

WOSonOS 2025

Open Space Report



6th to 8th November
Brackenhurst in Limuru, Kenya



The Four Principles

1. Whoever comes are the right people.
2. Whatever happens is the only thing that could have.
3. Whenever it starts is the right time.
4. When it's over it's over.



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Executive Summary

About WOSONOS

WOSONOS (World Open Space on Open Space) is the annual global gathering of facilitators, practitioners, and enthusiasts of Open Space Technology (OST). It is a meeting where the community comes together to:

- Share experiences, innovations, and challenges related to hosting Open Space.
- Explore the practice itself—its principles, applications, and emerging possibilities.
- Learn from one another through self-organized conversations.
- Strengthen the global network of OST practitioners.

True to OST's philosophy, the agenda at WOSONOS is created by the participants themselves, allowing people to take responsibility for the topics they care most about.

WOSONOS 2025

The 31st World Open Space on Open Space (WOSONOS) was held from 6–8 November at Brackenhurst, Limuru, Kenya, hosted by WildlifeDirect. This gathering brought together 80 participants from 22 countries, making it one of the most diverse and transformative WOSONOS events in the history of the global Open Space community.

International participants joined from Ukraine, the United Kingdom, Italy, Switzerland, Kenya, Tanzania, Liberia, Uganda, India, Egypt, France, Chile, Vatican City, Sweden, the United States, Poland, Lithuania, the D.R. Congo, the Netherlands, China, Germany, and Austria.

Kenya's strong representation came from across the country and from a wide spectrum of organizations including Storymoja Publishers, Olives Rehabilitation Center & CBO Mombasa, Mpala Research Centre (Laikipia), Friends of Arabuko Sokoke Forest (Kilifi), NAAN – Neo Alkebulan Artist's Network (Nairobi), Inua Msanii CBO, Ntulea Africa, Kobat Youth Development Program, Ujuzi Fulani Hub, members of the military, and participants from Kakuma Refugee Camp (Turkana), among many others.

Over the course of three powerful days, participants self-organized 28 breakout sessions, exploring themes they cared about through the Open Space approach. This sessions reflected the diversity, creativity, and depth of the global Open Space community

DAY 1 SESSIONS.

We had several ongoing meetings and participants leveraged their freedom to attend the one they preferred.

1. TOPIC: A perspective change in conservation

Name of Convener: Muffadal & Naomi



Engaging discussion on change in conservation perspectives

Who was there: Evelyne, Muffadal, Edwin, Abdul, Rita, Jackline, Brenda, Samuel, Maryanne, Mark, Latifa, Joel, Mitchell, Jenipher, Abdi Wesley, Mary, Victor, Davies

Main points of discussion:

- Technology and conservation
- Inclusion in conservation species people's role
- Conservation of people and culture
- Budgetary allocation for conservation in Kenya
- Kenyan government regulations and policies on conservationist
- Knowledge dissemination communication
- Expand biodiversity areas_ aquatic ecosystems/biotic factors>forests
- Mitigation through innovation.

Final points of discussion

1. how do we blend cultural knowledge with modern conservation
2. how to strategically communicate conservation knowledge
3. Shifting perspective into new biodiversity areas like aquatic and forests
4. Kenyan government policies, regulations and budgetary allocations.

Recommendations

1. How do we blend traditional knowledge with modern conservation

- ❖ Learn about local cultures
- ❖ Recognize traditional ecological knowledge – (Behavior of fish to determine tides)
- ❖ A two-way approach – Pair scientist with local custodians
- ❖ Embed culture in conservation messaging (Songs, storytelling, taboos)
- ❖ Cultural Zones and Conservation areas (Protecting Sacred Sites ensures protection of areas)

2. How to strategically communicate conservation knowledge

- ❖ Develop education programmes (Youth, women groups. Elders)
- ❖ Celebrate identity through conservation (Traditional artifacts / clothes – induces pride)
- ❖ Using technology and social media (Films – made by local filmmakers to resonate with the people. Promote conservation through targeted Social media – Insta, Facebook, Tiktok)
- ❖ Develop practical Lessons & Education Methods (Biomimicry / Field Labs)

3. Shifting perspective into new biodiversity areas such as aquatic ecosystems

- ❖ Discover and document overlooked species - Fish / Snakes / Mollusks / Indigenous Trees
- ❖ Reframe the Narrative: From Land to Life Beneath - Conservation in Africa, and globally has long celebrated terrestrial wildlife: lions, elephants, rhinos. Rivers, lakes, and wetlands are seen only as backdrops or “resources.” The first step is to change the story.

- ❖ Use compelling imagery and storytelling, live fish photography, underwater footage & personal journeys to reveal that rivers are alive.
- ❖ Frame rivers as ecosystems, not channels.
- ❖ Highlight flagship fish the same way we do the “Big Five”: “The Fishy Five” (Elephant Fish, Lungfish, Eel, Catfish, Tilapia).
- ❖ Use fish as bioindicators: their presence signals a clean, balanced ecosystem.
- ❖ Create identity: “Fish are Kenya’s forgotten wildlife.” Fish become a symbol of hope and diagnostic tool for river recovery.
- ❖ Link Aquatic Ecosystems to Human Wellbeing - Rivers are life-support systems, not separate from human existence.
- ❖ Integrate Aquatic Conservation into Mainstream Policy - Advocate for freshwater protected areas within national parks and counties. Work with water resource authorities and ministries (e.g., Blue Economy, Environment).
- ❖ Educate Through Wonder - Create exhibitions, artworks, children’s books, and museum displays showing fish diversity.
- ❖ Unite Terrestrial and Aquatic Conservation - Collaborate with rangers and tourism operators to include rivers in their narratives.
- ❖ Empower Local Guardians - Train “Freshwater Guardians” to monitor fish, water clarity, and pollution sources.
- ❖ Celebrate success - community led cleanups, fish sightings, restored springs.
- ❖ Mobilize Modern Media and Partnerships - Use social media storytelling, short reels, and photography challenges, building bridges with terrestrial conservation to make aquatic life part of Kenya’s identity.

“People only protect what they see and Kenya has never truly seen what swims beneath the surface - Muffadal Alibhai ”

4. Kenyan government policies, regulations and budgetary allocations.

Ensure Aquatic ecosystems are recognized and added to the conservation conversation through government boardroom meetings, seminars all the while ensuring public participation.

