

Session Title: OST Online

Convenor: Gabriel Shirley of BigMindMedia.com

Participants: Larry Peterson, Michelle Cooper, John Engle, Suzanne Maxwell, Doug Martinson, Diane Corbett, Mogens Rasmussen, Toni Petrinovich, Richard Shultz, Diane Blair, Diane Gibeault, Nancy Whit, Andre Angermann

Discussion:

Most of the discussion centered around BigMindMedia's software product "Catalyst" and its new derivative tailored to OS which is presently being used to bring Vancouver OSONOS online.

Asynchronous — not "real time", more like "your time". You access it when you wish, make your comments. Time is different on line — you don't have to arrange a meeting where everyone is there at the same time. This is time and geography independent.

The tour of Vancouver OSONOS online showed a virtual marketplace wall. People can contribute over the next month to sessions posted on our Marketplace, as well as post their own sessions after OSONOS. The electronic space is opened once the physical space is opened. The ending point of the session is determined in advance according to client needs, and is set up online through BigMindMedia.

Big opportunity for bumblebees on line — to hop from one session to another without missing any content in sessions.

Virtual space does not have summary notes — you get the raw conversation of each session. There is no news wall. The convenor may create a summary at the close of the session.

Security issues were raised. From a legal perspective, the person holding the space may be liable for content submitted. Also, most clients want encryption of data to ensure its use within a limited audience. Normally, BigMindMedia sets up an environment with the user that is private and bounded with the registration of participants in advance (could be large groups or small groups). They also have the ability to set up a special server for the client to ensure encryption.

Various options are available via email — setting up preferences to receive any or all conferences via email, replying to comments via email.

BigMindMedia's target audience is facilitators. They seek to establish relationships with facilitators and sell through facilitators. Pricing for the OS version of Catalyst is not finalised and BigMindMedia is open to suggestions on how best to price the product. An example of how it could be used is as follow-up to a 2 day event, where discussion on topics may continue online for an extra month.

It was mentioned that there are over 80 products of this nature available in the market. An issue with purchasers has to do with what companies will be in business one year from now. BigMindMedia includes a clause which allows their clients a non-transferable license to run the software on their own server in the event that BigMind goes out of business.

Discussion came up about voting software — surveymonkey.com and quickslides.com surfaced as sites to visit.

Session Title: Transitioning From the OS Event to "Real Life" Environment

Convenor: David Wiebe

Participants: Avner, Guerda, Susan, Michael, Bruce, Jimbo, Andrea, Russ, Joanie.

Discussion:

1. Convergence issues: how do you transition the ideas generated in the OS to action by those responsible in the organization?

- ☛ Be careful to monitor expectations: if convenor is from within the organization...
- ☛ there may be too high an expectation level or control
- ☛ it may be important to appear to not care about the outcome: actually one needs to care differently: ie. Care about the outcomes and transition, but do so respecting the energy of the people to carry it out
- ☛ If the convenor cares too passionately about the issue, get an outside facilitator

2. What happens after the facilitator leaves re: transitioning?

- ☛ ideally the convenors of the topics chosen as top issues will plan how they will carry them forward after its over.
- ☛ it's very important to have the names and contact info for follow up
- ☛ keep checking with managers and/or those responsible for carrying out topics to see that they keep on with it.
- ☛ Typically the ideas generated are simply added on to already busy schedules; foster the schedule adjustments with contact, assistance, etc.

3. Getting the organization to adjust to a more open environment.

- ☛ if management won't support OS as a philosophy, maybe one shouldn't do OS events
- ☛ its important to identify if the group is ready for this type of interactive event
- ☛ try an OS directly on the issue of the organization's culture, ie. "How can we open up our organization?"
- ☛ conduct a series of OS events. Beware, however, that in a strongly hierarchical company, the leaders may deny future OS events; or figure out the system by telling subordinates/managers to suggest certain topics rather than own them themselves, or even control the process and outcomes
- ☛ do one OS event and wait for others to invite more events, rather than initiate a lot more OS events
- ☛ keep on doing OS events, even if the company culture doesn't seem to change — it actually is, over time

4. Miscellany

- ☛ at times no one will contribute any topics! Likely a result of feeling hopeless, or a culture of dis-empowerment
- ☛ get "real" with hierarchy, limits of effectiveness, one's position as facilitator
- ☛ what's real?? The everyday environment? The OS environment? Both? The trick is to bridge the two realities.
- ☛ Not being in control is in a manner of speaking a way of expressing control
- ☛ We often have to deal with a competition-spirit: the hierarchy may view the OS environment and its participants as competitive. Very important to bring that to consciousness and find ways to work through that
- ☛ Some cultures prohibit expression (a story from Haiti illustrated this). The leaders are simply not used to hearing from the people, nor are the people, especially in the work environment, ready to express themselves for fear of losing their jobs. It was suggested to hold an OS event with the leaders and others who have the "right" to speak out. Then expand from there.
- ☛ Build an environment of doing: sometimes talking results in resistance or getting stuck; how about beating a drum and singing a song to open up the spirit of the group at an emotional level and then moving toward concrete and helpful talking?

Session Title: LETTING-GO : Learning more about it.

Convenor: Fr Brian S Bainbridge

Participants: Dick West; Fiona Gold; Florian Fischer; Mark McAvery; Thomas Herrmann; Janice Vincent; Francis Gastmans; Audrey Coward; Joy Moulton; Kelvie Comer; Eddie Stirling; Richard Schultz; Anita Clarke; Banah Bello; Ric Nathorst; and Jean-Claude, Lee, Barb, Nuran.

Discussion:

- ☛ A way of life — needs nourishing too.
- ☛ Work at it — ask questions — let others ask — it's hard to do that.
- ☛ Works with children — difficult to get/keep balance — fear of failure.
- ☛ Allows new answers to old questions — allows concerns to surface, even so.
- ☛ But it lets others take over, surely!!!!
- ☛ Law of two feet can/should help — trust in the human spirit matters.
- ☛ A form of risk-taking.
- ☛ Issues aren't "let go" by letting-go. They come back.
- ☛ Listen — sit on my hands — it works miracles, even small ones.
- ☛ Allows people to talk to and listen to each other — facilitator learns to hide.
- ☛ Many miracles — even 1-to-1 — agreements happen, even in life-death matters.
- ☛ Often to do with suspending my belief system — or at least my outcome/s.
- ☛ Release can have astonishing consequences — leads to blossoming, even.
- ☛ Letting go of process is often harder than letting go of outcome/s.
- ☛ It's to do with active waiting — not doing nothing — more than just being aware.
- ☛ So we become a channel for change and surprise.
- ☛ Doing nothing is a high accomplishment.
- ☛ Patience matters — most questioners know something (if not all) of the answer.
- ☛ Freedom is not about "doing whatever you like".
- ☛ Something to do with how we live daily — properly; not just the way (western) book learning promotes — important to develop our own "buffoon" as did the ancient Pharaohs.
- ☛ Walking away from space invaders may or may not help in the longer term; The polarity may create action — or not, if it really exists the way we think.
- ☛ Polarities can impact, but they usually can be resolved if they are seen in a wider context instead of in a polarity context.

Session Title: Talking Stick & Honoring Traditions

Convenor: Susan Partnow

Participants: Viv, Jan, Marks, Mogens, Frances, Rae, 'Cesca

Discussion:

How do we honor traditions from other cultures?

How do we avoid appropriating/absorbing them — perhaps discounting?

Important to acknowledge and honor the roots. Important to understand deeply.

Talking Stick as part of Native American culture: the object is held with great reverence. The stick is considered sacred — usually a natural object, i.e. stone, stick, leaf. When it is held — it calls us to speak from our deepest truth to the group's highest purpose and intention — and to listen to each other from a deep and respectful place. Thus the sacredness of the object is as a connection to the sacred within.

Many cultures have used a talking stick — ancient Greeks, Celts — perhaps all of humanity — a tradition/process as old as sitting around the campfire.

Honoring the tradition of separation of church and state in US: be careful around 'spirit' language: no need to label as ritual or process: just feel it, be it

Discomfort of some groups with 'ritual' especially when ritual comes from another tradition, i.e. a religious group with rigid theology: then need to adapt or not use the process at all.

Ritual is human — not religious or even spiritual: a way/place to connect. Many have 'ritual' in the workplace — morning coffee; read the paper; turning on the computer, etc.

Choose an object that has particular meaning to the group — or to you: invest with meaning = a sense of sacred.

It's the relationship: speak from your spirit, connection with self, deep listening and attention to others.

Another way to do closing circle — instead of talking stick: each person brings an object that has meaning (perhaps from outside — nature — especially for environmental group) — and when ready to speak, bring the object to the center of the circle and leave it there — creates a kind of mandala or center piece that expresses the group learning

"Medicine Wheel" — translate to personal space and language: instead of "directions" — animals — colors etc. (which some feel alienated from since comes from No America)

personal space: go forward; come from back; to the right; to the left; center

KEY LEARNING: INTENTION is the key — the intention of using the process — the symbolic meaning of the object used: an opportunity for going in deeper and bringing in spirit. When we are clear and comfortable with this, we can bring the needed spirit.

