

Book of Proceedings

# 29th WOSonOS

World Open Space on Open Space

18-21 October 2023 in Berlin



*Celebrating self-organisation!*

# 29th WOSonOS

The 29th World Open Space on Open Space took place in Berlin 18 – 21 October 2023. The event was combined with the annual conference of the IAF (International Association of Facilitators). The theme of the conference was *Celebrating self-organisation!*

There were 65 participants from 16 countries, including Austria, Poland, Spain, UK, Moldova, Denmark, Turkey, Ukraine, Hungary, Italy, Finland, Sweden, Netherlands, Belgium, France, and Germany.

The venue „Beach Mitte“ was located in Berlins most central district, close to the historical site „The Berlin Wall Memorial“. It has 20.000 m<sup>2</sup> beach area for beachvolleyball, beach soccer, frisbee, a high wire park, and offers several conference rooms.

WOSonOS 2023 was hosted by boscop and reinblau – two Berlin based cooperatives which have been using Open Space extensively in their everyday work for many years. Juliane Ade, Jo Töpfer, Dietmar Gigler and Julia Kliemann took care of the organisation.

The facilitation team were Sanna Schondelmayer, Mia Konstantinidou, Juliane Neumann, and Juliane Westphal.

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16. How small could an Open Space be?
17. How can we educate people in schools and universities to start OST and self-Organization?
18. A new covenant?!? ...change in paradigm...situation in middle east...Ukraine...
19. Poetry – Finding our centre Finding our Calm
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22. What do 'I' need to feel “I belong here”?
23. Successful OS selling, approach & support tools
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26. Economic concepts “beyond capitalism”
27. Exploring social work and self organizations
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30. “Interactive Organization”

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32. How to convince organizations to adopt OST (collective intelligence tools) to solve their issues!
33. What we can do to bring the practice of Open Space to local governments?
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36. How to invite the inner pirate?
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64 – 70

What do we need to let go of, to create more space in ourselves so that we can listen better?

Taking Space & Giving Space

Your way showing solidarity with marginalised groups

How to overcome the fear of the empty wall

Experiences with OST/interactive processes with + for non neuro-typical participants

## NEXT STEPS

70 – 86

1. D-E-I-Reflection: A helper for us to open up prototype an ask for help
2. Spirituality & Engineering work + Community helper project
3. Be more pirate, more poet, more proactive
4. Inviting people from Africa, young people & people in need to WOSonOS 2024
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6. Building/Exchanging (missing) tools
7. Dive into the archives of Openspaceworld.org & OS-List to find stories & learnings to access them & share some of my insights on the list
8. Join international Open Space mailing list
9. Book with WOSonOS from beginning to ...
10. Open Space Training 2024 – Online-Session
11. Access Queen connection
12. Sponsor-Team meets & writes little report for the next WOSonOS-team
13. 5-to-Fold: Decision making
14. Enoughness, our fundamental mindset as facilitators
15. Stories, experiences, plans of intergenerational Open Spaces
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## WOSONOS 2024

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# Issues

My\*our ISSUE:

What must be given that "efficient" self-organisation works?

What did we talk about, do, explore...?

»Report in a comprehensible way + kiss mode (keep it short and simple).

»Handwriting must be clear. Please use a black fineliner.

»Please don't write on the back of this page: use a new form.

- We talked about what self-organisation is?  
↳ we focused on self-organisation in groups (not individuals)
- A facilitator has a role of a farmer «care for his process» → Need to be patient.
- For self-organisation we need
  - preparation
  - shared purpose (with alignment again & again).
  - transparency
  - permission to experiment / make mistakes
  - culture / wish to self-organisation
  - trust & flexibility
  - structures → tools, warm-up practices etc.

Convener (First and last name):

Ether Tuahabi

Other participants (First and last names):

Diana Peitel, Achim Rütler, Colette, Christian, Bhav, Johanna Varghese, Ronika, Veda and guests...



TOVA ASKED ME TO ADD THIS  
ONLY IN THE REPORT: Yael

DECKELBAUM-  
PRAYER OF  
THE  
MOTHERS

→ YOU CAN FIND IT ON YOUTUBE! (😊)

## World Open Space on Open Space 2023 »Celebrating self-organization!«

# 2

My\*our ISSUE:

Standing up for Humanity...

What did we talk about, do, explore...?

- »Report in a comprehensible way + kiss mode (keep it short and simple).
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"Enough is enough" !!!

Situation in Middle East...  
it's not about being for or against... a group...  
it's about being for Humanity

acknowledging  
and being able to let go...  
importance of  
being strong,  
able to  
say stop, no,  
fight... and  
holding out...?

invitation to  
share words for  
speechlessness

other, all opinions

recognize  
the shadowy side  
have what is  
done. multi-tribal side

be started with a  
round...

emotions backgrounds  
... perspectives ...  
approaches ...  
empathy ...  
questions ...

were shared.

choose hope ♡

Tova spoke...

and the choice we have not to  
act it out

Convener (First and last name):

Tonnie + Tova (via Zoom)

Other participants (First and last names):

Juliane (Ade)

Mathias (Wittwer)

KOSTEK

Christine K.

Thomas H. Doris G.

Fini Ludwig

ERIC LYNN

Urban Narlander

Open Space World Open Space on Open Space  
October 19-21, 2023 in Beach Mitte in Berlin

MARC

Tova

Tonnie van der Zouwen. Maryana Zaviyska

Alessa

My\*our ISSUE: What do we miss to make the world a better  
Place? Impact?

What did we talk about, do, explore...?

»Report in a comprehensible way + kiss mode (keep it short and simple).

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- Maybe we don't miss anything. Everything is already here. Do we see it?
- 30 years ago the vision for Open Space was a better world - maybe we don't miss anything, we just have to continue to the SHIFT MOMENT.
- It is not for everybody to join Open Space - it takes time, money, and so on - so open space-conferences is not enough to change the world.
- Is it "gibt-economy" we miss? Giving your extra (smile, money, clothes...) to one who needs it - and trusting that when you are in need somebody will donate to you.
- What is selforganisation? It is not controlling and preplanning. It is changing all the time.
- Some people will not let go of control - and we assume that it is the CEO's / people in power - but we all to some point struggle with letting go: WHY DO WE WANT CONTROL? - an unconscious fear → we have to experiment with letting go to get comfortable with letting go.
- We miss a purpose! We can ~~organize~~ selforganize around a clear goal or purpose. (Harrison gives an example of an expo in the Olympic city AT&T?)
- In Frome (UK-city) they made great change (17% less hospitalized) starting out with smiling and talking to each other.

Convener (First and last name): Lise Damsgaer & Jo Töpfer, Annika Nidegard

Other participants (First and last names): Markus Pehmeer, Julius Tacha

Ineke Huthmanns

Gertraude van de Kerk  
Anke Karc

Jonke de Haan

Mike Szpor

Bettina Lobenberg

Sara Hegely



My\*our ISSUE: What do we miss to make the world a better place?  
Impact?

What did we talk about, do, explore...?

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Volume 2

- Change comes from vulnerability - embodiment.
- We miss letting go our need to change the controlling people!!  
we assume that especially people in power will not let go (and saying that, we also assume that we are not in power!)
- Politicians are often not acknowledged for taking responsibility - on the contrary they have a hard time. When do they act as expected and not being themselves?
- We can INVITE people to let go and show them that we will catch the stick before it falls to the ground.
- What if the world is already selforganised?  
Is it sad?  
or is ~~the~~ life alive and beautiful and exactly as it should be?  
We are not here to judge - maybe the pains and suffering in the world is the pain of giving birth or the chaos needed for creativity?

  
Lise.

Convener (First and last name):

Other participants (First and last names):

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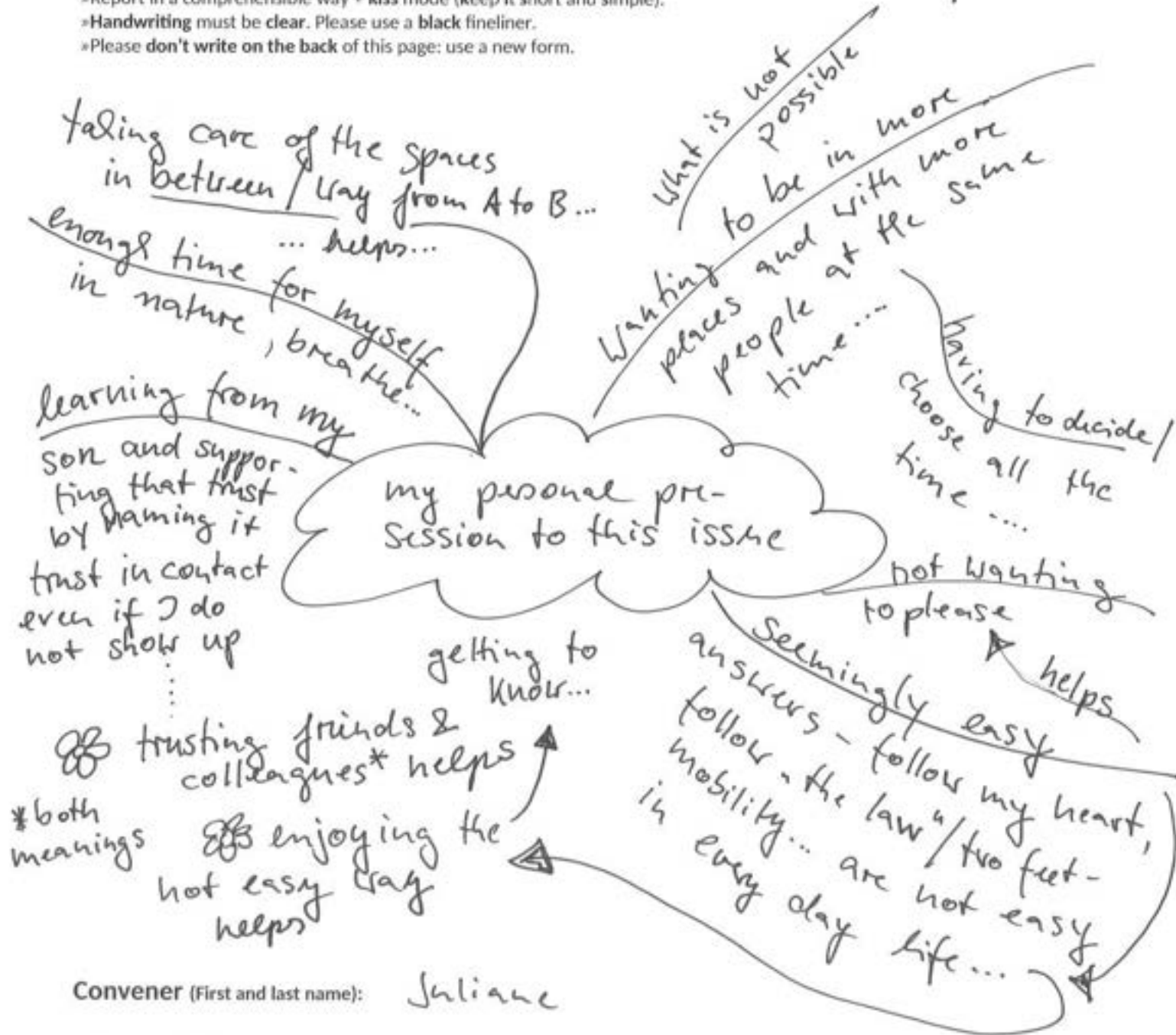
My\*our ISSUE: How to self-organize in self-organization... and not become unbinding, loose contact... ?

What did we talk about, do, explore...?

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Convener (First and last name): Juliane

Other participants (First and last names):

My\*our ISSUE:

DANCING WITH DIVERSITY

What did we talk about, do, explore...?

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- . CULTURE QS (= questions)
- . GAME which opens up sharing stories with questions about culture, life, habits, personal experience, interpretations
  - ~~answers~~ <sup>uncovers</sup> differences, commonalities, opening up for, getting to a deeper level of discussion
  - you need a safe space to use the game / common ground
  - Context: company cultures

Convener (First and last name): ERIC LYNN

Other participants (First and last names): ALESSA, DORIE, GÉRIE, FINI, ACHIM

# World Open Space on Open Space 2023 »Celebrating self-organization!«

# 6.1

My\*our ISSUE: My ♥ Open Space Stories  
Open Space Tech from the inside out

What did we talk about, do, explore...?