2. Topic: Are Women leaders seen, heard and understood by the Corporate World? How can OST help women navigate up the corporate ladder?

Name of the Convener: Dr Mandeep Maitra



Powerful conversations regarding women's participation in corporate world

Who else was there? Susan, Peggy, Anusha, Ally, Gaylin, Irene

Main Discussion Points:

Increasingly girls are outranking boys in academics and the number of women getting into various professions is increasing as well. However, the Corporate World is unable to hold them in the workforce after the first few years. Employers say marriage, motherhood and care giving are the biggest reasons for this high staff attrition amongst women.

However, women say they leave organisations mid-career due to a combination of systemic, cultural and personal factors that create a challenging work environment.

Some of these reasons are:

- Lack of career advancement
- Work-life Imbalance and care giving responsibilities
- Burnout

- Workplace culture and biases
- Pay Inequity
- Health and Well being
- Desire for Autonomy and purpose

In the circle, we discussed:

- Open Space brings the **directionality** which creates harmony between **masculinity and femininity**
- How deeply ingrained **patriarchy** is what causes most of the above issues
- The **Social paradigm** is what holds back women most of the time.
- The women activists before us and the men in our lives have helped some of us reach where we are
- To be a successful woman you need to create an eco-system **of a very supportive family and a supportive partner/spouse**. Moreover, you need to be **Self-motivated**, have good employers and leaders who encourage you to do the work you like and grow in the system
- Women need **mentors, allies and sponsors** at the workplace to be heard, seen and understood
- As women grow up in the Organisations, their health goes down. When men are in the prime to take on higher responsibilities in Organisations, women tend to become vulnerable and fragile
- Sometimes the barriers in the way of women to grow in the organisation are:
 - a) *The HR folks –throw policies to unnecessarily hinder your growth and are least helpful*
 - b) *The Women Bosses – feel threatened that you may take their job*
 - c) *The Men bosses who are insecure and have huge egos*

In conclusion

- ❖ Women remain largest untapped resources on the planet
- ❖ We need an **Education system** that teaches young men and women to co-create an eco-system where they can both grow and complement each other's strengths
- ❖ We need to work with Top teams in Corporates and help them understand the **biases that exist in our ecosystem against women** when it comes to their hiring, rewards and recognition processes
- ❖ Women, **walk a tight rope and work twice as hard** to be seen as someone who brings value and credibility to a role

- ❖ Women who have already reached the top have to use their voice amongst Boards and Senior management roles to ***advocate for women*** and in the fight against biases.

3. Topic: Exploring Improv, Theatre & Play in facilitation of Groups

Name of Convener: Mike Tekh Strode

Who else was there?:

Natalia, Latifa, Paula, Anna, Damaris, Victoria, Sally, Rebecca, Larry, Michael, Mary

Main discussion points

- Reflecting on our favourite childhood games can activate our personal memory of deeply connecting to/with play
- Our experience & approaches to play sometimes evolve as we grow from children to become adults, we often don't view the things we enjoy doing as being playful
- Warmup activities offer facilitators a way to get people on their feet & in their bodies rather than being stuck in their heads.
- Play is one way we can invite diverse ways of thinking, learning or processing information into a group.

Top 3 recommendations for action

- ❖ Children and young people already understand play so are fertile ground for using this method to explore a new topic. Create space for play to show up there.
- ❖ Adults may need a little more coaching and some warm-up activities before they are comfortable being in the spirit of play.
- ❖ Improv games & warmup activities can help a group loosen both their mind & body when exploring unfamiliar, new or confusing subject matter.
- ❖ Play is a very serious matter. Look past the initial feelings of silliness & laughter. You will see that a spirit of play opens the way for innovation, experimentation & deeper relationships in the group.
- ❖ Please let us know if you need anymore paper and remember to type this report up after the group discussion has ended – many thanks

4. Topic: How to empower women into learning to say 'no' + knowing = ok to have failed relationship than to suffer domestic violence + femicide

Name of Convener: IRENE A

Who else was there?:

KAT, Brenda, Jackline, Abdul,Joan

Main discussion points

- Women are not a commodity or exchange
- How do women want to be empowered?
- How to shift domestic violence + femicide from a woman's issue to a humanity issue.

Top 3 recommendations for action

- ❖ (all men to jail) offenders
- ❖ Enable women to have their own income
- ❖ Emotional support + circle + network
- ❖ Men teach others to not beat their sisters + mother + set example role.
- ❖ Women should love more things than just husband + family
- ❖ Joy should not just come from a man → avoid suppression
- ❖ Love Bombing can become suppression
- ❖ Shame should not be on the woman
- ❖ Men should be included in the conversation.
- ❖ Empower men to be with a powerful woman – teach them
- ❖ Can women open up space for men?
- ❖ Community open spaces for women to speak about all the topics.
- ❖ Learning to live for ourselves and not social media.

5. Topic: How to involve men in female leadership

Name of Convener: Victoria

Who else was there?:

Sally, Rebecca, Drake, Kat, Roma, Joy, Michael, Joel, Marianne

Main discussion points

- Are we increasing the illusion of separation
- Empowering women is not disempowering men
- Male allies need to do the work to bring men along.
- We need positive male role models

Top 3 recommendations for action

- ❖ Open Space on role of men in feminism

6. Topic: Intergenerational inclusive sharing space.

Part A.



Very interesting topic on reflecting lived experience through age perspective

Name of the Convenor: Ineke (63)

Who else was there?

Kip... (34)? Timothy (29) Joy (40) Dalius (47) Helen (56) Theo (70) Audrey (44) Harold (62)

- *Starting round: My name is... my age is... and from that perspective I live my life like...*
- Breaking of the system, 'respect for elders'. Hopeful that we as generations keep questioning. Healing from trauma and resist
- The parents did what they could,
- Adapting as a generation being the 'bullet catchers' can be done from a religious and indigenous perspective. We use that knowledge to grow. How are we brought up? What did we see? Did our parents fight and how did they resolve?

Words of closing:

Respect – Enjoy – Love – Connection – Hope – Truth

(we will extend this conversation in round 3 of day one)

Part 2.