Session Title: Open Space and Information Inequality

Convenor: Val E

Participants: Jose, Andre, Eddy, Nancy, Michelle, Michael, Thomas, Diane

Discussion:

Issues:

- ☛ Contextual information dense / complex
- ☛ Verbal communication not everyone's strength / medium
- ☛ Paid vs. unpaid (professionals / community members) participants – problematic?
- ☛ Generally our processes / society engage a narrow group

Experience and options:

- ☛ Okay to separate information sharing process from open space – dedicate OS to extracting knowledge, values of the group
- ☛ e.g. precede OS with info sharing event, documents (recognizing uptake of info will be varied / voluntary!)
- ☛ OS methods themselves level the playing field, model the values of mutual respect, listening; bring humanity forward and move expert status to the background
- ☛ Other modes of interaction – pot luck meal, dance, art, song as a means storytelling – preceding OS will support diverse and deeper participation
- ☛ Invitation and opening can communicate / model expectations for behaviour (e.g. take space for yourself / create space for others) and communicate givens (self-responsibility for disclosure – confidentiality not a given; expectation of acknowledgement of OS input if ideas then published, etc). Sponsor / client / facilitator concerns re risks of OS can be alleviated via clear framing - can be done in 15 min + via invitation, posters of principles etc.
- ☛ Paid vs unpaid – invitation of 'experts' can include coaching re role / expectations; note that voluntary participation decreases this as an issue.

Session Title: letting go of OST

Convenor: michael herman

Participants: chris corrigan, laurel doersam, viv mcwaters, lisa heft, j. judy robertson, peggy holman, francesca wright, jeff aitken

Discussion:

- ☛ open space as practice in letting go, doing one less thing, including letting go of letting go.
- ☛ letting go brings us back to essence of open space, the four principles... which aren't rules, but just ARE
- ☛ but letting go in favor of what? even the fish that escapes the ocean is IN the air, on the ground, in the pan...
- ☛ letting go is not a problem to solve, is a daily practice, a remembering and noticing the possibility that people can do... can take responsibility for their passions, can find answers to the question...
- ☛ facilitation in general and opening space specifically is practice of moving into, leading into, inviting others to join them in this space of possibility, this space that is WE... and in which i/me just can't know it all...
- ☛ then it's all i and we and the dance, showing up "whole and complete and myself," or did she say "holy, complete in myself"???
- ☛ letting go of ost as re-entry, after the event, the demands of body, the return of awareness from the bigger body of WE to the smaller body of ME, the pain of compression, of personal needs deferred or delayed, the realities of limits, the rollercoaster of fabulous and failure, as in we did fabulous work, therefore I am fabulous, and still I am not WE so I can't take credit and perhaps could have done better
- ☛ can go into open space, lead into open space and not totally lose ME, but harder to come back from it and not lose sense of the WE of it all... depending on the space, it's hard to come back, hard to let go of the WE that is open space
- ☛ open space as letting go of ME, yes, but also letting go of WE and being willing to keep dancing between the two until...

Session Title: OST as a base/framework for community development projects.

Convenor: Thomas Herrmann

Participants: Mogens, Eddy, Jan, Guerda, Elena, Diane, Michael, Jeff, Richard, Banah, Anna, Fiona, Nancy +/- bumblebees

Discussion:

What creates a community?

Common values and conflict! If no conflicts there is no life.

Helpful to have.

Natural places for gatherings. For example in a school, in a place connected to some relevant organization.

Resources.

Networks. Use available networks. In Agroforum, Denmark they have started to invite a few and using them as gatekeepers for the next round of OST.

How to attract participants?

Using available networks e.g. organizations. The invitation is important. Location, activities.

Where to start?

Bottom up. If it is a big region either common visioning conference leading up to action conferences in subregions and/or regional ones. An alternative is to go for separate conferences in the subregions directly.

Combination with other methods could be considered e.g. Future Search, Appreciative inquiry.

Reaching results.

Important that an OST conference leads to action. Work properly with the sponsor team to establish theme and givens. Good to include politicians and other influential persons in the conferences.

How to make sure that those that normally don't make their voice heard get the opportunity. The OST process is helpful.

Session Title: regional and local circles: beyond worldwide? beyond training? beyond...?

Convenor: michael herman

Participants: larry peterson, dick west, audrey coward, viv mcwaters, michelle cooper, brian bainbridge, anita clark, chris corrigan, jimbo clark, lee... , jayde lin roberts

Discussion:

context

- ☛ worldwide open space,' first raised in a planning sort of way in toronto at osonos 5, is now anchored by OSLIST, openspaceworld.ORG, the training efforts developed through openspaceworld.COM, and the annual OSONOS conference.
- ☛ the 'focus' in recent year seems to have shifted to regional development, with strong regional communities growing in germany, australia, toronto area, and others beginning to take shape in chicago/midwest US, sweden, russia, haiti, and other places. regional growth is fed by oplist, osonos, osw.org, and trainings of osw.com and others.
- ☛ question is what does/should the worldwide community become, structurally, as the regional groups grow, develop and possibly take attention away from the worldwide list, conference, etc???

organizing by email list/listserv

- ☛ the oplist will keep changing, but face connection (and osonos) still matters hugely.
- ☛ oplist is getting larger, most of us don't want to be part of two lists, oplist and regional list
- ☛ midwest/chicago has started a new listserv to feed the growth of a regional group. initial feedback from oplist was tentative... 'hope this won't undermine what we are doing globally...' several of initial 15 folks joining list express gratitude for being able to connect to something locally
- ☛ other regions have experience of local listserv going nowhere, requiring somebody(ies) to organize quarterly newsletter and email manual mailing list to keep community connected, growing
- ☛ consensus of group was that would-be local/regional leaders should do whatever they have passion for to feed the growth of their region, even if it appears to shift attention away from the worldwide movement(s)... in the end all the regions will somehow continue to feed the worldwide whole.... just do it.
- ☛ local/regional leaders should continue to make postings of their activities to the worldwide list. experience is that people will travel a LONG way to do trainings and other networking, so it is desirable to have australian news and major events posted to folks in canada, and vice versa, with local/regional leaders acting as filters to worldwide list... or more practically, those who serve as filters become/ARE local/regional leaders

openspaceworld.ORG

- ☛ openspaceworld.org is NOT michael herman's website, but is maintained by him... have added some info in many languages this past year, next year may see posting/archiving of more articles (to be explored in separate discussion time), but in general work on site has stabilized at sustainable effort level.
- ☛ still there is room there for any local/regional leaders to create all manner of region web presence for themselves...
- ☛ by translating 'intro' pages to osw.org into local language with email links to local leaders/translators,
- ☛ by submitting local-language articles for posting at osw.org, which will be linked to translated 'intro' pages, and

- ☛ by initiating direct postings to the bulletin board in the name of their local 'open space institute.'
- ☛ worldwide strategy may or may not matter, site will go on and take on whatever shapes are necessary, as directed by passion+responsibility
- ☛ michael herman remains available and passionate about creating new parts of the open space world to emerge and be findable through openspaceworld.ORG... but like the translations into other languages in past year, and the postings on every ost marketplace wall, the content needs to come from all YOU leaders OUT THERE...

openspaceworld.COM and other training

- ☛ osw.COM is harrison and others' new generation training program
- ☛ others ost veterans are conducting their own trainings in tradition started in trainings harrison has done for last many years
- ☛ harrison has said his training efforts will end in 2003. there are others available, and growing into, the training role... they are ready, willing and able to be invited into, shared with, used by local communities to grow more open space practitioners

local/regional leaders can grow their own communities and abilities locally/regionally by bringing in veteran trainers from afar... larry peterson, audrey coward, brian bainbridge, michael herman, and certainly others who weren't present in this discussion but have done this visiting, like birgitt williams, peg holman, joelle everett, are willing to visit and support learning in new areas

self-organization works at every level and facet of worldwide community... need to continue to identify and become for ourselves individual leaders, following passion, taking care of osonos, oslist, osw.org and growing training circles worldwide...

Session Title: open space as a principle for every-day life

Convenor: florian fischer

Participants: christina, audrey coward, rick nathurst, peggy holman, cesca wright, nuran yilgit, avner and beautiful real butterfly

Discussion:

Open space comes from everyday experience.

We could do it just by doing.

How we can empower people and ourselves

to practice the principles in the normal allday-practice?

Fear: has it to do more with future than with the "now"?

Could it be that fear mostly has no reality in the "now"?

"what happens is the only thing what could happen"

may be seen as a fatalistic philosophy.

But if its related to passion (and patience) and responsibility,

it is peaceful, and it is empowering

to do just the right thing at the right moment

within the field of activities we are responsible for,

not less and not further.

Giving space to silence between the words,

silence between the activities,

silence within busyness as well

serves in practicing everyday-openspace.

Session Title: Very Large Groups (>500): Can open space be combined with structured space?...leading to "How to plan for convergence?"

Convenor: Francesca Wright

Participants: Mogens, Cesca, Jeff, Val, Jimbo, Larry Florian

Discussion:

Our motivations for joining this session included:

- ☛ Challenge of open structure for sceptics...how do we appease their desire for particular productive session?
 - ☛ Want to begin thinking about issues of very large groups
 - ☛ Interested in variations of OS
 - ☛ Considering application to a large collaboration that is re-organising a regional health system
 - ☛ Anticipates future request to facilitate large group.
1. Experienced facilitators recommended encouraging sponsors to announce and post their special sessions within the OS process.
 2. Allow only 15 minutes of context setting prior to casting the circle. If sponsors want longer keynote/context setting, do it the night before or separated by a meal. You want participants to be in a contributing rather than passive reception modality.
 3. Allow 1-2 days of full open space prior to convergence.
 4. How do we achieve convergence with impact? Larry offered some options
 - ☛ Topic convenors gather at another gathering to develop recommendations or action plans
 - ☛ Refer findings to committee
 - ☛ Use prioritisation software such as TASK to vote on "what do we need to attend to most now?" which will define next topics
 - ☛ Subgroups form to address topics
 - ☛ Develop template, perhaps on flipchart for later reporting, that captures and prompts important categories of conversations. (eg: list other topics this relates to, strategic opportunities, potential partners, etc.)
 - ☛ Whole group walks around in identifies next steps. (hint: keep standing, it cuts the long winded and helps get to the punch.)