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> Jon: civil servants dance against gun crime

»"butterfly facilitator" having coffee conversations with participants during OST

in my personal life I saw the tendency to make sure everyone is heard

- ① once I noticed
- ② I started to talk also for myself

Selfcare is part / encouraged in OST

benefits of OST (online) (business)

afterwards 40% take action and followed through

80-95% participate impact of working with leaders

what to do before an OST to increase participation

storysharing dinner

Glühwein when it's cold

champagne sometimes good at lunch sometimes not



for example confidentiality, intellectual property

Givens non-negotiables

Convener (First and last name):

Anna Caroline, Alessandro Padovani

Other participants (First and last names):

Markus Pahnke, Emmy Pater, Olga Bershadskaya, Funda  
Anna Klymenko, Ian, Jo Töpfer, Jon Harvey  
Collette MARRIER PURICELLI  
Maryana Zaviyska

Open Space World Open Space on Open Space  
October 19-21, 2023 in Beach Mitte in Berlin

Doris Gottlieb

Open Space in breakouts  
- having rooms where you can only enter at the start of the story these days there's

OST for youngsters with different abilities in Memorials

translation for lots of language deaf

#law of free movement  
#law of two clicks

My\* our ISSUE:

What did we talk about, do, explore...?

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Circle is a form that enhances  
grown ups to behave as  
grown ups

Have you done/  
How is/ Open Space in your family?  
OST effective your life?

- OST also
- »principles apply in dance class
- »pick a card with family member
- »Embodying the OST principles

↳ then my family finally asked me questions.  
↳ Inner compass: when is it the right to talk?

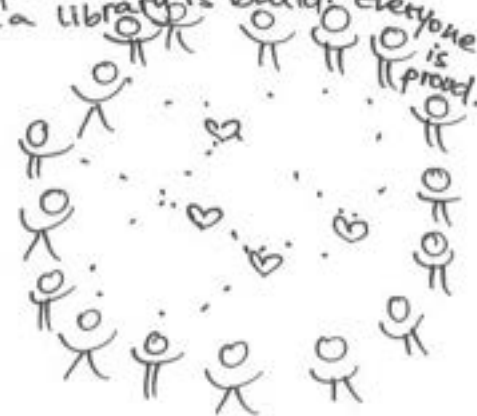
»my space  
we don't need to agree  
his/her/their space

Convener (First and last name):

Other participants (First and last names):

anger & conflict can be  
a catalyst for change

example: person brings up  
topic 3x - no one cares.  
She "explodes" in the end everyone  
cares & a library is build. Everyone  
is proud.



"Safe space":  
I am here to  
learn - I need  
challenges, pushing  
boundaries.  
transparency is  
important.



My\*our ISSUE: HOW TO SPREAD POST GROWTH URGENCY  
INTO (BIG) ORGANIZATIONS

What did we talk about, do, explore...?

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- We talked about POST GROWTH: Regenerative Economy, regenerative business models
- About cultural change processes, specially HUGE cultural changes  
Is this a "classical" cultural change and should it be processed in the same way we design cultural change processes  
for instance
  - Start with most painful points  
↳ as involving everyone
  - Build a core group of champions
    - identify them with the help of Leadership Team + "Betriebsrat"
    - Train them
    - Support their ongoing development (P2P)

Convener (First and last name):

Other participants (First and last names):

Julius Tacke, Reinhard John, Johannes, Ulla, Ineke,  
Nikolai ... and

7.2  
• agree on expected outcomes of the future  
ex: "if I had a magic wand & if I could  
do anything, what would you ask me?  
who are with you? How does it feel? ...

How to make [whatever has been decided]  
meaningful to you?

• build an iterative process that can  
adapt according to the maturity  
of external environment

• Make the system adaptive.

↳ use Teal tools

• Consider it as an innovation challenge  
where you want to breed something  
for the unknown

• Think 20/80

• Have 3 Plans\*

\* the only good plan is a plan you  
can change

→ one for now

→ one for influencing in the direction  
you want

→ one for influencing the "external"

• Start with DOING something. Don't overthink

CONVENTION DES ENTREPRISES POUR LE CUPAT is a non-profit  
that aims to make the shift to REGENERATIVE ECONOMY  
irresistible

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My\*our ISSUE:

Which abilities, qualities and skills are  
necessary to build

What did we talk about, do, explore...?

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Do not be afraid  
to be uncomfortable

obvdy to make alliances  
to communicate  
to listen

to create a vision of sustainable future world  
of what happens when we do not  
stop

IMAGINATION LISTENING

voting should be conscious

critical  
Thinking

HEART  
morals  
values

Convener (First and last name):

Olga Bershadsky

Other participants (First and last names):

Lars Hoffmann, Anna Klymchenko, Natalya  
Orlov, Olga Kotzka, Kathryn Kglee

# World Open Space on Open Space 2023

## »Celebrating self-organization!«

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My\*our ISSUE:

Self organization  
define, include, sustain

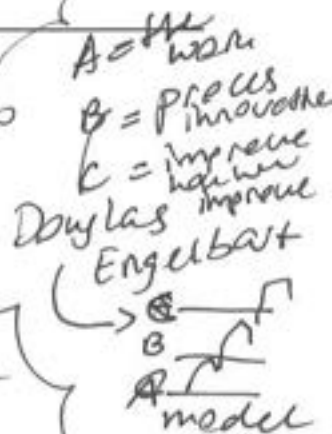
What did we talk about, do, explore...?

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(website + platform)

+ share

- kikiipro : Software to follow up the action groups (Thomas - Sweden)
- Buddy2buddy.nl → connecting locals + refugees on friendship
- Open space 'process' vs open space 'event'
- Definition of open Space
- www.buddy2buddy.nl → integration → sustain connection. (example of selforganization)
- Self organization is often not what we think it is.
- Open space supports it. Natural S.O. is even more effective
- Thomas came up with the experience of hosting a weekly open space for 1.5 year for new comers and locals.
- Open Space Technology versus Naturally creating space.
- In organizations we are hired as an external consultant. that's kind of safe. Short term. follow up is lacking. Where can I open space? Is action planning actually creating "the old" and never being effective in sustaining OS



- It's always a question of time + space → the knowledge is in the organization / community always
- flexible agenda → what is hot (you should write the Greg-) Who is there
- open space techn. every team event
- the power of the market place ⇒ do that profound = extreme valuable
- Convener (First and last name): then the space opens + the art of listening persons who also people
- Bare the inconvenience
- Other participants (First and last names): Maryana Zaviyska
- Olona Esther Thakabi Achim Müller
- Anika Thomasht. JUAN Luis
- Finli Ludwig
- Carolya Whitta Florszalek Ineke Hurlmans
- Juliane Rüß
- Julia Klieemann



My\*our ISSUE: What is selforganizing is to follow LIFE/being lead by LIFE? How can a spiritual perspective help us self-organizing?

What did we talk about, do, explore...?

»Report in a comprehensible way + kiss mode (keep it short and simple).

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- Listen to hear LIFE - What ~~am~~ am I called for now?
- Paradise is not a place - it's within us and we have to make it again and again
- "Whatever happens is ~~the~~ the only thing that could have"
- OS principles is a good help to get in contact with ourselves, each other and the world
- It's like a process of trust
- a praxis we can use in different contexts
- Self organisation is true - even if it feels bad, what happens
- OS is a spiritual praxis - but it is not important.
- We had some discussions about what is spirituality, intuition, religion, Interbeing, is.
- Trust that everybody know what they do!
- Facilitating OS: Being present, think about when to speak or not, do something or not doing anything, hold to my chair.
- Bhav told a story about preparing for an Open Space - and the first participant spilled coffee out on all the papers. Bhav hold on to his chair and the next one helped cleaning, and the next participant went to her room and got a red shovel and put it over - and the next again said: WOW a red carpet here - awesome!

Convener (First and last name):

Other participants (First and last names): Lise Damhjaer

Juliane, Ulla, Doris, Markus, Bhav, Anna Caroline, Eric, Annika,  
~~Anna~~ Olha, Silvia, Ulli, Funda



# World Open Space on Open Space 2023 »Celebrating self-organization!«

PAGE 1 of 2  
11.1

My\*our ISSUE: SELF-ORGANISATION(S) IN LARGE / INTERNATIONAL ORGANISATIONS BASED ON VOLUNTEERS.  
THE EXPERIENCE OF THE INTERNATIONAL ASSOCIATION OF FACILITATORS

What did we talk about, do, explore...?

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WHAT CAN THE WOSONOS DO FOR THE IAF AND VICE VERSA?

- THE IAF STRUCTURE WAS BRIEFLY INTRODUCED BY TZ & PH.
- THERE IS A NEED TO LEARN WHAT EACH ORGANISATION DOES.
- RISK OF VOLUNTEERING IS THAT YOU TAKE TOO MUCH TIME. IT IS IMPORTANT TO EXPLAIN WHAT THE VOLUNTEERING REQUIRES AND TO WHAT EXTENT YOU CAN BE HELD.
- THE ASSOCIATION CAN BE A LEARNING MODEL FOR THE FUTURE.
- ONBOARDING. WHAT DOES IT MEAN.
- OFFBOARDING TO LEARN WHY PEOPLE LEAVE.
- IS IT A COMMUNITY ORGANISING MODEL?
- PEOPLE ARE HAPPY TO PROPOSE ACTIONS/IDEAS BUT NOT TO COMMIT TO DO THE JOB.
- UNDERSTAND THE DEEPER MOTIVATION AND PERSONAL INTEREST. HOW CAN I USE MOTIVATION AS A TOOL?
- IAF IS FORMAL AND SELF-ORGANISED. THERE ARE DIFFERENT LEVELS OF TASKS AND ACTIVITY. THE PURPOSE IS A BIG DRIVER. PEOPLE ASK FOR THE TIME COMMITMENT.
- MISSION COMMITTED PEOPLE → WORKING AS MISSION DRIVEN (BHAV). EXAMPLE OF DIFFERENT GOVT STRUCTURE SEE THE BOOK "NEW POWER".
- NEED FOR A "KEEPER" OF HISTORY, DOCS FOR THE ORG.
- WOSONOS PURPOSE IS TO EXPERIENCE LEARNING, SHARE TOGETHER.
- TRANSPARENCY ON THE CONSEQUENCE OF BEING ACTIVE OR NOT IN A POSITION.

Convener (First and last name):

TAMARA ZIVADINOVICH

Other participants (First and last names):

• Bettina Lobensky  
• CAROLYN  
• SILVIA

PAOLO MARTINEZ, Christian Theory  
• Monika Hejduk  
• Ineke Turkman  
• MICHAL  
• BHAV

• FUNDA  
• Franke Godat  
• JULIA  
• LARS  
• ULLI  
• NATALIJA  
• GERARDO DE LUZENBBERG  
• VERA

World Open Space on Open Space 2023  
»Celebrating self-organization!«

PAGE 2 of 2  
11.2

My\*our ISSUE: HOW CAN WE SELF ORGANISE A LARGE  
INTERNATIONAL ORGANIZATION BASED  
ON VOLUNTEERS

What did we talk about, do, explore...?

- »Report in a comprehensible way + kiss mode (keep it short and simple).
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## LEARNINGS.

- UNDERSTAND WHICH LEVEL CAN BE SELF-UNDERSTAND.
- CONSEQUENCE OF NON RESPECTING COMMITMENTS  
MAKING THEM TRANSPARENT. AWARD/RECOGNISE
- PROVIDE AN AWARD/RECOGNITION.
- ON & OFF BOARDING FOR VOLUNTEERS
- COMMUNICATION IS THE KEY
- BEING AWARE OF THE CONSEQUENCES OF  
COMMITTING / NOT.
- WARM WELCOME TO A NEW MEMBER.
  - WELCOME CALL
  - ONBOARDING VIDEO RECORDING + CALL
  - <sup>EXPLAIN</sup> MAKE ALL SIG (SPECIAL INTEREST GROUPS).
  - ONBOARDING CALL FOR NEW MEMBERS
  - CAN IT BE POSSIBLE TO HAVE DISCOUNTS  
FOR SOME TOOLS / COURSES

Convener (First and last name):

Other participants (First and last names):

My\*our ISSUE: ~~Preserving~~ How do we encourage (sustainable) connection in online OS spaces / hybrid? Tech supporter?  
What did we talk about, do, explore...? Share experiences, thoughts, ideas. (online & ST, minimum Tech stack)  
»Report in a comprehensible way + kiss mode (keep it short and simple).  
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- ① random conversations - online is difficult?
- ② ward cafe - successful, buy a picture of a landscape you loved.