Topic: Intergenerational inclusive sharing part 2

Name of Convener:

Who else was there?:

Sally (32), Marianne (49), Inder (61), Roma (??7), Michel (56), Damaris (26), Mary (32), Harold (62), Victoria (46), Rebecca (31), Latifa (23), George (62), Mike (??), John (31), Paula (59)

Main discussion points

- Am I enough?
Do I?
- "If I don't love myself, I will hate you guys"
- unapologetically bold
- inspirational ageing
- does the younger generation believe they can change anything
- Being open, saying yes, learning that I didn't know – and now nothing. Being mirrored by people that have a positive view of me
- peace
- power of questions
- perspective
- detaching
- change

- invariability
- smiling
- landing
- coffee after
- visibility
- accepting it's ok.
- we are not one thing
- humbled
- new eyes

7. Topic: Mental Wellness

Top 3 Recommendations:

- ❖ Project love through your heart.
- ❖ Telepathy Tapes
- ❖ Look at people and see yourself in the them
- ❖ Practice looking into your friends eyes for four minutes and closest partners/family.
- ❖ Explore the difference between anxiety and depression
- ❖ Yes , you are enough
- ❖ Allow yourself to open up
- ❖ Allow yourself to see what someone is projecting to you
- ❖ Community is a healing tool

8. Topic: Open Space for Democracy

Name of Convener: Thomas Herrmann

Who else was there?:

Natalia, Susan, Helen, Paula, + about 10 more who joined as bumblebees.

Main discussion points

Democracy → threatened
disconnected -

- Democracy – does it work? (& Trump → power)
- painful question
- Security – foundation. Ready to fight for (Ukraine)
Need enough support

- Need new narrative around democracy
- Feeling – the far right takes over the US. It was not good before.
- Dem. the basis for power, climate, equality
- N.Y. election – gives hope
- US idea is/was strong
- Dem. 2.0 needed!

Whole system invite

Yearly gathering open space for Democr. in Swe? with Thomas + Kima + grassroots activists from Swe + international?

Key: To have such a network → we!do!

Prep-work: Youth, orgs + follow ups

steps: Healing + mapping

Grosseto example

Invitation 2025 in Engl.?

HOPE ← (Authority + Resources + Rhythmic + Internal Needs)

Fault Lines

- Gender, Gender, Race, Class

Process – 3 days

1. Storytelling evening
2. Full day of OST
3. Action planning + action team
4. Some notes from “closing circle” of topic Open 2:2
5. TRUST – emergent phenomenon
6. Take action – work at them all the time
7. Public participation in open space – better
Initially we worked in this way in Kenya
8. Dem. needs to be practiced
 - vote
 - grass roots too
 - use OST to live dem. in every day
to understand what it is.
9. OST includes immediate
10. Decisions from community better than top down
Democracy has different views. Completeness to be clear.
Whole system in the room to make a difference

9. Topic: Exploring OST for Transformation in Higher Education

Name of the Convenor: GEORGE THADATHIL

Who was there? AUDREY, TONNIE, HAROLD, MIKE Michael (Table Talk), KARI (Online Message)

Main Discussion points:

- Shared Experiences of Applying OST in China, Netherlands and India
- For Students, Faculty and Researchers
- Organizational Support, Entry Point through Management Leaders or Members Aware of OST
- Making it a Life Mission – Beginning with a Budget but always going beyond – Doing MA Thesis
- Tonnie's Action Research with Students and them being absorbed on the project
- Advantages and Disadvantages of Certifications –
- The proposal of Kari Gunarsson: The possibility of more formal training that has a 10 year old history from the European gathering, that would integrate with the formal education system, focused on the Open Space Way of Thinking.

Top recommendations:

- ❖ Sharing the News on Social Media – Organizational News Channel, You Tube, Spotify, etc
- ❖ Making one's availability for Taking on OST in respective Universities Known
- ❖ Identify Professors at various Universities that could be invited to host a Bachelor Program, a general degree program, or a Single Credit Course
- ❖ An Ongoing Thought on the Following as Engageable with OST/ Facilitation Logic and Processes in University Setting would be the following:
The Study of Societies and Groups, how they function and change; The study of how language shapes thought, action, and social reality, The theory of Interpretation and Understanding, The Study of Lived experience and Consciousness, The Study of participants experience and co-created meaning in spaces, The theory of how groups

‘exist’ and act collectively’ The philosophy of the nature of being, reality and existence, How individuals and groups act, intend, and achieve outcomes.

- ❖ Promoting the work of Tonnie, Co-Creation: In Work Meetings – Making the invisible visible
- ❖ Inviting Each Other to Collaborate with known Universities and Networks.

10. Topic: OST in Higher Education

Name of Convener: GEORGE THADATHIL

Who else was there?:

ANDREY, TOMME, HAROLD

Main discussion points

- ❖ Shared Experiences / Application N. Elands, China, Indie.
- ❖ For Students, Faculty, Researchers
- ❖ Organisational Support, Entry
- ❖ Life Mission for Andrey — Thesis
- ❖ Tomme’s Research With Students
- ❖ Creating a level playing field – Spotify

11. TOPIC: OST in schools to create agency for kids, teachers and community

Name of the Convener: Paula Kahumbu

Who else was there:

Thomas, Audrey, Mike, Tonnie, Inder, Larry, Allie, Peggy, Theo, Michael

MAIN DISCUSSION POINTS

- Challenges in schools – children are taught by remote memory.
- Food, infrastructure and managing large unruly classes.
- The education system currently isn’t working that well.

- In India experience, OST in schools could target donors to help support basic needs like infrastructure. Using OST with kids might create expectations, what if you can't deliver. We must take responsibility.
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- In Kenya OST is imagined for environmental conservation, teaching kids about agency, giving children ability to articulate their challenges and identify solutions.
-
- What do we want - Focus on purpose not method. What is the Burning Issue? Convene questions around issues and people.
- Example of Montessori.
- Create pilots of opportunities, kids and parents in the same session. Teachers become conversant in the method through experience.
- The goal is to widen the circle of Open Space practitioners causing generational change.

TOP 3 RECOMMENDATIONS FOR ACTION

- ❖ Widen the circle of OST literacy, exposure and practice through a guided process, develop a prototype, test it with our network of teachers and create evidence base and key success factors.
- ❖ Identify who could help?
 - a. Articulate the why? Social change
 - b. Boards, Head teachers, Faith based institutions Non formal school

12. Topic: OST principles in organisations

Name of the Convenor: Arturas

Who else was there?