Session Title: Open Space Institute (US) Annual Member Meeting

Convenor: Peggy Holman

Participants: John Engle, Janice Vincent

Discussion:

Reviewed the story of the OSIs.

Formed in 1996 in Canada and US. At OSONOS IV, we asked people what they wanted from OSI(US). They said:

- * Mutual Support and Connection
- * Mentoring and Being Mentored
- * Learning and Research

The purpose of OSI is holding the space for Open Space.

OSI(US)'s focus for the last year has been supporting space opening in the world. Funds for Haitians to come to OSONOS this year and for an OS workshop in Siberia are the ways in which OSI(US) has supported its mission.

Given the inclusive nature of OS, we discussed the value of membership. It's currently is knowing that you have contributed to holding space in the world.

John Engle and Janice Vincent have indicated an interest in joining the OSI board and will join the next OSI board teleconference call.

We left with the question of paying attention to what is "bubbling" right now that can provide guidance for what's next for OSI(US). And it may be we simply continue to support growth of OS where need is expressed. There are 4 principles around this:

- * To support under-served areas
- * To provide support that is leveraged to reach multiple people
- * To match recipients' actions and resources with OIS-US actions and funds
- * To have a commitment from the recipient to share the story of their OST experience

If you have an interest in knowing more about OSI or being on the board, contact us at usa@openspaceworld.org.

Session Title: Promoting/Selling an Open Space event to non Open Space People

Convenor: Richard Schultz

Participants: David Wiebe, Brian S. Brinbridge, J. Judy Robertson, Doug Marteinson

Discussion:

- ☛ Getting the key person/sponsor to attend an Open Space Event to experience it
- ☛ Use an Open Space event with the planning committee to come up with the theme gets gives experience with Open Space, and gets the right theme
- ☛ The correct theme is very important to get people to come
- ☛ One that invokes passion
- ☛ Include people outside the planning group in the theme development
- ☛ If the theme is not attracting people, be prepared to change the theme
- ☛ "....., issues & opportunities" format works
- ☛ Have Open Space materials to leave/send persons/sponsors
- ☛ short description of Open Space
- ☛ Stories of Open Space
- ☛ Bibliography on Open Space articles/books
- ☛ Handout with the 4 principals and law
- ☛ References of leaders that have experienced Open Space
- ☛ Talking about the changes that are taking place in the business world
- ☛ Search for meaning
- ☛ Self managing systems
- ☛ Change theory
- ☛ Be prepared to talk about spirit/Spirit with leaders
- ☛ Ask leader if they would like to "be surprised" with new ideas about where to take the organization
- ☛ Always send an "invite" vs using a "brochure" promotion of the event
- ☛ Trust the process, let go of outcome on large attendance being success Whoever shows up are the right people!
- ☛ Start with a small group to do the Open Space, and build from there. Use this network of experienced Open Space people to network/promote and invite others for the next event. Like "rings in the water spreading"

Session title: OS and extreme situations of conflict

Convenor: Avner Haramati

Participants: Michelle, Francis, Nuran, Rae, Diane, Felicia, Jose, Anna, Guerda, Jean Claude, Lisa, Bayyinah, John, Bruce, Susan, Fiona, Joya, Thomas, Eddy, Marx, others?

Discussion:

Avner presented the complexity of the Israel/Palestine case these days as an example and invited people to share experiences. Here is a summary followed by shared reflections:

In Haiti, following the assassination of a famous journalist, Jean Dominique, a foundation was formed in his honour to promote democracy. With John as facilitator, the foundation convened a one day open space on the theme: "What can we do about injustice and impunity?" 42 participants from 25 organizations who had never previously met before, and, who came from diverse angles to this issue participated. The moving power to do this came from a woman in leadership with the foundation who had previously participated in an open space event.

Participants were concerned about security during the event and the possibility of being harassed by extremists and police were invited. The only concrete outcome was the forming of a committee that went on to write, get sign-ons, and distribute a letter to Haiti's President along with the judge responsible for investigating the assassination.

The most important outcome was how surprised people were by the positive dialogue that took place.

Michelle had open space for an organisation experiencing conflict. She refused to intervene as a mediator believing in the group's ability to resolve their issues by themselves within the open space context. And so they did.

Diane was asked to facilitate an open space for four competitive unions and management with a theme of "Facing the need to innovate in the workplace." Government agents and private organizations participated. It worked well because they did not directly address their conflicts, but instead addressed a common dilemma. Participants were surprised by the quality of dialogue, mutual respect, and contribution. At one point during the meeting participants went outside to calm demonstrating workers who feared negative outcomes of the meeting.

We talked about how to measure success. For instance, was an os meeting successful when it resulted in a CEO leaving the organisation. In extreme conflicts the key is to just plant seeds. The success is what happens afterwards and sometimes within closed doors. We should not expect that everything is going to be resolved in the moment. Sometimes, one needs to cultivate the soil, before seeds can be planted. In other words, people must work in small groups — diverse and homogeneous — about what they as a group and individually want to achieve. This builds trust, which contributes to an effective open space.

Open Space is not a technique. In order for it to really work, it must be a part of you. When it's impossible to talk to the other side, the work must start with your personal work and among people who are more on the same side. Together, take responsibility for what we, with the diversity within ourselves, want to achieve, no matter what the exact position of our enemies.

Other issues explored: Is there a unique role for women to play? Typically, women are more collaborative than men. What is the role of leadership? Some expressed that it is critical for

leadership to enlist people and initiate the process, others expressed that leaders can be a barrier. Examples of both were shared. For instance, in prisons, lifers are treated as elders among inmates.

Session Title: Networking and Supporting Open Space Facilitators in Central and South America and Africa

Convenor: Lisa Heft

Participants: Rae Levine, Laurel Doersam, Elena Marchuk, John Engle, Bayyinah ____, Nuran Yigit

Discussion:

This discussion was not only about outreach and support to people on those continents but also about helping people come to wherever these international OsonOS's meet.

Money issues:

Some discussion revolved around the hidden costs of this conference for those who have less income. Pocket money, ground transportation, dining with colleagues, all cost money which may seem small to some people but huge to others.

Some people have experience asking for money in more formal ways, such as writing grants. Some others do not. Either way, it is important for people to be aware that 'financial support' or 'scholarships' might include daily spending money. It is also important to be aware that when you invite a colleague to dinner, for example, there may be ways to find out if it would be wonderful for you to pay for their meal.

This year there was a marvelous International Indali ('marketplace' in Zulu) where people from different countries brought hand-made items (either theirs or folk craft from their countries) to sell. This was a helpful source of extra money for some individuals, and others chose to sell their items and contribute that money to future scholarships.

Some discussion centered around the idea of taking any extra money from this year's conference and giving some as a retroactive support to some of the individuals of lower income who have had challenges paying their way but perhaps have not asked for scholarship money.

One person remarked that it was helpful to have a sliding registration scale. She picked the lowest of the range, but she paid that for herself and someone she offered to sponsor, thus enabling them both to attend.

Some people have an individual they are helping by asking others to also help contribute.

Frequent flyer mileage was donated to one participant to help her get to the conference.

A few people commented that it was preferable to know who was contributing money to enable your attendance at OsonOS — rather than a general fund from one source or other.

Regarding the continents mentioned in the session title:

Lisa mentioned connecting with people who do OST in Brazil, Colombia and Cape Town, South Africa. Of course Laura Gamboa Herrera from Costa Rica is now also part of our global community. John has a contact in Senegal — Lisa knows another facilitator in Senegal and they discussed introducing those two to strengthen them both.

Different ways to support others include helping them join and participate on the OSLIST, helping them get to OsonOS, supporting them for the work they already do and introducing them to others you may know who work geographically nearby so they can strengthen their existing networks

and cross-train, offering your training services for travel expenses and homestay (and recommending that they leverage your time there into several OS events that could help their community) and translating more materials into different languages, then announcing and alerting everyone so more people know more is constantly being made available. We discussed various materials available in Russian, Portuguese, Hungarian, and soon more in Haitian Creole, for example.

Different ways for an individual to raise funds:

Ask on the OSLIST for support from individuals, including donation of frequent flyer miles

Ask on the list if anyone knows of funding sources

Research (in libraries or on the Internet) sites for the Foundation Center and other fundraising research sites (more funding may be available if you explain a connection to community development)

Ask on the list for support on writing grants and proposals from those who have experience

Send a proposal for funding to the Open Space Institute

Post signs at an event giving people information on how to send you more money

Rotarians have a tradition: If you are happy being here, put a happy dollar in a bowl (thus raising more money at the site of an event)

International Marketplace (does not raise great funds but helps with pocket money)

(Look after a friend and note any opportunities that may help raise funds for them)

How to make this information available to more people:

We recommend placing an item about this on the OSLIST Frequently Asked Questions. This way it will appear in front of new and ongoing readers periodically. Something like:

"This network of practitioners encourages broader participation from people of different countries in our annual Open Space gatherings. For information on seeking grants, (website address which may be appropriate), for information on how to write a grant, (another website or 'ask who on the list can help you with your grant') and if you have been successful raising funding please share your success with us so we become aware of more resources to enable us to join together in-person for mutual support and learning."

