

**W
O
S
on
O
S
2
0
2
6**

Book of Proceedings

The 32nd World Open Space on Open Space

17 · 18 · 19 September 2026

Westcord Hotel Eindhoven

The Netherlands

**A continuation
of inclusive space**

Four principles and one law

- 1** **Whoever comes is 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.**

THE LAW OF TWO FEET

**If at any time you find yourself neither learning nor contributing,
use your two feet and go somewhere you can.**

Bumblebees carry ideas from one conversation to the next. Butterflies sit in the sun and let the most important conversations find them. Both are welcome.

Be prepared to be surprised.

Open Space Technology was created by Harrison Owen (1935–2024). The first Open Space on Open Space was held in 1993. This book records the 32nd.

Contents

Welcome from the hosts.....	5
About WOSonOS	6
WOSonOS 2026 at a glance	6
The rhythm of the days	6
Day One – Thursday 17 September	7
1. Open space in an IT / PM / PFM environment.....	8
2. Questions	8
3. Dealing with Open Space in handling prejudice in post-divisive societies	9
4. What are the key factors BEFORE the Open Space?	10
5. In what (surprising) places is Open Space used?	10
6. Open Space for Democracy (Democracy Camp) – Where do we go from here?	11
7. How to talk 'peacefully' with people whom you disagree with	12
8. Remembering who's not here and what they'd want to add	13
9. Open Space & other methods	13
10. Ideas for venues for Open Space	14
11. Wholeistic Wellbeing – in and outside the circle.....	14
12. Holding Dissonance	15
13. Community Development using Collective Impact	15
14. The Future is Flamingo.....	16
15. Mark, OST & learning to innovate	18
16. Love & Dragons	18
17. Capturing information	19
18. Can the open space method work in administrations?	19
19. How can OS (method and wisdom) contribute to Citizen Assemblies and Democratic Awareness.....	20
20. OS spirit outside of OS	21
Day Two – Friday 18 September	23
21. Facilitator Fatigue + Midlife Reinvention.....	24
22. How can OS grow mycelia with other changemakers?	25
23. How to prepare 'being present'	25
24. Participatory Models in Higher Education.....	26
25. What do we need to remember?	27
26. Pass it forward – Learn from experts.....	28
27. Everyone is a poet.....	29
28. Beyond the five senses	29
29. Expanding / creating a community (local) using Open Space principles and living the law + principles	30
30. How do I take my WOSonOS self with me to my everyday life?	31
31. Facilitator Grief – an exploration.....	31
32. River walk on OS surprises	32
33. Every student in (higher) education should know how to Open Space	32
34. Siriwo comes alive	33
35. Telling (the old) stories	33

36. How can we as OS facilitators do even less?	34
37. Digital Sovereignty (DS)	34
38. How to recognize – and take – when life offers you a hammock	35
39. World peace	35
40. Rejection.....	36
41. Moving to action	36
42. Power of group healing.....	37
43. Phoenix(es) – a session on rebirth	37
44. Remembrance	38
45. Keeping the ♥ at the centre	38
46. Lego 4 world peace	38
Day Three – Saturday 19 September	40
47. E.Y.A.W.T.K.A.O.S.B.W.A.T.A.	41
48. Restorative Justice	42
49. Let's start a consulting company together ... OS-style.....	42
50. What is waiting to emerge & how to help	43
51. How to continue weaving the ancient wisdom into OS.....	43
The closing circle	45
Threads through the three days	46
What happens next	50
Thank you	51

Welcome from the hosts



Dear WOSonOS people,

On Thursday 17 September at nine o'clock, 40 of us sat in a circle in Eindhoven, looking at an empty wall. An hour later it was full. This book is what happened in between, and on the two days that followed: fifty-one conversations, written down by the people who called them.

We brought the World Open Space on Open Space to the Netherlands because we wanted to show, in a city that prides itself on design and technology, that the most powerful technology in the room can be a circle of chairs and a stack of cards. x people from sixteen countries came to prove it with us. Kenya handed us the Talking stick in Limuru last year; we hope we have carried it well.

What you hold is not a summary. The reports are printed as the conveners wrote them, on paper, on the day, sometimes in a hurry, sometimes with a drawing we could not reproduce. We have corrected spelling and little else. Where a report is short, the conversation was probably long. Where one is missing, the Law of Two Feet was at work.

Use it. Quote it. Write to the people who carry a topic forward; their names are there for that reason. And bring what grows out of it to WOSonOS 2027 in China.

Thank you for coming.

The space was yours, and you used it well.