OSTRita, Davis, Thomas, Peggy, Joel, Larry

MAIN DISCUSSION POINTS

- is used in very different settings: from corporate events to family gatherings.
- It works when it helps people to get involved and works when people can follow their interests.
- It works when you have a question that matters to people and welcoming space for those involved in the issue.

TOP 3 RECOMMENDATIONS FOR ACTION

- ❖ Just allow people to express themselves and it will work
- ❖ Respect to diversity of opinions is a key
- ❖ The most important is not to compromise the principles of OST. Trust the process and it will always work.

13. Topic: The dehumanisation of soldiers coupled with the maintenance of poverty by leaders denies personal, environmental and world peace.

Name of the Convenor: WAIRIMU



Wairimu explaining about the relationship between poverty and poor leadership

Who else was There:

Darius, John, Tamara, Miles, Barrack, Evans, Damaris, Kat, Placide

Main Points of Discussion:

1. The corruption of all leaders at all levels enables conflicts to take place on repeat.
2. The limited access of information, the truth and facts by the general public limits public participation and engagement on conflict related matters.
3. The adaptation of strategic survival will ensure continuity.

4. By law, soldiers are limited from engaging in entrepreneurship activities, citizen rights, human rights and consciousness.
5. Just like Kenya's wildlife and minerals the soldiers and veterans are also national resources.
6. Kenya is not poor. Her resources are exploited and misused.
7. The reality is that conflict is a commercial undertaking.
8. The poverty to the military pipeline is a straight line.
9. The messaging of military recruitment into military service is romanticised.

Top Recommendations:

1. Visual forms of storytelling aimed at telling human stories pertaining to soldiers is a tool.
2. Have open space conversations whether in forms of kikao- town hall or kamukunji-citizens' parliament.
3. All military protocols should be respected.
4. Soldiers and veterans to receive legal education.
5. Inclusivity of transferable skills to enable soldiers to earn a living as veterans.
6. Adoption of strategic measures for striking a balance amongst people and wildlife and minerals.
7. The government must make financial allocations for the care and protection for veterans.
8. Organized representation in the form of a union for veterans fighting in foreign wars.

14. Topic: Should the CSR law be mandated across the globe?

Breakout group: Girl

Name of the **Convenor:** Harish

Who else was there: Veady, Mandeep, Irene, Jackson, Joy, Kipchumba, George, Anusha, Tabitha

Main points discussion

- CSR Law in India – Rules
- Understanding the law
- Challenges and benefits of the law
- To build trust first before the law is introduced in any country. Trust to be built within the community to work on the CSR policy
- Many companies do CSR across the globe but do it as a tick box activity. Hence this law would help in streamlining.
- CSR law should be mandated, but should be localised based on the respective country's needs.

15. Topic: Embodying Emergence

Name of the Convenor: Allie Middleton, commissioned author, leadership coach

Who else was there?:

25 souls

Main discussion points:

- Mind–Body integration and Presence practices.
-
- We explored how body-centered activities help break the ice and engage embodied learning in work teams—both hybrid and in-person.

Stuck Activity:

- “Where is your life or work challenge represented in your body?”
- Participants allowed their bodies to take a shape representing a current challenge, then released into a new shape symbolizing an emerging future.
- Feedback from the activity invited discussion about how to gather data from body-centered practices in team settings, as well as for independent leadership development.
- This led to inquiry into how contemplative, interoceptive, proprioceptive, and neuroceptive practices help engage cognitive, emotional, and somatic intelligence—especially in contexts where solution-finding is difficult.
- Somatic intelligence practices offer well-being by connecting biological and physical processes that promote creativity, connection, and expanded consciousness.

Top 3 recommendations for action:

- ❖ Take the insights from moving from ME → WE → WORLD activities into your daily practice.
- ❖ Continue exploring how body-based data gathering supports creative problem-solving and collaboration.
- ❖ Integrate somatic intelligence and Presencing practices into leadership and team development.
- We ended by using mudra cards and a heart-centered activity to seal the quality of the group’s energy, affirming our shared field of awareness and creative potential.
- This closing practice aligns with Open Space Technology (OST) facilitator competencies by:
 - Cultivating self-organization through embodied awareness.
 - Supporting collective sensing and coherence in the emergent field.
 - Modeling energy literacy and presence as core facilitation capacities.
 - Encouraging facilitators to tend the invisible field—the energetic and relational tone that sustains open, self-organizing systems.

Day Two

Session Reports

16. Topic: What does Kenya have to offer the world that the world is aware of that Kenyans aren't?

Name of the Convenor: WAIRIMU, TABITHA AND VEADY

Who else was there:

Brenda, Timothy, Marianne, Evans, Barrack, Joy, Victor, Joan, Weasley, Mohammed, Peggy, Abdul, Placide, Wesley, Charles, Evelyn

Main Points of discussion:

- What we have been receiving:
- Humiliation rituals during travel and access
- White supremacy
- Capitalism
- Colonialism
- Patriarchy
- Addiction - alcohol
- Imperialism
- Cultural appropriation and monetization of our culture and traditions
- A survivalist mentality post colonialism.
- What is the gift of Kenya to the world?
- Wildlife
- Creativity
- Intelligence and academics
- Music
- Plant, earth and animal medicine
- Inspiring political democracy beyond the borders
- Mother nature for therapeutic purposes
- Power of mobilization both on the ground and virtually
- First country in democracy and independent justice
- Freedom of speech
- Open political space
- Multi- lingual, multi religious, multi cultural, multi talented
- Athletes
- Living tradition

