World Open Space on Open Space, Reykjavík 22-24 Oct 2018

The 26th annual World Open Space on Open Space (WOSonOS) took place in Reykjavík 22-24 October 2018. The event was combined with the annual Nordic Open Space on Open Space (NOSonOS) that was first hosted in 2002. The theme of WOSonOS 2018 was:

**Issues and Opportunities of bringing Open Space Technology to our World’s Challenges**

The 45 participants came from ten countries: Sweden, United Kingdom, The Netherlands, Germany, Poland, Israel, China, United States, Canada and Iceland.

The event took place in a historic building, Gamla bíó that was originally built in 1927 as a movie theatre, and has subsequently been used as an Opera house, and multi-purpose culture centre.

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**Proceedings**

Host: 
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MONDAY

**Mon 10:30**

1. Regaining Spontainity in Organizations | Rick
2. Rebuilding Democracy through Citizen Forums: Challenges & Opportunities | Doug Marteinsson
3. How to motivate the unmotivated? | Dere
4. Promoting Community based Governance in China with OS | Song

**Mon 13:30**

5. Open Space Technology meets Education | Camiel
6. Duality | Haukur/Hawk
7. How to use digital tools working with OST? | Ulrika
8. OST in conflict areas – approaches and preparation | Robert
9. Open Space Stories: Influence more Younger People | Audrey Hepburn

**Mon 15:00**

10. Challenge of transition from grassroot movement to [self-] organised structure – how can OS help / be implemented? | Bianca
11. Keeping up the energy between Open Spaces | Chris
12. Lean and Agile Devops + OST | Harold Shinsato
13. How do we make sure OST works for people who are socially excluded? i.e. with intellectual disability or mental illness? | Rob

**Whiskey Tasting** | Chris Mon 22 Oct @20:00
TUESDAY

**Tue 9:30**
14. Shifting Moment | ???
15. How can we invite People who are unfamiliar to the Concept of Open Space? | Chris
16. Whether we have so much open space experience, whether it will become a drag forward. How to break the ceiling by myself? | Audrey Hepburn
17. What can we do to come from conversation to action after the Open Space Conference. What helps? | Tonnie
18. How to persuade clients to commit enough time for a OS | Sung
19. Staying present when holding Open Space. Your personal practices and rituals | xxx

**Tue 11:00**
20. Old Enough to Retire, Young Enough to make a Difference | Doug G
21. How can we invite more people from South America and Africa and Asia to our Open Space Technology (and WOSonOS) Network | Tonnie
22. How to facilitate OST for 200 people | Michele
23. OST – trainings: Issues and opportunities. Experiences and questions | Thomas Herrman

Topic: „How to help Immigrants gain Access to Information and Participate in Society“ was cancelled

**Tue 13:30**
24. µOST micro open space | Harold
25. OST as a forum for bring local people and governmental institutions together – commitments, power | Sigurborg
26. How to empower autistic people.
27. How to close the gender gap – how could OST be a tool? | Ulrika (no report)
28. Shifting the power. Leadership + OST. Liz
29. Open Space Hack | Chris.

**Tue 15:00**
30. Cultural Difference in Open Space | Dee
31. Letting go of the Outcome? | Nancy
33. How to create a space to explore. Bettina.

Living on Iceland? Suggestions for my Open Space. Thursday – Friday. Lunchtime
Shopping @Kringlan. Need to dress up for tonight? Chris.
Group Reports
1 Regaining spontaneity in organizations

Rick Bastiaanssen Mon 22 Oct @10:30

SUMMARY/CONCLUSIONS

- Induce engagement and responsibility
  - New leadership on trust and self-organization
  - Loosen structures and stimulate mistakes and learning
  - Key = passion to act

IDEAS FOR NEXT STEPS
  - Power to the people?
2 Rebuilding democracy through citizen forums

Doug Marteinson  Mon 22 Oct @10:30

IDEAS FOR NEXT STEPS

- See Dugger's example from Harrisonburg, Virginia
- See Irish experiment with "Citizen Assemblies" - using random lottery process to get representation and providing background info/context to educate folks before dialogue

TOPIC: Rebuilding Democracy through Citizen Forums

CONVENE: Doug M.