Ineke Hurkmans & Kat van de Camp

Hosts of WOSonOS 2026, Eindhoven

About WOSonOS

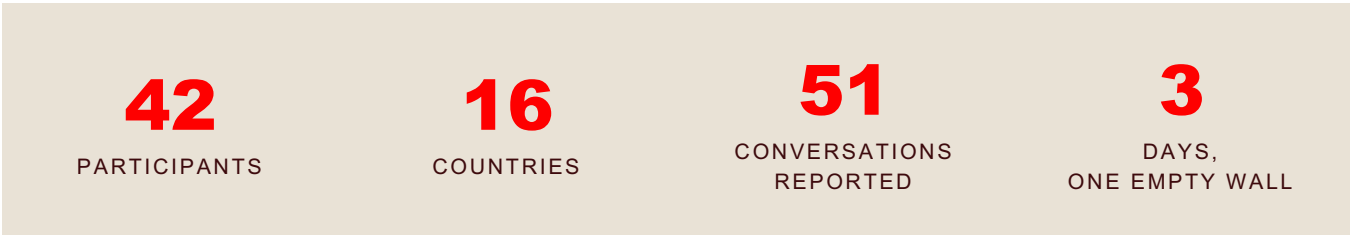
WOSonOS, the World Open Space on Open Space, is the annual gathering of the global community of people who work with Open Space Technology: facilitators, leaders, researchers, activists, teachers, and people who simply once sat in a circle and could not un-see what happened. Each year a different country hosts it. The first WOSonOS took place in 1993; Berlin hosted in 2023, Istanbul in 2024 and Limuru, Kenya, in 2025 and in between it travelled the world.

The gathering is itself an Open Space. There are no speakers, no keynote and no programme. On the first morning the participants build the agenda together, and for three days they explore the practice, share what works and what does not, and strengthen a network that stretches across six continents. Every year the conversations are written down and shared with the world in a Book of Proceedings. This is the one for 2026.

Open Space Technology in one paragraph

Open Space was developed in the mid-1980s by Harrison Owen, who noticed that the most useful part of the conferences he organised was the coffee break, and decided to build a meeting that consisted of nothing else. A circle, an empty wall, a marketplace where anyone can post the topic they care about, four principles and one law. It has since been used by companies, hospitals, municipalities, schools and communities on every continent, with groups of five and groups of two thousand.

WOSonOS 2026 at a glance



Countries represented: Austria, Belgium, Canada, Denmark, Germany, India, Ireland, Italy, The Netherlands, Poland, Sweden, Switzerland, Taiwan, Tanzania, United Kingdom and United States.

Kenya, Ukraine and China joined for the closing circle.

Hosted by: Ineke Hurkmans and Kat van de Camp, with a team of volunteers from among the participants.

Venue: Westcord Hotel Eindhoven, The Netherlands.

The rhythm of the days

Wednesday 16	Arrival. Informal gathering in the hotel bar.
Thursday 17	09am Opening the Space and building the agenda · conversations from 10am · lunch · conversations until 5pm · evening news · fun evening programme with Sneha and Marjolein
Friday 18	09am Opening the day and the wall · conversations from 10am · lunch · conversations until 4.30pm · evening news · evening programme with Sarenville and Miss Kitty Kat.
Saturday 19	09am Opening the day · conversations from 10am · 12am closing circle

DAY 1

OPENING

9^{AM}-10^{AM}

WELCOME

MARKETPLACE (FILL!)

OPENING THE SPACE

10^{AM}-11^{AM}

ROUND 1

11^{AM}-12^{AM}

ROUND 2

12^{AM}-1^{PM}

LUNCH mmm...

1^{PM}-2^{PM}

ROUND 3

2^{PM}-3^{PM}

ROUND 4

3^{PM}-4^{PM}

ROUND 5

4^{PM}-5^{PM}

ROUND 6

5-6

EVENING NEWS

6-7

DINNER mmm...

8-

SNEHA + MARJOLEIN
SOCIAL FUN! ♡ ♡ ♡



Day One – Thursday 17 September

20 conversations were reported on Thursday. The reports follow in the order of the time slots, as handed in at the news room.

1. Open space in an IT / PM / PfM environment

CONVENER	DAY · TIME	WHO IS HERE?
Koos	Thursday, 10am	Jolanda, Martin, Muireann, Koos

Conversation – key points

- Everything you do has an effect, even if you don't get to do an Open Space.
- The greatest challenges are: trust in the process and letting go of the illusion of control.
- Harrison Owen: transformation comes without anesthesia.

Recommendations / next steps

1. None needed.

2. Questions

CONVENER	DAY · TIME	WHO IS HERE?
Richard	Thursday, 10am	Muireann, Marjolein, Julius, Jon, Myriane

Conversation – key points

- Asking a child questions at the end of the day.
- Moving from curiosity to specific questions (words).

- Questions are tools that we create to help resolve a tension or support our curious energy to shift into a new form.
- When might action planning be more / less important (in OST)?
- Action planning provides an experience of organizing into the future around a purpose using OST principles.
- If something needs to happen, it must also be possible (the answer to "how?" is "yes"). We can frame it.
- The Law of Mobility as a 'natural law' → you will move – or a responsibility.
- "The wicked question game" → (Art of Hosting?) Interrogate a question.
- This session felt like an open space within an open space.