- Dance, musical instruments
- Fertile land
- Agriculture as the backbone of Kenya - abundance of food varieties - Wambugu apples, Hass avocado
- Honoring the elderly
- Collective consciousness of resistance
- Indigenous knowledge
- Entertainment
- Moderation to avoid over indulgence
- Social media community
- Easily rage baited to make others trend
- Social Economic and political Vision 2030
- Mineral rich country
- Recommendations
- All generations matter
- Remembering is essential
- Welcoming cultures
- Deep rootedness to the land
- Education
- Reeducation
- Remembrance
- Value addition
- Indigenous foods
- Attend, engage and in cultural practices
- Decolonization
- Indigenization
- Learn the ways of the world but don't abandon your culture
- Talent, skill and intellectual retention in the country
- Reject short term prestige, highs, praise,
- Build, remember our personal and collective self esteem
- Find value in everything within our domain
- Do Kenyan lead research to take care of our resources
- Not import our labour but create jobs locally
- Explore natural and unique varieties of features in Kenya
- Honor the constitution
- Resist fighting each other out is a distraction from our collective and land value
- Protect our IP, patent our innovation,
- Adopt cultural pride, esteem and abandon 'being humble',
- Adopt collectivist, empathy, inclusive mindset
- Reclaim our narrative River Lolui not Lake Victoria
- Kenyans taking ownership and holding themselves accountable is crucial

- Kenya is the axis of the world
- Explore coexistence that establishes interconnectedness between communities.
- Reframing our identity
- Strategies and measures for integrating Natural and Human Resources for the benefit of the Kenyan People.
- African solutions for African People; deconstructing the colonial practices and policies so we can have solutions for African people.
- Create your own table that clearly defines our own interests rather than begging to be part of another table.
- The key areas are to restructure education, governance and religion.
- Taking personal responsibility to initiate change.

17. Topic: “SHE first to WE first”

Name of the Convenor : Harish D.K

Who else was there? : Harold, Allie, Kipchumba, Jackline, Peggy, Anusha

The session explored the evolution from SHE to WE — a collective journey toward balance, healing, and shared humanity. The dialogue emphasized that the true liberation of women must include the divine masculine and feminine in sacred partnership, fostering mutual respect and unity.

Key Insights

- Sacred Partnership: True progress lies in harmonizing different energies and strengths between genders.
- From Individual to Collective: The move from “I” to “We” signifies the shift from self-driven change to shared consciousness and collaboration.
- Healing Systems: Existing systems have created inequities that need rebalancing. We must metabolize what no longer works—moving from extractive models to sharing-based communities.
- Reclaiming the Feminine: Encouraging men and women alike to embrace empathy, balance, and shared strength as equal partners in humanity.

Societal and Policy Reflections

- Policies must evolve through inclusive dialogue that ensures fairness for all genders.
- Recognizing that men and women have unique perspectives ensures true access and mutual respect.
- Identity is shifting from Me and You to We — a call to speak and act from shared truth for the sake of humanity.
- The discussion emphasized the importance of going beyond gender binaries and focusing on collective growth and inclusion.

Practical & Cultural Observations

- Examples such as inclusive access to public transport and educational support programs highlight both progress and the importance of balance.
- Open Space Technology fosters inclusive dialogue and encourages quieter voices to participate.
- Different societies offer valuable lessons on balancing individuality and community.

Conclusion

The conversation concluded that the future of gender dialogue lies in unity and shared purpose. Healing begins when SHE becomes WE—where communities, workplaces, and policies embrace empathy, balance, and collective humanity.

18. Topic “Is it time to open space again for the practice of peace?”

Name of the Convenor : Peggy, Wairimu, Harold, Susan

Who else was there? : Wosteki, Natalia, Roma, Allie, Paula
Susan, Arthuras, Harold, Irene

- **Background:**
A 3-day OST on The Practice of Peace was held in Washington State in 2003 with ~125 people from 26 countries, many with high conflict. There seems to be energy to do something again. What?
- **Lineage — Whidbey Island, Washington — Spirited Work Community:**
This community could hold conflict at a deep level.
- **People:**
People, including Susan and Peggy, were there. Many others came from high-conflict areas around the world.
- **Building-of-wall story:**
There is a story about the building of a wall told from a Palestinian view. Israelis felt betrayed. There was deep listening and caring. Witnesses around the world held that space.
- **Touchstones for engagement:**
All touchstones are permission and invitation to engage. These allow dealing with deep conflict. Know intent and know intervention.
- **On peace and the personal:**
Peace must start from a personal space.
- **Military and peace:**
In the military there is a notion of peace through war. There is a personal cost to the

soldier. War makers bring peace through constraining personal expression. Military peacemaking is not really about peace.

- Listening and the lie of peace:
People who hate sometimes have good reasons to sit and hear each other. There is a lie of peace and a contradiction of peace.
- Open Space and consensus:
Open Space can be used to build consensus and peace. This includes Indigenous practices.
- Susan's podcast:
Susan's podcast features many practices to hold peace.
- Definition of peace:
Peace is the capacity to transcend chaos, conflict, and confusion. Systems are needed to hold conflict without violence.
- EmergingLeaders Foundation meeting with WOSonOS:
The meeting referenced patriarchy and included the Werewolf game. The discussion covered extractive predatory leaders. These leaders kill wholesome, caring leaders first.
- Personal development and abundance:
"I want your stuff to build myself." Build abundance to reduce the need for war. National peace means people are not killed or silenced. Production of food and development of jobs are part of that.
- Process and art around OST:
There is interest in process-oriented art around Open Space Technology. The aim is to make it more useful and to see it used more widely.
- Kenya and memory:
In Kenya there is a memory of a time not divorced from the land. People have lived with lions without fences.
- Connections:
Joanne Macy and others all have connections.
- Action and responsibility:
What can I do? What is mine to do? Use our capacity and connections to make a difference.
- Methodological caution:
Any method is questionable.

Closing reflections

- Expanding the use of Open Space is a practice of peace.
- Practice of peace may be best pursued where invited to be involved.
- Use it in targeted, specific situations.
- Consider focusing on opening space for democracy as a more resonant focus today.

19. Topic: COLLABORATIVE HARDBALL - EMPOWERING WOMEN THROUGH NEGOTIATION

Name of Convener: SUSAN COLEMAN

Who else was there?: IRENE, REBECCA, AHOORY, GAYLIN, CHRIS, JOANNE, AUDREY

This was a book talk re. new book to be published as of March 3, 2026.

Susan started by reading the back cover book summary:

Humanity is at a crossroads. Climate change, rising authoritarianism, and deeply stubborn hierarchies of gender, racial, and economic inequality are all symptoms of an outdated patriarchal culture; one that is dying, but not going quietly.

