logistics of creating an aggregate blog featuring OST practitioners. We then began to collect the urls of OST practitioners and other resource people, and we intend to follow up regarding taking part in an aggregate OST blog.

Here is the list we gathered. If you would like your blog added, please contact Kaliya at kaliya@mac.com or Jeff at magic.teams@hotmail.com. We know that Michael Herman's blog is not listed here and surely there are still others.

www.unconference.net	(Kaliya Hamlin)
goodneighborsnet.blogspot.com	(Cheryl Honey)
riograndio.blogspot.com	(Jeff Aitken)
www.vivmcwaters.com.au	(Viv McWaters)
www.winkipod.com.au	(Viv McWaters and Geoff Brown - podcast website)
www.weblog.drlist.de	(Stephan List)
www.cohousing.org/members/research	(research forum - Betsy Morris)
www.footprintsinthewind.com	(Doug Germann)
www.chriscorrigan.com/parkinglot	(Chris Corrigan)
talesofatoy.blogspot.com	(Raffi Aftandelian)
www.futureworksconsulting.com/blog	(Diana Larsen)
www.greenplanning.org	(Al Green)
www.mythic-cartography.org	(Willem Larsen)
papaya.podbean.com	(alpha lo)
www.wosonostaiwan.blogspot.com	(Taiwan 2009 team)
voyager640.livejournal.com	(Fabulous James)
www.annbadillo.com	(Ann Badillo)
www.annbadillo.com/leadership	(Ann Badillo)

Tema
Issue / Topic**:**

Training the Marginalized to Engage their Communities

La persona que haya identificado el tema de la discusión
Convener: Douglas Germann

La / Las persona(s) que toman las notas
Notes-taker: Douglas Germann

Los otros participantes
Other members:

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Think in terms of partnering and sharing what we have, instead of "training."

Elicitive

Seek to raise curiosity

People are marginalized because there is power inequity—we need to open space for shared understanding.

Where to find the people?

Gather around OS or TWC (the World Cafe)? Or around a specific issue?

Someone suggests to start with something less formal and scary than OS - such as TWC. Another says it depends on the community.

Urgent, Complex, Diverse, Do something about it—find where the preconditions exist and people will show up.

What are the strengths in our community? People outside that group are ignorant of the strengths of these people.

Who are the marginalized?

Mental health and homelessness

Importance of having someone from that group to co-facilitate the OS

Aboriginal man who co-facilitated: had attended previous OS, felt at home, then this man attended an OST training.

“How do *we* create a better mental health service for *all* West Australians?” This OS was sponsored by government

Who is the one with the most connections?

The party brought the people there.

If a system is exclusive and creating the marginalizing, look for people who want to see it changed or are open to the change.

You need allies or champions in the system

Invited people from the North to come to the OS in the city to seed and become the recruiters

Make sure they really mean they want the change

Parallel and subsystems naturally develop: people create their own social systems.

Find people with impossible tasks—such as How to do more with less budget?

It's hard to know where the opportunities are going to arise, we can only listen out for them.

Could it be done in a sub culture?—do they know you, trust you that you will do what you say: try to be inclusive of many different groups, languages (this they do in BOSCOP)

Michael does not think it is hard work.

Not about finding people to train, but about building relationships and creating networks and where there are things that need doing and supporting them.

K'e: need more water in the river, or movement.

One aboriginal elder said: “I did not hear your words in the opening but I watched your body and how you moved and knew you were sincere in what you did.”

People who are marginalized intuit in a different way from those in the dominant culture.

Some of the key conversations are around health and mental health.

Conflict is a lightning rod—ask, Where's the conflict in this?

“Creating more day activities for homeless people.”

“Creating a Community Garden in our neighborhood.”

Ex-prisoner was good at coordinating the community garden.

“Roving Listener” of Indianapolis—finding out what people's skills are and putting them together.

Tema
Issue / Topic**:**

Using Online Tools to Support Open Space

La persona que haya identificado el tema de la discusión
Convener: Kaliya Hamlin, Melissa Norman

La / Las persona(s) que toman las notas
Notes-takers: Kaliya Hamlin, Jeff Aitken, flip-chart transcription by Lisa Heft

Los otros participantes
Other members:

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

This session considered what online tools have been our could be used before during and after an open space conference

Before the Conference

Topic Generation ahead of time

* Questions you want answered
* Questions to discuss
* what do you want to present

These questions can be asked ahead of time while people are registering for a conference. The out comes of these answers can be posted on the wiki so that people can see ahead of time and help the shape of the future.

Theme Generation

* Brainstorm using different media – wiki's, twitter

Who is Coming

➔ Profiles etc.
These can be displayed and can help inform others about who will be there. There are several tools we talked about using to do this.
* LinkedIn (North America) / Zing (Europe)
* Collective X
* Ning -> easy to Find

During the Conference

Twitter

-> Group tweet - this is a tool that supports all the
-> Broadcast up on screen

IRC Back channel – this is a way to have group chat between multiple people. It can support the sharing of information across different platforms.

SMS -> Public Screen
This is where you have a short code and then the messages are displayed on a screen. It crates interesting public feedback.

Button of InterestingNess
-> Timeline
-> Heaven 17
-> B.tween

Bookmark to "Be with People"

Blogging - this is personal weblogging while the event is happening.

