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 m² 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.
ISSUES
1. What must be given that “efficient” self-organization works?
2. Standing up for Humanity…
3. What do we miss to make the world a better place? Impact?
4. How to self-organize in self-organization…and not become unbinding, loose contact…?
5. Dancing with diversity
6. My favourite Open Space stories. Open Space tech from inside out
7. How to spread post growth urgency into (big) organizations?
8. Which abilities, qualities and skills are necessary to built
9. Self-organization define, include, sustain
10. What, if self-organizing is to follow life / being led by life? How can a spiritual perspective help self-organizing?
11. Self-organization (s) in large / international organizations based on volunteers. The experience of the international association of facilitators
13. How to awaken the creativity of the participants and give them indulgence for crazy ideas?
14. Harrison joining WOSonOS 2023 via Zoom
15. Climate Change is real – repression of facts – empowerment for action
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
20. How can we reach all people including refugees, homeless, marginalized groups etc? People on welfare + with a lot of stress
21. How you open spaces when bombs are falling on head? How you support yourself as facilitators?
22. What do 'I' need to feel “I belong here”?
23. Successful OS selling, approach & support tools
24. Practicalities: Lessons learned and things we would have wanted to know before
25. How can we (re-)iterate the OS principles to make sure we also include principles of Diversity, Equity + Inclusion (+ Belonging) (+ counteract biases)?
26. Economic concepts “beyond capitalism”
27. Exploring social work and self organizations
28. How to make asking for help easy, fun and nourishing?
29. How do we celebrate…? How do You give space for giving?
30. “Interactive Organization”
31. Open Space is a hosted process, it does not host itself.
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?
34. Self-organising small and medium enterprises (and organizations)
35. gathering feedback for a 5-step introduction handout on how to initiate an open space for non-facilitators
36. How to invite the inner pirate?
37. What is Self-Organisation? How can we control it?

SILENT SESSIONS
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
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
5. Open Space for birthing the humanity 2024
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
16. How can we use the yellow benches in practicing self-organisation?

IMPRESSIONS

WOSONOS 2024
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 and again).
  - transparency
  - permission to experiment/make mistakes
  - culture / wish to self-organisation
  - trust / flexibility
  - structures + tools, warm-up practices et.

Convener (First and last name): Esther Thalabi

Other participants (First and last names): Diana Kiekel, Adrian Nulles, Colette, Christian, Shaw, Johanna Vorghese, Roniha, Vedwa and guests...
World Open Space on Open Space 2023
»Celebrating self-organization!«

My*our ISSUE: Standing up for Humanity...

What did we talk about, do, explore...?
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Situation in Middle East...
- it's not about being for or against... a group...
- it's about being for humanity

Standing up for Humanity...

- use started with a round...
- emotions, backgrounds...
- perspectives...
- approaches...
- empathy...
- questions...
- were shared.
- choose hope
- whatever was shared...

Tova spoke...

- name what is close, multi-tribal side...
- and the choice we have not to act it out...

Convener (First and last name): Tovia & Tova (via Zoom)

Other participants (First and last names):
- Juliane (Ade)
- Marcoh (Wittwev)
- Urban Norlander
- Tovia van den Zouwen
- Maryana Zaviyska
- Lilla
- John
- Thomas H. Don's G.
- Fini Young
- Eric Lynn
- MARC
- Tour
- Alesa
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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- 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 - consensual is not enough to change the world.
- Is it “gig-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 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 self-organize around a clear goal or purpose. (Harrison gives an example of an expo in the Olympic city) ATT?
- In Frame (UK-city) they made great change (17% less hospitalized) starting out with smiling and talking to each other.

Convener (First and last name): Lise Damljger & Jo Topser, Annika Midgård

Other participants (First and last names): Markus Pehmeer, Julius Tacha, Janke van de Nal, Anke Van, Bethina Lobenberg
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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- Change comes from vulnerability - embodiment.  
- We miss letting go our need to change the controlling people!!  
  we assume that esepecial 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 bring  
  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 self-organised?  
  Is it sad?  
  or is 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?  

Convener (First and last name):  

Other participants (First and last names):
My Issue: How to self-organize in self-organization ... and not become unbinding, loose contact ... ?

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Taking care of the spaces in between / Way from A to B ... helps...

Enough time for myself, breathe...

Learning from my son and supporting that must by having it trust in contact even if I do not show up

Getting to know...

Trusting friends & colleagues helps

*Both meanings

Enjoying the easy day helps

My pre-Session to this Issue

What is not possible

Wanting to be in more places and with more people at the same time... having to decide time...