Recommendations / next steps

1. Create a wall of questions ✓
2. Announce the wall of questions & invite others to read / contribute / answer: News Room, Evening News.

3. Dealing with Open Space in handling prejudice in post-divisive societies

CONVENER	DAY · TIME	WHO IS HERE?
George	Thursday, 10am	Sanal(?), Thomas, Doris, Christa, Sanli, Gaylin, Erica, Marjolein, Marja, Sneha

Conversation – key points

- Deep democracy = more than majority voices – what do the smaller groups need? Collective mourning → [unclear] through losses.
- Intersectionality.
- Helping see the 'whole person' – blind spot – where you want to go.
- Convergence facilitation – vs compromise is lose-lose.
- Story of a church formation as ecumenical – doing together.
- Real connections emerge from negotiation.
- What are the commonalities deeper than mine or yours.
- Begin with: what is prejudice to you?
- In a circle – how many have experienced loss bullied etc. – move forward.
- Don't just do something, but stand there! Principles for leadership that matter.
- Compromise as a facilitator is when it's done too fast ≠ given sufficient time.
- Drawing pictures → poetry – story writing: engage kids to do class representative meetings.
- Movies: Mississippi Masala by Mira Nair as a trigger.

Recommendations / next steps

1. Be aware of self prejudices – work with self.
2. Give space – do deep democracy – intersectionality techniques to help participants open up.
3. Use storytelling / writing / movies as triggers to open up.
4. Honour the individuals in the group.

4. What are the key factors BEFORE the Open Space?

CONVENER	DAY · TIME	WHO IS HERE?
Joe Power	Thursday, 10am	Marai, Frederick, Gerard, Michael, Tonnie (PhD), Annette, Peggy, Julia, Ferdinand, Antonia, Yvie, Wojtek(?)

Conversation – key points

- Lead up is as important as main thing.
- Mistakes = going in that this will lead to OS; thinking "this is good for you"; methods over clients' needs (not listening); missing a burning Q, purpose = starting pt.; not checking who else is in background; not thinking abt. longer term (incl. follow ups); length of OS does not match urgency.
- Good Q = what's damage if we don't solve; who is responsible for success? → org. team for co-design whole process; who are the outsiders who can help? (clients, students, patients, etc.); who else needs to be involved in creating Q + who is opposing?

Recommendations / next steps

1. Wait until clients' eyes light up (= sth. they care abt.)
2. Do it when everything else has failed.
3. Be critical in who do I work with.
4. Say "no" if you want your "yes" to say sth.
5. Don't get stuck on jargon / methods → focus on "actions for purpose".
6. Develop "burning Q's" for invitation (OS website).
7. Hold onto voluntariness, culturally attuned invitations.
8. Who gets to see proceedings.

5. In what (surprising) places is Open Space used?

CONVENER	DAY · TIME	WHO IS HERE?
Ferdinand	Thursday, 11am	Doris, Frederik, Ineke, Marja, Rebecca, Christa, Anna Carolina

Conversation – key points

- Labor market in Roosendaal (city dies out). Prep group. 120 mensen, 4 hours, 1 round, 8 minutes. Action-agenda is output. brainstorm + un-double topics.
- OS + LS – make people responsible.
- Make boundaries clear, e.g. no money for actions. Creative constraints.
- Don't call it OS. Call it simple self-organising.
- UK charity – team development conversations. Range of topics: product development, career opportunities.
- Clear burning question.
- Topics that matter → emergence → ownership.
- Village council. Whole village invited, incl. kids.

- Community garden. Tools, costs of repairs, communication to neighbourhood → same conversation kept coming up during coffee breaks.
- Large scale intervention, non-profit. 6 hr research session, visuals as outcomes.
- Open invitation. Ask people to decide who joins if too many from departments.

Recommendations / next steps

1. Organisation development processes (Doris). OS as part of a process of transformation.
2. Who has authority to take decisions; make boundaries known upfront. Expand boundaries.
3. Recurring OS (every quarter) during reorganisation.
4. Management: "you can challenge everything!"
5. The Hague – Food Council could be opportunity, many stakeholders, supply chains.
6. Gender + AI conference Kenya.
7. Social housing company – people need more connection? 3 month OS in public space, more connection. (Ineke).
8. Ambulance staff + centralists fighting.