Flickr - taking photos of the event

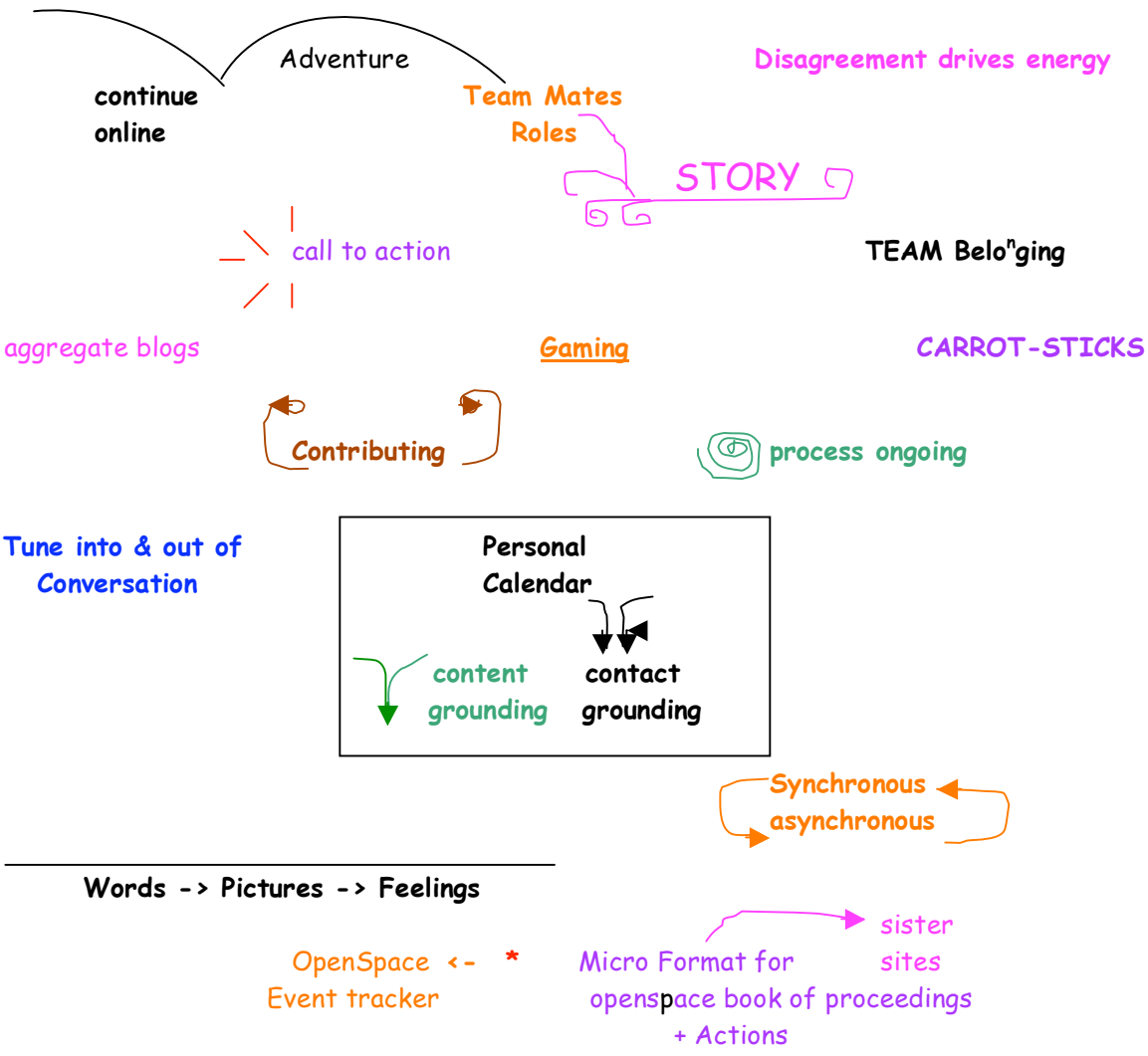
Live Video Streaming Ustream.com

After the conference

* Virtual Learning Enviro
  Moodle to follow projects

* Wikis
* Base Camphq.com
* Mailing lists
* Google Docs

* OpenSpace Online
* Virtual Life Meeting (SL)


Adventure
continue online
Team Mates Roles
Disagreement drives energy
STORY
call to action
TEAM Belo^ng
aggregate blogs
Gaming
CARROT-STICKS
Contributing
process ongoing
Tune into & out of Conversation
Personal Calendar
content grounding
contact grounding
Synchronous asynchronous
Words -> Pictures -> Feelings
OpenSpace <- *
Event tracker
Micro Format for
openspace book of proceedings
+ Actions
sister sites

Tema
Issue / Topic**:**

Visioning a Future of Alternative Democratic Political Structures

La persona que haya identificado el tema de la discusión
Convener: Sally Sommer

La / Las persona(s) que toman las notas
Notes-taker: Sally Sommer

Los otros participantes
Other members: Pavel Tsarkov, Cheryl Honey, Paula Joyce, Ulrika Eklund, Rose-May Guignard

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
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As autonomous groups multiply with specific agendas, food security, food production, housing rights, anti-military recruitment, neighborhood groups, reclaiming the commons, etc., how will they coordinate to have structures emerge to work for the benefit of the larger and larger community, replacing many of the non-functional structures that now exist.

As the situation becomes more dire in this country people will gravitate more and more to groups which address the issues that are affecting them personally, housing, food security, health care. These groups may then be looking for other groups with issues which intersect their own. The big issue is the more equitable distribution of resources. Right now there are groups in Africa working on the replication of a program to build low cost housing.

Cheryl: Put together a worldwide database to connect people with resources and people with needs like home sharing, skills providing.

In Russia there is almost no self organized groups, most citizen groups being part of the formal hierarchical political structure. There OS was used by a group of parents of athletes to increase communication between them and the coaches. It was also used to increase collaboration between male and female coaches.

A comparison was made between Russian and US neighborhoods. In Russia neighbors know each other and frequently socialize, hard for Russians to understand that in US it is possible to live next to some one for years and never get to know them.

In the Seattle area there is County Wide Community Forums, where there are meetings between citizens and elected officials, proposals are created, packets are put together to be discussed in house meetings throughout the county. The results of these meetings go to the representatives, who can take them into account or not. See “Community Weaving.”

Another model - If a large part of a community are against any decision, policy a collaborative model is used to extend the deliberation.

Resources - Portland City Repair, Jim Diers, 'Neighborhood Power', NYC Reclaiming the Streets.

In Sweden the trend now is for people to be less invested in political parties and more in specific issues groups. There is loss of confidence in political parties.

In the Ukraine there is a movement to create an independent political party, now is a period of popular education. But it is still difficult for any 'dissident' parties.

It seems that the government can never engage people from above. Western governments today are not seen as having the peoples best interest in mind - for example, as people in the US are losing their homes, the government gives billions to bail out banks, a pittance to people losing their homes.

Paula - 'Sociocracy' as 'reform' to improve governance. Overlaid onto existing structures.

(note from convener: if any one is interested in continuing a dialogue on visioning alternative democratic political structures, contact me at - s_sommer@sbcglobal.net)

Tema
Issue / Topic**:**

Ways to Use OS to Weave Community to Transform Cultures within Systems

La persona que haya identificado el tema de la discusión
Convener: Cheryl Honey

La / Las persona(s) que toman las notas
Notes-taker: Cheryl Oku

Los otros participantes
Other members: Gerry Nugawela, Cheryl Oku, Bo Smith, Tatiana Podushkina, Rose-May Guignard, Tom Atlee (bumblebee), Kenn Burrows

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Group discussed the diverse ways technology was being utilized to build community. Wondered if there was a centralized clearinghouse for social networking and resource sharing websites.

An overview of Community Weaving (CW) was presented. The new web-based technology on the www.familynetwork.org website was demonstrated. Four members of the group expressed interest in becoming Community Weavers. They wanted to know more about the various ways to apply the method. A lot of enthusiasm was generated in the discussion about cultivating an environment where people helped each other and felt connected to a nurturing community of people who shared resources and supported one another.

Cheryl expressed the demand for CW was growing and she asked the group if they would help design an on-line certification training. Bo Smith scanned the CW training materials so they could be emailed to all the participants. The group decided to meet with Cheryl on Sunday for a face-to-face nuts and bolts to learn how to use the on-line technology and start Community Weaving in their communities.

The CW framework is scalable and can be applied in a variety of settings. Gerry felt the approach would be useful in her work in third world countries in micro-lending to build collateral for loans for small businesses, Bo saw how the approach could be used to create systems of support and opportunities for those released from prison to be integrated back into the community by being Good Neighbors. Cheryl, who had worked with Head Start felt this is a way to connect parents to one another. She liked to aspect that the parents would own it and they could sustain it on their own.

Cheryl gave examples of the various collaborations that occurred that spawned an array of applications of CW to engage citizens to take responsibility for what they loved.