Session Title: Seeking advice on using OS with non-readers

Convenor: John Engle

Participants: Jean Claude, Guerda, Lisa, Bayyinah

Discussion:

Guerda did an open space with nearly two hundred people. Some present were non-readers. In this open space, non-readers and readers were encouraged to collaborate closely. In this discussion, we wish to explore how an open space might be structured so that non-readers are less dependent on readers, and when non-readers are in the majority.

Aspects of open space which require that people need to know how to read:

- 1) the written invitation
- 2) market place - post-its which contain meeting times and small group meeting places
- 3) principles and law
- 4) notes from small groups which lead to proceedings

The invitation :

It needs to be written. Existing structures in a community should be used which allow verbal announcements to non-readers who are invited. House to house visits might be appropriate where a person can go and invite people, explaining what to expect. Perhaps the first step is to organize a group of five to ten people who will take responsibility for organizing the open space and inviting people. This group will need to explore together how they are going to communicate what is going to take place. This group must have non-readers in it. They need to be sure that they are sensitive to the possibility of non-readers feeling alienated. This is why non-readers need to be present in the committee. It is probably appropriate for even non-readers to receive a written invitation. In many cultures it is an honor to receive a letter. They will most likely have one of their children or another friend or relative read it aloud to them. But, it is important that a representative of the committee actually have a conversation with non-readers making sure that all the important points are covered: purpose of meeting, where, when, if food will be served, how it will work, etc. Images might be appropriate as part of or accompanying the letter. It will be necessary for the committee to take great care when creating images to communicate the idea.

market place setting : time and place written on post its

We suggest that this be modified substantially. The group would divide and reconvene after every single session. For instance, the facilitator would invite anyone interested to come and present their subject verbally, and literally walk to the place they wish to convene people. Once the convenors identify themselves and go to their places the rest of the participants will have the opportunity to choose where they wish to go. When that session is finished, the entire group will reconvene and again, participants will be invited to propose subjects of their choosing and sub-divide. The same process will take place for each session time - the entire group convening and then sub-dividing.

Principles and law: to be sure that these are effectively communicated, these methods might be applied: images, repetition in explanation, short dramas which would involve committee members as well as participants.

The invitation letter should include an image of people sitting in a circle.

To be continued...

Session Title: Space Invaders – do they exist?

Convenor: Laurel Doersam

Participants: Chris Corrigan, Mogens Rasmussen, Rick Nathorst, Gabriel Shirley, Viv Waters

Discussion:

- ☛ Value judgement implicit in the label “Space Invader”
- ☛ Could the SI be providing a valuable function by stirring up a little chaos
- ☛ Much of the discomfort of the SI situation may come from within the facilitator – maybe the only real space invader comes from within
- ☛ Stories about Space Invaders provided much lively conversation about what (if any) level of facilitator intervention is appropriate.
- ☛ Chris suggested that the notion of SI’s may be more tied to the givens of a particular event than to the OS or the facilitator
- ☛ Rick suggested that there might be value in shifting our perception of the SI, that perhaps they could be in some ways “space illuminators” or “space enrichers”
- ☛ The notion of a space invader robbing other participants of power was discussed – but what occurs to me as I type this is that the facilitator also can rob the participants of power by assuming they are helpless to deal with any invasion they may perceive on their own initiative – when the facilitator feels the need to “rescue”, he/she robs participants of their power
- ☛ The law of two feet gives all participants the power to deal with any situation that might arise – by NOT using this power/freedom to use their two feet, the participants allow the invasion to occur – the energy is not robbed from the participants, but freely given to the SI.
- ☛ Sometimes the SI provides a “pattern interrupt” that allows everyone to re-evaluate their assumptions or allows folks to speak their truth clearly.

Session Title: Processes for Action-Steps Reporting that Sustain the Energy

Convenor: Diane Gibeault

Participants: David Wiebe, Tim Sullivan, Francesca Wright, Diane Corbett, Michelle Cooper, Andr/ Augermann, Jeff Aitken, Michael Dobbie, Lisa Heft

Discussion

- ☛ How to hold space so that the reporting of the action-steps maintains a level of energy that allows participants to end the event in a positive and forward moving atmosphere. Listening to a series of reports in a larger group can often lower the energy and raise anxieties which is not the tone on which one wishes to end an OS event or any event.
- ☛ The reporting of action-steps often occurs after lunch, a time conducive to sleepiness. Suggestions of what might help to keep the energy flowing:

NON-LINEAR reporting is encouraged like the Mind map, photographs of drawings

- Facilitator mentions it as a reporting option when opening space or and more forcefully when explaining the convergence phase.
- Post the OS principles and law and bee...in the form of a MMap.
- Have in the plenary room, a graffiti/drawing wall with a sandbox with markers, craft material, toys even and mention it when opening the circle
- Post on the wall of each session site, a model of a mind map, in colour with each spider line carrying one of the action planning questions ie Why, What, Who (will champion and who will join) How, Where, Resources, etc to encourage reporting in a non-linear way. Mind maps are then posted near the large circle for reporting.
- Also have 8.5x11 version for all participants that can be filled-in and photocopied as a report.

VISUALS - Create a different visual environment:

- Encourage reporting in forms other than “talking from typed report” ie using drawings on Flip Chart or roll of paper posted on a wall and speaking to the report from the drawings
- These drawings could be transposed to a transparency or made directly on one and be projected to a large screen, even possibly the ceiling to keep the focus in the middle of the circle.
- In addition to having a FC for note taking, put FC paper on the floor in the middle of the circles of each session grouping, with coloured markers and some craft materials to encourage colourful reporting.
- In the invitation letter, if appropriate for the group, invite people to bring their crafts & toys.
- Optional: have a digital camera to capture these drawings for the reports.
- Bring back the murals at the office and post them to encourage transfer of the learning, of the energy and support the mindset for follow-ups.
- THEATRICAL presentations are also encouraged; the challenge is to keep them short
- The organisation still needs a written report of the thinking for future reference and for those who were not part of the experience.

PASSIONATE-AFFIRMATIVE STATEMENTS

- Ask participants to develop an Affirmative statement (in AI words it's a provocative statement) that reflects the vision and the energy behind the action proposed and to end their verbal presentation by presenting their statement in their own passionate way.

☞ PHYSICAL STUFF

- Have a stretching exercise before beginning to get the energy circulating.
- Stop after each report or every two reports for questions of clarification and quick feedback. It breaks the monotony of listening to reports and gets the brain working.
- Mid-way into the reporting do a brain-gym exercise to get people reconnected.
- Do a “celebratory dance” type of stretching at the end: positive reinforcement and keeps the circulation going so that the closing is done in a good mood.

OTHER OPTIONS

- Incorporate the action-step reporting in the closing circle.
- Most OS event benefit of some kind of convergence even if it is very short; eg:
- Post reports around the room and invite people to circulate, read, add to, sign up to....
- Forty five minute planning meetings with 5-10 min to report on who’s the spokesperson, when’s the next meeting, who else would like to join can sign up on the FC page.
- For larger groups, you may need a larger number of priorities so that groups are a size that allows participants to remain engaged.
- Or else have two groups working on planning for the same activity, then come together to compare the greater variety of ideas and get a consensus; requires a bit more time.
- Or recognise that with a larger group, you may just get so far eg identify priorities, linkages, have discussion groups for each priority to clarify the goal. The follow-up of a priority can be entrusted in person x in the organisation who’s normal function is linked to this action will ensure planning and follow-up occurs. These “person x” must have been participant at the OS event so they can understand the experience and expectations.
- It helps when leaders commit to the group, at the OS meeting, to have an updating/accountability meeting in a reasonable future (eg 6 mo) with all participants or conveners.
- Hold a meeting with the facilitator and the planning committee after the event to reinforce positively actions taken, encourage the implementation of a communication strategy you discussed with them before and offer support on sustaining follow-ups.
- To encourage sponsors to have that meeting, include the meeting as a non-negotiable part of the package of the facilitator’s contract.

SEE PICTURE ATTACHED of what we are talking about. Thanks to all for an energetic discussion and experience!



Session Title: OS and AI

Convenor: Audrey Coward

Participants: Jose Santos, Marks McAvity, James..., Suzanne Maxwell, Francis Gastmans, Audrey Coward, Eddy Sterling, Larry Peterson, Avner Haramati, Michael Debbie, Jan Secor, Diane Gibeault, Richard Shultz, Judy Robertson, Andre Angermann, Diane Corbett, Bruce Craig, Diane Blair, Susan Partnow + butterflies

Discussion:

Common reasons for attending this workshop:

- ☛ interest in link between OS and AI, how the fit works
- ☛ curiosity, want to see how AI works; want to know more about AI
- ☛ have been following listserv dialogue; want to know why people are looking at both

- ☛ The social construction of reality is a basic tenet of Appreciative Inquiry
- ☛ AI can create conditions for self-organization
- ☛ AI is energetic; it changes energy. It is a good start for a lot of work in organizations
- ☛ AI enhances trust

The Appreciative Interview (common format):

Pairs (and sometimes threes) interview each other using appreciative questions which have been constructed specifically regarding the situation. The questions seek to discover high points in peoples' experience (the best of what is and what has been) in order to design/create/evoke a desired future. Interviewees tell a story about "what worked" or "what works" and what they would like more of (such as in the context of a wish for the future).

The interviewer must be an empathic and "generous" listener, and take note of the high energy points communicated in the stories.

AI can surface values through interviews. It also creates a sense of connection and common ground amongst a group.