6. Open Space for Democracy (Democracy Camp) – Where do we go from here?

CONVENER	DAY · TIME	WHO IS HERE?
Thomas Herrmann	Thursday, 11am	(not noted)

Conversation – key points

- Initiators: Thomas & Kinna Skoglund.
- Background: annual gathering for 3 days since 2023 (70–120 participants: folkbildung, politicians, youth >50%, cultural diversity). Given – diversity among participants. Storytelling evening, full day OST, action planning → workgroups, e.g. podcast, democracy ambassadors, folkbildungsday, training OST, orgs using OST, social media abuse, EU election campaign. QiqoPro website to keep track of results + docu. European online gatherings + EU applications (Erasmus+, CERV). Establish a foundation?
- Barrier – 3 days + cost.
- Europe Youth Parliament – part of curriculum.
- Sub-topics – OSTs.
- Next steps: ① Sustainability in Sweden. ② Team up w/ other initiatives (Burst Bubbles Eindhoven, Fika + conversations). ③ Spread in Europe. → Neutral space to talk abt. democracy. Citizen assembly.

Recommendations / next steps

1. Extremes – let people deal with their own extremes.
2. Sunflower movement Taiwan – Audrey Tang, Pol.is – "Finding light through the cracks".
3. Connect → schools.
4. Rise of AI – how impact democracy – education ⇒ schools.
5. ④ "Mini" focused OSTs – HOT TOPICS. Environmental justice.

7. How to talk 'peacefully' with people whom you disagree with

CONVENER

Erica

DAY · TIME

Thursday, 11am

WHO IS HERE?

Erica, Julia, Sneha, Martin, George, Mari, Antonia, Gaylin, Evie

Conversation – key points

- How to find connection w/ people you disagree with.
- Reaction is to raise our voices. Experience disappointment, anger; curiosity can be lost. Difficult to take the other person seriously.
- Children think their parents are unfair.
- Disagreements can make people feel hurt + unheard.
- Reaction is to avoid disagreements with people.
- Recognize your upbringing and the thoughts + culture that are ingrained in you.
- Arguing doesn't solve the problem.
- Frustration means we care.
- I have another opinion – present opinion briefly (4 sentences).
- I need time to explain + listen → gives time to share thoughts.
- Will you allow me the time to talk to you.
- Repeat back what they say to ensure you heard the other person.
- Argue their side back to them.
- Listen with compassion + empathy – reflect on yourself.
- When tension is building, take a break – especially with family members.
- Acknowledge that your boundaries are crossed.
- Find some common ground / find something humorous.
- Acknowledge cultural differences + familial differences in ways that people express emotions.
- Don't say anything – change your energy.
- Learn the steps of de-escalation.
- Recognize redundancy → recognize the gift of the disagreement.
- Recognize that you're arguing from your child self.
- Difference between disagreement + conflict: conflict is within yourself; agree on a process to solve the disagreement; work at a relationship level.
- Surface assumptions.
- Distinguish between facts + opinions – argue from hard data.

Recommendations / next steps

1. Resolve your own fear of the other side.
2. Develop yourself to become more open to other people – try not to live in a bubble / try to think outside of the bubble.
3. Think about what is causing you to have your opinion.
4. Remain curious – it is more exciting to talk to someone with a difference of opinion.
5. Breathe and take a break if needed.

6. Acknowledge that the problem can't be solved immediately.

8. Remembering who's not here and what they'd want to add

CONVENER	DAY · TIME	WHO IS HERE?
Marjolein	Thursday, 1pm	Marja, Annet, Julius, Martin, Ineke

Conversation – key points

- People who would never come to OS.
- People who wanted to join but couldn't make it → you can hypothesize, but you never know what they would bring. (4 P's: purpose, people, process, place – dance around the 4 P's :)
- Perspective from the collective.
- OS is privileged in itself.
- What are the conditions for people to feel like they belong?
- In general: who has been here already but hasn't come back? ASK WHY. (Can of worms.) Or is it: you've already voiced it but I haven't listened... → just use sticky tape to get it back :)
- Context of where you organise → determines who shows up.
- Communication is a white concept :)
- It's not about ACTION → SOLUTION, but movement ♥
- As a landscape architect, you learn to loose :)
- Prep / co-create with stakeholders as representatives of who you want to be there.

Recommendations / next steps

1. All you need is an empty space and show up yourself. Then → really listen to needs & wants.

9. Open Space & other methods

CONVENER	DAY · TIME	WHO IS HERE?
Frederik	Thursday, 1pm	Joe, Sneha, Jolanda, Julia, Krista, Erica, Kat, Koos, Rebecca, Michael

Conversation – key points

- A technique used (Cologne): "fingers" (1, 2, 3).
- Another technique is "taking a pause for writing voices (sharing what has not been said)".
- Liberating Structures: "timeboxed" structuring ideas (almost opposite to open spaces). Open Spacer: "you need confidence that letting go will work". Appreciative Inquiry is a next best experience / technique.
- One question: when does the open space stop? Could you facilitate the question "optimise the decision making"? Conditions for open space need to be met!
- For every open space we need the ritual (transition); can the opening be self-organised?
- Trust is key for open space.
- Circles can help (Art of Hosting).
- 1-2-4-all → for process improvement worked.