— sharing something other than what is discussed.

so you need a warm up game.

- ③ Gather.Town — move your mouse.  
(name of app) for a certain kind of cohort.

- ④ Photos/ Posters on a gallery wall.

- ⑤ How to keep it simple — Zoom, self selection of rooms  
(Tonnie's way) Digital Wall, Miro

↓  
infinite wall - can get lost in space

Send instructions beforehand.

google docs, post-it's

Convener (First and last name):

Varshini Pichemuthe

Other participants (First and last names):

Reinhard

Paolo

Bhav

Emmy

Alex

Dörte

Michael

Diana

Bethna

Thomas

(Group map) - another tool



My\* our ISSUE:


What did we talk about, do, explore...?

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seems like the  
↑ popular one

- Difficulties ̄ (Miro) - some people find it really complicated
- Importance of a tech facilitator / support facilitator
- Alex: uses Google Sheet
  - before each session, re-announce the sessions
  - more structure (reminding of time, etc)
- Qigo chat - seeing ppl on screen is still connection  
can see more people in fact.
- Give people a phone number, go to main room for any difficulties
- The need to feel safe & supported even if online
- Some use Jamboard (but Jamboard is going to be stopped).
- has the space to create more and more rooms 
  - in evening, 1 session was dancing to gether!

Convener (First and last name):

Other participants (First and last names):

My\*our ISSUE:

What did we talk about, do, explore...?

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- mobility issues - Access needs - online offering is really useful for people who want to attend.
- Time (if have international audiences)  
(inclusive method)
- Telegram groups translated into physical meetups.
- Gabriella Ende - funded by Achoka - Virtual OS (1st person to do it)

Hybrid

- ends up in divided participation

Using liberating structures (a session on discussing career paths for Masters students)  
can be very exhausting ← alumni joining online

- so to who wants to do hybrid? (tech equipment, lighting, cameras, screens etc)

- better to do it separate - so you can take care of people well.

Convener (First and last name):

Other participants (First and last names):

each person to have a camera



My\* our ISSUE:

What did we talk about, do, explore...?

- »Report in a comprehensible way + kiss mode (keep it short and simple).
- »Handwriting must be clear. Please use a black fineliner.
- »Please don't write on the back of this page: use a new form.

- online really brings people together
- connect \*
- prep, meeting, spread over 3 weeks → translates <sup>into</sup> ~~one~~ a learning community
- strong drive and connection to make it happen.
- providing a platform/forum from the beginning helps people stay in touch.

- (Mibo) → not so good for deaf/blind but great for connecting through play → puppet moving through the space, campfire, etc.
- \* tool
- can only hear people when you're close to them.
- (like Wonder - which has stopped) \ good tool for 'hangouts' small group only.

was used → "Secret waterfall" - get your feet wet to find this location.

for climate coaches

- (Jitzi) - can set up rooms like a theatre/break out rooms - click and enter.
- \* Convener (First and last name):
- easy to under stand, but not very stable.
- \* Berst - new name <sup>now!</sup>

Other participants (First and last names):

- Some use - Google Meet

My\* our ISSUE:

What did we talk about, do, explore...?

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### Discussion Dynamics

- it's slower, but the silence allows for people to take their time to speak.
- take their turns
- "meaningful silence" - group culture on whether silence is ok
- some people feel people online are more aggressive.
- funny moment when another group laughed, one said online you don't have disturbances - but there are some (cats, dogs) delineating the space between tech/work space and then home space.
- ~~for every complex question there is a clear, simple answer, that is wrong.~~

Access - chat function is inclusive, for those who maybe can't talk,

- a real opportunity

6 facilitators,

10 rooms - full hybrid setup

Convener (First and last name):

Other participants (First and last names):

Physical space

- write on board

facilitators write online

Google online space

- chat for topic

on board and

OR

→ have an empty chair/chairs so they feel (5)

Complicated

physical - Nos 1 - 10

had both online & physical capacity

online - Nos 11 - 12

Open Space World Open Space on Open Space  
October 19-21, 2023 in Beach Mitte in Berlin

\*Wikimedia Summit 2022\*

My\*our ISSUE: How to awaken the creativity of participants and give them indulgence for CRAZY ideas?

What did we talk about, do, explore...?

»Report in a comprehensible way + kiss mode (keep it short and simple).

»Handwriting must be clear. Please use a black fineliner.

»Please don't write on the back of this page; use a new form.

www.crackingquestions.com

What helps:

- 1) give stuff another than words
- 2) take people outside / to street
- 3) Baking cookies & chocolate
- 4) "6 Thinking hat" tool
- 5) Question "How to make a failure?"
- 6) French tool CQFD (criticism - no, quantity, funny, development)
- 7) Tool "3-5-10 Changes"
- 8) Tool "Parick"

Barriers:

- lack of warm-up
- try to be constructive & good
- too hot in room
- Afraid to be criticized
- "my idea should be perfect"
- unhealthy relationship & culture in organisation
- I am afraid to take responsibility

- I am shy
- I am afraid of being judged
- lack of loyalty to organisation & recognition
- hungry, lack of sugar
- lack of belonging to the group
- no connection to meaning / bigger purpose

Markus

- lack of experiences
- they never did it
- not believe that I am creative
- my role is creative
- not feel safe

Convener (First and last name): Anna Klymenko

Other participants (First and last names):

Ian Andersen, Olga Bershadskaya, Nataliya

Lotte Panhuis

Geerte van der Kolk

Urban Norlander

Jon Harvey

World Open Space on Open Space 2023  
»Celebrating self-organization!«

14

My\*our ISSUE: Harrison joining UOSON OS 2023  
via Zoom

What did we talk about, do, explore...?

- Report in a comprehensible way + kiss mode (keep it short and simple).
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- Please don't write on the back of this page: use a new form.

Story of taxi drivers  
→ within the question...

It's not about fear, it's about helping to build what is coming when something else is ending.

Desperation is a good moment to open space  
→ create a circle...

Resonances:  
Stories...  
Sharings...  
Thoughts...  
I heard...  
Remember...

Peace can break out!  
ex with OST with Palestinians & Jews => embracing each other at the end.

Stories from Balama  
... comments of people in Liberia about OS: this is the way we have always met...

→ something that ignores the power of hierarchies on one hand and is true on the other...

It's people in a circle  
is enough  
→ We don't have to professionalize OS  
We just have to do it or anyone

the ones that show up are the right people  
(≠ who are the right "2")

Convener (First and last name): Harrison

Other participants (First and last names):

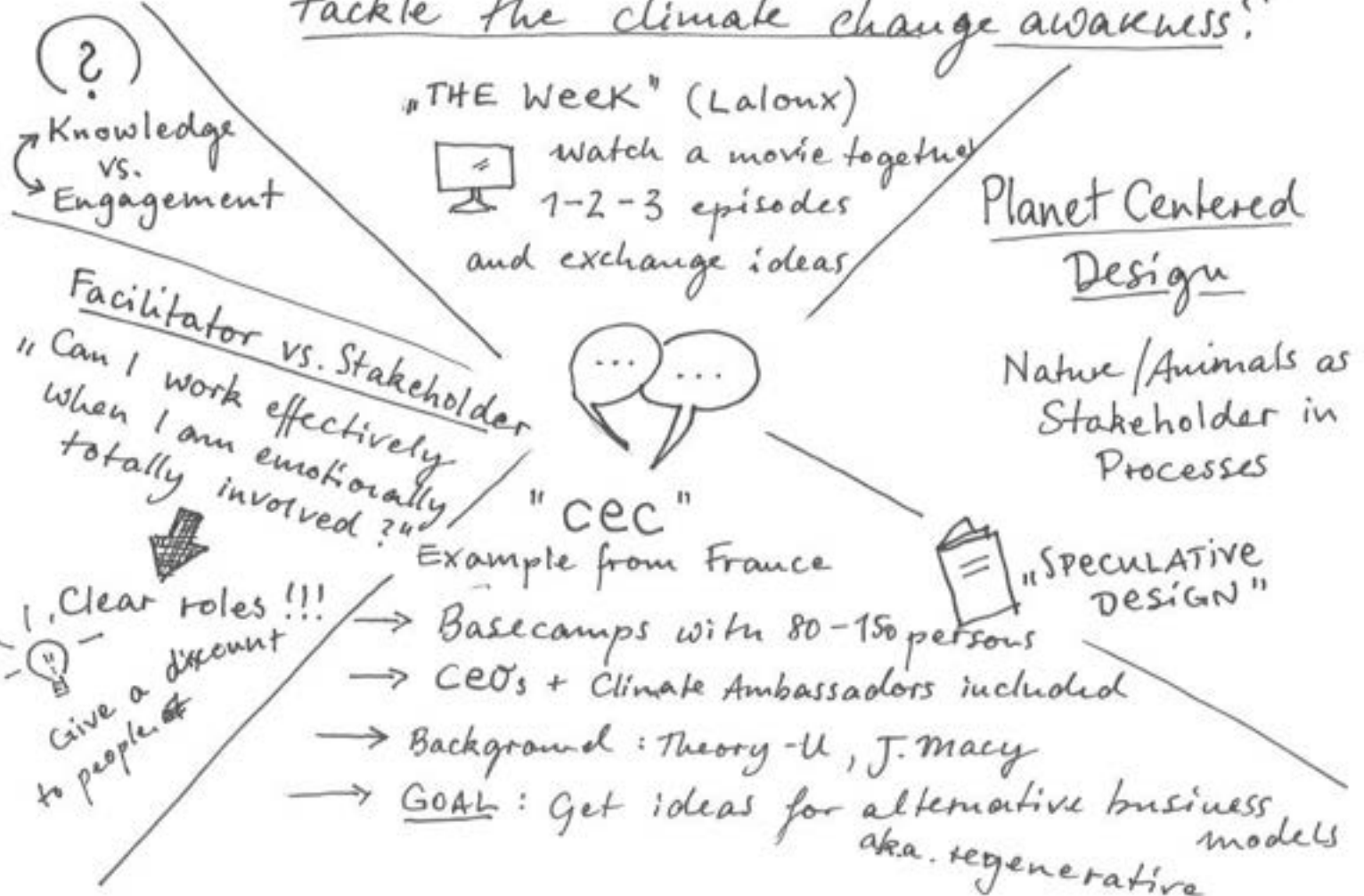
Jo Gerardo Julius IUNDA  
Colabe MARRIER PURICELLI  
Juliane (Nae) Mau  
Ian

Van Hofmann



- ① My\*our ISSUE: Climate change is real — repression of facts  
— empowerment for action
- What did we talk about, do, explore...?
- »Report in a comprehensible way + **kiss mode** (keep it short and simple).
  - »Handwriting must be **clear**. Please use a **black** fineliner.
  - »Please **don't write on the back** of this page: use a new form.