PARTICIPANTS: Marie, Dionne, Buie, Ingrid, Robert B., Kona, Tina, Peter

SUMMARY/CONCLUSIONS

- Method of invitation - bottom up
- Identify sponsors
- "Hot" topic
- Clear expectations of what will be done with forum output

Indigenous Peoples

Note: First Nations recognize the "lie of democracy" - National Government excludes Indigenous Peoples

Ideal when local government desires the voice of the people on a
but as people are invited a participating elements in many communities -

"Citizen Assemblies" - using random lottery process to get representation and providing background info/context to educate folks before dialogue
3 Motivate the unmotivated

Dere van Velzen  Mon 22 Oct @10:30
Promoting community based governance in China with Open Space

Qing Hua Song  Mon 22 Oct @10:30

Topic: Promoting community based governance in China w/ Open Space

Convene: Qing Hua Song

Participants: David, Liz, Thomas, Audrey, Haw bin, Bettina, Vicky, Han

Summary/Conclusions:

- Government is not capable of “solving” all the problems by themselves.
- Cooperation w/ civil society is needed.
- Open space - minimum 2 days – is a great technology to start change process as well as empowering the participants/civil society.
- Open space provides the chance that citizens take their responsibility.
- The contracting needs to include who takes the action forward.
- The implementation of the action plan is a great challenge and needs to be supervised & followed up by the client as well as the facilitator of the open space.

Ideas for Next Steps:
- To keep in touch
- Sharing experience of “good” contracting
- Connect with results of other sessions!!
- On community based transformation
5  Open Space Technology meets education

Camiel Naus  Mon 22 Oct @13:30
Duality / Polarity

**Topic:** Duality / Polarity

**Convenor:** Hawk / Haukur

**Participants:** Karla - Hawk - Ingrid - Ewa - Stefan

**Summary/Conclusions:**

It is almost everywhere...

- EU
- India
- Russia
- Czech
- Italy

- Order vs. chaos
- Lawful vs. lawful

**Ideas for next steps:**

By looking at the gender and the dance of stimulant energy - getting young people to be more conscious or duller.
How to use digital tools working with Open Space?

ULRIKA EKLUND  
Mon 22 Oct @13:30

TOPIC: HOW TO USE DIGITAL TOOLS WORKING WITH OPEN SPACE

CONVIENER: ULRIKA

PARTICIPANTS:
NANCY, DAVID, SIGURDORG, FAR, CIZ, HANNA, SIGGA, ERI, CHRI

SUMMARY/HIGHLIGHTS:
• THEME: QUALITY
• ACTIONS: Build ideas converging
• REPORT - VIDEO, INTRODUCTION - VIDEO, PITCH ONE MINUTE SUMMARY
• REINVENT? KEEP THE SAME VALUES
• FREEDOM TO MOVE
• FREEDOM OF TIMING
• OPENNESS/ACCESSIBILITY, LOW BARRIER OF ENTRANCE
• SHARING/INFLUENCING POWER
• MARKET PLACE IF MANY PEOPLE
• SPACE NOT LIMITED
• LEARN FROM OTHERS (GAMING, BIG ORGANISATIONS)

TDL: blackboard, digicam, twitter, padlet.com, google drawings/docs, eg. printinhqorganisation-group.

IDEAS FOR NEXT STEPS:
• What is available
• Follow up this meeting (UE)
• One minute summary video (uns)
• Try it out!
OST in conflict situations

Robert / Hróbjartur Árnason  Mon 22 Oct @13:30

Preparation for OS is critical
- Stakeholders mapping - story-telling
- Who to include/exclude
  (e.g. influence power dynamics)
  Circle (no agenda, already tears down worry)
- Open space to prepare OS (mi. pa)
  \( \rightarrow \) will different stakeholders/regions
- Definition of Topic/Question
- We have to define the space;
  defining the
  \& Mandate/Drivers/Assumptions/Context
  (Who is the host?)
- Decide use of methods:
  \( \text{OST} \) - only - or as part of process
- Do we need solutions
- Should we fear/cherish conflict
- Story telling - what do we cherish? (AI)
  *Sad, glad, mad*

Ideas for Next Steps
- Create group on OS in conflict/resolution
- Collect stories in connection w. OS principles
9 Open Space stories: Influence more young people

Audrey Hepburn Mon 22 Oct @13:30
How to form structures in grassroot movements?