- One other example: 4-2-1 for generation of ideas in the grid (followed by 1,5 h open space).
- AI can be an "assistant facilitator / sparring partner".
- Next to open space one could collect open ideas (on a piece of paper, next to the open space).
- Can you over-facilitate in open space (?) (example: city assemblies). Thank you!

Recommendations / next steps

1. A criterium for not using open space is "level of energy"; sometimes it takes too much time.
2. There must be a positive attitude towards open space.
3. Future search on one night (powerful) and open space "next day".
4. No action planning in the afternoon (--) to retain energy: limit the time.
5. Sticker voting is a way to reduce the # of ideas. "25/10" is also a way to unlock ideas in a structured way.

10. Ideas for venues for Open Space

CONVENER	DAY · TIME	WHO IS HERE?
Muireann	Thursday, 1pm	Thomas, Myriane, Ferdinand, Richard

Conversation – key points

- Walking around the town...
- You can open space anywhere.
- Use your creativity.
- Ideas for spaces: converted barns, parks, churches, shopping centres, unused buildings, community squares, stadiums, Quaker meeting house (already set up with concentric circles).

Recommendations / next steps

1. Think outside the box. See what's there!

11. Wholeistic Wellbeing – in and outside the circle

CONVENER	DAY · TIME	WHO IS HERE?
Sneha	Thursday, 2pm	Julius, Thomas, Gonaad, George, Tonnie, Wojtek, Jon

Conversation – key points

- Wellbeing → managing the energy, integrating body, mind, spirit (holistic); the place beyond anxiety; the way you connect with your inner position.
- Usually very little movement and bodily activity in OS; good memories of the "unleash your inner pirate" session in Berlin; food & drinks; opportunity for creative expression; nature.
- Difference between illness and wellness? → I-Illness – WE-Illness.
- "Blue zones" → areas where people live disproportionally longer: diet, active lifestyle, sense of meaning, community contribution.

- Stretching, drumming, singing, humming, standing upside down, trust flowers, new song, shepherd game, triangle game → It's about being HUMAN. It's about being in the present moment.

Recommendations / next steps

1. There are no rules.

12. Holding Dissonance

CONVENER	DAY · TIME	WHO IS HERE?
Sanli	Thursday, 2pm	Sanli, Peggy, Mark, Doris, Anna Carolina, Annet, Julius, Marja

Conversation – key points

- How to liberate the capacity to participate by all who have joined (but could be ambivalent)?
- Dissonance as indicator of opportunity.
- Looking for the story behind dissonance.
- The importance of invitation.
- Use the power of the group to accommodate the conflict.
- People are naturally empowered / we should remove barriers for emergence of it.
- To acknowledge the difference with habits of the crowd.
- Creating open time for landing in and connecting with the purpose. Morning news is an opportunity.

Recommendations / next steps

1. Waiting and creating enough opportunities for "dead mooth" to show up.
2. Using Hawaiian wisdom Ho'oponopono].
3. Using props for helping people to concentrate.
4. Use the spirit of invitation – model the values.
5. Trust in the self-wisdom – relying on passion and curiosity.

13. Community Development using Collective Impact

CONVENER	DAY · TIME	WHO IS HERE?
Myriane	Thursday, 2pm	Rebecca, George, Richard, Michael, Joe, Muireann, Mark

Conversation – key points

- Collective Impact / GC + OST model in francophone community.
- Careful of getting caught up in language.
- Measure the impact of the capacity building.
- What you think is normal might already have impact.
- Don't forget to do the marketing on the impact: local media, website, quantitative data – surveys, storytelling.
- Managing expectation – impact is long term → lagging (outcomes) and leading (impact) indicators.

- Dialogic change model – building the container for change.
- Example: Ireland – local community safety partnerships → police, health, education, community workers, NGOs. Idea → use OST in consultation. What does community safety mean → internal changemakers / disrupters.
- Creating smaller community groups (informal).
- Fireside chats to make sure no one gets left out – on the margins of this model.
- Ideally find a person in those marginalized groups.
- How to define the diversity of the community?
- Every person in the community has been listened to by someone who cares – fireside chat.
- You can represent, but you can use and abuse or not.
- 10 cells – 10 houses w/ 1 leader that represent, have convo's, then bring it up to the village → w/ 10 cells concept you can know who takes initiative; called them community champions → convene champions to address challenges; also gives those champions a sense of agency / purpose.
- Himalaya's – they all learnt same language although they all have their own dialect.
- Intercultural celebrations of main events (deaths, weddings, etc.) – sense of community.
- Making use of what exists – what social structures are already there.

Recommendations / next steps

Nothing written on the form.