Choosing not to please

Seemingly easy answers - follow my heart, mobility... are not easy...

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

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
   uncover differences, commonalities, opening up for,
   getting to a deeper level of discussion

  you need a safe space to use the frame/
  common ground

  Context: company culture

Convener (First and last name):  ERIC LYNN

Other participants (First and last names):  ALESSIA, DORIE, GÖRTE, FINI, ACHIM
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

I once noticed

I started to talk also for myself

Benefits of OST (cultural, business)

Self-care is part! encouraged in OST afterwards 40% take action and followed through

what to do before an OST to increase participation

storysharing, dinner

Ghislaine when it's cold

since 20 years I am a fan especially surprises in daily life

Champagne, sometimes lunch, sometimes not

Convener (First and last name): Anna Caroline

Other participants (First and last names): Markus Fechner, Emmy Pater, Olga Bersheda, Franka

Anna Klymenko, Ion, Jo Topfer, Jon Harvey

Colette MARRIERI PURICELLI

Mauryna Zaviyska

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

Doris Gottliebo
My* our ISSUE:

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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 also apply in dance class
- Pick a card with family member
- Embody the OST principles
- Then my family finally asked me questions.
- My inner compass: when is it the right to talk?
- Anger & conflict can be a catalyst for change.
  e.g., 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.

Convener (First and last name):

Other participants (First and last names):
My 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, especially huge cultural changes
  Is this a "classical" cultural change and should it be procured in the same way we design cultural change processes
  For instance
  - Start with most painful points
  - Get 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, Ina, Reinhard, John, Joahna, Ulla, Inka, Nicol... etc.
- agree on expected outcomes of the future
  ex: "If I had a magic wand and 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 Tool 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 it

CONVENTION DES ENTREPRISES POUR LE CUPP: A NON-PROFIT THAT AIDS TO MAKE THE SHIFT TO REGENERATIVE ECONOMY IRRESISTIBLE
What did we talk about, do, explore...?

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Do not be afraid to be uncomfortable

Nobody wants 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): Olsa Borskowsi

Other participants (First and last names): Lars Hassman, Anna Klymenko, Natalia Orlov, Olsa Kotzka, Katheryn Kyree
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My* our ISSUE:

Self organisation
define, include, sustain

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

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→ Kikipro: platform to follow up the action groups
→ 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 self-organization by 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 years for newcomers 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 organizer/community always

→ Flexible agenda → what is not (you don't want me to see)

→ Open space tech. every team event

→ the power of the market place → do this profound = extremely valuable

Convener (First and last name):

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

Other participants (First and last names):

Maryana Zavisky
Dona Ethel Thalabi
Achim Müller
Anika Thomas
Julia Luis
Julian Röll
Floki Ludwig
Carolyn Withn Hairplock
Ineke Kudlinstar
What is self-organizing is to follow LIFE being lead by LIFE? How can a spiritual perspective help us self-organizing?

- Listen to hear LIFE - what 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 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
- 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): Lisa Damjińer
Juliane, Ulla, Doris, Markus, Bhav, Anna Caroline, Eric, Annika, Olma, Silvia, Uli, Funda
**World Open Space on Open Space 2023**

»Celebrating self-organization!«

**My* our ISSUE:**

- **SELF-ORGANISATIONS IN LARGE / INTERNATIONAL ORGANISATIONS BASED ON VOLUNTEERS.**
- **THE EXPERIENCE OF THE INTERNATIONAL ASSOCIATION OF FACILITATORS (IAF) AND VICE-VERSA?**
- **WHAT CAN THE WOSONOS DO FOR THE IAF AND VICE-VERSA?**

- THE IAF STRUCTURE WAS BRIEFLY INTRODUCED BY T2 & T3, 
- 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 REQUIREMENTS AND TO WHAT EXTENT YOU CAN BE HELD THE ASSOCIATION CAN BE A LEARNING MODEL FOR 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 DEEP 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 GROWTH STRUCTURE SEE THE BOOK "NEW POWER".
- NEED FOR A "KEEPER" OF HISTORY, DOCS FOR THE ORG.
- WOSONOS PURPOSE IS TO EXPERIENCE LEARNING, SHARE TOGETHER TRANSPIRANCE ON THE CONSEQUENCE OF BEING ACTIVE OR NOT IN A POSITION.