The new website at www.familynetwork.org is beta testing and has a feature that is being developed called "Great Ideas". This will allow the great ideas that are emerging from the grassroots to be shared so other communities can implement the great ideas and save time and resources.

Gerry asked if CW was trademarked and discovered that in the spirit of Open Space all materials are available for free on line. The only cost is for certification training to be able to access personal information on the Good Neighbors and generate reports to track levels of engagement.

The group members read three stories that were metaphors about people working together to improve their quality of life and create more cohesive communities.

Community Weaving is a great way to create systems of support for those in need. It raises consciousness to restore healthy community. It is a great interface with Open Space to sustain interconnections and helps in executing and tracking actions.

It is a multi-complex method to strengthen relationships.

Group will reconvene on Sunday to be the first group to be trained on-line.

Overview of Community Weaving: www.communityweaving.org
Web-based tool to pool and access resources of Good Neighbors: www.familynetwork.org

Chapter in Change Handbook on Community Weaving can be found at:
http://comm-org.wisc.edu/papers2007/honey2.htm

Tema
Issue / Topic**:**

What Have your AhHa! Moments Been in the Last Year?

La persona que haya identificado el tema de la discusión
Convener: Chris Corrigan

La / Las persona(s) que toman las notas
Notes-takers: Chris Corrigan and Viv McWaters

Los otros participantes
Other members: Ann Feehan, Gerard Muller, Diana Larsen, Jeff Aitken, Steven Cady, Pavel Tsarkov, Paul Gleiberman, Yael Schy, Larry Peterson, Erica Peng, Elizabeth Tsai, Viv McWaters, Peggy Holman, Mindy Meyer, Emily Axelrod, Michael Pannwitz jr, Shaktari Belew, Kenn Burrows

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
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Chris' notes:

Greatest "ahas" about the Open Space world over the last year…here is a selection from my report:

We discussed several things we have noticed over the past year or so that have been major "ahas" for us both as seasoned and new Open Space Technology facilitators. These insights fell into three broad categories.

First, it is clear that there is an increasing familiarity with OST and an increasing demand for the process. Furthermore it seems that groups that are using the process are going very deep and using it in very sophisticated ways. As facilitators we are finding less and less need to "sell" people on the idea of the process.

This was attributed to a number of factors including the fact that society in general is learning and practicing a lot more of relationship working. Information technology has transformed to relationship technology and collaboration and interactivity has woven its way into many aspects of daily life. Mobility, interactivity, collaboration and tolerance for chaos have become more mainstream. As a result, we are learning more and more about the need to be more tolerant with chaos, as we have been perfected real time course corrections. Wikipedia is a mainstream example now of the power of collaborative technology and this has raised the bar for face to face meeting and collaborative work.

As facilitators we are learning more and more to be collaborative in all stages of the Open Space process, from invitation, to hosting, to harvesting and sustaining results. We are becoming more and more comfortable with the role of creating difficulty and chaos in order

to help groups and organizations find new levels of innovation and collaboration. More of us are finding ourselves playing the archetypal role of The Fool in our work.

A third and very interesting development is noting the mental health benefits of participants experiencing greater integration as a result of being in active community experiences. Open Space seems to not only produce high quality results but also high quality relationships that results in deeper and deeper ways of being and deeper experiences of individual and collective wholeness.

_____

Viv's notes:

There were some great quotes as we warmed up to the topic:

Web 2.0 is relationship technology. IT is being replaced by RT (Chris Corrigan) and *Content is the means; community is the ends* (Peggy Holman)

The focus of the sessions seemed to coalesce around the question of how our learning was changing our practice. I captured the diverse thoughts of the group using a wave metaphor that I've used often with groups to explore the shifting ground - and I guess it's particularly apt considering Harrison Owen's use of the wave metaphor the other night.

Briefly, it consists of analysing changes around ***established norms*** (on the crest of the wave), ***emerging trends*** (where the wave is developing), ***dying practices*** (where the wave expires on the shore) and ***new edges*** (where the wave is still developing way out on the horizon).

So here's my take on the discussion using this framework (in no particular order)

Established Norms

The circle and meeting in a circle; naming the intention; welcoming disturbance; being in relationship with each other; we're no longer passive consumers of media any more; technology allows for real-time course correction; OST not so risky any more.

Emerging Trends

Using the principles and language of OST in business; building internal capacity with OST; connection to passion; tuning and adapting mechanisms as an organisational metaphor; Wikipaedia as a metaphor for OST; people are willing to play at a higher level and take more risks; bearing fair witness; willingness to embrace messiness; we value what happens at the margins; organisations unable to deal with chaos get left behind; willingness to sit with feeling bad - messy is normal and part of being human.

Dying Practices

Traditional media; can no longer retreat into isolation; the usual suspects turning up; printed proceedings; evaluation; the need to be seen as perfect; industrial economic development; individualism and the culture of 'I'; separateness; taking a pill to fix things if we feel bad; stability is good - change is bad; the hero leader.

New Edges

The Joker / difficultator role of the facilitator; collaborative facilitation practice involving a core team that contributes to sustainability; bringing together ‘accidental, unlikely allies to identify common ground; and diversity.

Tema
Issue / Topic:

When Money Talks, How Do We Talk to the Money? OST Corporate Referrals

La persona que haya identificado el tema de la discusión
Convener: Elwin Guild and Gijs van Wezel

La / Las persona(s) que toman las notas
Notes-taker: Shaktari Belew

Los otros participantes
Other members: Eden Silva, Paula Joyce, Gary Bellasalmo, Michael Wood, David Barnes, Jessie Hsiao, David Walter Dongo, Eva P. Svensson, Alan Stewart, Sarah Hargrave, Bo Smith, Gerry Nugawela

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
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Gijs – When he receives an invitation to do OST, he see what connections he may have with the requesting organization.

Jessie – Has some experience, but not too successful.

David – He's curious. Works mostly in non-profit.

Michael – Works mostly in non-profit. Has some success. He's intrigued why OST hasn't penetrated the for-profit sector more. Perhaps it's not ready for it.

Gary – He's new to OST. How can we get the word out that we are ready and available?

Paula – Works for large organizations. She's done it experimentally. There are corporations in Australia that own entire towns. She's been hired to run their town meetings. For example, Rio Tinto. Their community engagement is mostly a sham. They are not really interested in listening to the people, but instead, use the opportunity to deliver a corporate message. She's finding that she must seek a balance between her well-paid job and her personal values. She's developed a strategy of creating relationships within the organization to find those who are open and have leverage within the org.

Eden – In Philippines OST is new via Franklin. He sees it as a very important tool in the community and even in the Archdiocese. Wants to know, how do you get to be known and respected as a facilitator?

Sarah – Has spoken with large organizations. They kept saying they were interested but they couldn't understand what OST had to offer, so they never did it.

Elwin – Posted this topic because few have had success doing classic OST in corporations. In general, OST isn't in the door. He also has a personal quest to fulfill Harrison's goal of making OST as common to business as accounting.

Elwin has done OST for governments and consulting firms. In dealing with structural hierarchies of authority, the challenge is that OST scares them. You can't sell OST until you are talking to the person who writes the check. They tend to see it as threatening, afraid that they won't be needed any longer.