Bianca Sukrow Mon 22 Oct @15:00

**TOPIC**
How to form structures in grassroot movements?

**CONVENER**
Bianca

**PARTICIPANTS**
Doug, Angrid, Kari, Dee, Carolyn

**SUMMARY/CONCLUSIONS**
- Even with open space principles, you need a group of "leaders". They must delegate and define the roles that are needed (or encourage others to define those roles).
- The leading group provides support for the people who are in charge of the process/
the action.
- The question is not: what is your role?
  - But: what can you do? what are your abilities?
  - Is there anybody who can do this concretely?
- Create opportunities for a community to develop.
  - Emotional involvement, events.
- Shared leadership  "7 W's" 3, 5, sociocracy, peer feedback.

**IDEAS FOR NEXT STEPS**
11 Maintaining energy

Christian Dähn  Mon 22 Oct @15:00

- Topic Convener Chris
- Participants: lots
- Summary/Conclusions

1st Lost
- Do we want?
- 2nd
- 3rd

- Reasons
  - Topic solved
  - Boring/not relevant
  - No impact/too slow/fast
  - Wow-effect/decaying
  - Quality-decaying/newness
  - 1st was overload

- Culture/missmarks
  - One time vs. long term/continuous

- Time/energy response

- Ideas for next steps
  - See/feel result
Lean, Agile, dev ops + OST

Harold Shinsato  Mon 22 Oct @15:00

**Topic:** LEAN, AGILE, DEVOPS + OST

**Convener:** Harold Shinsato

**Participants:** Ulrika from Sweden, Michele

**Summary/Conclusions:**

- Lean → Toyota
- Agile → Software → Eating World
- DevOps → (Ses) Zoom, Google Doc
- Fast Agile
- Mob Programming
- Accelerate Modern Agile

**Ideas for Next Steps:**

- Robert C. Martin
- Kerievsky
How do we make OST a better experience for people who are socially excluded, for example due to mental illness or intellectual disability

Rob Griffiths Mon 22 Oct @15:00

TOPIC
HOW DO MAKE OST A BETTER EXPERIENCE FOR PEOPLE WHO ARE SOCIALLY EXCLUDED FOR EXAMPLE DUE TO MENTAL ILLNESS OR INTELLECTUAL DISABILITY?

CONVENER ROB

PARTICIPANTS
ANNIKA, KARLA, DOUG, LIZ, STEPHAN

SUMMARY/CONCLUSIONS
OST CAN BE FOR EVERYONE
CAREFUL CHOICE OF TOPIC

- ADEQUATE SUPPORT FAMILY, PROFESSIONALS
- BALANCE SUPPORT VS INDEPENDENCE OF VOICE
- CONSIDER SETTING AND PROTECTING SPACE
- PREPARE FOR PARTICULAR CHALLENGES TO THE USUAL OST PROCESS
- CONSIDER HOW TO WORK WITH PEOPLE WHO CANT WRITE - VERBAL CONTRIBUTIONS - PICTURES - VIDEO
- IS OST THE CORRECT TECHNOLOGY?
- BE OPEN TO DIFFERENT WAYS OF SELF-ORGANISING!
- PRE-WORK REASONABLE ADJUSTMENTS
- ADDITIONAL LEVEL OF FACILITATION
- OTHER WAYS OF EXPRESSION ARE USEFUL

IDEAS FOR NEXT STEPS
- SHARING PRACTICE
- WORK WITH LOCAL GROUP

Rob Griffiths Mon 22 Oct @15:00
You don't know what you don't know until you know it: It is not about me. It's ALL about me ; ) Dare to be you. It's just a thought!

Leave space for the others. And stop cooking!

Stop Cooking
What does that mean?
15 How to invite people who are not familiar with Open Space?

Camiel Naus Tue 23 Oct @9:30
How to break the ceiling

Audrey Hepburn
Tue 23 Oct @9:30
17 How to organise follow-up after OS?

Tonnie van der Zouwen Tue 23 Oct @9:30

**Topic Convenor**

**TOPIC**

**CONVENER**

**TONNIE**

**Participants**

Rob, Eva, Greg, Hanna, Lois, Jory, Ursula, Doug, Amica

**Summary/Conclusions**

Doug angered an executive team.