„How can OST contribute to tackle the climate change awareness?“



Convener (First and last name):

Alessa

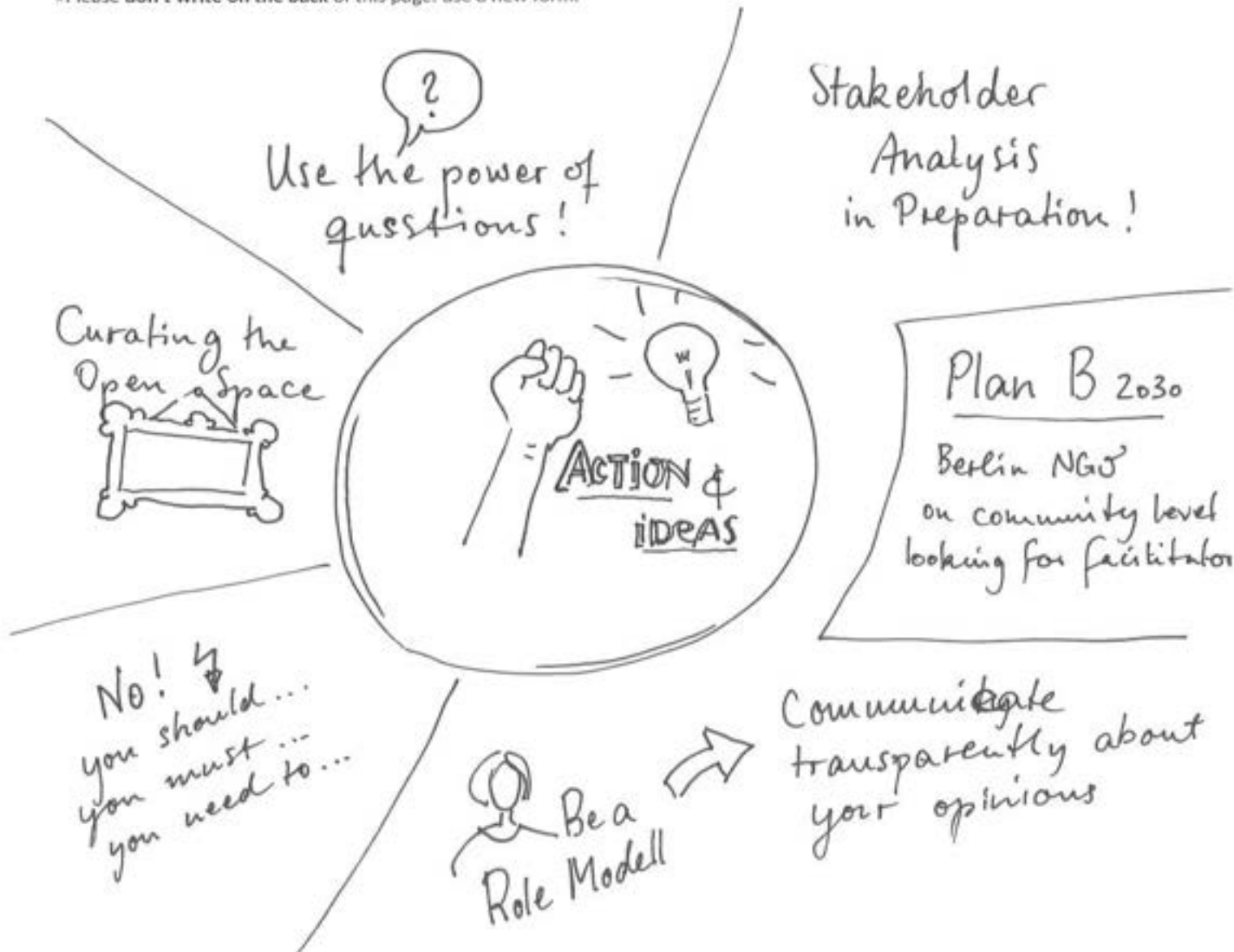
Other participants (First and last names):

Ulrike Schnallenberg, Marika, Diane, Jo, Catherine  
Tomas Herrmann, Christian, Franke, Fini, Julia, Caroline

② My\*our ISSUE: Climate Change is real

**What did we talk about, do, explore...?**

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- »Please don't write on the back of this page: use a new form.



Convener (First and last name):

Alessa

Other participants (First and last names):

My\*our ISSUE:

How small could an open space be?

What did we talk about, do, explore...?

»Report in a comprehensible way + kiss mode (keep it short and simple).

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»Please don't write on the back of this page: use a new form.

- Open space in the everyday life?
- Positive impact for health and community
- If the rule of mobility is respected, it's OS
- The principles are real in a conversation on the street
- If I want those talks I can start them in this concept of freedom.
- 2 Feel: Law or Permission?
- OS needs a "burning question". Very small OS does too.
- People might have fear to be connected too strong. First step: Be a Gumblebee or butterfly.
- Wear a sign that shows "You can speak with me"
- On the camino: Everyone is on her/his own way. Its ok. to park after a while
- It needs to have enough space inside the own person. Freedom of felt obligations.

Convener (First and last name): Lise Damlejaer

Other participants (First and last names):

Martus Schneider  
Alessandro Fedeli  
Reinhold John  
Collette  
Dörk  
Alex Belfina Annalisa

- There could be spots in the town signed with "talk to me"
- There are a lot of relevant cultural and education differences, f.ex: need of distance, asking for help...
- Where are good places to announce the learning questions - in the outer world and digital?
- Inclusion! Diversity!



My\*our ISSUE:

How can we educate people in schools and universities to start education applying OST and self-organisation?

What did we talk about, do, explore...?

»Report in a comprehensible way + kiss mode (keep it short and simple).«

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»Please don't write on the back of this page: use a new form.

Just start with small steps in new methods. And apply new ways of meeting.

It is still the habit to teach in the 'lower point orientation' way.

- How much freedom, how much structure is needed?
- The only way to 'teach' new methods is by doing it.
- Focus on the system, the whole school community. And practice.
- Using OST to form workshops and learn on self mentioned questions.  
⇒ creates AHA moments. This is LEAN education. The students are in the lead agenda setting, learning circle
- You have to lead on the purpose, what they <sup>want/</sup> have to learn.
- To start this in traditional organization is the preparation.  
⇒ the leadership ready to accept the outcome of the OS.
- It is measurable what OST brings in the graduation results.
- In Germany there is a process called hight bit to develop strategy for organisations, like a university.
- Use visual methods, start with for instance World Café, timelines, future images.
- How do you evaluate results?
- How do we invite universities to start applying the principles of self-organisation

Convener (First and last name):

Torrie von der Loven

Other participants (First and last names):

Franke, Juliane, Michal, Juliane N., Ian, Achim Müller  
Godat  
Vera Bedey  
Michael Sapor  
Christian  
Doris Gottlieb

My\*our ISSUE: a new covenant ???

... change in paradigm -- situation in middle east ...  
... ukraine ...

What did we talk about, do, explore...?

»Report in a comprehensible way + kiss mode (keep it short and simple).

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- What is a covenant?  
moral contract, pact to do/not to do / agreement between God and people "Bible"
- convenire → unite, come together...
- clear moral standing ...
- ≠ partnership, alliance (is between A and B)  
covenant is above.
- telling people, who come to your country  
for ex. ple, "you have to share our values"  
is not a covenant → needs dialogue.
- covenant is meeting on eye-level with  
respect → without respect no covenant.
- existing covenants we can learn from?

Convener (First and last name): Julianne (Adi)

Other participants (First and last names): SILVIA, Juliane R.

JAN PAOLO MARTINEZ

- 1 -

My\*our ISSUE:

... a new covenant .. ?!?

What did we talk about, do, explore...?

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dreaming ...  
imagining ...

- yesterday world value day
- people lost compass → how to create
- see futurium, Berlin
- UN? → not then yet → UN penalty  
court not accepted  
by all

- Covenant needs ongoing dialogue ≠ <sup>only</sup> power play
- Covenant government level doesn't  
change (automatically) behaviour on  
personal level
- in some societies communities have covenants,  
visualized by rituals / signs.

→ covenancing ... and also see how on core of

Convener (First and last name):

-2-

Other participants (First and last names):

covenant ship ... development.

My\*our ISSUE:

Poetry – Finding our Centre  
Finding our Calm

What did we talk about, do, explore...?

»Report in a comprehensible way + kiss mode (keep it short and simple).

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A collective poem : Hopes, dreams  
& fears of open space

### I MISS YOU

It's now  
one match after another  
Lighting up  
Flaring  
A whole world now  
caught in crossfire  
Who would have thought?

Is it over-ing?

If open space dies  
what will grow from its  
carcass

Convener (First and last name): Jon Harvey

Other participants (First and last names):

Bhav  
Amika  
Marc  
Markus

Sara  
Julius  
Johanna  
Emmy



My\*our ISSUE:

**What did we talk about, do, explore...?**

- »Report in a comprehensible way + kiss mode (keep it short and simple).
- »Handwriting must be clear. Please use a black fineliner.
- »Please don't write on the back of this page: use a new form.

We are conductors  
Go urgently slow  
If I sink my hands  
into the sand  
Cradle the grains, that whisper  
we're too late  
To stop the tide, but not too  
late to feel the pain  
Something ~~is~~ is listening in me  
Sand in our hair  
Sand between our toes  
whatever comes  
whatever goes  
we are the patient warriors of peace  
Departure gates  
in transit  
clinging to be free  
control it. Don't.

Convener (First and last name):

Other participants (First and last names):

Am I ready?  
 to evolve  
 to wake up  
 to it's own shades

Roaring into the  
 depth of endless time

More  
 Doing more  
 Doing more to change  
 or change our more doing  
 to wake up  
 to be the jester  
 of life

We are so smart  
 together, but  
 I am thirsty for the  
 practice  
 to give birth to what  
 is not open space  
 anymore

Oh yes  
 It's me following life  
 and being led by life,  
 - together

And connection. Those  
 type of connection,  
 when I forgot my agenda  
 Because I've lost and  
 found flow in your story  
 But it is already not  
 a poem. Or is it?

I miss you

Friday  
10.15

# World Open Space on Open Space 2023 »Celebrating self-organization!«

# 20

My\*our ISSUE: How can we reach all people  
including refugees, homeless, marginalized  
groups etc?  
What did we talk about, do, explore...?  
»Report in a comprehensible way + kiss mode (keep it short and simple).  
»Handwriting must be clear. Please use a black fineliner.  
»Please don't write on the back of this page: use a new form.

people on welfare  
& L+ with a lot of stress

- instead reach out → include + open up + invite  
↳ this is from western point of view
- example project in Sweden  
social project from municipality  
it is still running  
from healthy to social workers now  
name: increase involvement + influence on social services.
- bring awareness + education in schools
- Varskhi → project drama + language → play & hope
- sharing stories
- OST you organise on a specific topic / urgency  
and when they don't come it is ok
- on the website → archive you can find  
great examples + inspiration

Convener (First and last name):

Jlondka de Heen

Other participants (First and last names):

Urban cleris  
Anthe walking  
mehe  
Varskhi

Anile

~~Peter~~ ~~Tatthel~~

Juan  
Luis

Open Space World Open Space on Open Space  
October 19-21, 2023 in Beach Mitte in Berlin

for meho  
impact →  
preparation  
and invitation  
is very important  
Some seeds  
some sprout some not  
some sprout after  
100 years

My\*our ISSUE: How you open the spaces when the bombs are falling on head? How you support yourself as facilitators?

What did we talk about, do, explore...?

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»Please don't write on the back of this page: use a new form.

Book „Art of Holding Space“

Eric: Open the Space for others when my own space is open

Show up in authenticity & integrity

When you are outside Ukraine:  
- how to get along with hard feelings? → guilt...

Gerardo: OS as an ongoing practice

Olha: how to find a bridge to people from „safe“ countries? Those people are getting less empathy?

Natalia: hold the spaces for grief?

Tamara: Do we have the right to support?

How are you?

Convener (First and last name): Maryana

Other participants (First and last names):

Eric, Tamara Zivadinovic, Nataliia Orlova,  
Anne Klymenko, KOSTEK ZAWISZ, Olha, Gerardo,  
Pepe, Bau,  
Anna Caroline



My\*our ISSUE:

**What did we talk about, do, explore...?**

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- »Please don't write on the back of this page: use a new form.

Patterns from Covid experience :

- burnout <sup>vs.</sup> trauma
- Polarizations

Opening the space for hate & anger.

Humor as a mean to have normality.

Italian NGO "Emergency"

» Local / global scale

» I can only say : "(I am) ~~not~~ in a safe space", but I can't say "(We are) in a safe space"

Eric: Personal stories is what is  
to valuable

Bar: How do I really care for each persons  
love & each persons hate?

Convener (First and last name):

Other participants (First and last names):

My\* our ISSUE:

**What did we talk about, do, explore...?**

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»Please **don't write on the back** of this page: use a new form.

Anna: Gratitude as a mean.  
Nataliia: Artistic expression

**Convener** (First and last name):

**Other participants** (First and last names):

My\*our ISSUE:

What do 'I' need to feel "I belong"  
here?

What did we talk about, do, explore...?

»Report in a comprehensible way + kiss mode (keep it short and simple).

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»Please don't write on the back of this page; use a new form.