Bo – Wants to find ways to reach visionaries and business leaders. Has ideas of how to use the media.

Michael – What works: The corporate sector wants to make a profit. Ask how much of your work force creativity do you use? 20-30%? What if you could double it?

What is the cost of communication? OST breaks down silence and gets people talking to each other.

Use the stories (off the website). OST has been used for… (If you tell these stories, they sit forward in their chairs.)

Use generic language around process. Move quickly to outcome. Tell them, it stimulates creativity and … (see the list later in these notes.)

Tell them, it doesn't throw out responsibility and accountability. In the meantime everyone's going to be talking with each other in a way they've never done before.

Elwin – every OST Corporate success story example is a corporation in crisis in which they would do anything. How do we make it easy for them to find us?

Michael – OST does the following (use this for promotion):

- Converts conflict to solutions
- Creates "buy-in"
- Increases participation
- Builds relationships (who to talk to to get things done)
- Stimulates creativity
- Removes roadblocks
- Enhances team relations (gets hidden things out in the open)
- Breaks down silos

Eden – With corporations that don't honor people, OST probably won't be their tool of choice.

Elwin – Google, Microsoft, Yahoo, etc. Those people already embrace OST. Who else?

Five years ago, he had an interview with the top of the most successful trade association in the USA, with an $80 million budget…the Association for Association Executives in Washington D.C. Their primary function is training and lobbying. They set up trainings all the time. Why not let THEM sell OST?

Gerry – That's getting in at the meta-level!

David – Needs to understand his own motives for wanting to work with corporations.

Elwin – You don't have to have a corporate background. You don't need to understand anything about their business operations. We "facilitate," period.

Bo – He's interested in working with corps because he believes in the value of communication.

Shaktari – corporations are made of people. I believe in people.

David – Can we become the buffers between the for-profit and non-profit world?

Alan – In Shanghai he was invited by a coach to do OST with a hotel group. They were interested in the framing of the question asked. When they heard his wording, they loved it. They also loved the process.

Eva – Works only with for-profit. It's dangerous to think of OST as your only tool. It's important to make the CEO's feel secure. Talk to them about Action Planning and results.

Michael –

1. Pick up a newspaper. Highlight OST opportunities by noting what corporations are dealing with complex issues.
2. Network with each other.

Elwin – Most corporations, when hearing a description of OST see chaos. Michael's focus on outcome is great. He doesn't even recommend the use of the words, "Open Space."

Gijs – At the end of the day it's your integrity that makes them write the check. Example: McDonald's – they use the media to sell the product.

Michael – He's going to create a webpage with the following simple elements:

- This is what OST is…
- This is what I am going to deliver…
- Her are some stories about OST's effectiveness

You must be 100% convinced that it is always going to work. You must feel this in your body, not just your head.

Elwin – Go to the OST worldwide site. There are concise presentations available to use. They offer great clarity.

Bo – How about the use of video and audio?

Elwin – I have never seen a good one. Phelan's was entertaining, but it wasn't corp. material.

Bo – How about corporate video recommendations?

Michael – There's an existing DVD available, but it doesn't do the same thing.

Bo – Let's form a committee to do this

- Offers the corporate leaders exposure
- Shows who to contact about creating this
- Find out who wants to contribute to this

Gerry – Danger is that if it doesn't meet their needs, it fails.

Elwin – Why not have Peggy Holman help. OST Institute may have funds.

Bo – Get clear on what it should contain.

Bo – Likes Elwin's letter of proposal idea to the OST Institute to create a film using interviews with corp. leaders who love OST.

John Engle – Board member of OST – USA. Budget is small and this could cost a lot.

Gijs – In China it's less expensive. Has as friend who did 5-10 min interview production for $2,000.

Elwin – We have a good proposal. Elwin knows a global consultant to interview from Development Alternatives International.

Shaktari – Perhaps we can create 2 levels of film:

- Web page with down loadable interviews available to members for use on their own websites
- A grander production in the future for high-level CEO's

ACTION PLANNING –
Meet Saturday AM to action plan. Gijs will post the meeting to the agenda marketplace. Those interested so far are:

Shaktari Belew	Shaktari@HonoringAllLife.org
Michael Wood	space4s@bigpond.net.au
Jessie Hsiao	jessie9.hsiao@gmail.com
Elwin Guild	elwinandjoan@yahoo.com

Tema
Issue / Topic:

Whoever, Whatever, Whenever – Helping Sponsors and Clients Let Go of Control (Or, Making Mud Pies)

La persona que haya identificado el tema de la discusión
Convener: Caitlin Frost

La / Las persona(s) que toman las notas
Notes-taker: Susan Kerr

Los otros participantes
Other members: Chris Corrigan, Harriet Whitman Lee, Michelle Howard, Elwin Guild, Viv McWaters, Alan Stewart, Raffi Aftandelian, Annette Zera

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

If inherent in Open Space (OS) is the letting go of the outcomes, fear, and control, how do we work with the sponsor / client prior to the event to support them in letting go of their pre-determined outcomes, fear, and control? What is the internal work that needs to take place before OS can be used? How do we be compassionate with the fears they have (do their organizations ask them to keep control?), build trust, build relationship, so they can let go?

When picking up on blocking and fear, we asked ourselves, how much can we name? Some suggested asking them straight out what their fears are. We named several common fears:

- Loss of face, credibility,
- Loss of control,
- Loss of outcomes (achievement of goal),
- Loss of money,
- The unknown, and
- Negativity (the dissatisfied overtaking the meeting).

What are the questions we can ask to help alleviate these fears?

One suggestion is to incorporate a small Open Space within the internal work prior to the main facilitation event. Then work with them around that. In the small Open Space the sponsor / client experiences that action planning that happens in OS. This helps build their trust.

Another suggestion is to use “Improv” the “yes and” rather than “yes but.” “Yes and” is building on what was said and is relationship building. It is not necessarily agreement.

Regardless of approach, *Listen* to what the sponsor / client is saying. Talk it through with them – their fears, ideas, and expectations. Appreciate who has authority (who is putting the money on the table).

An approach one facilitator uses is to ask each sponsor what her or his expectation is. Authentically listen and repeat it back to each in a summary format. Then summarize with the group. He says something like, "I've listened and I believe I have heard what you have said. In general, you're all on about the same wavelength. I believe I can help you, but, you will not get what you want. I don't know what the outcomes will be but they will exceed what you want – these expected outcomes you have voiced." This approach builds trust and helps bring out the questions they may have – expose the fears they may have. The facilitator must be authentic and present in their anxiety.

Most often, the decision to bring in a facilitator is initiated by a crisis. Notice what is being valued in the invitation and give that attention. We speak with a sense of presence, appreciating what the sponsor / client is saying. We represent the non-risk side.

One suggestion many in our group voiced is to take the term "Open Space" out of the conversation. It is not about this thing called Open Space. It is about what happens – the process of what we are doing.

We noted that while OS works best in a place of complexity, most often the sponsors and clients prefer or think the situation should be or is in a simple or complex cause and effect. We referenced *Cynefin* from www.cognitiveedge.com. It is illustrated by a four quadrant type of diagram. The upper left is "simple and knowable, with cause and effect." The lower left is "complicated and knowable with cause and effect." The lower right is "complexity and effect is seen before you know the cause." The upper right is "chaos, known only from a distance." At the center is "disorder."