Collaborative Hardball is both a rallying cry and a practical guide for women—and anyone who supports the rise of the feminine—to reclaim power, redefine negotiation, and dismantle the systems holding us back.

Author and seasoned negotiation expert Susan Coleman asserts that how we negotiate—whether in the boardroom, the bedroom, or on the global stage—matters now more than ever. For millennia, patriarchal norms and violence have muted and de-skilled women, making us more deferential and accommodating than is our nature. In reality, we carry the essential ingredients and are uniquely positioned now to be the collaborative force that is so urgently needed to lead humanity forward, model true partnership, heal divides, and create a more hopeful future.

Our voices—firm, fierce, and fair—and our rootedness in true gender equality that balances feminine and masculine energy are the foundation for the world we want to leave our children.

Blending actionable tools with powerful stories from her own life and the lives of other inspiring women, Coleman introduces a revolutionary “New Negotiation” that blends the strategic mastery of collaboration with a feminine-infused strength that comes from knowing who we truly are.

This isn’t your typical negotiation manual. It’s a manifesto for systemic change. Whether you’re navigating high-stakes deals, personal relationships, or global movements,

Collaborative Hardball will sharpen your voice, ignite your confidence, and equip you to lead with purpose in every arena of your life.

Dive in—and join the collective uprising of women ready to change the rules and reshape the world.

Then she read parts, paused and we all discussed. . . .

- Climate change is a theme that runs throughout the book.
- Patriarchy exists because women are often complicit in it.
- The most impactful intervention we can initiate on the planet is to achieve – Gender equality as it is the key to creating a more peaceful and sustainable planet.
- We must empower women who do not support patriarchy and who have stepped into their power.
- Women need to acknowledge that we have been treated as secondary for far too long.
- Women have the ability to influence what is happening on the planet, including the issue of climate change.
- Good relationships depend on good negotiation.
- We need to pay closer attention to developing our negotiation skills, they are key to shifting the nature of all systems at home, at work and in the world.

To pre-order the book, can go to www.susancoleman.global.

20. Topic: How might we engage storytelling as a Social technology for movementbuilding & systemschange?

Name of Convener: Mike Tekh Strobe

Who else was there?:

Anusha, Mandeep, Inder, Samuel, Davis, Mary, Emelda, Irene Joy, Paula, Roma, Charles, Mary, Naomi

Main discussion points

- The tradition of Black storytelling in the US & its relationship to cultural organizing for social change
- Storytelling traditions are present in all indigenous cultures on every continent and share certain elements (dance, character work, call & response, music/song)
- Storytelling offers us a different output for adding nuance & context to traditions or histories that we want to share with future generations.

Top 3 recommendations for action

- ❖ Tell more stories. The way to become a better story teller is to keep sharing & telling stories
- ❖ Archive or document your communal stories with consent & permission of the storytellers. Oral cultures can be sensitive to exploitation or appropriation of their stories

- ❖ Developing new stories, Traditional folktales are not the only material available to us. Stories are all around us when we listen and observe the living world. Connect to them.
- ❖ Please let us know if you need anymore paper and remember to type this report up after the group discussion has ended – many thanks

21. Topic: Using Open Space Principles in ‘Normal’ meetings

Name of Convener: Tonnie

ARTTURAS, NATHAN, KATHARINA, SERGET.

Who else was there?: ABDI, NICHOLAS, INEKE,
DALUS, JOEI, WOJZ, GEORGE.

www.OPENSACEWORLD.ORG for all your resources,

Main discussion points

Working with a Trello board for collective agenda setting

- Principle: Everyone is responsible for the success of the meeting. It is everyone's responsibility to make sure the meeting is about what is important to them, regarding the purpose of the meeting.
- Use a digital board to collect agenda items. For instance www.trello.com . Trello is a planning board that works with vertical Lists and you can put digital cards on a list. For every meeting I used a List on the board. Members of the team who are going to have a meeting can add their agenda items on the List, with the purpose and some information about the time they think it will take . They can attach information if needed, like a presentation, report, article, link to a website

Differences with normal meetings:

OST principles:

- Hierarchy → how to establish that every is responsible
- Boundaries to the agenda can be set by the “big boss”, like purpose of the meeting and the ‘no go areas’ fill in the Open space together, for the purpose of the topic; everyone, also the formal leader can put items on the agenda prepare with the people in charge
- At the beginning of the meeting the agenda is set collectively, items can be combined, added, or shifted to another occasion.
- During the meeting use flipcharts at the wall or other cocreative overviews to visualise outcomes and actions.

- The Trello board also serves as a digital memory, by adding photos of the session and the tangible outcomes.

Top 3 recommendations for action

- Dealing with “engineers” minds, who are used to a very structured process.
- Go to the global network
www.openspaceworld.org for resources, examples, stories
- TEDTALK DANCING WITH SHIVA,
By Harrison Owen. Youtube
- It is a planning technique → concrete needs
→ steps
- the word technology is confusing
- the culture of George They do OS all the time,
There are no bosses. Come and sit in a circle, have a talking stick. → tap into collective wisdom
- “Warm” gathering in communities, without settlement
“Warm” (circled, rewritten)
- The inviting process is important, the prework
→ preparation meeting, also asking “imagine the day after the conference, what does it look like?”
- Public participation? Relationships?
→ the spirit of Open Space is behind the Public Participation Law in Kenya, but it has become political now. more like a show.

Recommended resource for initiating and inviting: The Book by Tova Averbuch: [Initiating and inviting Generative Change](#)

22. Topic: Decolonization of Communities

Name of Convener: Joy and Naomi

Who else was there?:

Joy, Tabitha, Joel, Mika, Naomi, Mohamed, Miles, Georg, Charles, Victoria, Nicholas, Muyana, Isaac, Inder, Timothy

Main discussion points:

Q - What is our role in decolonisation

- Decolonizing our Communities is a journey
- What was before Colonisation?
- Start with “Self” to decolonise.
- Unlearning
- Interest of those who benefited by colonisation
- Change has to start with myself, with belief in my own self, then it can start to radiate out.
- Removing barriers in education – using words & pictures that they can connect with
- We need to decolonise our mind
- Maintaining English + Swahili instead of the tribal languages – continuing the colonisation. Language → Impact it has on our mindset
- Create local solutions to local problems
- not judging where people are in their journey, but seeing how you can support them in their journey to move out of systems of oppression
- Challenge the things we don’t think are right

23. Topic: *Community in Conservation.*

- Innovative Solutions

Name of Convener: *Jackline, Abdi, Kipchumba.*

Who else was there?:

Davis, Abdu, Wesley, Everyone, Placide, Evans
Barack, Victor, Kipchumba, Maryanne, Brenda,
George, Aline M.