14. The Future is Flamingo

CONVENER	DAY · TIME	WHO IS HERE?
Jon Harvey	Thursday, 3pm	Jon, Julius, Marja, Tonnie, Kat, Ana, Sneha, Marjolein, Christa, Rebecca

Conversation – key points

- See the poem.

Recommendations / next steps

1. Write more poetry!

THE POEM

🦩 The future is flamingo!! 🦩

*Pink, glossy in the air,
cheeky feathers everywhere,
cheerful charm and jolly
dance with me,*

*flamingo, flamingo,
pink dance,
spread your majestic wings
and fly
pink and gorgeous.*

💖 I love pink,
**Think pink,
that's the thing.**

*Spread your wings,
fly like a bird.
Find your wings and fly away.
We fly
in the setting sunlight,
warm and rosy.*

*Why do you look so good?
But smells so bad.
Feel free,
colorful icons of the lake.*

💖 I love pink.
**Think pink.
That's the thing.**

Feel the love around you.

*Pink hearts
put fuel in all parts.
Do you know where to start?
We are collectively smart.*

*The future is flamingo.
It's pink and it's bold.
It's loud and it's 🌈 proud
it flies and it flirts*

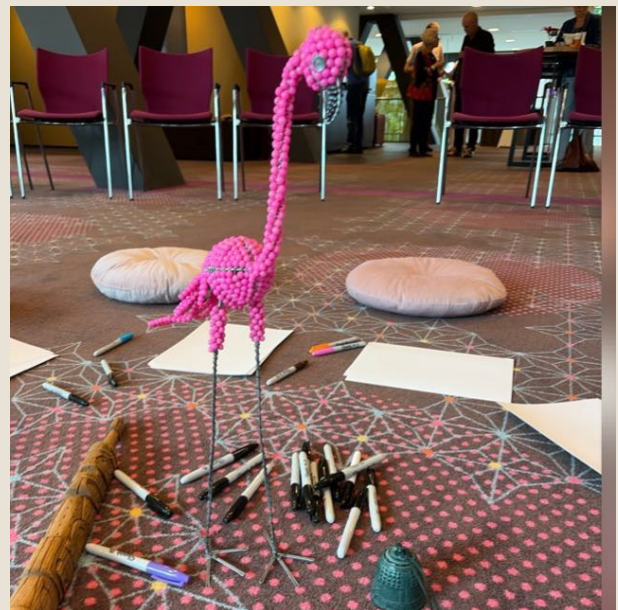
*Pink poppy, playful
future flamingo.*

💖 I love pink,
**think pink,
that's the thing.**

*Bring your dragon,
tall and full of adventure.*

*I wonder your intention as you stand in meditation.
Are you thinking of your distant past
or your future at last.*

*I'm mesmerized by your calm,
it's my salvage balm.
So everywhere I go...
I'll remember my future as a flamingo*



The flamingo in the circle, Thursday afternoon.

15. Mark, OST & learning to innovate

CONVENER	DAY · TIME	WHO IS HERE?
George	Thursday, 3pm	Mark, Joe, Frederik, Evie, Peggy, Myriane

Conversation – key points

- The integration of different facilitation models into OST. Mark and Frederik shared the possibility of integrating.
- It is a matter of discerning what will work for the clients. Sometimes the clients want to get something specific and more from OST could lead them there.
- The CCC Model = Communication – Conference – Collaboration Model. It helps take participation from prior expectation to the new opportunities in the animation requirements.
- OST fails or the facilitator fails OST?
- Integration of other elements by one who has mastered the OST is welcome. The ICA model and the Technology of Participation. Explore hopes and fears with group members of four on charts. Levels of questions from personal to group to institutional.
- ① Draw an animal – as representative of you – START. ② Draw an animal – as representing where are you now – END. ③ Three characteristics / strange feelings → how does it represent your organization. ④ Who is who – your favourite book, hobby – write and pick up and identify the person. ⑤ Agile meeting version of OST. Art of Hosting. Exploring implementation.
- The objective is to level out hierarchy.

Recommendations / next steps

1. Be strong on any one methodology before innovating.
2. Discern the needs of the clients / participants.
3. CCC model as effective for high-expectation groups as academic and theoretical input.
4. Explore World Café as opener to get people to know each other and also delve into the theme, or as a closing activity to define objectives and plan of action.
5. Picture cards and status of the organization.

16. Love & Dragons

CONVENER	DAY · TIME	WHO IS HERE?
Richard	Thursday, 3pm	Jon, Marjolein, Ferdinand, Sneha, Rebecca, Kat, Julius, Wojtek, Peggy, Anna, Christa

Conversation – key points

- Shrek: dragon ♥ donkey; Wales has dragons on its flag; anger goes into dragon ring; Kerala = dark forest, land of snakes (cobra, etc.) → Christian St. George (enemy / fighter / slayer of dragons); Shiva & Vishnu = related to snakes; Kundalini = snake; Ayahuasca → skin-shedding; snake ring; caduceus → healing energy ⇒ holding space for duality (snake = Satan) ⇒ perspective integrated.
- Cressida Cowell: How to Train Your Dragon (book & film).
- Naming the dragon = taming the dragon.
- Untamed energy which builds up → embracing the shadow.