The client is most comfortable and wants to keep things on the left side. OS works best on the lower right which is usually where the situation you've been called in to facilitate is. OS can also work in the upper right. Sometimes it helps to simply sketch this out for the sponsor/client and speak authentically to it. Be present in the dialogue.

Lastly, if or when all else fails, use the "mud pie" approach. When making mud pies, you must mix just the right amount of water with the dirt. Too little water means the pie won't stick to the wall when you throw it. Too much water means it just kind of runs down the wall. The right amount makes it stick to the wall perfectly. When listening and dialoguing with a sponsor or client, watch their eyes. If they are disinterested, you are using enough water (OS spirit). If their eyes widen and they look alarmed, you might be using too much. As you build trust, you will see it in their eyes.

Happy pie making, colleagues!

Tema
Issue / Topic**:**

Why Am I Working So Hard?

La persona que haya identificado el tema de la discusión
Convener: Christine Whitney Sanchez

La / Las persona(s) que toman las notas
Notes-taker: Christine Whitney Sanchez

Los otros participantes
Other members: Diana Larsen, Justin Sampson, Norman Pefley, Caitlin Frost, David Barnes, Michelle Howard, Ainsley Nies, Veronica Pelicaric, Joe Benham, Reuben Sanchez, Leslie Zucker, Ulrika Ekland, Eva P Svensson, Doug Germann

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
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Ask a question or series of questions to get underneath the original question (here are the questions gathered throughout the session):

- What am I afraid would happen if I didn't work so hard?
- What thoughts am I having that are making this feel hard?
- What makes it possible to live with "shoulder blades down the back" on some days and shoulders hunched up on other days?
- Are opportunities / possibilities seductive for certain personalities?
- Why do I agree to do so many things?
- Is working so hard a form of greed?
- What can I learn from my Open Space practice that will help me to facilitate more openness for myself?
- What is the relationship between "performance" (both in terms of being on stage or in getting the job done) and working so hard?
- Is being busy a way to avoid the sadness?
- Is being busy a healthy defense mechanism?
- Why are so many of us drawn to this topic?
- What are we sensing / feeling that is imminent?
- What if the above is just an habitual way of perceiving
- What do I know about being driven to make a difference?
- Can people make a difference by simply being happy?

- What am I afraid of if I were to stop / sit?
- Can positive beliefs be stressful? For instance, if I am holding the thought that I am here to make a difference, will that generate stress?
- As a consultant, is it harder to tell I'm making a difference because the feedback is so intermittent?
- When I like myself do I need to work so hard to prove that I'm valuable?
- Is it harder to stay at the cliff's edge – not really stepping into the fire, not really surrendering, not allowing ourselves to e engulfed in the connection of who we really are?
- Do we experience the depth of life through what we do?
- If we are more expanded, much like a grate that has very big holes, will less get caught up inside of us?
- Is it inevitable that we will always have something inside of us that will snag the really big chunks that are moving through?
- Is calling it "holding space" working too hard?
- Is holding space like holding still?
- How can I apply the motivation of service to myself?
- Are we adrenaline junkies?
- How much do early messages create the program for working too hard? "The harder you work, the luckier you get?"
- Can we approach grief like the opening and closing of a window?
- What can we learn from learned optimism?
- It doesn't matter where the push comes from – the issue is what are we going to do with it?

QUOTES AND REFERENCES

If you feel like you have a hangover after you've apparently been in the flow, it was tinged with addiction. (Pema Chodron paraphrase)

"Keeping Still" a beautiful poem by Paublo Neruda, tells us that we don't keep still because if we were to do so, we would all feel the terrible sadness.

Jim Collins emphasizes that we should all be making "Not To Do lists"

Byron Katie – ask probing questions about your stressful thoughts

Tema
Issue / Topic**:**

Why Can't We Recycle More? Discussion on Best Practices in Event Planning

La persona que haya identificado el tema de la discusión
Convener: Anastasia Nicole

La / Las persona(s) que toman las notas
Notes-taker: Anastasia Nicole

Los otros participantes
Other members: none (informed by several butterfly comments / conversations over the day)

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

My experience at this conference is that people are frustrated and confused by sorting recyclable materials. This frustration is exacerbated by the many different plastics, both recyclable and non-recyclable, that show up in our lives, as well as mixed-material items, such as paper cups coated with a layer of Styrofoam for insulation. There was also a big question about recycling regular paper (conference materials, clean cardboard boxes) versus food-soiled paper (paper plates, napkins, greasy lunch boxes).

The sorting problem is exacerbated when:

1) Pictures and lists on recycling signage don't match items used at the conference

2) Rubbish bins and signage are not consistent from room to room

3) Pre-packed lunch boxes contain multiple items from at least 3 streams (garbage, recycling, and compost)

As one WOSoOS participant succinctly summed it up, "If a group of highly intelligent, well-meaning individuals who want to do the right thing cannot get the system right, how can we hope to design systems for the casual user?"

There are two ways we can address this issue. One is improving our recycling systems, designing them consistently, customizing our signage for each event and locality, and educating participants about the recycling program in advance, or at the beginning of the conference. In order to do that, it is helpful to know why some things cannot be or are not currently recycled. So I want to touch upon a few of the most commonly asked questions about why we can't recycle, particularly plastics.

But the larger and deeper discussion is about designing systems that eliminate waste. Recycling is a last-ditch resort, a finger in the dam of our consumer culture, the lowest rung

on the “Reduce, Reuse, Recycle” hierarchy of trying to eliminate waste. So the “Best Practices” portion of this “discussion” deals with greening our supply chain.

So back to the first question, “Why can’t I recycle more?” The biggest confusion in the discussion is around plastics. Almost all plastics have a little number on the bottom, the “resin identification code” that corresponds to the type of plastic that was initially used in their construction. That concept is very important to grasp, because while #2 bottles and tubs started out as the same material, the process used to create bottles does not substantially change the material, where the “stamping” process used to create wide-mouth plastic tubs (cottage cheese, yogurt, etc.), changes the plastic so that it cannot be “recycled” back into #2 plastic, it can only by “downcycled” into items like toothbrushes, Bend-a-Board garden edging, and Trex decking.

So items labeled #2 plastic are not all the same plastic, even though they all have a #2 printed on them. # 6 plastic is polystyrene, which is generally non-recyclable (plastic clam-shell to-go-ware, like our salad containers). And the # 7 on plastic means “other,” so it can be anything, which makes it very difficult to sort, remanufacture and find a use for.

The American Plastics Council deliberately chose to use the chasing-arrows recycling triangle around their resin identification numbers, even though most plastics are not easily recyclable. This is an example of “greenwashing,” trying to market your product as environmentally beneficial even when the opposite is true. And such a subtle choice has tremendously benefited plastic’s image. I had one person come up to me, proudly displaying his knowledge of those little codes, who said that the little number in the arrows was the number of times that the plastic had already been recycled! Woe is me, the truth is more sobering. Only about 1% of plastic bags are recycled worldwide, and only 24% of the recyclable #1 & #2 plastic bottles used in the US are actually recycled. Most of the other types of plastic in the world goes to landfill, or is burned.