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

- TAMARA ZIVADINOVIC

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

- BETTINA LÖHENBERG
- CAROLYN
- SILENA
- PAOLO HARTNER
- CHRISTIAN TROELLY
- MONIKA HEJECUK
- INEKE HURKMANS
- FUNDI GODAT
- JULIA
- LARS
- BOTTINA
- ULLI
- NOJELK
- NATALIA
- GERARDO DE LUIZENBERG
- VERA
- MICHAL
- JACEK
- RYAN
My* our ISSUE:

HOW CAN WE SELF-ORGANIZE A LARGE INTERNATIONAL ORGANIZATIONS BASED ON VOLUNTEERS?

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**LEARNINGS.**
- Understand which level can be self-understand.
- Consequence of non respecting commitments making them transparent, award/recognition.
- 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 explain.
  - 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):
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»Celebrating self-organization!«

My* our ISSUE:

How do we encourage (sustain)
connection in online OS spaces / hybrid? Tech supporter?
Share experience, thoughts, ideas. (online & I.T.,
minimum Tech stack)

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1. Random conversations - online is difficult?
2. Word 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 - Team, self selection of rooms
   (Toni's way)
   Digital wall, mini
   + infinite wall - can get lost in space
   Send instructions beforehand.
   Google docs/post-it's

Convener (First and last name):
Varshini Pitcherwhee

Other participants (First and last names):
Reinhard Paola Bhan
Emmy Alex Dörte
Michael Diana
Betitna (Group Map) - another tool

Thomas
My *our* ISSUE:

What did we talk about, do, explore...?
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- Difficulties & Mind: 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 people 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 *Jabboard* (but Jabboard is going to be stopped).
  Has the space to create more and more room

Me evening, I session was dancing together!

Convener (First and last name):

Other participants (First and last names):
My*our ISSUE:

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- Mobility issues - **Access needs** - online efficacy is really useful for people who want to attend.
- Time (if have international audiences)
  - **Hybrid** - ends up divided participation
  - Using liberating structures (a session on discussing career paths for Master students) alumni joining online
- Can be very exhausting

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

12.4

My* our ISSUE:

What did we talk about, do, explore...?
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- Online really brings people together
  - connect
  - prep, meeting, spread over 2 weeks ➔ translates into a learning community
  - story, alive and connection to make it happen.
  - providing a platform/forum from the beginning helps people stay in touch.

Mibo ➔ not so good for deep/blind but great for connecting through play ➔ puppet money through the space,
  - campfire, etc.
  - can only hear people when you're close to them.
  - Like Wonder - which has stopped ➔ good tool for 'hangouts'
  - small group only.

Was used ➔ for climate coaches

Secret waterfall ➔ get your feet wet to find this location.

Jitzi ➔ can setup rooms like a theater/breakout rooms - click and enter.
  - easy to under stand, but not very stable.

Berst ➔ new name

Convener (First and last name):

Other participants (First and last names):

Google Meet
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 same (cats, dogs) demanding the space between tech/wave space and then home space.

Access - chat function is inclusive, for those who may be can't talk, a real opportunity
- a facilitator, 10 rooms - two hybrid setups
- Convener (First and last name):
- Other participants (First and last names):
  - hybrid another 10 online rooms
  - 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 Menu in Berlin

Wikimedia Summit 2022
My issue: How to awaken the creativity of participants and give them indulgence for crazy ideas?

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www.crackingquestions.com

What helps:
1) give stuff another than words
2) take people outside/to street
3) boring 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: Paradox

Convener (First and last name): Anna Klymenko

Other participants (First and last names):
Ian Andersen, Olya Bershadska, Natalia Lotte Panhuis
Urban Norlander
Jon Harvey

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

Barriers:
• lack of warm-up
• try to be constructive
• too much in room
• afraid to be criticized
• my idea should be perfect
• unhealthy relationships
• culture in organisational
• I am afraid to take responsibility

Experiences:
• things never did it
• believe that I am creative
• my role is creative
• not feel safe
World Open Space on Open Space 2023
»Celebrating self-organization!«

My*our ISSUE: Harrison joining VOSOS 05 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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Resources: Stories... Sharing... Thoughts... I heard... remember...

People in a circle
We don't have to professionalize us, we just have to deal with anyone

The ones that show up are the right people...
(who are the right "u")

Convener (First and last name): Harrison

Other participants (First and last names):
Jo, Gerardo, Julius, Jupia, Colinde MARRIER PURICOLLI, Tarcisio MAU, Tan, Von HOFMANN

Open Space World Open Space on Open Space
October 19-21, 2023 in Beach Mitte in Berlin
My* our ISSUE:

Climate change is real — repression of facts
— empowerment for action

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"How can OST contribute to tackle the climate change awareness?"