Belonging - a feeling

/  
trust

shared values  
purpose

just  
unconscious

labels  
(potential trap)

the unavoidability  
of inner work

culture  
2 what does this  
really describe?

connecting with  
self as a person  
of integrity (not faking)

words matter  
privileged  
fortunate

Convener (First and last name): Eric Lynn

Other participants (First and last names): Anna, Silvia

World Open Space on Open Space 2023  
»Celebrating self-organization!«

23.1  
1

My\*our ISSUE: SUCCESSFUL OS SELLING  
APPROACH & SUPPORT TOOLS

What did we talk about, do, explore...?

»Report in a comprehensible way + kiss mode (keep it short and simple).

»Handwriting must be clear. Please use a black fineliner.

»Please don't write on the back of this page: use a new form.

JULIA: team meetings iteratively → Denote Company

Diethmar: we try to connect people & develop the connection the social part.

Thomas: Open Space ~~Company~~ <sup>Consultancy</sup> →

VERA: project management → supporting cont. org. change

Thomas: 6 LEVEL model

- 1. Discernment
- 2. Engage
- 3. Constructive
- 4. Implement
- 5. Adjust
- 6. Evaluate

A. Development Need Analysis

The Timeline — for planing & sharing stories

I. Whole person process participation ⇒ I'll share.

AMIKO: FIRST to understand the actual needs summarize the symptoms → what could be behind.

TAMARA: CITY intervention

↳ economic development part:  
final part of it was as → to invite all relevant stakeholders.

↳ 300 people — online — Zoom, (2020)

↳ pollinating effect ⇒ continued  
↳ office & following the

Convener (First and last name):

Other participants (First and last names):

JULIA  
THOMAS  
DIETHMAR

TAMARA  
VERA  
AMIKO

World Open Space on Open Space 2023  
»Celebrating self-organization!«

23.2  
(2)

My\*our ISSUE: SUCCESSFUL OS SELLING  
APPROACH & SUPPORT TOOL

What did we talk about, do, explore...?

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»Please don't write on the back of this page: use a new form.

Follow-up of Open Space activities

↳ Solution focus methods

↳ Psychodramatic methods

↳ Team-coaching: to connect people

↳ Internal communication part of view

↳ participatory Ws & meetings.

↳ OS format internal conferences that support the participatory culture.

Meetings by Open Space → during Corona, only for connecting

Peter Senge: 5 Disciplines

OS for the Visioning part & execution part could be supported by OS.

ICHAK ADIZES: Managing corporate lifecycles

↳ Helps to understand the actual focuses of duties in every company lifecycles.

Convener (First and last name):

Other participants (First and last names):

JULIA

TATIANA

THOMAS

VERA

DIETMAR

ANKA



# World Open Space on Open Space 2023

## »Celebrating self-organization!«

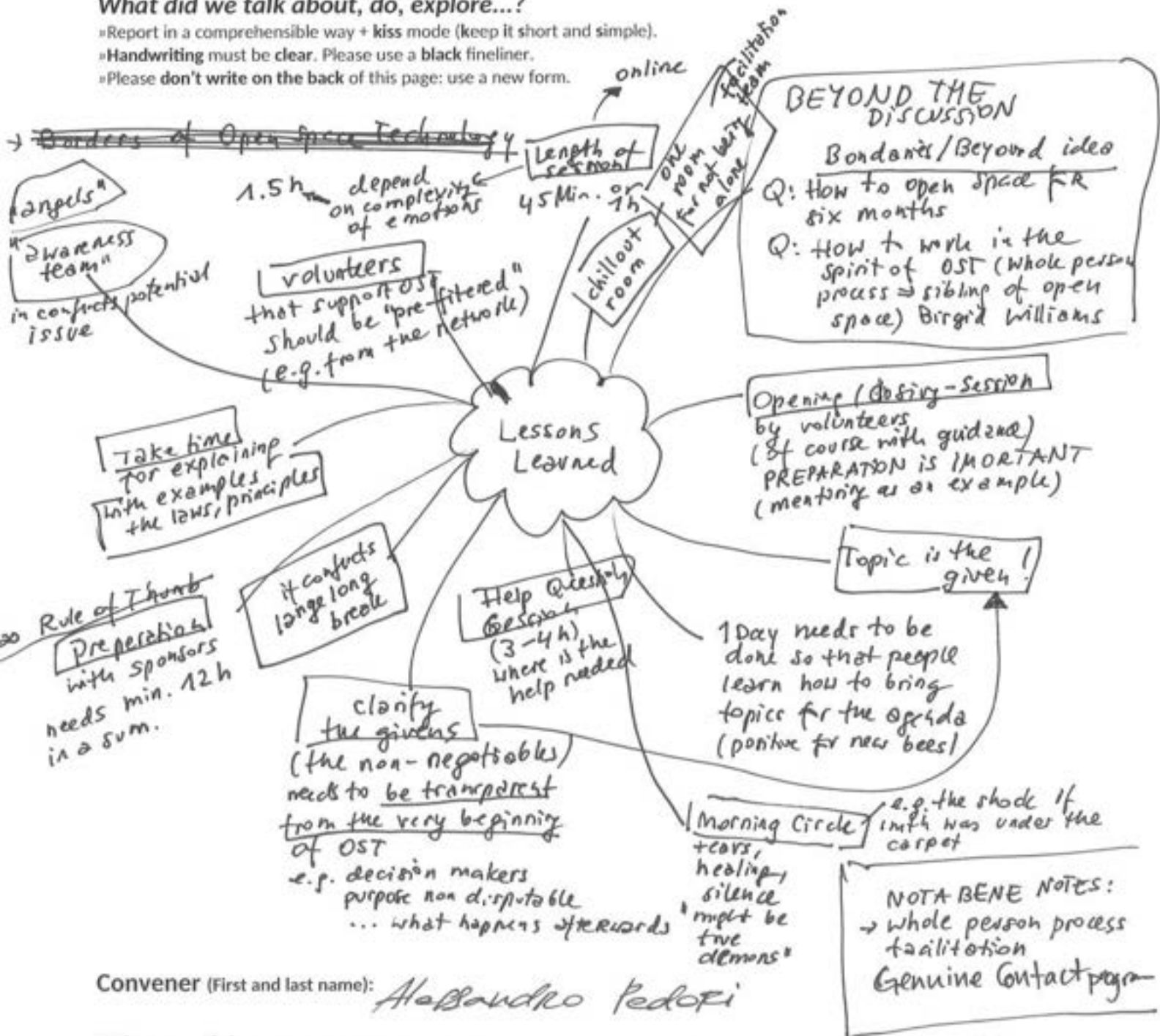
24.1

My\*our ISSUE:

**PRACTICALITIES:** lessons learned + things we would have wanted to know before

What did we talk about, do, explore...?

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- »Please don't write on the back of this page: use a new form.



Convener (First and last name):

Alessandro Pedori

Other participants (First and last names):

Ineke Hurkman  
Maryana Zariyska  
Dörte Schröder

Christian Twardy  
Monika Hejduk

Anna Caroline  
Colette MARRIER KRICZLI

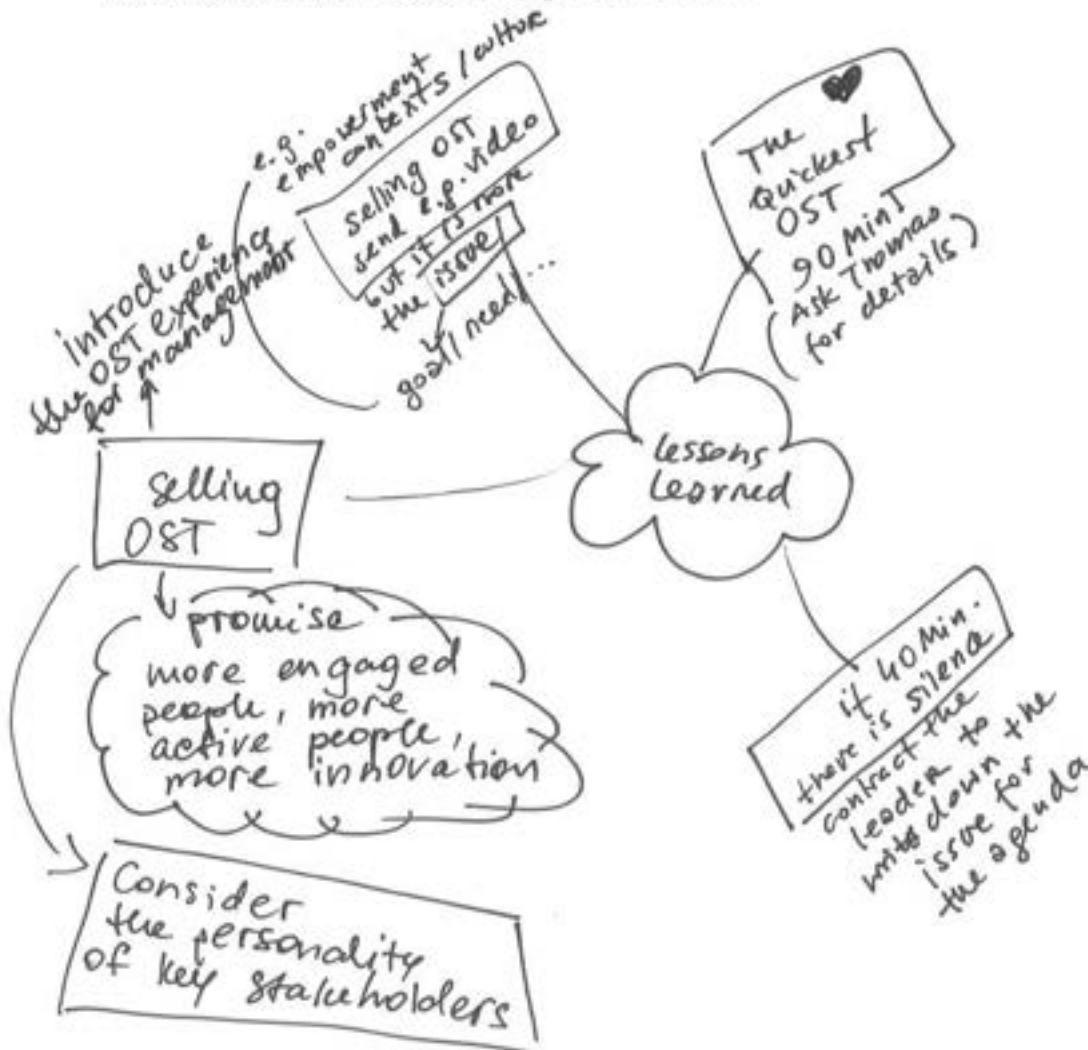
World Open Space on Open Space 2023  
»Celebrating self-organization!«

II  
24.2

My\*our ISSUE:

What did we talk about, do, explore...?

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- »Please don't write on the back of this page: use a new form.



Convener (First and last name):

Other participants (First and last names):

Maryana Zaviyska

My\*our ISSUE: How CAN WE (RE-)ITERATE THE OS-PRINCIPLES

## Part I

TO MAKE SURE WE ALSO INCLUDE PRINCIPLES  
OF DIVERSITY, EQUITY + INCLUSION (+ BELONGING)

What did we talk about, do, explore...?

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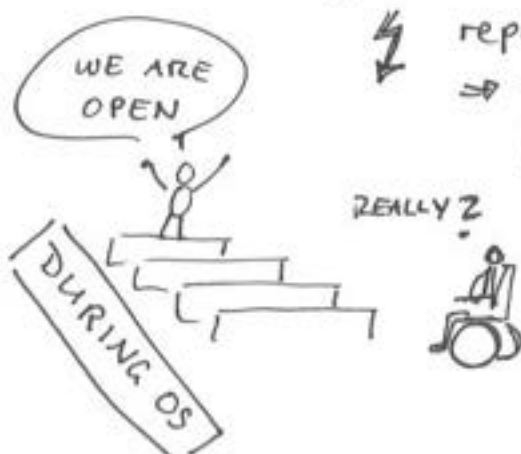
»Handwriting must be clear. Please use a black fineliner.

»Please don't write on the back of this page: use a new form.

(+ counteract biases)?

START → exchange in pairs: what brought you here?

- Hypothesis: The OS-Principles might not be the best to support DEI (+ Belonging)  
create awareness for what a space invader is
- 5th Principle →
- Preparation is key (as hosts we have influence on who comes - and a responsibility to use it)
- ↳ Code of conduct to ensure the safety of marginalised people



⚡ report of physical violence against trans person  
⇒ that's the only thing that could have happened BUT is it what we want??