What is most important by this conference right now? Diverse reactions - might take fortune.

Suggestion: Let’s set the whole system in the room.

- Some of urgency

- Form a theme team that is a microcosm.

- And a selection committee

- Divese action question template

- Designs action question template

- Background information session

- Before the OS, everyone on the same page.

- Determines theme which also suggests headline

- Divergence - growth zone - convergence: a 5-day conference

- People responsible for an action group

- The executive team takes-up the process

**DOT - democracy**

- Participants prioritize what is most important

- Assume to expect team management.

- That motivation will drop.

- Negotiate follow-up before hand.

- From the beginning - there is risk.

- Lobby: the wall is filled with posters

- Owners have 1 minute to lobby. Express why this is important.

- And than do the drawing

- Tell them all the problems

- They have two selling of nice stories

- Talk with others: define a way of monitoring momentum team.

- How document the outcome of OS? The reports are open not enough.

- Translate the posters into a typed report, clearly readable, by a secretary.

- Make an extra poster template with question to be answered, or type in computer template.

- Then translate it to something useful for action.
How to persuade clients to have more time for OST

Qing Hua Song  Tue 23 Oct @9:30

TOPIC: 如何让 OST 有更多的时间完成
整个流程，而是“半天” How to persuade clients
to have more time for
OST

CONVENER: Qing Hua Song, Hulu

PARTICIPANTS
Rick

SUMMARY/CONCLUSIONS

- puppy dog close.
- slow down / calm / peace vs language issue
- how to persuade leaders to give more time
- country’s systems are different, issues are the same
- OST is change on people
- Hulu is magic

IDEAS FOR NEXT STEPS
- try puppy dog close and feedback to Rick
Staying present when holding Open Space

Topic: staying present when holding Open Space

Convener: Sigurborg Kr. Hannesdóttir

Participants: Michel, Liz, Ursula, Bettina, Dee

Summary/Conclusions:
- Cycle - as a underlying dynamic for the OST
- Gathering of Native Americans' core values
- Infancy & Identity (Belonging/Identity)
- Childhood - Adolescence (Mastery/Skill Building)
- Adulthood (Interconnectivity): How do we work together?
- Elderhood (Generosity - Giving back)

Action Planning:
- Giving people a safe space/respect
- Being in the now
- Physical practices that help us to be present
- Mindfulness - Breathe in, breathe out
- Assistance - team trust
- "Plan tight, hang loose"
- Each facilitator finds their own way of "reading the energy"
- Referring to the initial groups
- We are working with the unexpected

Ideas for next steps:
- Aware that sometimes there are more learners than practitioners at workshops
- And address that
- Address importance of presence - what the value of
- The value of presence is not just based on presence, but also if it all takes apart.
Old enough to retire, young enough to make a difference

Doug Germann Tue 23 Oct @11
How to get more people from southern hemispere to WOSonOS?
- get more diversity?

Tonnie van der Zouwen Tue 23 Oct @11

**TOPIC**

**How to get more people from southern hemispere to WOSonOS?**

**CONVENER**

Tonnie

**PARTICIPANTS**

Rob, Chris, Bianca, David, Hauk

**SUMMARY/CONCLUSIONS**

- Look in the academic world for people from other countries, other cultural backgrounds
  ⇒ Ask for help

- WOSonOS is not very accessible right now on other platforms
  ⇒ Look for other media (website, Twitter, Facebook) ⇒ Ask people to make the link to other platforms and communities

- Iceland is quite expensive for people ⇒ For next WOSonOS find a way to build funding for supervised places and look for diversity

- The values of CST are they universal enough? Self organization and the circle are.
  ⇒ In our invitation and in the review we have to take cultural differences into account
  ⇒ See the Culture Map (book by Erin Meyer)

**IDEAS FOR NEXT STEPS**

- Use OS list to work with personal connections
- Increase the price for companies, work with sponsorships
- Provide 10 tickets for Africa, 10 for South America, etc. ⇒ provide space and use all the networks we have to invite people personally.
- Language barrier ⇒ translation is needed ⇒ provide interpreters
22 How to facilitate OST for 200 people

Michele Suina  Tue 23 Oct @11

TOPIC: How to facilitate OST for 200 people
CONVENER: Michele Suina
PARTICIPANTS: Lois, Legandra, Anna, Camile, Annika, Ricky, Anika, Mary, Liz, Derek, Ursula

TIME OF SESSION: 11:00
SUMMARY/CONCLUSIONS:

9:00  Coffee, break
9:15  Welcome, Theme, Sponsor
9:20  Intro OST 1h
   Agenda: Creation 30'
   Small talk 40'
   Coffee break 10'
10:30  1st Session 40'
   Session 2 30'
   2nd Session 40'
   3. Session 30'
   Reflection 30'
11:45  Closing Circle: How was today? 20'
5:00 end

Is OST best fit?