Examples:

- ☛ use of AI prior to OS with a design team to help formulate the OS theme
- ☛ use of AI to discover where the energy of the organization has been and their vision for the future. The leaders then could frame a broad sense of organizational future based on input from the whole organization, and designed an OS
- ☛ use of appreciative interviews with internal and external stakeholders prior to an OS. The first day of the OS was exploration and sharing, followed by _ day of convergence. The action plan included a "provocative proposition" / design statement that captured the vision and energy of the intended action

Does OS sustain the energy created by AI process as an intervention and philosophy?

- ☛ With AI, the consultants are part of the process up front and throughout. OS creates conditions for self-organized ownership. OS can sustain momentum if organizers are willing to do it.

- ☛ AI is such a flipping of the box; need to notice things that are working and that are invisible. AI is a way of life and thinking. It initiates a mental model. What do we want? When have we had it? What can we do to make it work?
- ☛ OS: if you have a design team that includes an inclusive representation of stakeholders that can clarify the theme, there is energy potential.

Appreciative Inquiry can be effective in small teams (8-12), and is a great way to form a new team. People can tell stories (e.g., of a high point team experience) to discover common ground/values.

Through paired interviews, trust builds quickly, and you can go deeply. It is recommended to get permission from interviewee about what can be shared with the small group where people debrief the high points from the interviews.

Session Title: Social Capital and the Market Economy: how when and where can they really converge?

Convenor: Gabriel Shirley

Participants: Gabriel Shirley, Sharon Maxwell, Richard West, Brent Cameron, Toni Petrinovich

Discussion:

Question: How, where and when can social capital (that which calls out the best within human relations) merge with the market economy (the bottom line; profit margin; ability to prosper financially in the business world)?

The market economy (global economic system) is a driving force affecting all of our lives. We live in a global economic system that we cannot separate ourselves from so long as we reside on planet earth. The social capital realizes that there is more to thriving in business and considers the value of human resources.

Is the bottom line the only measure?
What about multiple bottom lines?

To many, it appears that when push comes to shove, it is dollars that matter.

How to make the transition from the global market system to a more whole system? What is the right mix?

Companies often downsize because the marketplace doesn't see the economic value in social capital. Can a social capital-based organization survive? If so, how do we learn to create that type of organization?

How do you shift an organization up the spectrum enabling the members to see themselves in reference to the world? What are the top ten values mapped according to hierarchy of needs? Where is the congruency?

Looking at the polarity attributes, it is not about balance within a company; it is about balancing between the social economy and the market economy.

Session Title: Training in Open Space

Convenor: Sharon Quarrington

Participants: Sharon, Bruce, Diane, Larry, Lisa, Jeff, Jose, Francis, Jimbo and...

Discussion:

We discussed various ways for introducing new people to Open Space. Some highlights of the discussion:

- ☛ We all prefer to use the term "Introduce" OS rather than "Train" OS
- ☛ A one day OS training has the benefit of exposing people who are only willing to initially devote one day to OS – this works as long as the participants understand that this is just the beginning of their learning journey.
- ☛ Action/Reflection is an effective way to learn OS, several people have had success with having the group experience OS first and discuss it afterwards.
- ☛ Larry and Diane have a 2.5 day process which combines action and reflection in three loops – selecting a theme (day 1 eve), then reflect, hold a OS on day 2 until 2:00 and then reflect, converge on day 3 and then reflect.
- ☛ Larry and Diane give their participants a chance to practice opening a space on day 3 – they believe that this minimizes the fear of opening a space for the first time as they have had a chance to do it already.
- ☛ Lisa talked about how important it was to have body memory of the experience of OS – the nuts and bolts can be learned from readings
- ☛ Lisa and Jeff designed training by identifying all the things they would like their participants to take away from the experience and then subtracting from that list all the things that could be learned during the experience of OS – what was left was put into notes
- ☛ Jimbo has his participants experience a 1 day OS prior to a two day "nuts and bolts" training – the participants can select one of 3 OS's based on where their passion lies
- ☛ Jimbo has past participants from his workshops open the next set of sample OS's
- ☛ Many people offer follow up coaching as part of the training
- ☛ We all appreciated the OS list – it is so wonderful to have this resource to offer participants as a source of follow up learning.
- ☛ Francis noted how helpful it was to have someone with experience in training design the Intro to OS trainings – some people may feel more comfortable just facilitating and that is great
- ☛ We all agreed that having at least one overnight as part of the training had significant benefits.
- ☛ Jose challenged everyone around what they would do if a training participant was "doing it wrong", we agreed that it was important to make sure that when the spirit of OS was being violated (eg by a facilitator who wanted to control the sessions offered) that we spoke up – during the training or afterwards.

Session Title: How to talk about OS with potential clients who haven't asked for it.

Convenor: Rae

Participants: Chris, Michael, Janice, Lisa, Judy, Brent, Anna

Discussion:

Don't talk directly about OS ... talk around it. When asked to help with planning, start with What have you done in the past? How did it work? What do you want accomplish? So, it's not just getting a plan, it's getting a plan that works. Here's how we do that in OS.

Depends on who you're talking with. Connect with some experience in their work/their business where they're doing something in a self-organizing system.

Use analogies relevant to their work.

Don't talk about the process ... talk about what happens. Use stories.

Source material for talking about OS, taking to client meetings: Michael's "Evolution at Work" 1st section. Find on michaelherman.com. Also at openspaceworld.org: What is OS?, guided tour, Harrison's article on emerging organizations, FAQ.

Make an invitation – put out your interest in OS, invite others to come experience it, offer to facilitate.

Poof. Wmph.

Session Title: Shifts in Corporate Consciousness

Convenor: Larry Peterson

Participants: Diane Blair, Felicia Shulz, Val Emlree, Nancy White, Jose Santos, Brian Bainbridge, Mvner Horamolie, Thomas Hermann, Doug Marteteninson, Kelvie Comer, Audrey Coward, Marks McAvity

Discussion:

Larry briefly introduced the session by suggesting his view that corporations tend to function out of a dominant level or wave of consciousness or worldview and wondering what shifts people were perceiving or experiencing. He suggested that there were some metaphors that could help us understanding the current state, particularly one that Harrison had developed lately integrating his images and the 4 quadrant approach Ken Wilbur. That was presented as a backdrop for our conversations which were based on what participants wanted to explore. Some comments and stories from the discussion follow:

- ☛ Some corporate leadership can't handle participation, other's can
- ☛ The discrepancy between what some leaders say they are doing and what they end up doing in crisis is dramatic and painful. Some who were interactive shift right back to the bases of self-protective reaction to crisis. One participant was caught in the reaction.
- ☛ A Grade 5 Class used Open Space and engaged a "difficult" group of students in dealing with its issues. When the students identified the issues and which were of most importance, they were totally the opposite of what the staff has assumed. The students saw the situation differently and then wanted to Open the Space every month to take their ideas the next steps. The staff had to "let go" and the students changed their behaviour in class and the learning environment to a positive class experience.
- ☛ Passion connected to responsibility is key, must choose to be responsible. There is no difference in Hebrew in the word or "accountability" and for "responsibility". Relationships create conditions for accountability/responsibility.
- ☛ Senior leadership must often "get out of the way" so that the middle of the organization can engage in real self-organization, interactive processes
- ☛ Working with people, not their roles, is a critical part of engaging people at all levels
- ☛ Leaders are never ready for Open Space but some more willing to take the risk. The world is changing so fast. 2-3 become ready every hour.
- ☛ One organization has done 20 OST events and they have been largely very successful. The sponsors have liked the results so keep it going, but it is definitely not an OS organization. OST is part of the puzzle in a complex process. The organization has not shifted.
- ☛ Biggest revolution is freeing ourselves and being patient. Keep on keeping on

Session Title: Grounding OS in Research

Convenor: Kelvie C. Comer

Participants: Tim Sullivan, Thomas Hermann, Jeff Aitken, Nancy White, Michelle Cooper, Michael Dobbie

Discussion:

1. Little “formal research” has been conducted on OS. Articles appearing in the literature report on events or how the process takes place rather than on theory or on structured research. One way for Open Space to gain broader acceptance within the academic community may be to connect OS with university programs, doctoral faculty and graduate students as a potential area for practice and research.

2. The University of Toronto is hosting a conference “Multiple Currents” on Transformational Learning from November 1-3, Harrison Owen, Kelvie Comer and Ray Wells will facilitate a six hour pre-conference open space on November 1 (our link is not yet on-line, but the conference overview and pre-registration form is up)
http://fcis.oise.utoronto.ca/tlcentre/tlconference2001_m.htm

3. OS is the democratization of learning.

4. Jeff Atkin is completing his doctorate at the California Institute of Integral Studies in San Francisco in Traditional Knowledges using organic inquiry, or story telling, about open space. He is asking the question, “How can readers make meaning out of their experiences, through stories?”

5. Questions emerging:

- a. OS as contrasted with focus groups in qualitative research;
- b. Role of convergence in cultural change in organization;
- c. On-going role of facilitator in follow-up of change process;
- d. Are there differences in the way OS works in various cultural settings; e.g. with long silences;
- e. How does the telling of the story of OS make meaning to our practice; and,
- f. Can OS be used within the large political processes, i.e. town meetings?
- g. Who are the OS research champions of OS; engage them!

6. Meaning-making and Resources

- a. Center for Digital Storytelling; also use Search function for Storytelling
- b. Bubbies Frontstep.com
- c. Multimedia expression

Session Title: Appreciative Inquiry into Community

Convenor: Susan Partnow

Participants: James, Jimbo, Suzanne

Discussion:

Many of us yearn for a sense of community – deep connection and support, a place to seek and offer our gifts – yet find it hard to find and sustain in our daily lives. Susan is envisioning a project of interviewing people – doing an AI into best experiences of community: this collection of stories could then serve to seed and inspire ways of growing community. Initially these interviews may be developed and published online – in a web site – ultimately gathered into a book. The book will also serve as an introduction to AI.