Much of our ability to recycle depends on local infrastructure. As that infrastructure varies regionally and worldwide, it is not a simple task to plan for recycling for areas you are unfamiliar with. Even planning for recycling in San Francisco, which currently has a 75% recycling rate overall, turned out to be surprisingly difficult. One reason for this is that event planning and conferences, due to the mixed population served, has traditionally been one of the last businesses to be approached for recycling.

So, to borrow the title of another session this weekend, “Why am I working so hard?” We are running around at events trying to make recycling happen, when possibly we can merely eliminate the use of disposable materials. We have the opportunity, as event planners, to prevent waste before it happens. But this requires “greening the supply chain.” In order to prevent waste at conferences, we need to make sure that everyone who is supplying us with materials makes the greenest choices possible.

When we plan the food / catering, we can ask if they supply reusable dishware – plates / cups / napkins, and whether that will increase the cost overall. If so, we could still use paper plates and cups, but have all the food delivered buffet-style to eliminate packaging. This might require more room or a different set up for the buffet / snack areas. We also might need facilities to wash dishes, if we are using ceramic mugs for coffee, instead of paper cups.

This brings up more questions about the facility rental. Do they already have recycling systems in place? Signage? Trained staff for collection? Can we use kitchen / wash-out facilities? Refrigerators to keep buffet food cold for replenishment?

What about food we don't eat? Will the caterer or a participant deliver left-over food to a homeless shelter or other 2nd-Harvest-type food program? Reuse is always better than recycling, even if a compost program is available.

As an example of best practices in event planning (on a highly restrictive budget), the Northern California Recycling Coalition offers a one-day seminar every year called "Recycling Roundup" with a goal of zero waste.

* They collect a big box-full of miscellaneous ceramic mugs for the coffee. They are non-matching mugs, so that people can identify their own.

*They have snacks laid out in big durable plastic or glass bowls or platters.

* For lunch, they do the same with salads, chips, and fruit, but also have many 6-foot long, submarine sandwiches delivered. These generally arrive on aluminum-foil-covered cardboard, with plastic wrap over the top. The plastic wrap is trash, but the foil is pulled off the cardboard and wadded into a ball for recycling, and the cardboard is clean and recyclable underneath.

* Cloth hand-towels are placed in all the washrooms to give an alternative to paer-towels. If any paper towels are used, they are combined with the foodwaste for compost.

The only trash from these events is a small amount of plastic film from the subway sandwiches and the large bags of chips purchased. For 150 – 200 people, there is usually less than 5 pounds total trash (maybe two kilos).

If we really want to think about zero waste and the future of facilitation, we can imagine all sorts of other technologies to reduce paper. If everyone who brings a laptop to an Open Space event already has the "note-taking form" on their computer, people might take notes directly into their computer, and then wireless modem it to the newsroom at the end of the session. There are also possibilities for electronic scribing, going form a laptop to a big visual screen, to capture notes without the use of big pads. These can still be creative and beautiful notes if the scribe has an electronic tablet that allows for drawing and handwriting. And then the entire set of notes is already in the computer at the end of the meeting.

For more information on best practices:
http://www.stopwaste.org/docs/specialevents-swp.pdf

The Coalition for Environmentally Responsible Conventions:
http://www.cerc04.org/resources/overview.html

Photo by Christy Lee-Engel

Tema
Issue / Topic:

World Wide Open Space on the Future of Humanity

La persona que haya identificado el tema de la discusión
Convener: Mia Andler

La / Las persona(s) que toman las notas
Notes-taker: Mia Andler

Los otros participantes
Other members: Tom Atlee, Michael Pannwitz, Ken Homer, Alpha Lo, Hiromi Kelty and others whose names I unfortunately did not get

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

The key question here was whether it would be beneficial to use Open Space technology as a medium for facilitating awareness and responsibility for our future as humans on this planet.

We spoke about several technologies that could allow a very large scale open space to take place:

- Meet-up
- 2nd life
- Other virtual space technologies

A question was raised about the importance of actual face to face interpersonal connection in Open Space. Other face to face options could be:

- Running several open spaces about the same topic at approximately the same time all around the world
- Having open space where representatives of different countries and cultures came together to discuss the future of humanity
- Using a circle process instead

We then wondered what the idea behind doing this at all would be.

Would there be a benefit to trying to identify what our survival needs as humans are, what our collective human ideal is. Or are we too diverse to do that? Or is there even a point to doing that? Could we create any sort of action to move us into a different spot as the human race, presumably one that is more desirable for more people through Open Space?

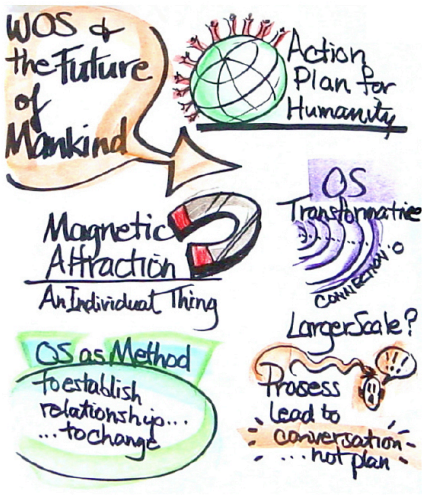
If Open Space is really available then why doesn't peace break out right now?
We didn't go into an answer on that really.

Other ideas:

- It seemed that taking action on the individual and community level is key.
- Open space could work on a wider level in conflict areas and could really be applied there.
- Open Space planning needs shared values of survival. This could be challenging. It's already challenging to actually be the change you want to see in the world?
- A plan would not be enough anyway in this constantly changing environment
- It's not about an outcome but rather engaging groups to continually change.
- The National Coalition for Dialogue and Deliberation is doing this
- International Religious Federation is also doing this
- Convening a variety of ages and cultures, mothers with babies, grandmothers, corporate heads, politicians, priests all together to talk about this topic in Open Space is a beautiful vision
- This question is really about allowing people to hope for a bright future. Maybe humanity in general is a little hopeless right now.
- We could create hope through Open Space by engaging people with their passions and allowing them to take responsibility for that
- Idea about Google earth map where people could post their visions for the future and their feelings. Even feeling poll.
- There are lock-in modes in the world where individual actions may not be worth while because you loose out. You need to work together in order to transition collectively.
- Power of World OS could be inspiring hope and creating space to take responsibility.
- I'd just like us humans to realize we are humans and live on one living, breathing planet together. We are responsible for our own future. Therefore there is as much or as little hope as we collectively have.

  Big question. I still think it could be really useful to convene an international council of completely diverse humans who would meet in open space once a year to vision a collective conscious future. The council would be ever changing with its members and ideas. Maybe this council would simply hold space for other ideas to arise…..???? No idea. Big things. Big questions.