- Belly of the dragon is soft & vulnerable.
- Chinese dragon ↔ how different cultures view dragons.
- "Myth of the Hero Innovator" (book) → orgs (like dragons) eat these heroes for breakfast.
- If we are awakening dragons through our work with OST, we might see the shadow (side) first. If we look up, look them in the eye, we can start to meet them with our own dragons.

Recommendations / next steps

1. "Understand the dragon, where it's coming from; what is left is love" – connection to magic, unknown, imagination.
2. (How) can we normalise "shedding a skin" or letting go of anxieties, parts of our identities?
3. All change begins with disruption. The more I can make friends with disruption, what is daunting.

17. Capturing information

CONVENER	DAY · TIME	WHO IS HERE?
Muireann	Thursday, 3pm	Annet, Tonnie, Thomas, Koos, Joe

Conversation – key points

- Ideas: newsroom to re-write reports in a structured way → flipcharts, forms, computer + printer.
- Flipcharts better for gallery (reading) for big groups.
- Tablet with stylus to handwrite + transfer to digital.
- AI summary reports.
- Dembrane (AI tool) can record conversation + provide a summary.
- Other media, e.g. art, mind-maps.
- Keep / encourage simple reports.
- Paper notebook with digital back.
- It depends on the purpose – connection could be more important.
- "Who is responsible"?

Recommendations / next steps

1. Consider the purpose + needs of the individual situation first.
2. Then design the reporting / data capturing system to suit those needs.

18. Can the open space method work in administrations?

CONVENER	DAY · TIME	WHO IS HERE?
Antonia, ?, Myriane	Thursday, 4pm	Koos, Julia

Conversation – key points

- If the issue is important enough: yes :)
- Start with one community to overcome the fears; start with little bites.
- Internal administration, start with small teams → build up trust ⇒ public OS finally.

- Contact OS community + ask for good examples.
- Create a bigger risk to overcome "small" risks – risk of status quo.
- Show my passion for cemeteries → that will convince the people in the administration.
- Create an OS as our company + invite the administration and other companies.
- Are you catering on your own needs or on the needs of the administration? ⇒ find out the questions of the administrations.
- Preparation is important, don't go too fast!
- Create the OS for cemeteries as "space for higher quality of life" ≙ broader topic.
- Are there stakeholders to be invited? → what is the joined goal, how can we put resources together to reach them.
- Is there an association of administrations? Or similar associations?
- How can we dramatically improve the way we involve the wisdom + knowledge + ideas of our citizens in our planning?
- Call it "co-creation" instead of participation / open space = reframe it :)
- ⇒ Find an administration which is open to it.
- Reach more people to value / estimate cemeteries (no fear of going to cemeteries any more).

Recommendations / next steps

Nothing written on the form.

19. How can OS (method and wisdom) contribute to Citizen Assemblies and Democratic Awareness

CONVENER	DAY · TIME	WHO IS HERE?
Annet	Thursday, 4pm	Ferdinand, Joe, Richard, Michael, Mark, Frederik, Wojtek, Thomas, Michael, George

Conversation – key points

- Similarities: OS works with "givens / framework" → things outside the givens are not agreed with upfront (advice). Bring the outcomes → back to the participants (accountability, responsibility). Burning question. Problem owner.
- How to deal with working groups + OS two feet law. Balance?
- ? – How to add other ways of learning and dialogue (arts, physical, music). Example: design a school in real.
- What about the voting? One could use "decision making tool" if it is not about ownership; keep all the proposals, even the "less" ones.
- Inspiration: in Africa we did OS in the same pace as the people have to still do their daily jobs.
- Inspiration: Jim Rough, dynamic approach, wisdom counseling.
- You don't work on the meeting(s) but on the whole system – also the problem owner → strengthen their capacity to handle it.

Recommendations / next steps

1. Keep up the good work! And look for a long horizon... 30 years... 60 years... to innovate the democratic system, for example by citizen assemblies.