In their prep, they try to apply DEI principles.

- The answer to the question Who should be there?  
→ a realistic representation of the whole of society, regardless of the OS-theme

Convener (First and last name): Alessa Fetzner & Bhav

Other participants (First and last names): Julius, Kathryn, Diana, Fini, Reinhard, Julianne, Ulrike, Christian, Ian, Achim, Tunda, and some more...

My\*our ISSUE: OS Principles iterated

## Part II

What did we talk about, do, explore...?

- »Report in a comprehensible way + kiss mode (keep it short and simple).
- »Handwriting must be clear. Please use a black fineliner.
- »Please don't write on the back of this page: use a new form.

- what are we as facilitators doing that stops marginalised people from coming?

[ Different criteria / more criteria to open the space to people who are not heard enough for the specific topic ]  
→ the inviting team should represent / reflect the community

! ? IS THAT REALLY TRUE?

(If our community is predominantly white then this is the community that represents OS-facilitators who are willing and able to gather at Beach Mitte in Berlin)

Whoever comes is a symptom emerging from the OS-process

⇒ the principles are descriptive

⇒ "whoever comes" is a feedback that reflects the current power structures

GOOD PRACTICE

for including different cultural preferences + abilities

• when opening the space: ① You can pin up a topic as one, two, or a group of people.

② "You can present your topic yourself or, if you like, I can read them out."

~~Good practice (first and last names)~~

③ offer silent spaces for people who need quiet.

Other participants (first and last names)

NOT SO GOOD PRACTICE?

when [ ] shared her experience of violence, no one asked her any questions. She left the space, is not here anymore. Is that a result of our lack of awareness?

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26.1

My\*our ISSUE: Economic Concepts "beyond capitalism"

What did we talk about, do, explore...?

- »Report in a comprehensible way + kiss mode (keep it short and simple).
- »Handwriting must be clear. Please use a black fineliner.
- »Please don't write on the back of this page: use a new form.

Procedures to make supply chains more sustainable

Commens = shared space that is used and stewarded by the community

Book: the strategy of the commens Lisa Brandström  
various cultures practice commens = alternative concept of property  
e.g. open source software

holistic way of operation

"Europe commens assembly" have a manifesto of commens

Commens is compatible with Open Space

shared economy has and needs procedures

Book: Donut economy

Purpose driven companies have their own procedures  
it is in most cases not maximizing the profit e.g. home nurses  
Cooperatives are a good example = shareholder's interest  
does not apply = all members are "shareholder"

Book: "Feasible Utopias": Yoni Friedman

size of group matters

e.g. Teams are not bigger than the number of people which  
can share one pizza

What are the minimal structural requirements?

B Corp. have their own standards and regulation

Meta prompts = is a business model to be used in Chat GPT

= Can one use AI to design procedures ???

Meta prompts is a tool to generate prompts for AI

Convener (First and last name): Ulba

Other participants (First and last names):

Bettina Lobenberg, Ulla Jäcker, Lise Damkjær, Markus Schneider  
Jo Töpfer, Gerardo de la Cruz, Chastuk Kshuk, Sara Hegely  
Carolyn Whitten Marszałek, Jonny Walker, Vera Bedley



My\*our ISSUE: "Economic concepts 'Beyond capitalism'" — part 2

## What did we talk about, do, explore...?

»Report in a comprehensible way + kiss mode (keep it short and simple).

»Handwriting must be clear. Please use a black fineliner.

»Please don't write on the back of this page: use a new form.

France: Discurs about de-growth as an example of another taxonomy

Q: How do we define wealth?

A: is growth of GDP the purpose?

Creating robust systems are sustainable and adaptive.

Probably a iterative process is needed to find the procedures  
on an organisational level it is useful to define principles  
to find your path through complexity

De Hook: Chaordic Organisation Book

"values are bullshit in most of cases": Christine Koehler  
principles need counterbalance to function well

human beings need to simplify complexity = to handle it,  
principles can be a tool to do so to guide us in the "right"  
direction

changing the board often causes turbulances

Q: How can continuity and change interplay?

"Responsibility property" = is a new wave of shifting mindset in  
economy = as alternative to "shareholder value"; leads to  
new distribution of influence among

New definition of "Optimization" is needed.

looking on values from many other different points of view

values is not always measurable in \$

shareholder value is not the only dimension

value statement need a process to bring them alive - only on paper  
no impact

• How to break values / Leitbilder down? — How can we make values

Convener (First and last name):

Other participants (First and last names):

Become reality?

patterns

Christopher  
Alexander

"philosophy" — principles — process — procedures — practices — policies — ...  
↑  
values  
↑  
cultures) —

My\*our ISSUE: Exploring social work and self organisation

What did we talk about, do, explore...?

»Report in a comprehensible way + kiss mode (keep it short and simple).

»Handwriting must be clear. Please use a black fineliner.

»Please don't write on the back of this page: use a new form.

We were talking about different sort of Social Work:

- Social work as social mobilizing or social change work for instance in ~~an~~ geographical area or cross-organisations.
- Social work as Support or protect. (child protection)  
Exercise of authority, (legal, bureaucratic paradigm)
- (How does social workers handle the shift from Support/protect to punish paradigm)
- You can do self organisation actions <sup>and open space</sup> in school.
- More festivals and Open Spaces where everybody are invited.
- As a facilitator, consultant, supervisor you can support social workers and activist.

Convener (First and last name):

Annika Widegård

Other participants (First and last names):

Anna-Caroline, Carolyn, Reinhard

Social workers are really good trained at self organisation

My\*our ISSUE: How to make Asking for help  
easy, fun and nourishing?

What did we talk about, do, explore...?

»Report in a comprehensible way + kiss mode (keep it short and simple).

»Handwriting must be clear. Please use a black fineliner.

»Please don't write on the back of this page: use a new form.

The rule of begging for moulis is: "Knock on the first door."

no complex choosing

When asking for help, offer a place of connection,  
so that people can ~~practice~~ practice generosity

Even when the transaction is not happening,  
there was connection.

Make sure that the request is clear - Example: It seems  
somewhat dishonest to ask how you are, when I only  
do it, because I need a bed

Asking for help is for a relational system  
and not for a transactional system

I don't have to give anything back not even connection

Convener (First and last name):

Marius Witten

Other participants (First and last names):

Silvia, Davis, Julieane, Urban, Kathryn, Julia, Michael

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2/2  
28.2

My\*our ISSUE: Asking for help

**What did we talk about, do, explore...?**

- »Report in a comprehensible way + **kiss mode** (keep it short and simple).
- »**Handwriting** must be clear. Please use a **black** fineliner.
- »Please **don't write on the back** of this page: use a new form.

Can I make it fun and positive experience  
even when the person says "No".

for example by making  
it absurd

Can you do X or do you find this impolite/  
disgusting/  
over the top/  
...

Have a social structure, where I can phrase  
nuclear requests and others rush in to help.  
⇒ His/her problems are our problems ⇐

Convener (First and last name):

Other participants (First and last names):

My\*our ISSUE: ↓ How do we celebrate...?  
How do you give ~~space~~ space for giving?

What did we talk about, do, explore...?

- »Report in a comprehensible way + **kiss mode** (keep it short and simple).
- »Handwriting must be **clear**. Please use a **black** fineliner.
- »Please **don't write on the back** of this page: use a new form.

Things to celebrate:

Something went good  
online 60 year  
share accomplishments  
Unexpected things  
Silence  
the day  
Lise/connections  
other



How to celebrate?

drink wine  
with experience  
going to the park (+dog)  
swimming in the nature/sauna  
Washing feet  
moments with God  
moments with me  
letting things sink in  
Naps / Not doing anything  
regular meetings with people  
What I don't like about

What I like about it?

- connections, ~~se~~ people
- good talks online without spending money
- laughing
- sharing you can't have
- expanding enough good memories

providing food / cost  
Sear: I'm too selfish  
taking too much space  
consuming (damage earth)

Convener (First and last name):

Marc Backs

Other participants (First and last names):

Lise Damijaer, Uerra Bedey, Dörte Schröder

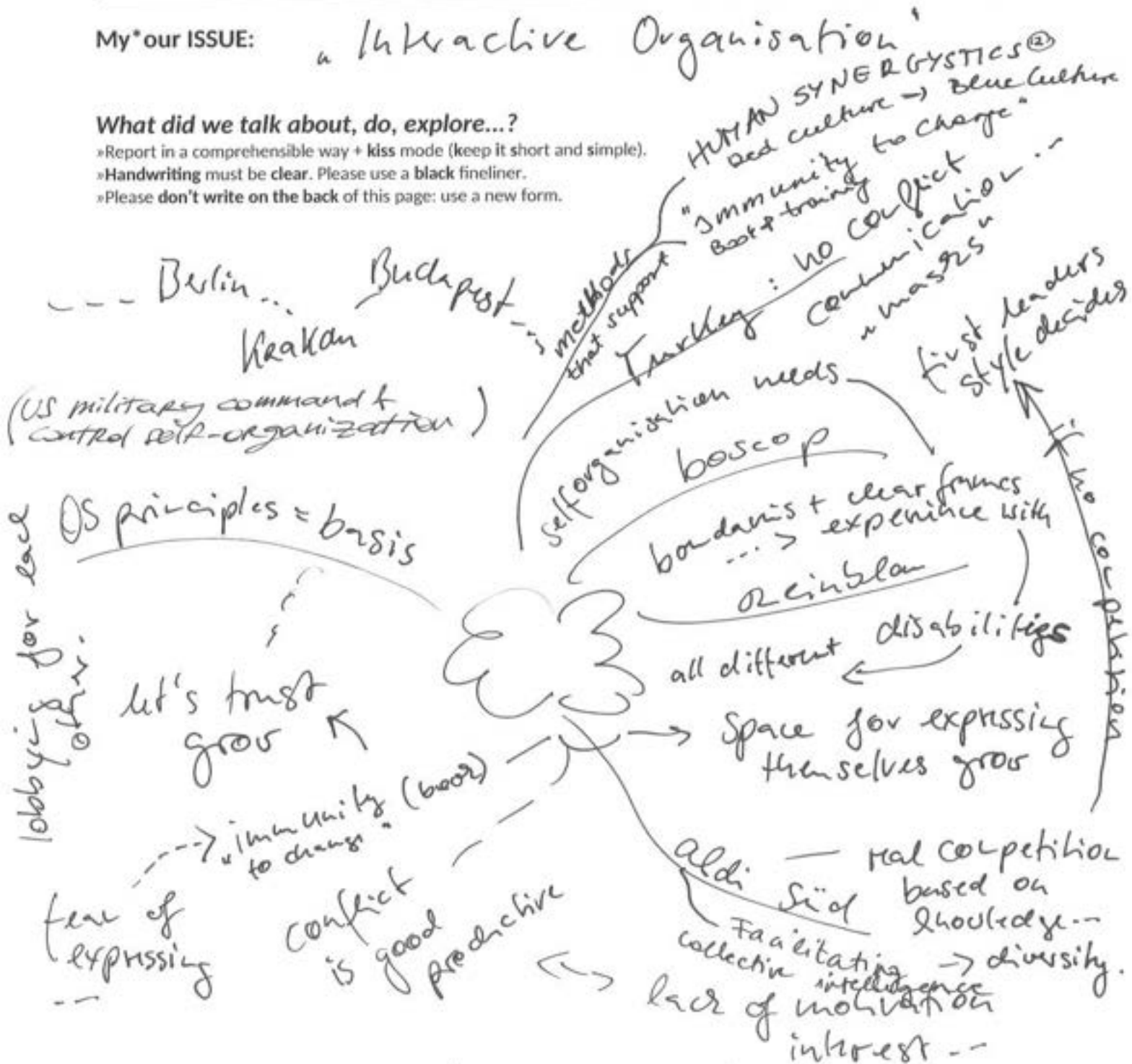


My\*our ISSUE:

„Interactive Organisation“

What did we talk about, do, explore...?

- »Report in a comprehensible way + kiss mode (keep it short and simple).
- »Handwriting must be clear. Please use a black fineliner.
- »Please don't write on the back of this page: use a new form.



Convener (First and last name):

Juliane (Nae)

Other participants (First and last names):

ANIKO, ERIC, Monika Hejduk, Markus Rhoier, Dietmar  
FUNDA ALEX Bettina,

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My\*our ISSUE: Open Space is a hosted process - it does not host itself.  
- Discuss -

What did we talk about, do, explore...?