1. Planning workshops 2. Orientation
Conversations: What about OST
Use experience to reflect on learning
Create awareness that OST is second
- Physical effects on spirit/mind/body

To reflect on OST - Medicine Wheel

1 afternoon may not be enough

Ideas for next steps:
SET UP CARDS FOR OPEN SPACE
4-6 hours: setup
- 3600
- in walk
- out

www.werkzieken-verkrag.de/tek/ Cards for setting up Open space events 2013
18,95 €
What are the elements/whole of a good OST training?

Thomas Herrman Tue 23 Oct @11
TOPIC
μOST

CONVENER
Harold

PARTICIPANTS
Mike, Lois, Jane, S. gya, Saerun, Leandra, Annika, Doug, Karl, Hanna

SUMMARY/CONCLUSIONS
- Does OST have to be long?
  - 1 day
  - 3 days
- When to use OST, training

Liberating Structures
- Richard Kasperowski

6 weeks
- F

Mob Programming
- Hunter Industries

Ron Quartel
- FAST Agile

Ideas for next steps
- Paul Levy
- Popup Open Source
OST as a forum for bringing local people and governmental Institutions together (commitment, power)

Sigurborg Hannesdóttir Tue 23 Oct @13:30

Topic: OST as a forum for bringing local people and governmental Institutions together (commitment, power)

Conveners: Sigurborg, Stefán, Ingjörd, Birgir, Thóra, Hanne
Participants: Hjörtgína, Ólafur, Thorlín, Thórarín, Ómar

Who sets the agenda?

Power structure

Summary/conclusions

Participation - not consultation

Before the prework is very important. OST is a transformation process - must involve them.

OST as the starting point of a 4-year transformation process

... may miss the transition is not hidden issues

Let people set the agenda.

How do we define the outcome definer the question of vice versa.

Which might be the process of which grieving (saying goodbye) how to be the first step before looking into the future.

But you need to have hope.

Example of storytelling (circle)

Grief work

Share in pairs

Share in the circle

Next day OST → Future

Ideas for next steps

Pre-work important preparation (OS) Follow up = transformation

Hope we can 'cook with the principles' and take advantage of the 'recipes'.

...To be continued in topic: values and principles

25
How to empower autistic people

**Topic:** How to empower autistic people?

**Convener:** Haukur / Hawk

**Participants:** Harold - Carla - Kari

**Summary/Conclusions**

**Emil - Æsbjörn Emil**

*Customize to fit for the individual*

*Finding cooper’s voice*

**Koala**

*A program for Picture Exchange Database/chat room*

**Ideas for Next Steps**

*Implementing signs and symbols with pictures*

*Really raw demo*
How to close the gender gap – how could OST be a tool?

Ulrika Eklund Tue 23 Oct @13:30

no report
**Shifting the Power**

**Leadership + OST**

**Convener:** Liz

**Participants:** Nancy, Ursula, Jordy, Camiel, Rick, Bianca

**Summary/Conclusions**

- Readiness → Being able to walk away/step back if it’s not the right moment.
- Implicit & Explicit
- Stigma’s regarding genders still exist
- Natural leader vs. appointed leaders
- Connectivity with the people you lead.
- Do the follow up → don’t forget to reflect and act
- Credibility
- Add Value → The boss adds value as well as the staff
- Change the mindset of quantitative to general worth
- Let go of the outcome and work in the parameters
- Who assesses the worth and capability of a leader
- Letting go of the power/control is hard & frightening
- Taking responsibility for the actions
- Management & leaders can be different
- Fear has a great influence
- Expectation management → Goes for leaders & employees
- Leaders assess the readiness
- Create a possibility to speak about how to lead
- The leaders need the right tools
- A leader should have the courage to confide in others when they operate in the right conditions.
- Analyze what’s at risk → being able to take the consequences
- Conflict → they need a subject to challenge