"THE WEEK" (Laloux)
Watch a movie together
1-2-3 episodes and exchange ideas

"CEC"
Example from France

- Camps with 80-150 persons
- CEOs + Climate Ambassadors included
- Background: Theory-U, J. Macy
- Goal: Get ideas for alternative business models aka. regenerative

Planet Centered
Design
Nature/Animals as Stakeholder in Processes

"SPECULATIVE DESIGN"

Convener (First and last name):

Alessa

Other participants (First and last names):

Ulrike Schnallenberg, Monika, Diane, Jo, Catherine
Tomas Herrmann, Christian, Franke, Fini, Julia, Caroline
My* our ISSUE: Climate Change is real

What did we talk about, do, explore...?
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Stakeholder Analysis in Preparation!

Use the power of questions!

Curating the Open Space

No! You should... you must... you need to...

Be a Role Model

Action & Ideas

Communicate transparently about your opinions

Plan B 2030
Berlin NGOs on community level looking for facilitator

Convener (First and last name): Messa

Other participants (First and last names):
My* our ISSUE:

How small could an open space be?

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

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- 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 Seeing Law or Permission?
- OS needs a "burning question." Small OS does too.
- People might have fear to be connected too slow. First step: Be a butterfly.
- We are a sign that shows you can speak with me.
- On the camino: Everyone is on her/his own way. It’s 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 Damleyer

Other participants (First and last names):

- Markus Pfeifer
- Alessandro Fedeli
- Reinhart John Cole
- Dirk 
- Ángel
- There could be spots in the town signed with "talk to me"
- There are a lot of relevant cultural and education differences, f.e., need of distance, asking for help...
- Where are good places to announce the learning questions - in the outer world and digital?
- Inclusion! Diversity!
My issue:

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

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

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

- It is still the habit to teach in the 'teacher presentation' 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.
- Use 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 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 bright bit to develop strategy for organizations, like a university.
- Use visual methods, start with for instance World Café, timelines, future images.

Convener (First and last name):
Tonne von der Louwen

Other participants (First and last names):
Franke, Juliane, Michiel, Juliane N., Ian, Achim Müllh
Vera Bedey
Christian

Open Space World Open Space on Open Space
October 19-21, 2023 in Beach Mitte in Berlin
**My** issue: A new covenant?!
... change in paradigm ... situation in middle east ... ukraine ...

*What did we talk about, do, explore...?*
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- What is a covenant?
  - mutual contract, pact to do/not to do
- convene → unit, come together...
- clear moral standing ...
- ≠ partnership, alliance (is between A and B)
  - covenant is above.
- telling people, who come to your country
  - for example, you have to share your values
  - is not a covenant → needs dialogue.
- covenant is meeting on eye-level with respect → without respect no covenant.
- existing covenants be can learn from?

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

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

[Signature] [Signature] Paolo Martinez
What did we talk about, do, explore...?
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- yesterday World Value Day
- people lost compass → how to create
- see futurium | Berlin
- UN? → not then yet → UN police court not accepted by all
- covenant needs ongoing dialogue + power play
- covenant governance, level doesn't change (automatically) behavior on personal level
- in some societies communities have covenants, visualized by rituals / signs.
- covenantanting ... and also see law on code of conduct

Convener (First and last name):

Other participants (First and last names):
My* our ISSUE: Poetry – Finding our Centre
Finding our Calm

What did we talk about, do, explore...?
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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
Annika
Marc
Markus
Sara
Julius
Johanna
Emmy

Open Space World Open Space on Open Space
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My*our ISSUE:

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We are conductors
Go urgently slow
If I sink my hands
into the sand
Cradle the grains, that whisper
we’re too Tate
To stop the tide, but not too
late to feel the pain
Something in-- 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 its 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
Its 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
World Open Space on Open Space 2023
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My* our ISSUE: How can we reach all people
including refugees, homeless, marginalised
groups etc?

What did we talk about, do, explore...?
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→ instead reach out → include + open up +
   integrate from western point of view

→ example project in Sweden
   social project from municipality
   it is still running
   from health to social workers
   name: increase involvement + influence in
   social services.

→ bring awareness + education in schools
→ Varchi → project drama + language → play + hope
→ shanty stories
→ OST you organise on a specific topic / agency
   and when they don't come it is ok
→ on the website → archive you can find
   great examples + inspiration

Convener (First and last name): Jolanda de Haan

Other participants (First and last names):
Urban cleris
Ami
Natalie Mitchell
Mehra
Vasuki

Some seeds sprout some shoot
Some spread some grow
for more inspiration and motivation
is very important
My issue: How you open the spaces when the bombs are falling on your head? How you support yourself as facilitators?