- »Report in a comprehensible way + kiss mode (keep it short and simple).
- »Handwriting must be clear. Please use a black fineliner.
- »Please don't write on the back of this page: use a new form.

The universe runs on self-organization (once it got started)  
OST makes that more visible.

OST is a restriction. We should try not to obstruct self-organization. keep it as self-organized as possible.

The container provides equity and safe space.

Good principle: "Design constraints that influences self-organization in a direction that is useful for your client".

Don't forget the chaotic path:



stifling  
order

Limiting Structures =  
Restricting Freedom

40 par in Tübingen  
NTL National  
Training Laboratory

Convener (First and last name): IAN ANDERSEN

Other participants (First and last names):

Milan Šepov, Julia Kliemann, Natalia Orlova, Anna Klymenko  
Anna Caroline, Annika Widegard, Doris Gottlieb, TUNPA ORAL  
Gerardo de Tzenberger, Maryana Zaviyska, Julius Torka,  
Varshini Pichemuthu, Thomas Herrmann, BHANU, Oha

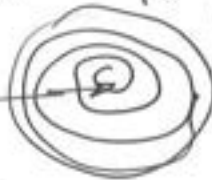
My\*our ISSUE: How to convince ORGANIZATION TO ADOPT OST  
(COLLECTIVE INTELLIGENCE TOOLS) TO SOLVE THEIR ISSUES !

What did we talk about, do, explore...?

- »Report in a comprehensible way + kiss mode (keep it short and simple).
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- »Please don't write on the back of this page: use a new form.

4 P  
5  
PURPOSE  
PROCESS  
PEOPLE  
PLACE

RIGHT  
PEOPLE



TO TAKE  
DECIS.°

THE  
BOSS  
++?

TALK ABOUT SIMILAR  
EXPERIENCES & IMPACTS  
OF MY OWN  
OWN

EXPLORE THEIR NEEDS

HOW OST  
CORRESPONDS  
TO THEIR NEEDS

How to present  
OST  
to Cos. AS  
A SOLUTION FOR THEIR  
ISSUES!

INVITATION TO  
INVOLVEMENT

if it is so easy.  
Why using  
a facilitator!

PROCESS TO BE SAFER  
TO BE EXPLORED W/A FACILITATOR  
TO START W/ → TO DEVELOP A NEW DNA IN THE CO.  
SHARING  
SOME OF THE  
OST HISTORY &  
RESULTS IN Cos

OST →  
CREATIVITY ALLOWED  
COMMITMENT NEEDED  
COMPLEXITY ISSUES  
SOLVING

OST = THE SOLUTION

Convener (First and last name):

(WORLDWIDE SUCCESS)

Other participants (First and last names):

Jon COLLETT MARRIEN PURCELL

My\*our ISSUE: What we can do to bring the practice of Open Space to local governments?

What did we talk about, do, explore...?

»Report in a comprehensible way + kiss mode (keep it short and simple).

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»Please don't write on the back of this page: use a new form.

ONE idea is to invite the local governments to presence any Open Space that the community is first done by itself.

We have to identify the common purpose of the community, for example like: safety nears schools; kindness; trust in one another, with operational topics.

It should be created a little and precise invitation that describe the short event that will be done: less is more (sat. from 9 to 14).

At the same time we have to develop a parallel invitation specially for the government, and this sitting should be about one day of duration.

In other sense we should invite from the beginning community and local government at the same moment.

The most important is to tried it or just do it.

Results also to much necessary to have a near & good relationship with ~~the local~~ the local government, such as knowing somebody. And also to have the sponsorship of some foundation, association or political party before our efforts.

Convener (First and last name):

JUAN LUIS WALKER

Other participants (First and last names):

KATHRYN KYLEE; TONNIE V.D. ZOUWEN; Diana Peikl;  
ANNIKA; ANIKO

My\* our ISSUE: SELF-ORGANISING SMALL AND MEDIUM ENTERPRISES (AND ORGANISATIONS)

What did we talk about, do, explore...?

- »Report in a comprehensible way + kiss mode (keep it short and simple).
- »Handwriting must be clear. Please use a black fineliner.
- »Please don't write on the back of this page: use a new form.

- SMEs EMPLOY MANY PEOPLE...
- THE NEW GENERATION DEMANDS: VALUES, TIME COMMITMENT, GENDER BALANCE
- AWARENESS THAT PEOPLE WORK TOO MUCH. SELF EXPLOITATION. MORE DEMAND FOR PRIVATE TIME.
- IN SOME COMPANIES (WITH REGULATED ENVIRONMENT) IT IS VERY HARD TO INTRODUCE SELF-REGULATION. E.G. PHARMA
- HOW TO RAISE AWARENESS ON SELF-ORGANISATION?
- CAN SELF ORGANISATION CONTRIBUTE TO INCREASE MOTIVATION, EMPOWERMENT
- EXAMPLES SHARED
  - A COOP. DIFFICULTY TO TAKE DECISIONS NEED FOR ENDORSEMENT DISTRIBUTED LEADERSHIP.
  - A PHARMA. HIGHLY REGULATED. PROCESSES
  - CONSULTANTS AS COMPANIES GROW THEY STRUGGLE TO KEEP THE INITIAL FLEXIBILITY, ENGAGEMENT COMMUNICATION
- EXPERIENCE THAT THE LEADER SETS THE MODEL OF ORGANISING THE WORK.

Convener (First and last name): PAOLO MARTINEZ

Other participants (First and last names): ALEX  
DIETMAR  
FINI Julianne A.  
Reinhard  
COLBITE  
VERA  
ULLA



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34.2

(S.O)

My\*our ISSUE: SELF-ORGANISING SMALL AND MEDIUM ENTERPRISES (AND ORGANISATIONS)

What did we talk about, do, explore...?

»Report in a comprehensible way + kiss mode (keep it short and simple).

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»Please don't write on the back of this page; use a new form.

WHAT CAN WE DO  
AS SELF-ORGANISING  
PRACTITIONERS ?

COACH

- ☐ TALK TO THE BOSS + LEADERSHIP TEAM TO TALK ABOUT THE ISSUE + INVOLVE CONSULTANTS. MAKE THE BOSS AWARE OF HER IMPACTS.   
» WHAT IS THE ISSUE ?  
» WHAT CAN / SHOULD BE DONE ?
- ☐ FACILITATE DIALOGUE ON THE ISSUES WITH STAFF TEAM USING ENGAGING APPROACH
- ☐ FOR S.O. GOOD TO SHARE LEADERSHIP. BECAUSE THE DIVERSITY OF APPROACHES THEY KNOW EACH OTHER AND CAN HAVE SOLUTIONS.
- ☐ NEED AN ATMOSPHERE OF TRUST
- ☐ A LEADERSHIP THAT SUPPORTS, INVOLVES
- ☐ HAVE DISCUSSION FRAMEWORKS THAT ENVISAGE "HORIZONTAL KIND INTERVENTION". FROM A COLLEAGUE.
- ☐ WHO WOULD LIKE TO BE SUPPORTED BY WHO? ASK FOR HELP FIRST. BUT IF SOMEONE IS AWARE OF ONE'S WEAKNESS IT CAN BE DONE   
WHAT DO YOU REQUIRE FROM US ? IN A FASH WAY
- ☐ PROCESS DIALOGUE TOP DOWN TO BOTTOM-UP
- ☐ INTRODUCE CO-CREATION METHODS THAT ARE QUICK AND EFFECTIVE SO THAT EVERYONE CAN USE THEM.

Convener (First and last name):

PABLO MARTINEZ

Other participants (First and last names):

☐ SHARED RESPONSIBILITY FOR FRAMEWORK CONDITIONS OF SELF-ORGANISATION

REGULAR / CONTINUOUS

- ☐ HAVE A CONTINUOUS CONVERSATION ON PURPOSE. ARE WE IN LINE?   
VIVE.
- ☐ OPEN SPACE IN MEETINGS EVERY TIME.
- ☐ LEADERS BE AN EXAMPLE AND INVITE LEADERSHIP.
- ☐ FACILITATE DIALOGUE WITHIN THE WHOLE TEAM / STAFF.
- ☐ REVISE PROCESSES AND POSITIONS

My\*our ISSUE: gathering feedback for a 5-step-instruction handout on how to initiate an open space for non-facilitators

What did we talk about, do, explore...?

- »Report in a comprehensible way + kiss mode (keep it short and simple).
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The goal is not to instruct or train new OST facilitators, but to encourage groups to "do their thing" in a self-organized manner, using the OS format.

on the front page there are the process steps that the initiators have to follow to get the group going, on the backside there is the checklist for preparation from the OST user's manual (reproduced with permission).

Suggestions for improvement:

- \* visual: depict the setup of the circle (steps in a wheel)
- \* content: merge the steps leading up to the final agenda
- \* add the "ingredients" necessary for the recipe
- \* consider the expectations by the group towards the initiators/invitors and maybe clarify that the handout is the "facilitator" while the conveners (can be) are part of the group.
- \* do field testing, observing how user's do, having only the handout

The handout is available in German and can be requested for use/testing at

Convener (First and last name):

Julius Tacha (julius.tacha@posteo.at)

Other participants (First and last names):

Ineke, Colette, Ilouka, Emmy

## How to invite the INNER PIRATE?

Cultivating play, embodiment & authentic creative connection  
Song & dance to celebrate courage with accordion





# **Silent Sessions**



What do we need to let  
go of to create more  
SPACE in ourselves... so that  
we can better listen?

Judgements

Stereotypes  
&  
Boxes

my  
wonder  
about  
health and  
a place to stay

RECEIPTS  
THAT WE SHOULD  
KNOW ANYTHING  
WE HOLD THE TRUTH  
THAT WE ARE OTHER  
WAY...  
OUR SPACE  
FOR LISTENING

Space to  
breathe between  
the words

# taking Space Et giving Space

your stories, experiences, best  
practices, untold pain, healing moments  
of how unheard voices/people could  
be more encouraged/enabled to be  
seen in OS settings.

From "regenerative economies":  
Add 3 roles:

1. Earth
2. The highest future potentials
3. The Marginalised

[ Sorry - I got the  
question wrong  
extra page note ]

+ making sure to  
invite a divers  
group

+ check hurdles for  
participants

- financially
- language barriers
- accessibility

+ acknowledge the work,  
love, passion, wisdom etc  
of ancestors & reserve  
a seat for them in  
every meeting in a physical  
seat or by mentioning  
e.g. (business practise in Australia)

Your way\* showing  
Solidarity with  
marginalised groups.

(Alessa)

try to take  
the smallest steps  
towards one  
acknowledgement

in my profession:  
[www.facilitatorsforfuture.org](http://www.facilitatorsforfuture.org)

Be an ally!  
Find up: in  
policy it doesn't  
is happening.

Exercising myself in  
structural feminism

Exercising myself  
in Indigenous  
Cultures &  
Philosophies

acknowledge my  
own privileges  
without being self-  
deprecating, but  
grateful. (I am not  
a lot more conscious  
than Barack's "I have  
not thought")

Exercising in  
different settings  
against structural  
feminism, but not  
necessarily with the  
help of feminism  
and structural  
feminism. Be  
conscious of your own

Open  
Space

Look for  
"leakage" / "protest"  
policies &  
solutions

For a facilitator in  
exercising, never assume  
that every participant already  
has the same fluency in  
movement, address different  
• and different positions  
• lines of power, explicitly  
offer support and create  
the creation of supportive  
networks

OPEN  
SPACE

UNDERSTAND  
THE  
NEED

THEN  
DO IF  
THERE  
IS  
ANYTHING  
I CAN

how to overcome  
the ~~FEAR~~  
of the empty wall?

JUST  
START

*scribblellling*

Proper pre-work  
Clear purpose + theme  
Inviting sponsor  
Planned follow up

TRUST!

Silent conversation: / <sup>conscious</sup>  
experiences with OST / <sup>creating</sup>  
interactive processes  
with, for "non neuro-typical"  
participants Ulla

Ulla, I have some  
experience with that.  
Please write me an  
email & I'll share  
resources. Maryana  
maryana.zavitsky@gmail.com

No experiences but  
interest in what people  
on the spectrum need.  
Maybe its worth  
researching lipreading?