First questions to explore: What is community? What do we mean by it?

Next: What would be some good AI questions into best experiences of community?

The group gathered chose to share a few stories of their best experiences of community, with some mutual exploration of the elements discovered in the stories.

Jimbo: Story of early days living in Taipei and the magical sense of community shared by about 8 close ‘foreigners’ amongst the community of 50.

- ☛ Didn’t bring their social group with them
- ☛ Transplants
- ☛ All ‘fresh off the boat’ and hungry for community
- ☛ Needed each other for emotional survival in strange new land
- ☛ Commonality of experience – all at the same stage
- ☛ Community cultivated through storytelling – sharing travel survival stories
- ☛ Communication appreciation through shared language

Suzanne: Story of experience with dialogue group: sense of community is deep when reach sense of one mind. Three people just found themselves in dialogue – liked it – chose to continue meeting regularly.... Many connections have arisen out of this – unexpected and unintended, i.e. business opportunities and creative mutual support

- ☛ No expectations: ‘whatever happens’ – anything ok
- ☛ No Judgement
- ☛ Expanded sense of who I am as an individual
- ☛ Sense of connectedness – enrichment – acceptance
- ☛ Compared a training in dialogue experience: first weekend like a vortex – nothing happened: too many facilitators. But the next weekend – somehow energetically it just happened... “my thoughts would suddenly come out in someone else’s thoughts”: like Feldenkrais experience this morning: no effort – no one was trying

James: M.A. program of studies – two year program, meet once a year for 5 weeks in residence, then on line

- ☛ Faculty held the space
- ☛ Energy flows: the invisible – allows to emerge
- ☛ Unexpected: not ‘the program’
- ☛ Unexpected – exceeds all expectations
- ☛ Arises from respect; contribution of each
- ☛ Common purpose
- ☛ People in transition – on a learning journey = let go of fear
- ☛ Authentic – personal growth

Susan: Weekly potluck group, which evolved from a childcare group. The families wanted to continue the ongoing close connection they had shared once the childcare group disbanded (as the kids were off to school): now these kids are 15years old!

- ☛ Longevity and regularity
- ☛ Long term commitment – like a marriage
- ☛ Show up – even if not in the mood: how does this fit with law of 2 feet?
- ☛ Provides group to check in with; fall back on in times of emergency
- ☛ Rituals have grown out of this i.e. making quilts for each other for milestones such as 50th birthday or 16th
- ☛ New stage as the children are growing up and often choose not to come: ‘empty nest’

Session Title: don't speak about but practice open!space

Convenor: florian fischer

Participants: guerda lexima, bayyinah bello, nuran yigit, tove rasmussen,
mogens rasmussen, florian fischer

Discussion:

(this very session title "don't speak ..." brought together some non-native english-speaking people. But thanks to the wonderful art of speaking of bayyinah we could move foreword (...word) in a good manner.

_____ The looking for a conclusion at the end normally is the primal interest of the client. How we can avoid a way which is oriented to conclusion, how we can start from the beginning on a way which is oriented first to openness?

An answer may be:

start in listening upon the problem instead of speaking upon a method of solving the problem.

Focus on the process instead of the method

_____ For first nation people doing open!space is just doing what they are accustomed to do. (I have to write "they" cause I as a german one seem not to be any "first". Have I to agree?)

_____ Find yourself in the method in running it, that makes you not speaking too much.

_____ The possibility of failing is to use open!space (only) as a technique. It must be thinking, breathing, making love, walking eating, than it will work.

_____ As well it must be (or should be) the form of the space we are working in. the circle is the oldest and most experienced form to work in. even a squared room is surrounding the possibility of a circle. (and: the ever living circle is the spiral)

_____ An example of german region:

the sponsor had asked to facilitate an one-and-a-half-day-meeting but not to use "one of these up-to-date-american-methods like open space".

instead of "openspace" we used a name as a quote from the field of there topic. We called it "intentionless society for thinksuns in milkyway". The open!space than was run in the "official" way step for step. The participant felt honoured of the well designed method, thinking it had been done especially for them. Only at the end we explained the origin and talked about the field of knowledge and experience where the method comes from, to give the connection to the network which influenced the process. A lot of the applause was in honour to the method.

_____ Naming is the best way to limit. Naming creates anticipation. A name is perhaps a way back to the roots, but for that we need a recalling not a name.

_____ Delivering without pain: by breathing. Going into the rhythm of the baby after it has come to light making leave pain.

Going into the same rhythm with the client that's the way of open space to an open space event.

The client is the baby, the mother is the facilitator.

_____ Listening, listening, listening !

is the first ability we get already within our mother. And it is the last sense we loose in dying. The way forward with an client in the sense of open space ist mainly listening. There may come out all the principles of open space as (hidden) wishes of the sponsor, give them answer in his own words.

_____ Gesture is simple.

Practice, which makes real difference, is hard work. It is to get the feeling as a base for action.

Session Title: Open Space Institute of Canada Update

Convenor: Diane Gibeault

Participants: Michelle Cooper, Judy Robertson, Val Embree, Richard Schultz

Discussion

Responded to questions about benefits of being OSIC member ie listed on the web site, posting your articles & events on the web site, receiving info on members' OS events, participating (with discounts) & receiving info on OSIC virtual meetings and theme events, etc. see openspacecanada.org for more info.

NEXT OSIC one-day event in Open Space

Possible themes:

- ☛ Raise consciousness of organizations in Canada to the value of being more holistic and the potential of OS to bring transformation.
- ☛ How to use OS to raise consciousness
- ☛ Creating more successful organizations
- ☛ Capitalizing on chaotic times to raise consciousness.
- ☛ Attending to learning styles in OS
- ☛ OS in cross-cultures
- ☛ Readiness for OS- Planting the garden

- Where:

Looked at where other events have been or will be held : historically OS trainings by Harrison Owen were in the Toronto area; OSIC meetings were in Toronto, Kingston and in 1999, in Ottawa; this OsonOS is in Vancouver; Harrison is coming to Ottawa next Spring but there is already too much to add an extra day; Richard is planning to organize OS training in the Prairies in the coming year; the Maritimes are talking of hold an event possibly this autumn.

- Date: Will depend on location and other considerations.

Michelle, Judy and Richard agreed to further the thinking on those questions and to prepare a proposal that Diane will send to the OSIC membership in early October for their feedback.

REGIONAL NETWORKS

The Maritimes are thinking of creating a Maritimes OS network. Other Regions may want to organize regional networks and host an event where all OS members of Canada are invited. The group sees benefits in keeping a cross-Canada link between regional networks and OSIC appears to be the good connector.

Session Title: OS in international context – our intercultural experiences in osonos
2001

Convenor: Felicia

Participants: Guerda, Eddy, Jean-Claude, Susan

Discussion:

One experience: open space for an international organisation in Belfast, Northern Ireland – people from 20 countries all over Europe, about 10 different languages, translators for English, French, German. It was a 7 days conference, 1,5 days in OS. Me, as the facilitator had the impression that there could be more sensitivity for the situation of being together with many different cultures. Open space was quite helpful for meeting people and getting aware of diversity. The translators were a power in itself! Advices for next time: no translators but self-organized translation or if translators then some time to work with them in front of the OS. Proceedings translated in print. In the beginning facilitator could mention the diversity, making aware all the different patterns and approaches to give a chance to speed down the tempo of conference so everybody can come along. Use evening news for inviting for reflection on diversity. And spend even more time in preparation with the sponsor about the diversity-topic.

Open Space in Haiti works pretty well. One experience was about after the OS people were waiting for somebody to lead.

Is OS too "western"? The answer is: no for it is fetched up from traditional forms of communication. It helps the empowerment of people in Haiti. Of course it's important to adjust OS to the culture and the special situation.

How did we feel here in osonos?

- ☛ Very comfortable, I could ask if I needed translation.
- ☛ Many people are not aware of being together with different cultures, some still speak too fast.
- ☛ In the big circle I did not ask for translation for I was afraid to bother too much.
- ☛ It should be possible even to ask in the big circle, because the value we have is to increase the circle by having everybody coming along. - Is there this value??????

Ideas for more sensitivity:

In the invitation letter and in the opening the facilitator could focus on the group, especially on the diversity of the group.

Idea for a global meeting by OS in 2002 or 2003 (Susan). For the preparation bring people from different cultures together.

Session Title: The Interplay between the Feldenkrais Method® (FM) of learning and OST.

Convenor: Janice Vincent

Participants: In the circle declared for this subject there were no participants other than myself. However Florian Fisher came by not knowing I was holding space for the circle and we chatted for an hour. Some of ideas we shared were very close to the subject at hand.

Irrespective of not having anyone join the declared circle for Feldenkrais and OST, in many ways the circle began at 7:30 in the morning. Then 22 people from OSNOS sat in a circle and participated in a Feldenkrais Awareness Through Movement class that I taught.

Discussion:

Thoughts came for while I sat in the circle -the space that opened within myself- in conversations outside of the designated time in one-on-one conversations on FM and OSR, and in conversation with Florian.

The Awareness Through Movement class focused on two circles within ourselves: the circle of our horizontal plan and the circle of our vertical plan. In both of the circle, all participants began with very limited movements. Through the FM of learning through movement, each discovered new possibilities and greatly increased access to a greater circle. Their path was through effortless action. The sense of themselves, the image of themselves, became apparent and expanded. It was good to know through movement how we limit our own circles and how to expand it.