**Ideas for Next Steps**

* Create a clear image of expectations
* Confront people with their worst fear of what could happen
* The pressure and expectations of the sponsors regarding the leader
* Define what the leader
* Follow through
Hacking Open Space

What are hacks?
- Little irritations to initiate/facilitate change
- Manual/shortcut

SUMMARY/CONCLUSIONS

IDEAS FOR NEXT STEPS
- Cliched: closing

Chris Dähn  Tue 23 Oct @14:37
Cultural differences in Open Space

Dee Dere van Velzen Tue 23 Oct @15:00

Topic: Cultural Differences in Open Space

Convenor: Dee Dere

Participants: Jordan, Leonard, Qinghua, Hulu, Lois, Jane, Sri, Saerun

Time of Session: 15:00pm

Summary/Conclusions:

- Environment is of great influence with regards to (any) differences.
- Or: Despite the similar environment, different backgrounds trigger different sets of behaviors.
- Should we start off with an explicit attention for intercultural awareness? Plus, what are you focusing on?
  - Countries?
  - Communication styles?

How to invite other cultures to OS?
- Learn about the culture (customs, behaviour)
- Is there really a one-size-fits-all OS format that suits all cultures?
  - Mail the system around the culture (not vice versa)

Ideas for next steps:
Letting go of outcome?
Nancy Wells  Tue 23 Oct @15:00

Topic: LETTING GO OF OUTCOME
Convener: NANCY
Participants: NANCY

Summary/Conclusions:
- EMPATHY IS EXHIBITED BY PRACTICERS
  - BE PREPARED TO DO "STUFF"
  - BE SURPRISED....

- WHEN/WHERE IS THE INVESTMENT? EASY TO
  LET GO IF IT'S NOT YOUR
  RESPONSIBILITY?
- PROBLEM/OUTCOME ORIENTED?
- GROUP MEDITATION - LET GOOD DROP
- SHOOT HAPPENS!
- WHEN/WHY/WHAT/WHEN SYMANTIC ARGUMENTS?

Ideas for next steps:

THIAGE.COM - 35
Liberating structures
1, 2, 4 ALL

Liberating structures - AIRK VS
STOCK STUDY

Follow through after the event .........
Process 35

Who defines outcome?
Culturally/worldview derived

Holding on/leaving go
Death? Release?
Always working with assumption + expectation

Breaking through
Open space and its value and principles. Issues + opportunities of the world value system. How to create a space to explore.

Bettina Lobenberg Tue 23 Oct @15:00
Strategic plan

Qing Hua Song / Audrey Heburn Tue @15:00
Butterfly session
Open invitation leadership training.

Kári Gunnarsson – butterfly session.

**Topic**
Open Invitation Leadership Training

**Convenor**
Kári Gunnarsson

**Participants**
Dagny Harold Eun Thoms ... and more

**Summary/Conclusions**
OILT
Open Invitation Leadership Training
Co-Creating a training for 1/2 - 1 day with co-owner.

Current Idea

- Start with a 1-1.5 hour open space tester with the theme of OILT

- Add second part as Zoom/Teams call with a co-owner to deliver
  Some ideas of the condition, limitations, opportunities and av.
  Third, reflection with local mayor/leader.

First Closing circle.

**Ideas for Next Steps**

- Invite OST people to step up to become co-owner for the co-creation.
Convergence & Action Plans
1. Garden plan: Young people Open Space in the world. Organization let young people see Open Space and help the world become better.
Organizing a conference using OS for students, teachers and professionals.

Dere, Lois, Camiel, Jane, Jordy and Leandra
Open Space Training – the Genuine Contact Way – Sep 3-5 2019, Netherlands

Thomas, Anna Caroline & Donis

- Please send me an invitation on marketing material to spread word.
  - david@schmittwesen.net
  - donis.daim.de
  - saerun@msis.is
  - annikasprat@hotmail.com
  - sukroo@redoende.de

What is OST?

OST training

DAY 1
WHAT IS OST?