# Next Steps

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1a

## NEXT STEPS

### Project / Action:

creating a one-page visual summary on our session on accessibility and the "before" space, distilling the questions and distinctions that help us <sup>to</sup> remove barriers and obstacles for those potentially interested and relevant, but not yet here.

### My / Our immediate next step(s):

1. Creating a first draft
2. "field-testing" → ask actual people (colleagues / friends / spokes persons) whether we in our "white cube" are on the right track (whether they feel understood)
3. be open to realize, that we have NO idea about inclusivity and change the way we do things

### Everyone, who participates:

First and last name:

Rernhard John [organisationentwicklung@web.de](mailto:organisationentwicklung@web.de)  
Franke Gadrat Achim Müller Anna  
Jo Töpfer Diana Pühl Caroleine

### Date:

Time, Date, Place

### Contact Person:

First and last name

julius.facha@parteo.at

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October 19-21, 2023 in Beach Mitte in Berlin

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2a

NEXT STEPS

Project / Action:

SPIRITUALITY & ENGINEERING  
+  
COMMUNITY HELPER PROJECT

My / Our immediate next step(s):

Everyone, who participates:

First and last name:

ANIKO KARL  
SARA HEGER  
Alessandro Pedri  
Juliane Ade

FUNDA OKAL

Jo Töpfer jo.toepfer@bascop.org

Jon WOSTEK

Date:

Time, Date, Place

Contact Person:

First and last name

Lise

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3a

NEXT STEPS

Project / Action:

Develop dreams & hopes

My / Our immediate next step(s):

- Talk with local GP & Frame Town Council
- Think about where to run next poetry wkshop
  - discuss with local poetry group
- Buy a hat 'be more pirate'

Everyone, who participates:

First and last name:

Julius Tachau  Franke Godat

ANKA

Markus Wittwer

MARC (MARC.BACKS@GMAIL.COM)

Tomme van der Zanden

PAOLO MARTINEZ  
@FOTOUR.IT

Diana Peil  
Doris Gottlieb

Date:

Time, Date, Place

Contact Person:

First and last name

jonharvey2014@gmail.com

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4a

NEXT STEPS

Project / Action: CREATE

INVITATION CIRCLES, BROADER THAN  
THE WOS ON OS ORGANISING TEAM.

SEND OUT THE MESSAGE: REACH OUT TO  
BRING NEW PEOPLE,

My / Our immediate next step(s):

- OFFER 10 PLACES/ FOR PEOPLE WITH  
TICKETS POTENTIAL WHO CANNOT  
AFFORD IT TO COME  
(INTAKE?)
- CREATE INVITATION CIRCLES LONG BEFORE  
THE EVENT
- INVITE IN DIFFERENT WAYS, NOT ONLY BY

Everyone, who participates:

First and last name:

Juliane A. EMAIL.  
- COLLECT EXPERIENCES AND SHARE THEM  
- WHO CAN BE BRIDGE BUILDERS

Frank: AIESEC - A BUDDY SYSTEM? Anna Cordine

Art of Hosting

MARC (MARC.BACKS@GMAIL.COM)

Date:

Time, Date, Place

Sahna Schendelmayer HAAN  
KATHRYN KYLEE JIONNA de Heer

Contact Person:

First and last name

TONNIE VAN DER ZOUWEN Doris  
→ Juliane Westphal

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FIRST STEP: ORGANISE A ZOOM MEETING TO PLAN STEPS  
FUN DA & JULIANA ADE WILL CONTACT YOU



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5a

NEXT STEPS

Project / Action:

Open Space for birthing the  
humanity 2024

My / Our immediate next step(s):

- I will present you a gift that  
I was holding for sometimes
- Sending Tova this sheet today.

FUNDA

Everyone, who participates:

First and last name:

Michael Sepor  
ERIC LYNN, Gerardo de Iuzenherper  
Markus Wittwer  
Diana Peil  
Julius Tacha (but I already fear overcommitting, and trying to do more  
voluntary work than I can afford... How can I contribute?)  
Christie Koehle  
MARC (MARC.BAUKS@GMAIL.COM)  
Tonnie van der Zanden

Anna  
Caroline

Wojtek

Date:

Time, Date, Place

Contact Person:

First and last name

Juliane D. (for WOL)

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6a

NEXT STEPS

Project / Action:

BUILDING / EXCHANGING / COLLECTING  
TOOLS (& TECHNOLOGIES)

SYNCHRONOUS AND ASYNCHRONOUS PROCESSES AND TOOLS  
EXPANDING AND INCLUDING PARTICIPATION VIA DIGITAL

TRUST BASED TEAM COACHING & PSYCHODRAMA

My / Our immediate next step(s):

- set up an exchange group
- shared doc

WOTTEK@FUTUR.ORG.PL

ANIKO KARL : aniko.karl.pd@gmail.com

Everyone, who participates:

First and last name:

To Töpfer

joetoefer@barcop.org

Achim Müller achimmueller.com  
office@

MARC MARTINEZ@FUTUR.IT

Bettina

Ineke.hurkmans@jumpmovement.com → follow along.

Markus Wittwer → I know some people who do similar things

Vera Bedey → bedey.vera@gmail.com

Date:

Time, Date, Place

MARC

(MARC.BALKS@)  
@GMAIL.COM

Contact Person:

First and last name

Alessandro Federi

Open Space Actionplanning  
October 19-21, 2023 in Beach Mitte in Berlin

alex@ifs-collective.com

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7a

NEXT STEPS

Project / Action:

Dive into history of OS stories, by looking @ what is already present (list, archives, old books & other resources) and finding ways to compile this & make it easily accessible so people can have fun w/ accessing things + Nitty gritty - And index it so people can find things.

My / Our immediate next step(s):

- o Go home & dive into what I have
- o Reach out to people who want to help w/ "hidden stories" + Great tools to make alive
- o Reach out to OSI / Harold abt the video blogs
- o Reach out to those interested to meet & explore more together ways

Everyone, who participates:

First and last name:

Look at Obsidian.md as a tool to make it accessible

↳ Markus Wittwer can help with that

Michael Sepov

Alessandro Pedorzi

WOJTEK@FURDO.ORG.PL

Date:

Time, Date, Place

o start 12 November

Contact Person:

First and last name

Doris Goltlieb

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NEXT STEPS

Project / Action:

Join international  
Open Space email List

My / Our immediate next step(s):

go to  
<https://openspaceworld.org/wp2/oslist/#Join>

Everyone, who participates:

First and last name:

Sara Hegely  
x Collet MARRIER PURICELLI (ONE)  
PAOLO MARTINEZ PAOLO.MARTINEZ@FUTOUR.IT  
Monika Hejduk moniei@hotmail.com :)

Date:

Time, Date, Place

asap

Contact Person:

First and last name

yourself

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NEXT STEPS

Project / Action:

Book with WOSon OS  
from beginning to ....

My / Our immediate next step(s):

- ① Talk with Maryana / end October
- ② Write to OS List and ask for pictures & find out about all WOSon OS that happened
- ③ Start reach out to those who can support create the booklet/pdf ... mid November

Everyone, who participates:

First and last name:

johanna johannavarghese@gmail.com

[graphic design]

Don's

Date:

Time, Date, Place

tbd

Contact Person:

First and last name

Anna Caroline

Open Space Actionplanning  
October 19-21, 2023 in Beach Mitte in Berlin

anna.caroline@truthcircles.com



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NEXT STEPS

Project / Action:



My / Our immediate next step(s):

- ① create doodle & identify date
- ② meet online & listen & talk
- ③ Open Space Training 3.-5. September 2024  
Netherlands

Everyone, who participates:

First and last name:

Johanna johannavarghese@gmail.com  
Colette MARRIER@2VACONSULTANTS.COM  
sarahgely@gmail.com  
Monika Hegduk monilei@hotmail.com  
Christian Twardy ctwardy@web.de

Date:

Time, Date, Place

next week, step 1

Contact Person:

First and last name

Anna  
Caroline Doris Thomas

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**NEXT STEPS**

**Project / Action:**

Access Queen

**My / Our immediate next step(s):**

GRATITUDE FOR THAT ♥  
LISA HEFT WOULD SUPPORT YOU FOR  
SURE . I AM ALSO HERE (NOT IF ANY...) WORK

**Everyone, who participates:**

First and last name:

Anna Caroline

**Date:**

Time, Date, Place

**Contact Person:**

First and last name

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**NEXT STEPS**

Project / Action: 2023 Sponsor Team writes  
Report for 2024 Team

My / Our immediate next step(s):

Meet and do it

Everyone, who participates:

First and last name:

Juliane, Jo, Jolin

**Date:**

Time, Date, Place

**Contact Person:**

First and last name

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NEXT STEPS

Project / Action:

StoTold  
(Five to Fold) decision making

StoTold.com

My / Our immediate next step(s):

- Marai invites to an Online Gathering after connecting Thomas Hermann (co-leader of the StoTold project)
- share about StoTold in layers
- community of practice ?!?

Johanna johannavarghese@gmail.com

ilonka@soulbranding.nl

SARA HEGELY

Reinhard John (gern auf Deutsch)

Dörte Schröder

Everyone, who participates:

First and last name:

Berlina Christina Fiedler

PADLO PAOLO.MARINER@FUDOR.T

Julius Tacke

Monika Hejdulc (monilei@hotmail.com) Johannes B

MARL (MARL.BACKS@GMAIL.COM)

Date:

Time, Date, Place

ANIKO KARL

Contact Person:

First and last name

Marai Uiele

~~Marai~~

~~Marai~~

Diana Peitel

IAN ANDERSEN

Sanna Schöndelmayr  
@boscop.org

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to be discovered (October

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NEXT STEPS

Project / Action:

ENOUGHness - our foundational mindset  
as facilitators

My / Our immediate next step(s):

Marai invites to an Online gathering  
to experience ENOUGHness together -  
then we get to take it from there  
TOGETHER in ENOUGHness

Markus Wittwer

Everyone, who participates:  
First and last name:

Michael Sepor  
Julius Tacha  
Colette MARRIER

Juliana A.

Achim Müller

Diana Püfel

Franke Godat

Bettina Lohenberg

Dörte Schröder

Wouter

PAOLO

Date:

Time, Date, Place

KATHRYN KYLEE

Contact Person:  
First and last name

Marai Kiele

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to be  
discovered / October



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NEXT STEPS

Project / Action:

Stories, experiences,  
plans of intergenerational  
open spaces

My / Our immediate next step(s):

meeting to exchange ideas for  
a zoom meeting

Dec. 15 I contact all who  
put their name here

Everyone, who participates:

First and last name:

Ineke.hurkmans@jumpmovement.com → experience sharing.

Wouter K @ FVHDs.ORG.PL - Colette-MARRIER

ERIC LYNN IAN ANDERSEN Frauke Godat

Date:

Time, Date, Place

Contact Person:

First and last name

Julische Doe

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other  
examples

NEXT STEPS

Project / Action:

Zuhören (Ger)

Are you o.k. (AUSTRALIA)

nebenan.de

How can we use the yellow  
benches in practicing  
self-organisation?

<https://malmö.se/vanskapsbankar>

My / Our immediate next step(s):

- Identifying local stakeholders
- Join "the take the next step (popup) movement"
- Contacting local municipality
- Project planning
- Keeping in touch with you guys

2006 Zimbabwe

2015 Kocaeli

2021 Hbs

2023 strängnäs  
| Vadodena

2023 Malmö

Everyone, who participates:

First and last name:

Franke Godat

Eric Lynn

Diana Peikel

Fujio

Date:

Time, Date, Place

Julia Kiemann

Anne  
Caroline

Bethina Strömberg

MARL (MARC.BACKS@)  
GMAIL.COM

Contact Person:

First and last name

Annika Weman Widegård

# **Impressions**





Facilitation team: Juliane, Mia, Sanna, Juliane



Sponsoring team: Juliane, Jo, Julia, Dietmar



Get-together just before the WOSonOS



Silent Auction



Film Screening  
„Open Space Back to Balama

*Istanbul / Turkey*

# WOSonOS 2024

Funda Oral invited the Open Space Community to come to Turkey for the next WOSonOS. The community accepted the invitation and the talking stick was handed over at the end of the event.

Contact Funda Oral for further information:  
<https://www.linkedin.com/in/funda-oral-55822159/>