What did we talk about, do, explore...?
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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? 
  
Gerardo: OS as an ongoing practice.

Olga: 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, Natalia Orlova,
Anne Klymenko, Hostek Zawisz, Olga, Gerardo,
Pepe, Ban,
Anna Caroline
My* our ISSUE:

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Patterns from Covid experience:
- burnout & 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 valuable

Bav: 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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Anna: Gratitude as a mean.
Natalia: 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...?

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Belonging - a feeling

shared values

purpose

trust

just

impersonal

labels

(potential trap)

the unavailability of inner work

connect with

good as a person

of integrity (not faking)

2 what does this really describe?

words matter

privileged

fortunate

Convener (First and last name): Eric Lynn

Other participants (First and last names): Anna Silvea
My* our ISSUE: SUCCESSFUL OS SELLING APPROACH & SUPPORT TOOLS

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

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DIETMAR: We try to connect people & develop the connection, the social part.

THOMAS: Open Space Company

VELA: I'm supporting content, org. change

THOMAS: 6 LEVEL Model

A: Development Need Analysis

B: Adoption

C: Implementation

The Timeline - for planning & Evaluation

SHIRLEY: Entire

I: Whole person process facilitation = I'll share.

ARNE: First to understand the actual needs summarize the symptoms = what could be behind.

TAMARA: CITY initiatives

L. Economic development plan

Final part of it was as to invite all relevant stakeholders.

300 people - online - 2009, (2020)

Pollinating effect = continued

Office 2019 following the

Convener (First and last name):

Other participants (First and last names):

JULIA

THOMAS

DIETMAR

TAMARA

VELA

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

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Follow-up of Open Space actions:

- Solution-focused methods
- Psychodramatic methods
- Team-coaching: to connect people
- Internal communication part of view

- Participatory LSs & meetings
- OS format internal conferences that support the participatory culture

Meetings by Open Space → during Corona, org for connectivity

Peter Senge: 5 Disciplines

- OS as the Visionary part & execution part should be supported by OS

ICHAK ADIZES: Managing Corporate Lifecycles

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

Convener (First and last name):

Other participants (First and last names):

SUNA TAMARA
THOMAS VERA
DIETMAR ADIC
World Open Space on Open Space 2023
»Celebrating self-organization!«

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

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BEYOND THE DISCUSSION
Bondants/Beyond idea
Q: How to open space for six months
Q: How to work in the spirit of OST (whole person process = siblings of open space) Bridget Williams

LESSONS LEARNED

1. Start with sponsors needs min. 12h
2. Decision makers pre-filtered (e.g. from the network)
3. Volunteers to support
4. Legal, financial, practical
5. Emotions depend on complexity of emotions
6. Online
7. Chill out room
8. IT conicts: large long break
9. Help quickly received (3-4h)
10. Sceneries are the help needed
11. Day needs to be done so that people learn how to bring topic for the agenda (povise for now)
12. Morning circle (tears, healing, silence, must be true demos)

Convener (First and last name):
Alessandro Pedori

Other participants (First and last names):
Ineke Hurkmans
Monika Hejdik
Christian Trand
Anna Caroliniz
Maryana Zawipska
Dorthe Schrøder
Coletto MARRIERI RICCI

NOTA BENE NOTES:
+ Whole person process facilitation
Genuine and real

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My* our ISSUE:

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Convener (First and last name):

Other participants (First and last names):
Maryana Zaviysko
25.1

World Open Space on Open Space 2023
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My* our ISSUE: HOW CAN WE (RE-)ITERATE THE OS-PRINCIPLES TO MAKE SURE WE ALSO INCLUDE PRINCIPLES OF DIVERSITY, EQUITY + INCLUSION (+ BELONGING)
(+ counteract biases)?

Part I

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

Exchange in pairs: What brought you here?

Hypothesis: The OS-Principles might not be the best to support DEI (+ Belonging)

5th Principle: Facilitator is responsible to intervene

Preparation: Code of conduct to ensure the safety of marginalised people

We are open

During OS

The answer to the question: Who should be there?

A realistic representation of the whole of society, regardless of the OS-theme

In their prep, they try to apply DEI principles.

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

Other participants (First and last names): Julius, Kathryn, Diana, Fini, Reinhard, Juliane, Unike, Christian, Ian, Achim, Funda, and some more...

Open Space World Open Space on Open Space
October 19-21, 2023 in Beach Mitte in Berlin
My*our ISSUE: 05 Principles iterated

Part II

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

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1. What are we as facilitators doing that stops marginalized people from coming?