"WOS and the Future of Mankind" - Page 1



"WOS and the Future of Mankind" - Page 2

Tema
Issue / Topic:

WOSonOS 08: there were fireflies and wildflowers . . . and sprites

La persona que haya identificado el tema de la discusión
Convener: Tree Fitzpatrick

La / Las persona(s) que toman las notas
Notes-taker: Tree Fitzpatrick

Los otros participantes
Other members:

Notas de la discusión, conocimientos claves, preguntas pendientes, observaciones, y cosas para hacer y siguientes pasos si apropiadas a esta discusión:
Discussion notes, key understandings, outstanding questions, observations, and, if appropriate to this discussion: action items, next steps:

Because I live in the San Francisco Bay Area, I could not resist attending WOSonOS 08. I am not doing much consulting work these days. I've just got one client and mostly that's a love connection. I am lost in life. Don't fret on my behalf. Yes, I am lost but I am lost in Open Space, where only the right things happen, at only the right moments. All I have to do is pay attention to what has heart and meaning for me. Follow my bliss, as Joseph Campbell once said!

So I followed my bliss to WOSonOS.

I almost didn't go. A few days before the event, I wrote and told Lisa Heft, the registrar for WOSonOS 08 (and the famous Access Queen) and suggested maybe I wouldn't come.

Throughout the event, I decided to leave. Then I would have a butterfly conversation, which would lead to another butterfly conversation. . . and then another. I was there from beginning to end. . .

The highlights of my experience:

Chris Corrigan's children, Aine and Finn, and John Engle's children, Daniel and Leila (I may spell her name wrong).

Watching these children (holding Leila, a six-month old beauty) restored my soul. One evening, Aine and Finn danced while wearing some cheap neon necklaces that I had brought to the party. There were thirty of these necklaces and the children had almost all of them wrapped around their wrists, ankles, neck and waists. I was reminded of fireflies glowing in the dark of the cosmos that evening. During the day time, watching the children bowing and bending through the day, I was reminded of watching wildflowers bending in a meadow under a light summer breeze.

Suddenly, all the participants at WOSonOS began to appear to me like fireflies and wildflowers.

We met at a very beautiful location, at the Presidio, which used to be a military base. The venue was high on a hill overlooking the very beautiful bay, with the Golden Gate bridge within view, as well as Alcatraz (an island famous for once housing a prison!!) and the jewel of the city of San Francisco. Blustery winds, soft breezes, blue skies and white sailboats dancing on the water.

I didn't go to any sessions but one. I attended the Open Space Institute/USA session, which serves as our annual meeting, which we are required to hold.

I had a wonderful, fantastic time.

But there were some rough moments. It is these rough moments that I wish to report.

I kept having a wonderful time, beautiful moments in which I glimpsed the sparkle of love, much like I kept catching glimpses of sunlight dappled on the bay. I would remonstrate myself, telling myself that I "should" go to some sessions, I should act professional, I should do this and I should do that. I would tell myself that since I wasn't going to sessions, I ought to just go home. Each time I came to this turn in my thinking, one of the people I already knew and already loved would appear and talk me 'down' by reminding me that in OS I didn't have to go to any sessions.

It can be tough, scary work to follow what has heart and meaning. It had much heart and meaning for me, over these several days of WOSonOS 08 to be like a firefly in the night and a wildflower in the daytime, bending in the breeze. When I succeeded, when I surrendered to just showing up and just being alive in the space, I was just fine. Bending, bending felt good.

What if, by finding my right place in each moment, what if I really am contributing to the whole of humanity? And what if everyone was able to find their right place in each moment and to then find the next and then the next? Would everything that 'needs' to be done get done? Would someone harvest the fields and maintain the roadways? I think so. I hope so. I don't know, not for sure, but I had these moments. . . these magical moments when I completely knew that self-organization is the central power of the universe and self-organization is love and if everyone extends themselves in love, guided by the quickening that moves us from one room at an OS event to the next, from one moment to another. . . . I have these fine moments when I am sure that all is well. . . or, at least, all will be well soon.

I don't really know what happened at this WOSonOS. I scarcely heard any of the Evening News or the Morning Announcements. There were people making merry, children bobbing in the sunlight and Ms. Lisa Heft making me feel special just because, lucky me, Ms. Lisa Heft glanced at me.

And I glanced back.

It might have been my imagination but each time anyone looked at me or looked at someone else, it seemed to me like rays of light, like love rays. What does draw people together to accomplish shared goals? What drew the first circle of humans around the first fire? I submit that love draws us together.

I think many of us would edit the 'principles' of OS, rewrite Harrison's initial inspiration. It wouldn't really matter if we did such a rewrite. . . and, of course, people present suggestions all the time, on this list. Me, when I hold space, when I open space for a group, I always want to talk about love and trust, hope and faith.

It is a beautiful, warm-but-not-hot, sunny-and-not-humid perfect day in Mountain View where I live, where I am writing this. I am not sure if the glow I feel is the glow of the sun or the glow of the magic of the space we created at WOSonOS.

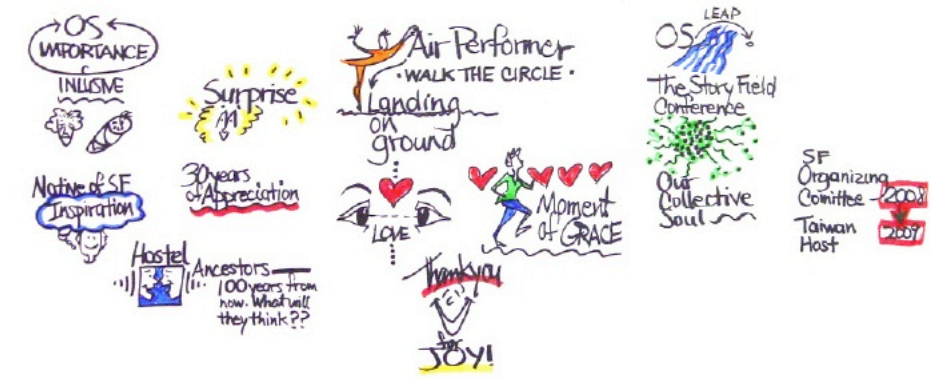
I love Open Space.

WOSonOS 09 will be in Taiwan! WOSonOS 10 is planned for Berlin. Mark you calendars. Show up if you feel called to show up. Open Space. Then open some more.

--
Love rays,
Tree Fitzpatrick

Closing Comments and Reflections

Photo by Shufang Tsai



Weather Report

Sunday, July 27, 2008

Monday: 48 degrees F, blowing fog, the coldest July 21 in San Francisco history.

Tuesday thru Saturday: Gorgeous sunshine, cool breezes, views of the mountains and the sailboats on the bay, stunning sunsets, wosonos.

Today: fog.

With love,

Jeff
Telegraph hill
San Francisco

An Invitation to the September 20, 2008 virtual conference event,

World Open Space *Online* on Open Space

Hello, dear Open Space colleagues from around the globe!

Together with the Open Space Institute of the US, the host team of World OSonOS 2008, the father of OST Harrison Owen, the Genuine Contact™ Community, space holders of www.openspaceworld.org and lots of international Open Space colleagues I warmly invite you to join the next Worldwide OpenSpace-Online® on Open Space Technology (WOSOonOS 2008).