Main discussion points

- Communicate to communities on value of wld and wld research findings in Laymans language for ownership to promote conservation
- Wld policies and environmental policies to be implemented effectively
- Adapt community solutions to Hwc e.g. healing and Elephants, miner ants, repellents.
- Improved collaboration between govt & community to incorporate consult into education systems it

traditional knowledge & modern

- Identification of root causes of poaching/logging
- Zoning of wild areas & development areas.
- Improve community emotional connection to wild
- Youth employment.

Top 3 recommendations for action

- ❖ Communities to benefit from
 - Conservation
- ❖ Utilization of evidence based approaches/solutions (Research) through citizen science & ppl centered research
- ❖ Involve youth in conservation and due processes
- ❖ Communicate research findings to communities in Layman's Language.

24. Topic: Leveraging AI for Wildlife Conservation.

Name of Convener: John Kimuyu

Who else was there?: Anusha, Harisha, Gareth, Samuel, Jackson, Rabeca, Abdi, Dalius.

Main discussion points:

- **Real-Time Poaching Alerts:** AI analyzes camera trap and acoustic data to instantly detect and report illegal human activity in protected areas.
Predictive Conflict Mitigation: By modeling animal behavior and environmental data,

AI forecasts human-wildlife conflict hotspots, enabling proactive community alerts.

- **Automated Population Census:** AI rapidly and accurately counts animals from drone and aerial imagery, revolutionizing wildlife monitoring.
Individual Animal Tracking: AI identifies individual animals from unique patterns (stripes, spots), providing invaluable data for research on migration and life cycles.
- **Proactive Habitat Monitoring:** AI analyzes satellite data to detect early signs of deforestation, land degradation, and illegal encroachment.
Optimized Ranger Patrols: AI processes real-time data to suggest the most efficient and high-risk routes for ranger deployment, maximizing resource use.
- **Enhanced Community Safety:** Early warning systems powered by AI directly protect farmers and their livelihoods, fostering a more cooperative relationship with conservation efforts.
- **Data-Driven Conservation Policy:** The rich data generated by AI systems provides concrete evidence for policymakers to create more effective conservation strategies and laws.
- **Scalability and Cost-Effectiveness:** Once developed, AI solutions can be scaled across multiple conservancies and parks, offering long-term cost savings compared to purely manual methods.
- **Fostering Local Tech Innovation:** Developing these solutions in Kenya builds local capacity in AI and data science, creating a new frontier for tech

Our Recommendations

❖ **Bet on Our Brilliant Young Minds.**

We have incredibly talented coders, engineers, and dreamers in our universities and tech hubs. Let's invest in them. Let's create training programs and innovation grants specifically for conservation tech. The goal is to have the next great anti-poaching app built in Nairobi, not Silicon Valley.

❖ **Build Bridges Between the Bush and the Lab.**

The techies need to talk to the rangers. The data scientists need to listen to the farmers. We need to create spaces—workshops, joint projects, innovation camps—where these different worlds can meet. The best ideas will come from blending tech knowledge with on-the-ground wisdom.

❖ **3. Keep Our People at the Center.**

Technology should bring us together, not push us apart. As we build these tools, we must always ask: Is this respectful? Is it fair? Does it help the community? We need clear rules to ensure data is used ethically and that the benefits—like jobs and

safety—are shared with the people who live alongside wildlife. This is the only way to create solutions that last for generations.

DAY 3

SESSION REPORTS

25. Topic: On creating an OST movement in Africa starting from Kenya

MORE OST IN AFRICA (TO TRANSFORM OUR GOVERNANCE AND PUBLIC PARTICIPATION)

How to Open More Space?

Name of Convenors : Paula, Harold, Peggy, Roma, Anna, Victoria.

Who else was there?

Theo, Wairimu Joel, Larry Timothy Victoria, Mpala Irene Tabitha Edwin , (Man from Olive rehab Msa) Mary nicholas, Marianne joy Evelyn Abdi, Inder Naomi Kristy, Michael

MAIN DISCUSSION POINTS

Who: All of us

What:

- Create an OST movement in Africa
- Practice OST at Indiv, family, community, corporations, govt agencies, national & regional forums.
- Why: Africa infected with OST practice will be transformed, powerful, better governed, abundant, gen z unleashed, problems solved, violence reduced, healthy, safe, happy
- Africans practicing community is not new, recall OST has African roots.

How:

- Build capacity of practitioners & trainers
- Creates community, Communicate via an appropriate channel.
- Strengthen existing platforms like “art of hosting” practitioners.
- Use OS list serve as a resource
- Explainer video — what, how, why
- Start by creating a Kenya/EA group / community of practice
- Offer to be Advisors → (Peggy, Harold)

When: now

- Produce conference Report → develop a strategic plan, share, expand
- Where: Everywhere -
- High schools, through county govt
- Localize, contextualize for audiences
- Gen Z, a movement in conservation, business
- Needs advocacy
- Team to provide Focus, purpose, powerful invitation, and to be trusted agents
- Siaya
- Institutions e.g. “High Schools.”
- Target behaviour change in NGOs and government
- ↑↑
- Driven by demand from Communities and people

PRIORITY ACTIONS

Group leaders with Passion, and accepting Responsibility to drive the OST movement in Africa

Joy

Joel

✓ Naomi

- WhatsApp group ✓
- Share, advocacy, campaign
- Plan next steps
- TRAINING 3 days
- Offers: Roma, Anna, Victoria
- Date: 2026 by June 30th

Venue:

Who:

- One day training offer
 - Audrey Monday
- At Runda, Gigiri
- Monday 10th
- Joel
- Emelda
- Paula available to assist advise on advocacy, media
- Localize
- Language
- Mechanisms / platforms
- Audiences
- Venue possibility for OST sessions - WLD offices in Karen (weekends)
- WLD field lab