2. Different criteria / more criteria to open the space to people who are not heard enough for the specific topic

3. 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: You can pin up a topic as one, two, or a group of people.

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

- Offer silent spaces for people who need quiet.

Other participants (first and last names)

- When [name] 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?
My*our ISSUE: Economic Concepts "beyond capitalism"

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Procedures to make supply chains more sustainable
Commens = shared space that is used and curated by the community
Book: The Strategy of the Commens Lisa Brandström
Various cultures practice commens = alternative concept of property
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 ChatGPT
=Can one use AI to design procedures ???
Meta prompts is a tool to generate prompts for AI

Convener (First and last name): Ulla

Other participants (First and last names):
Bettina Loebenberg, Ulla Jäger, Lisa Damijen, Markus Poehnert,
Jo Töpper, Gerardo de Dreukenberg, Chushik Koldcr, Sara Hergely,
Carolyn Witten Marszalek, Vera Bedley

Open Space World Open Space
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Jonny Walker
What did we talk about, do, explore...?

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France: Discuss 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: Chaotic 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 turbulences

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 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/Leitholder down? - How can we make values

Convener [First and last name]:

Other participants [First and last names]:
My\*our ISSUE: 

Exploring social work and self organisation

What did we talk about, do, explore...?
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We were talking about different sort of social work:

- Social work as social mobilizing or social change work for instance in 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 and open space 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
My* our ISSUE:  

**How to make Asking for help easy, fun and nourishing?**

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

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

no complex choosing

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

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

Make sure that the request is **clean** - 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):  

Hans/C, Witten

Other participants (First and last names):  

Silvia, Davis, Julianne, Urban, Kathryn, Julia, Michael
My*our ISSUE:  Asking for help

What did we talk about, do, explore...?
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- 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 unclear 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 issue: How do we celebrate...?
How do you give space for giving?

What did we talk about, do, explore...?
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Feeling things to celebrate:
- Something went good
- online 60 year
- share accomplishments
- unexpected things
- silence
- the day
- life/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
- no doing anything
- regular meetings with people

What I like about it?
- connections, see people
- good talks online without spending money
- laughing
- sharing: you can't have
- expanding: enough good memories

What I don't like about it?
- providing: food/cost
- fear: 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 Damtjener, Uwe Bedey, Dörte Schröder
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My*our ISSUE:

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Convener (First and last name):

Other participants (First and last names):

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

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

What did we talk about, do, explore...?
➢ Report in a comprehensible way + kiss mode (keep it short and simple).
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The universe runs on self-organisation (once it got started)
OST makes that more visible.
OST is a restriction. We should try not to obstruct self-organisation, keep it as self-organised as possible.
The container provides equity and safe space.

Good principle: “Design constraints that influence self-organisation in a direction that is useful for your client”!

Don’t forget the chaotic path:

\[ \text{shifting order} \]
\[ \text{chaos} \]

Leadership Structures = Restricting Freedom

Convener (First and last name): IAN ANDERSEN

Other participants (First and last names): Wictor Stepov, Julia Kliemann, Natalia Orlova, Anna Klymenko, Anna Caroline, Annika Widegger, Don's Gotthub, Funda Oral, Gevardo de Ilzenberger, Marjan Zavińska, Julius Torka, Varshini Pichemuth, Thomas Herrmann, BHlavina, Alina
My issue: How to convince organizations to adopt OST (Collective Intelligence Tools) to solve their issues!

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

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Convener (First and last name):

Other participants (First and last names):

Jon

Court MARRIEX PURICELLI
**My 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).
- Handwriting must be clear. Please use a black fine liner.
- Please don't write on the back of this page: use a new form.

One idea is to invite the local governments to present an open space that the community is first doing 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's 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 invitation 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 government such as knowing somebody. And also to have the sponsorship of some foundation association.

Convener (First and last name):

Other participants (First and last names):

Kathryn Kylee; Tonnie K.D. Zouwen; Diana Peilt; Annika; Anika
My 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.

- SHSS 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, e.g. pharma) it is very hard to introduce self-regulation.
- 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 JULIANE A., KOLKITES, VERA, REINLAD, ULLA
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.

WHAT CAN WE DO AS SELF-ORGANISING PRACTITIONERS?

☐ TALK TO THE BOSS + LEADERSHIP TEAM TO TALK ABOUT THE ISSUE + INVOLVE CONSULTANTS. MAKE THE BOSS AWARE OF THE 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, RECOGNISE 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 ENVISION "HORIZONTAL KIND INTERVENTION" FROM A COLLABORATE.
☐ 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 ME?