Another key insight was that accessing the internal circle involved bringing into awareness the pieces that that were missing but were critical to reaching the function at hand. To know the right parts would emerge. The parts our body knows belong, we know belong but have escaped our conscious mind. FM like OST is process of bringing into play the parts necessary to discover a new outcome in the moment. It is an expansion of now. It is also involves trusting that the right parts of ourselves will come into the circle so we can be functionally integrated.

Other random insights pertained to form following function, boundaries as an experience of ourselves in relation to the world and the miracles that come from letting go - in the FM without letting go, the parts the need to participate can't. The contract muscle must release to allow another muscle to contract. Otherwise there is pain. The power of open space outside to be the same as within was also held great intrigue. Several other insights from were gained that will embellished my work with the Feldenkrais Method individually and in-groups and I trust that the FM embellished the work of OST.

Session Title: COMPLEX ADAPTIVE SYSTEMS THEORY & SELF-MANAGEMENT IN OST.

Convenor: Fr Brian S Bainbridge

Participants: Doug Marteinson, Tim Sullivan, Larry Peterson, Judy Gast, Dick West, Bruce Craig, Jimbo Clark, Brent Cameron, James Magee, Michael Dobbie, Anita Clark, Chris Corrigan.

Discussion:

- ☛ Change is begun – Wheatley, Senge, Quinn, Pascale, Owen writing about it – change is on the way.
- ☛ “Facilitating Organization Change” – E.Olson & G.Eoyang – Jossey Bass, is another step forward in all of this.
- ☛ Dee Hock and chaordic organization – ditto.
- ☛ Story-telling still matters – even so.
- ☛ Shadow side is part of the new and now included (Arnold Mandel); Scott Peck, ditto.
- ☛ Process will.may lead to (but not be) the new way.
- ☛ C.A.S. is the scientific community trying to understand reality – builds on the philosophy which has been around a while – leads to the new organization life/paradigm.
- ☛ “Flatland” is the current way – and starting to change.
- ☛ Leads (maybe) to greater taking on personal responsibility by each person in an organization.
- ☛ New way can’t be forced – can be encouraged, perhaps.
- ☛ U.S. Army is used as an example of C.A.S. and self-organizing, now – seems right, surprisingly. With organization learning as the after-action review – and it will spread as those involved leave the army and take positions in society.
- ☛ But – perhaps – the groups must have “committed” people to start with
- ☛ Every organization is a C. A. S. actually – it’s the reality, but leadership is less than aware of this because of fears, and there’s no guarantee of safety. Stability is a goal, not a condition to be achieved,
- ☛ Individual consciousness growth/recognition will/can help address fear, not take it away.
- ☛ Appreciative Inquiry (A.I.) allows a new positive perspective which is essentially interactive.

Session Title: French & English session: Sharing the OS experience in Haiti

Convenors: Jean Claude Cerin & Guerda Lexima

Participants: Eddy, John, Bayyinah, Felicia, Susan, Rae

Discussion:

John Engle learned about OST 6 years ago. He was the co-founder of 2 twin organizations: Beyond Borders, in the United States and the Limye Lavi Foundation, in Haiti. These organizations have a non-hierarchical structure and the founders were looking for mechanisms that could allow them to keep them with this character. In his search, John Engle read the book *Riding the Tiger*, by Harrison Owen. He attended several OSonOS starting in 1995 and introduced OST to Haiti during the same period. But it was only during the last 3-4 years that OST has been in use and known in the country.

Beyond Borders and Limye Lavi promote alternative education for both Haitians and North Americans. For Haitians, they have a Child Literacy Program and an Adult Literacy Program. For North Americans, they run one program called Transformational Travel which brings to Haiti groups of 10 to 30 people for 1 to 2 weeks to learn about life in Haiti and about the connections between the poor and the non-poor of this world. The second program for North Americans is called Apprenticeship for Shared Living, which brings 1 to 3 people at a time to live with a rural family in Haiti for 1 to 2 years.

Guerda shared her experience of OS in Haiti, particularly the one she had with a large group of 200 people in the South of the country. That experience was the most interesting because it gathered representatives of grass-roots organizations among whom about one third were illiterate and could not read nor write. The convenors and facilitators had to demonstrate a lot of creativity to make that OS possible. Guerda's work involves providing technical assistance and training to a literacy program for children living in servitude.

Eddy uses OS to facilitate encounters and exchanges between representatives of several grassroots organizations involved in adult literacy on the island of La Gonave, off the coasts of Port-au-Prince. The purpose of those exchanges was to encourage people's reflection on ways to improve their interventions in literacy, and on their life situation and problems. One of such OS meetings, for example, dealt with the problem of roaming cattle breeding, particularly goats, on the island. This is a very dangerous practice for agriculture. The OS led to some resolutions being taken to change that practice.

The organization has experimented OS in Haiti with groups of diverse backgrounds: grass-roots organizations, professionals of non-profit organizations, business people, etc. Several lessons were learned:

- ☛ OS provides a good occasion to deal with complex issues that could not be dealt with easily through other methods.
- ☛ However, in spite of the usefulness of that tool, many still wonder whether it is an appropriate approach in a very authoritarian culture, such as Haiti's. The response to this is that OS alone is not enough, but coupled with several other methods, techniques and approaches, it can be used to democratize the space in Haiti.
- ☛ People tend to be reluctant at the beginning and skeptical as to what the outcomes will be. That reluctance is even greater among the more intellectual groups than among less literate ones. More spontaneity is observed among grass-root groups, although they require more time and explanations to understand the method and its principles. However people end up being partisans of the method after one or two meetings.

- ☛ There are a few risks associated with using the method in a country like Haiti where Governments tend to be authoritarian, but things have been getting more and more open in the country since the 1991 Coup d'Etat was dismantled in 1994.
- ☛ Changes have been observed in people who have shown greater capacity to listen and dialogue after going through the OS process a few times.
- ☛ As it was observed in previous sessions, the result of OS is but a seed that is sown and it takes patience and letting-go. Says Rae: "Patience and letting-go are two cousins." Says Bayyinah: "Patience first with oneself."

Session Title: OST and storytelling

Convenor: Thomas Herrmann

Participants: Mogens, Richard, Judy Robertson, Avner, Judy G, Michael

Discussion:

In our conversation we shared our limited experiences concerning storytelling. We talked about the griefcycle and how this can assist people to move towards letting go. Especially useful when the OST has focus on important future issues.

To honour the past and present by sharing and remembering stories may preserve a culture of an organisation. The stories manifest the myths. Negative stories may be acknowledged to be able to go on in OST without having to deal with them there. Positive ones may be important to keep alive to support the organisation in the future.

Introductions may be one way of storytelling. A party or informal meeting e.g. drinking coffee gets the stories going.

How to present storytelling.

Important for the participants to understand the purpose of the storytelling. People should feel invited and not forced to anything they are not ready for. Try to make participants feel comfortable and welcome. Invite them to participate. Could let them share stories in groups of 2-5.

We had a suggestion that participants may bring an artefact to tell a story about. Could also use stones, cards or other objects.

Do we have to take special considerations into account depending on cultural settings? Introverted contra extroverted cultures?

May break into smaller groups if the situation is stiff or use talking stick. May present by storytelling, acting, singing. Sometimes people have concerns about "childstuff". Give an option and make sure it is an invitation helps.

The facilitator has to feel comfortable with the method, situation, matter and be able to let go. Not being attached to outcome.

What are the key ingredients in storytelling?

Session Title: Square 2: Growing New Organizations

Convenor: Peggy Holman, Gabriel Shirley

Participants: Suzanne Maxwell, Mogens Rasmussen, Thomas hermann, John Engle, Jayde Lin Roberts, Avner Haramati, Joy Moulton, Rae, Toni Petrinovich

We offer the invitation below as a starting point:

Have you moved beyond "square one" in creating a humane, healthy, and successful organization?

Work with other managers and executives who are pushing the envelope of innovation in their relationships, personnel, operations, and bottom line vision. Together we will share our learnings, engage challenges, and build a community of practice with others who are engaged in new paradigm organizations.

Come join us in a provocative gathering if you feel you are exploring the edge of what's possible in being an organization that nourishes life . This gathering is for managers and executives with significant on the ground experience - those who have put theory into practice. It is a chance to affirm what you have already learned, to find insights into the places where you're struggling and to find a network of people who are grappling with similar issues as we chart this new territory of natural organizations.

THE INVITATION: Spend two and a half days with colleagues who, like you, are actively engaged in creating the new workplace. We will use Open Space Technology, an approach that allows participants to self-organize around what holds interest for them so that the time is spent on what is most valuable to the people who attend. We will continue our Open Space in an online environment for the month following our face to face gathering.

THE TIME: September 12-14, 8:00-5:00 (8-noon on the 14th)

THE PLACE: Whidbey Institute, Whidbey Island, Washington (1 hour from Seattle)

BACKGROUND:

Many organizations are at a tipping point, just waiting for a catalyst to crystallize our understanding of what's possible. There is so much good work happening as people create more human-friendly, powerful organizations. Most of us are so isolated - socially or due to time commitments - that we are learning mostly on our own. The examples we see often seem so fragile, rarely sustaining the shift from traditional hierarchy once the visionary leader leaves. The convenors feel a strong desire to further our collective understanding of what works (and what doesn't) by bringing together people actively engaged in Square 2 organizations. By learning from each other our collective chances for success are vastly increased.

The long term aspiration of the convenors: to move from a few organizations experimenting at the edges of what's possible to a norm where organizations are always experimenting with and reflecting on becoming more humane and improving their Total Role in Society .