26. Topic: Sharing experiences of midlife evolution

Name of the Convenor: Anna

Who else was there:

Nicolas, Wairimu, Wojek, Micheal, Joy, Harish, Anna

Main Points of Discussion:

- Social conditioning of men's emotions: In school and society, boys/men are discouraged from crying ("don't cry like a girl"). This leads many men to suppress feelings, which can contribute to health issues and explosive reactions later.
- What "pain" means: Pain (physical, mental, emotional) was discussed as feedback/a signal that needs are unmet. Several speakers urged *pausing* and giving oneself space rather than acting immediately; others noted many men either act fast or bottle it up until a breaking point.
- "Sitting in pain" vs reacting: A view was offered that men often struggle to "sit in their pain," which can result in harmful "strikes" when pressure builds.
- Culture, tradition, and religion: These can block authentic expression for men and women, prescribing "right" and "wrong" ways to feel/behave. Cultural formation was said to make many men rigid and image-focused; some only change when "at the end of the road."
- Complexity beyond simple gender lines: Experiences differ by personality, life history, family roles, and context (e.g., Indian, African settings). Several warned against broad generalisations; others emphasised acknowledging male privilege and women's justified anger.
- Life stages and change: For women, midlife/perimenopause can be a biological trigger to "choose themselves." For men, change was described as experience-driven rather than age-bound—linked to awareness, consequences, or responsibilities.
- Evolving norms and examples: One participant described shifts in India (closer father-child relationships; decline of dowry in many cities; more shared household roles), while noting society can still police men who take on domestic roles.
- Dialogue and empathy: Multiple speakers called for empathetic communication, hearing each person's "truth," and creating space for allies (including men who can influence other men).
- Trauma and capacity for awareness: Trauma (including violence) can keep people in survival mode, limiting awareness; epigenetics/ancestral trauma were mentioned.
- Facilitation dynamics: Observations about how anger or advocacy is received (e.g., talking about women's pain being personalised), and the value of roles like a "cooler" to keep conversations constructive.
- Additional notes raised: A claim was mentioned that men may have cyclical mood patterns; some participants said emerging science is "proving" this (shared as a viewpoint in the room).

Recommendations:

- ❖ Promote empathy-based dialogue: Create containers where people can name male/white privilege and its impacts
- ❖ Involve male allies: Identify and support men who already show awareness; invite them to engage other men.
- ❖ Education & information: Use learning spaces to move men from cultural scripts to reflective, responsible action (an applied form of privilege-awareness).
- ❖ Create space and pause before action: Encourage men to *pause*, “sit with pain,” and express feelings safely rather than suppressing them.
- ❖ Promote empathy-based dialogue: Build relationship-building and empathetic communication where different “truths” can be voiced and heard without generalising or shutting down.
- ❖ Education and information: Provide information/education so men can respond to reason and practicality rather than rigid cultural scripts.
- ❖ Involve male allies: Recognise men who are allies and engage them to speak with other men, especially where harmful behaviours affect communities.
- ❖ Therapeutic support: “As a humanity, we all need therapy”—normalise access to therapy to address personal and intergenerational trauma (epigenetics mentioned).
- ❖ School and youth work with men/boys: Explore connections with programmes working with young men (e.g., the Swedish organisation “MÄN/men” mentioned for possible contact in Kenya).
- ❖ Maintain inclusive circles: Ensure women’s anger and lived experience can be expressed fully, while also holding space for men to share experiences, to support collective progress.
- ❖ Avoid prejudgment in facilitation: In community/OST settings, check pre-judgments, avoid over-generalisation, and ground discussions in specific experiences while keeping the forum inclusive.

27. Topic: HOW CAN WE SUPPORT EACH OTHER?

Convener: Thomas

AVAILABLE RESOURCES

Participants: George, Edwin, Timothy, Tabitha, Ann, Placide, Michael, Natelie

Info: www.openspaceworld.org

– Lots of different resources in different languages + links further

Visit www.openspaceworldmap.org

Asynchronous communication

OS-list — rich archives and primarily an
“ongoing open space” via an email list

Connect: <https://oslist.org/list/everyone.oslist.org>

Social Media Groups: ‘OpenSpaceTechnology’ on both [LinkedIn](#) and [Facebook](#)

Real time communication (synchronous)

OSlist → Announce a topic and meet in a real time online meeting – Zoom, Teams etc →
Please report back → OS-list so more people can learn and contribute.

Invite anyone to an online meeting!

BOOKS: Open Space Technology

Get “A User’s Guide” (Harrison Owen) - any major bookstore online

Recommendation:

- Use the OSlist – then we can all contribute and learn together.
- Reach out to each other
- Be courageous, ask ANY QUESTION!

Videos

/ www.openspaceworld.org

/ www.openspaceconsulting.com

Video from school in Kenya, video from Liberia + other - where to find?

28. Topic: NATIONAL OPEN SPACE FOR DEMOCRACY

Name of the Convener: Mike

Who else was there: Mike, Irene, George, Wojtek, Christy, Thomas

Purpose: Protect & strengthen democracy (in Sweden)

Successfactor? Open Space Tech — Thomas + Diversity — Kinna

Given structure

1. Pre-work – diff org / coop. partners / Funding. (mostly online). Invitation

2. Three days — Storytelling evening.

Full day of OS. Action planning (In person)

3. Follow up — Follow up quickly after the gathering (conveners of action plans)

Evaluations, directly after (what did you learn and what to do experience)and after six months, for impacts.

Website where we store documentation and results. Also a forum that may be developed for continuous communication.

Outcome

— Hope – energy

— Many actions — many examples

— New networks

— A powerful experience of being in OpenSpace which we consider to be democracy in practice.

Thomas / Kinna willing to support – reach out.

29. Topic:How to use Open Space in raising funds for non profit schools

Name of the Convener: Michael

Who else was there: Larry, Veady.

Main discussion points.

- Resources within the community

- People
- Companies
- Organisations

Top 3 recommendations for action

- ❖ Mapping schools within the area that are not to profit.
- ❖ Map all possible fundraising strategies and stakeholders that can be reached ie companies, business people, NGO's
- ❖ Sent out invitations for OS sessions with the identified institutions or people.
- ❖ Convene an open space session involving all the identified stakeholders.
- ❖ Draw action points for follow up and implementation.