☐ PROCESS DIALOGUE TOP DOWN TO BOTTOM UP.
☐ INTRODUCE CO-CREATION METHODS THAT ARE QUICK AND EFFECTIVE SO THAT EVERYONE CAN USE THEM.

☐ SHAPED RESPONSIBILITY FOR FRAMEWORK CONDITIONS OF SELF-ORGANISATION

Convener (First and last name):
PAOLO MARTINEZ

Other participants (First and last names):

☐ REGULAR CONTINUES
☐ HAVE A CONTINUOUS CONVERSATION ON VISION. ARE WE IN LINE?
☐ 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 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).
- Handwriting must be clear. Please use a black fineliner.
- Please don't write on the back of this page: use a new form.

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 back side 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/validators and maybe clarify that the handout is the "facilitator" while the convenors are part of the group.
- Do field testing, observing how users' do, having only the handout.

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

Convener (First and last name): Julius Tacha (julius.tacha@posteo.at)

Other participants (First and last names): Inkha, Colelle, Isouka, 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?
taking Space 
& 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 CS settings.

From "regenerative economies":

Add 3 roles:

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

If sorry - I got the chicken wing [3]

+ making sure to write a divers group

+ check hurdles for participants
  - financially
  - language barriers
  - accessibility

+ acknowledge the work, love, passion, wisdom etc. of ancestors. I reserve a seat for them in every meeting in a physical seat or by mentioning (business practice in Australia)
Your way showing
Solidarity with
marginalised groups.

(Alessa)
how to overcome the fear of the empty wall?

JUST START

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

TRUST!
Silent conversation: creating conscious experiences with OST interactive processes with/for "non neuro-typical" participants

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

No experiences but interest in what people on the spectrum need. Maybe it's useful researching S. Pershing?
Next Steps
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 to 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" by asking actual people (colleagues/friends/spokespersons) 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:
- Rosalind John organisat.un.bung@web.de
- Franke Godat
- Jo Töpper
- Achim Müller
- Diana Püll
- Anna Kurz

Date:
Time, Date, Place

Contact Person:
First and last name:
- julius.tacha@parle-oat
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NEXT STEPS

Project / Action:

SPIRITUAL & ENGINEERING
+
COMMUNITY HELPER PROJECT

My / Our immediate next step(s):

Everyone, who participates:
First and last name:

ANIKO KARD
SARA HEGELY
Alessandro Roesli
Juliana Ade

Funda Ocal
Jo Töpfer jo.toepfer@boscop.org
Jon Wolter

Date:
Time, Date, Place

Contact Person:
First and last name

Lise
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 workshop
- Discuss with local poetry group
- Buy a hat 'be more pirate'

Everyone, who participates:
First and last name:
Julius Tacha
Franke Godat
Anke
Marcus Wittwer
MARC (MARC.BACKS@GMAIL.COM)

Date:
Time, Date, Place

Contact Person:
First and last name:
jonharvey2014@gmail.com

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NEXT STEPS

Tommie van der Hemmen
Pablo Martinez @POTOUR
Diana Reill
Doris Gottlieb

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October 19-21, 2023 in Beach Mitte in Berlin
NEXT STEPS

Project / Action:
- CREATE INVITATION CIRCLES, BROADER THAN THE WOS OOS ORGANIZING TEAM.
- SEND OUT THE MESSAGE: REACH OUT TO BRING NEW PEOPLE,
- OFFER 10 PLACES FOR PEOPLE WITH TICKETS POTENTIAL WHO CANNOT AFFORD IT TO COME (INTAKE?)
- CREATE INVITATION CIRCLES LONG BEFORE THE EVENT
- INVITE IN DIVERSE WAYS, NOT ONLY BY EMAIL.
  - COLLECT EXPERIENCES AND SHARE THEM WITH WHO CAN BE BRIDGE BUILDERS
  - A BUDDY SYSTEM?

Everyone, who participates:
First and last name:
Juliane A.

Marie: AIES - Citizenship - Art of Hosting

Date:
Time, Date, Place

Contact Person:
First and last name:
Juliane Westphal

First step:安排一个Zoom会议来计划步骤
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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 some times.
- Sending Tova this sheet today.