After a rich week in San Francisco, with lots of Open Space learning, exploration, interchange and celebration, the global real-time Internet conference will go ahead with the OSonOS question of 2008:

Gabriella Ender

"What Can We Learn, Teach, Explore, Share, Discover with Each Other about our work in Open Space around the world?"

Let us get together in real-time to exchange experiences, ideas, dreams and resources. The conference also provides wonderful opportunities for greeting old Open Space friends and for meeting new Open Space colleagues from around the world in real-time.

PLEASE SAVE THE DATE: 4,5 hours real-time conference on
September 20th / 21st 2008 (depending on your time zone)

The invitation and registration web-page for our Global Open Space Community event will be completed during the first week of August 2008. You are warmly invited to visit the website invitation and to register there:

www.OpenSpace-Online.com/event/WOSOonOS-2008

A big Thank You to our sponsor NEULAND (www.neuland-word.com). This company helps us to enable the second year in a row a free of charge OpenSpace-Online® event for our global community. What a great support. Thanks a lot!

Will you be joining us? We look forward to learning, sharing, thinking, discovering and exploring with you this September ...

With warmest regards from Berlin,
Gabriela Ender, OpenSpace-Online GmbH - The Power of People!

WOS.os
HEIDI
Welcome
Day 3
JEFF
Newsroom
Lovely
NETTIE
"Shh...
Silent Auction
World Market
Design
Issues
AGENDA
Invitation
Session
Topics
Flickr
Ride
Announcements
INVITATION
From possible Hosts
Some can attend.
Some can't.
Mountains
People
Energy
Weather
Magnificent!
WHERE?
BLOG
2009
Taiwan
Improv
Attraction
Personal Experience
Foundation
Fortune Cookie
Share Information
Fund Raising
2009 Not European Location
Quarterly
Call
Support
2010 Berlin
2010 European Country
1st 10 FREE!
Space
Green City
Vision in Berlin
Sin in Berlin
Been in Berlin?
Men in Berlin
Future Possibilities
African
Uganda
South America
Brazil
Chile

An Invitation to the 2009 World Open Space on Open Space
Taiwan

According to the understanding of the global open space community that we would rotate our annual face-to-face meeting locations to different parts of the world, it seems that 2009 is the year for Asia. The last WOSONOS in this part of the world was held in Australia in 2002. So, on behalf of the Asian open space community (represented in San Francisco by participants from the Philippines, Taiwan, Korea, China, Australia, and Hong Kong), the Taiwan delegation put forth an invitation. With the "invitation flag" flying, our Taiwanese puppet extended the invitation and shared fortune cookies with all.

This is the dream and the hope of the Open Space Community in Taiwan! The global OS community is invited to come to Taiwan in October 2009 for a rich WOSONOS experience - sharing, exploring and enjoying!

Open Space Technology was first introduced to Taiwan in early 2000 through a series of public events and a training course, followed by 3 large company programs. Since that time, the number of programs and facilitators has continuously grown through training programs, learning workshops, alistserve / websites / blogs, participation in WOSONOS and other global OS events, and collegial sharing and support across the OS community. Taiwan facilitators have taken their OS skills to many countries including Singapore, Vietnam, Japan, Korea, Kenya, Hong Kong, China, Malaysia, Indonesia, Canada and the US.

Taiwan is a small, beautiful island, historically a global cross-road, with incredible diversity and deep spirit. Browse through the following websites for a view of our work and some of the exciting places awaiting you!

http://wosonostaiwan.blogspot.com/
http://www.frontier.org.tw/ost/
http://blog.roodo.com/osttw/
Taiwan Tourist Association: http://www.taiwan.net.tw/

World Open Space on Open Space 2008
July 23 through 26, 2008
San Francisco, California, USA

Conference Participants

Raffi Aftandelian - USA
Amaia Agirre - Spain
Jeff Aitken - USA
Ramon Alzate - Spain
Mia Andler - USA
Tom Atlee - USA
Emily Axelrod - USA
Ann Badillo - USA
Brian Bainbridge - Australia
David Barnes - Canada
Nicholas Beecroft - United Kingdom
Shaktari Belew - USA
Gary Bellasalmo - USA
Joe Benham - USA
Magalie Bonneau-Marcil - USA
Kenn Burrows - USA
Steven Cady - USA
Raines Cohen - USA
Chris Corrigan - Canada
Áine Corrigan-Frost - Canada
Finn Corrigan-Frost - Canada
Christie Diamond - Canada
Michael Dobbie - USA
David Walter Dongo - Uganda
Marielle Earwood - USA
Ulrika Eklund - Sweden
John Engle - USA
Merline Engle - USA
Kelly Feder - USA
Ann Feehan - USA
Tree Fitzpatrick - USA
Deborah Frangquist - USA
Caitlin Frost - Canada
Douglas Germann - USA
Paul Gleiberman - USA
Lucia Gorbeña - Spain
Al Green - USA
Rose-May Guignard - USA
Elwin Guild - USA
Kaliya Hamlin - USA
Sarah Hargrave - USA
Sono Hashisaki - USA
Lisa Heft - USA
Nora Hoffmann - USA
Peggy Holman - USA
Ken Homer - USA
Cheryl Honey - USA
Michelle Howard - Australia
Jessie Yen Ju Hsiao - Taiwan
Jay Hung - Taiwan
Paula Joyce - Australia
Jessy Keiser - USA
John Kelly - USA
Hiromi Kelty - USA
Susan Kerr - USA
Diana Larsen - USA
Willem Larsen - USA
Harriet Lee - USA
Christy Lee-Engel - USA
Matilda Leyser - United Kingdom
Stephan List - Germany
Alpha Lo - USA
Jeanette Madden - USA
Phelim McDermott - United Kingdom
Brendan McKeague - Australia
Viv McWaters - Australia
Cristina Merino - Spain
Mindy Meyer - USA
Claudia Miller - USA
Rich Mironov - USA
Betsy Morris - USA
Gerard Muller - Denmark
Larisa Nekroenko - Russia
Anastasia Nicole - USA
Ainsley Nies - USA
Melissa Norman - United Kingdom
Gerry Nugawela - Australia
Cheryl Oku - USA
Kenoli Oleari - USA
Catherine Orland - USA
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Norman Pefley - USA
Veronica Pelicaric - Canada
Erica Peng - USA
Larry Peterson - Canada
Rebecca Peterson - Canada
Tatiana Poduschkina - Russia
Franklin Quijano - Philippines
Justin Sampson - USA
Christine Whitney Sanchez - USA
Reuben Sanchez - USA
Heidi Nobantu Saul - USA
Yael Schy - USA
Jihee Seo - Korea
Fabulous James Sheldon - USA
Edilburgo G. (Eden) Silva - Philippines
Bo Smith - USA
Sally Sommer - USA
Spark - Korea
Alan Stewart - China (Hong Kong SAR)
Robert Sullens - USA
Eva P Svensson - Sweden
Marc Tognotti - USA
Patrick Troup - USA
Elizabeth Tsai - Taiwan
Shufang Tsai - Taiwan
Pavel Tsarkov - Russia
Galina Tsarkova - Russia
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