WHO SHOULD ATTEND:

This workshop is for managers and executives in organizations that are being innovative in their relationships, personnel, operations, and bottom line vision. In the inclusive spirit of Open Space, you decide if you meet these criteria.

We do offer some things to think about in making that decision.

Participation is for people who:

- ☛ Have sufficient experience in a non-traditional organization to be able to contribute (e.g., have worked in such an organization for at least a year), or...
- ☛ Are often called upon by others seeking advice on non-traditional organizations, or...
- ☛ Have written or contributed in some way to the theory or practice of non-traditional organizations

Our desire is that this be a conversation among people actually doing this work in organizations – the people in the operation. If you are a consultant, either internal or external, you are welcome and our request is that you bring at least 2 people in operational roles. This ensures at least 2/3 of the participants are in the daily practice of serving the central purpose of the organization in new ways.

SOME OUTCOMES:

- ☛ A written record of our conversations to the extent that people wish to document them
- ☛ New connections with colleagues facing similar challenges
- ☛ An online learning environment where conversations can continue for one month
- ☛ The potential for deeper understanding of what works in the emerging forms of organization and leadership

FOR MORE INFORMATION:

See our web site at <http://www.bigmindmedia.com/square2>

Or contact the convenors:

Gabriel Shirley 360.221.7701 Gabriel@bigmindmedia.com
Big Mind Media www.bigmindmedia.com

Peggy Holman 425.746.6274 pholman@msn.com
Open Space Institute (US)

Initial reactions from participants were positive, enthusiastic... "sounds interesting", "like the idea".

Benefits people talked about: opportunity to learn from others who are "out there on the edges"; a place to network; the need for this is bubbling in many places. Great for orgs looking for other models & wanting to be more sustainable.

So consultants are interested. The next question was could they entice some of their clients to come. This brought a mixed reaction.

From there the discussion turned to "What about doing this online vs face-to-face." We discussed pros and cons of both approaches:

Online: can be tough to get started, but low threshold to start. If the juice is there, people will show up. Working together online accelerates the process of identifying and raising issues beneath the surface.

Ideas on how best to get started:

Seed the conversation with an appreciative interview from each participant.

And/or interview organisational leadership to gather Square 2 stories.

There was interest to become co-convenors and continue the planning process online.

Session Title: Continuation of fundraising for travelling-costs to OSonOS 10. What to do with the leftover-money?)

Last year at the OSonOS in Berlin a fund was created for those people, who might not have the financial resources to participate at the OSonOS 10 in Vancouver. This idea came especially after the discussion on the principle “who comes, is the right person” and the fact of financial barriers to participation.

This fund helped several people to come to Vancouver.

The focus of our session was, how we can continue this idea of a financial help to make it possible, that the people who wish to come, can come.

Convenor: Nuran Yigit, Laurel Doersam

Participants: Lisa Heft, Rick Nathorst, Bayyinah Bello

Discussion:

- ☛ People making their living from doing paid Open Space work can donate a percentage of their income to a fund for scholarships.
- ☛ Other ways of raising money: corporate foundations (ask big companies or foundations who use or have used Open Space to help fund facilitators attending the next Open Space – some of us already have these connections).
- ☛ What to do with money left over from OSonOS 9 Vancouver after expenses are paid.
- ☛ Administration of moneys, the cost of transferring money internationally, and the costs of holding open some bank accounts are challenges to anyone wishing to create accounts for funding. We noted that Open Space Institute (USA) does have a fund for both donations and requests for such things as scholarships.
- ☛ Is actual physical participation at OSonOS needed for learning? Nothing is the same as face-to-face interaction as a source of nutrition, support, sharing and feeling spirit.
- ☛ Our OS community is not full of rich people – the community itself has limited resources. Everybody gives what they can give, whether that is one dollar or 500 dollars, it is a welcome contribution and we honor each person’s generosity according to their own ability.
- ☛ What about the future of OSonOS from country to country? How can we make sure that people in countries of all Four Directions (North, South, East and West) can host future OSonOS’s?

Agreements:

- ☛ We will ask on the OSLIST who has connections to corporate clients who may have used Open Space and who can help to fund future OSonOS participants via scholarships.
- ☛ We as participants of this OS should remain aware of our differences in ability to afford being here (by sharing our pocket money with others during the conference)
- ☛ Lisa will be the contact person to share and broadcast information about who needs funding and who has resources for them (person to person support). She will be the Access Laureate for the year (from this OSonOS to the next OSonOS) – with a bow of the head to our Poet Laureate.
- ☛ Chris and Laurel will use this year’s left over money for funding people to be able to attend the next OSonOs. Fifteen percent of this money will go to the organizers of the next OSonOS as a gesture of support.

Recommendations:

- ☛ Future OSonOS might consider keeping local costs low because of the hidden expenses such as ground transportation. For example: having housing directly next to the event room, making housing scaled in price to as low as possible, eliminating the need for extra expenses at the housing site, hosting the event at a university, scaling the registration fee from very low to a bit high (so people of lower income who otherwise would not have been able to attend can pay at the lower end of the scale and those who can pay at the higher end of the scale therefore absorb the costs of the conference)
- ☛ Holding OSonOS at different locations around the world each year allows people from different regions to participate (example: Berlin OSonOS allowed Europeans to attend; Australia OSonOS will allow people from that part of the world such as Thailand and Indonesia to attend).
- ☛ Each OSonOS conference might consider ways to support the next year's hosts and the next year's lower-income participants with left-over money from each year's event

Session Title: Facilitating self-organized convergence

Participants: Eddy, Rae, Michael, Jeff, Dick, Susan, Janice, John, to mention a few. more just kept coming.

A range of perspectives were given by participants regarding why they are present today at this session. People having strong convictions about the need for the facilitator to help the group to converge to the other extreme of a belief that the facilitator has no need to try to facilitate convergence.

Many present are working with organizations and clients who are not interested in a process if it does not lead to convergence.

Some feel that its part of the responsibility of the facilitator to the group, regardless of whether or not their is a client that expects it.

The other extreme is that immediate convergence is an artificial thing that would have naturally and more appropriately happened if time and space were possible.

The notion of internal convergence is being expressed, a kind of soul work. Somehow there can be a convergence that happens within people - an energy, a juice which bubbles up. It is contagious. This juice that started within individuals as they converged internally, can then lead to a collective convergence. Perhaps part of the reason that we often struggle with it with different groups is that we are trying to push something that is not yet ready. But, because time and space is and maybe needs to be, bound within organizations, at least in their present structures, there is no choice but to try to facilitate convergence.

The notion of harvest was brought up - something to the effect that convergence can be happening in different levels and even be invisible. Seeds are sprouting that we may not always be aware of. Yet, there will be a time to harvest this convergence. Pushing forward with the harvest metaphor, the idea of preparing the soil was expressed. Turning it over. But, the idea that harvest will take place in time, and that seeds have been planted, is not an excuse for not seizing and naming the convergence that did actually occur when a group is together.

It is important to recognize that what is happening during a time of convergence may not mean that everyone is committed to a particular item. Perhaps its just declared that a particular person is going to take responsibility for a particular item. It may be important for the group to take time to identify these things.

This group likes the image of selective harvesting. There may be issues that have received lots of votes, for instance in the open space convergence form, but later the group determines that it is not an issue that the group needs to address at the present time. Or, it could be that just one person will have the responsibility to deal with it.

The word vote pushes buttons for lots of people. If we use selective harvest, it will have more favorable and opening results - an organic evolution of ideas.

We must recognize that many organizations are working on the mechanical model. For instance leverage is a widely used term. This environment may not be conducive to the organic metaphors.

It could be helpful to think of a kind of harvesting through engaging people on discussions around non-hot topics, but subjects of interest.

There's a ripening process which occurs. We must validate the aha experience instead of dampening it, which is often done. ... the image of high-tide low tide. When the tide is low, there are rocks on the beach that can be seen which otherwise could not.

How can leadership respond in a positive way in the convergence process. It's important for the sponsor to articulate to a group their commitment to the things/ideas containing energy which have emerged.

There are many differences in the convergence process and the role of the facilitator when working in a community development context versus for an organization.

The question the facilitator asks the group to respond to is of utmost importance. The questions the facilitator decides to ask the group to facilitate convergence must be designed to fit the context.

If a sponsor senses that the group is converging in a direction which is not possible, it may become important for them to reframe the question, the direction. This can be dangerous because the group can feel betrayed. Yet, there may not be an option. The sponsor must clearly communicate why – s/he must be honest. This is where it's important for the facilitator to really coach and caution the sponsor in advance, before the open space. The sponsor should be informed that the group may go in a direction totally unexpected.

It can be helpful to have an open space following other open space events simply on the subject of convergence – for the group to converge based upon what came out of previous open space meeting(s).

What about using open space as a means of planning an open space. There are stories of people doing this with much success. Convergence emerges at the end with people offering to take on certain responsibilities to realize the open space.

In one case, Nuran was facilitating a time of convergence with a group. She simply said, "now is a time to converge. It's your responsibility to do it." She simply sat back, was quiet, and the group converged. They determined together their process, and then carried it out with success and satisfaction.

Session Title: OS as a playground for change

Convenor: Francis Gastmans

Participants: Nancy, Jose, Andre, James, Anita, ... and a few butterflies h

Discussion:

We played with stones, built a huge stone mounain, we created patterns and changed them, we made circles and unmade them, we threw stones, we talked and laughed. We played music using stones while someone danced, we listened to Queen's "I want it all" on a laptop, ... we had fun.