Funda

Everyone, who participates:
Michael Sepov
Eric Lynn, Gerardo de luze Enherper
Markus Wittwer
Julius Tacha (but I already fear overcommitting, and trying to do more voluntary work than I can afford... How can I countless just ?)
Christie Koehler
MARC (MARC.BALKS@GMAIL.COM)
Tonne van der Houwen

Date:
Time, Date, Place

Contact Person:
Juline D. (for now)
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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

WOC@TEK@FURDO. ORG.PL

ANIKO KAUL: ANIKO. KAUL@GMAIL.COM

To Töpfer: Achim Müller; achim.müller@office.org

PAOLO MARTINEZ@FUTURE. IT

Betting: inke.hukkens@jumnpovement.com; follow along.
Markus Wittwer: I know some people who do similar things
Vera Bedey: vera@bedey. vera@gmai. com
MARC (MARC. BAKKS@GMAIL.COM)

Contact Person:
First and last name:

Alessandro Federi
alex@ifs-collective.com
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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 do it so people can find things.

My / Our immediate next step(s):
- Go home & dive into what I have
- Reach out to people who want to help w/ "hidden stories" + great tools to make alive
- Reach out to OSI/Harold about the video blogs
- 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
  → Matthias Willner can help with that
- Michael Sepov
  → Alexander Pedori

Date:
Time, Date, Place
- Start 12 November

Contact Person:
First and last name
- Doris Gottlieb
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

Collett MARRIER PURCELL (One)

Paolo Martinez @ Futur, it

Monika Hejoluk monilee@hotmail.com ;)

Date:

Time, Date, Place

asap

Contact Person:

First and last name

yourself

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NEXT STEPS

Project / Action: Book with WOSonOS 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 WOSonOS 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
Dori's

Date:
Time, Date, Place
tbd

Contact Person:
First and last name
Anna Caroline
anna.caroline@truthcircles.com
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NEXT STEPS

Project / Action:

Online session about benefits of Open Space Training

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@QVACONSULTANTS.COM
- sarahgeley@gmail.com
- Monika hojoldi@monieli@hotmail.com
- Christian Twandy@twandy@web.de

Date:
Time, Date, Place

next week, step 1

Contact Person:
First and last name
- Anna
- 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 (JUST IN CASE...)

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 writing report for 2024 Team

My / Our immediate next step(s):

Meet and do it

Everyone, who participates:
First and last name:

Julian, Jo, Jolin

Date:
Time, Date, Place

Contact Person:
First and last name
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NEXT STEPS

Project / Action: Stofold decision making
(Five to fold)
Stofold.com

My / Our Immediate next step(s):
• Marain invites to an Online Gathering
  after connecting Thomas Herrmann
  (co-leader of the Stofold project)
• Share about Stofold in layers
• Community of practice 2.12
  Johanna johannavarghese@gmail.com
  Ilonka @soulbranding.nl
  Sara Hegely
  Reinhard John (german auf Deutsch)
  Funda Schröder

Everyone, who participates:
First and last name:
Benning Christina Pechler
PAOLO PAOLO.MARIEZ @ FORDOR.T
Julia Tack
Monika Hejduk (monilei@hotmail.com)
MARC (MARC.BACKS @ GMAIL.COM)
Juli a Kliemann
Colette MARRIER PURICELLI
WosteK
Diana Peifel

Contact Person:
First and last name
Harain Uiele
Sanna Schandewoge
@boscop.org

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to be discovered 10 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 -
than we get to take it from there

TOGETHER in ENOUGHNESS

Markus Wittwer

Everyone, who participates:

First and last name:

Michal Seprz
Jo
Diana Pielka
Dörte Schröder

KATHRYN KYLIE
Marai Kiele

Date:

Time, Date, Place

Contact Person:

First and last name

to be discovered 1 October
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.

WOJTEK@FUNDOS.ORG.PL —Colton MARRER

ERIC LYNN IAN ANDERSEN Franke Godat

Date:
Time, Date, Place

Contact Person: Julienne Dor
First and last name

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NEXT STEPS
How can we use the yellow benches in practicing self-organization?

Project / Action:
Zuhören (Gen)
Are you ok. (AUSTRALIA)
nebanan.de

https://malmo.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

Everyone, who participates:
First and last name:
Franke Godat
Eric Lynn
Diana Peikl

Date:
Time, Date, Place

Contact Person:
First and last name: Annika Weman Widegård

2006 Zürich
2015 Keramik
2021 Hbs
2023 Södra
2023 Malmo

Julia Kliemann
Bettina Dorn
Anna Caroline

MAIL (MARC.BACK@GMAIL.COM)
Impressions
Facilitation team: Juliane, Mia, Sanna, Juliane

Sponsoring team: Juliane, Jo, Julia, Dietmar

Get-together just before the WOSonOS

Film Screening „Open Space Back to Balama

Silent Auction
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/