DAY 2
HOW TO WORK SUSTAINABLY WITH OST

BRING OST OUT INTO THE WORLD

DAY 3

6-7 Sep 2019
Extra invitation the following weekend
GC mentoring circle in Amsterdam
Reflect on WOSonOS 2018 as a student, a leader, a participant and potential organizer

Jordy van der Jagt

* A lot of new information in a short amount of time (Jordy, Student)
* Methodology (Camiel)
* Shift of power (Camiel)
* Analyzing the needs & purpose (Camiel)
* Respect
* Key issues concerning the organization of an Open Space
* Gained new insights on a personal struggle by hearing other people’s perspectives. (Jane)
* Very inspired to read a few recommended books (Jane)
* Learned about a new reflection method which seems interesting to me (Louda)

please share with us!
Let’s make half day training: Co-creation, co-ownership to grow local nest, to grow OST leaders to grow authentic networks

Participants: Karla, Kari, Harold, Nancy, Stefan, Thomas Harkur

Next Step! Collaborate on finding a date for T1 letter

Component

Profiling facilitator strengths and experiences. We should pay people Change 1% for use

Produce change and move forward

Less leaders and the map of the journey - structure for purpose
What is the theme for WOSonOS 2019?

Doug Marteinson

- How about transforming conflict??

- How can we bring OST to younger generations?

- How to use OST in education, formal, non-formal and informal (all ages)

→ OST-ED
Continue the circle that formed yesterday on conflict and use of OST in its resolution. Produce guidance – Something useful!

Rob, Rob, Bettina, Doug, Michele, Song, Thomas.

Rob & Robert will use their national links to organize & fund our next in person meeting.

1st step – continue the circle working on the following steps:

2nd step: finding the purpose & produce a guideline.

≈ 3 days earliest March

individually we will look on funding our personal travelling expenses

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S9h@ssca.org.cn
ch.hulu@gmail.com
rob.griffith@alderadvice.co.uk

Qinghua Song

Bettina

Thomas

Andreas
Change and grief work: Summer academy 22-28 June, Ontario Canada

Nancy Wells and Anna Caroline Türk
Community of Open Space self-awareness

Harold Shinsato

Annual Survey reach out to community through OSL, Facebook, LinkedIn, Twitter, wide net.

Survey design is a science.

Tom Brown has Master’s degree & is supporting.

Step 1: find collaborators + designers.

Step 2: discover  + clarify outcomes.

* self-awareness? “clean” who are we?

* self-aspiration.

* what is Open Space for you?

What is important for you?

WHAT WORKS?

Inspired by DevOps Survey

Accelerate

connections to other communities for learning + sharing.

Deep UNDERSTANDING

David Bohm
10 Virtual group to share stories of good practice on using OST with people with disabilities

Rob Griffiths
Shift the power – Next steps

Bianca Sukrow and Liz Jayne

SHIFT THE POWER - NEXT STEPS

- Share practices
  - Learn from each other

2. DISCORD
   - Slack
   - E-MAIL
   - Confluence
   - Telegram
   - Signal
   - THREEMA
   - Telco / Video

Shift power to the people in community work.

Step 1: Carry the discussion forward.
Bacon + Lit

Touch down every 3 weeks.
12 Seek guidance from others @home about cultural aspects that must be considered

Michele Suina
13 We Chat Group

Closing Circle
The agenda for Wednesday 24th, the final day of WOSonOS 2018 included a decision of who would host WOSonOS 2019.

Two offers were presented:
1. Presented by Karla Kadlec to hold the event in Canada in fall 2019.
2. Presented by Harold Shinsato, on behalf of the Open Space Institute US to hold the event in the United States, Washington DC area in October 2019.

Following discussion, WOSonOS participants unanimously agreed to accept the offer from the Open Space Institute US.

There was a further discussion about the hosting of WOSonOS 2020. Anna Caroline Türk made an offer on behalf of the Berlin Open Space Community for the event to be held in Berlin, Germany. This offer was accepted by the participants.

Q & A with Harrison Owen

Participants of WOSonOS 2018 had the opportunity to ask Harrison Owen questions in a Q&A session. It took place via video conference at 17:00 on Monday. The questions answered included topics of grief work, values and conflict, breathing and Open Space in the Business world. Click to view the recording.
# List of Participants

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<thead>
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<th>First name</th>
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Group Photos