20. OS spirit outside of OS

CONVENER	DAY · TIME	WHO IS HERE?
Evie	Thursday (time not noted)	Ilonka, Annie, Peggy, George, Mari

Conversation – key points

- Is there OST types of people and NOT OST type of people?
- Can living an OST life be a spiritual experience?
- The power of questions and leading with curiosity to manage domineering spaces. People step into the question.
- "If there was a good reason, why is this person acting in this way?" Thinking this internally.
- Open your own mind and keeping the group open.
- Be really interested in the answer.
- Not rejecting the behaviour but seeing it as a door to business.
- Sharing OST principles in life and death settings.
- Experiencing the principles deeply.
- Truth evolving thro' different approaches.
- Everyone is operating in self space, whether they know it or not.
- But the law is always engaging.
- Shift covertly to overtly.
- Trust and re-building. Questioning assumptions.
- Living without attachment. What's the source of the attachment?
- Not acting out obligation.
- Everybody gets an opportunity. Pursuing their needs.
- It's a transition to think of it as a lifestyle. This requires de-conditioning.
- Authenticity breeds authenticity.
- More challenging to live the principles in certain cultures, e.g. those that have traditionally been hierarchical.

Recommendations / next steps

1. Michael Woods book.
2. Considering what's the minimum structure required.
3. Framing OST as an offering or invitation, NOT as a directive.
4. Remembering there is wisdom in the grp is important tone setter at the start of an OST event.
5. Important to have the trust in yourself as the facilitator. "Be present, but absolutely invisible". Challenge when one is from a white man. Other people will need another practice.

ALSO HANDED IN

Drawing handed in on Thursday: "We are open! (to everyone)" – a person in a wheelchair at the foot of a staircase that leads up to an open door.



DAY 2

DEEPENING

9^{AM}-10^{AM} MORNING NEWS
MARKETPLACE *Fill it*

10^{AM}-11^{AM} ROUND 1

11^{AM}-12^{AM} ROUND 2

12^{AM}-1^{PM} LUNCH

1^{PM}~~30~~ 2^{PM}~~30~~ ROUND 3

♥ 2^{PM}~~30~~ 3^{PM}~~30~~ ROUND 4

3^{PM}~~30~~ 4^{PM}~~30~~ ROUND 5

4^{PM}~~30~~ 5^{PM}~~30~~ EVENING NEWS

6^{PM}-7^{PM} DINNER

7^{PM}~~30~~-8^{PM}~~30~~ LIVE MUSIC
@BAR SARENVILLE

Day Two – Friday 18 September

26 conversations were reported on Friday. Three forms carry no time; they are placed at the end of the day.



21. Facilitator Fatigue + Midlife Reinvention

CONVENER	DAY • TIME	WHO IS HERE?
Annie	Friday, 10am	Marja, Julius, Michael

Conversation – key points

- Permission to grieve and do nothing. ("How do you bring it to the world")
- Not always giving. Contrast activities.
- Variety of activities, incl. outside.
- Vulnerable to people who draw on energy.
- Follow your heart – what doesn't give you energy.
- Looking at everything – what helps + what is supportive. A new period.
- Do we want to deal with the same issues until pension?
- Being is more important than doing. Be patient.
- Travel to escape or to energise?
- Slow travel + hike that you put your mind to.
- Making space + open yourself to the big question.
- Feeling dirty in mind + body. DEEP WORK.

Recommendations / next steps

1. Follow your heart. Work from your heart.
2. Do nothing. Give room to your creativity.
3. Being alone. Talk it out.
4. "Transcending Reality" – book about finding your life line. How do I admire?
5. If it doesn't give you energy: STOP.
6. Be a skunk. Enjoy the journey.
7. When you work with heart you'll lose clients but you'll attract others.

22. How can OS grow mycelia with other changemakers?

CONVENER	DAY · TIME	WHO IS HERE?
Joe	Friday, 10am	Peggy, Ilonka, Rebecca, Thomas, Andrea, Cathelijne, Koos

Conversation – key points

- We are good already on our own – OS.
- What could we be like as a network?
- Who are the central "nodes"?
- Ties in with magic of OS – it is networking.
- Work on things close to my heart → then connection happens.
- 80/20 rule – 80% focus on self.
- Miscellanium dist. – give + take (learn + contribute).
- Relax in awareness of concept – be open first.
- Part of natural change of world – "Central Garden" – we have 65 years of "seeding" practice.
- Remove OS from centre. OS = 1 tree.
- Similar to religion – all religions are equal.
- Arthur Koestler – Ghost in the Machine – (holon?).
- Need diversity + HUBS + LINKS (purpose, invitation).
- New Futures – "appropriate structure + control".

Recommendations / next steps

1. Need a common name for these practices, i.e. HUBS.
2. Continue conversation – Zoom – Peggy, Joe, Koos, Thomas, Cathelijne, Rebecca, Andrea
3. Joe, Koos, Peggy – framing invitation.

23. How to prepare 'being present'

CONVENER	DAY · TIME	WHO IS HERE?
Christa	Friday, 10am	Antonia, Wojtek, Muireann, Jolanda, Elly, Martin, Andrea, Christa

Conversation – key points

- Voice dialogue
- Grounding / breath
- Positive intelligence
- Let go of negative talk: recognizing the mind is not me – listen but not identify
- Listen, you don't need to "know"
- Calming yourself even in pain
- An audience makes me free → curious about them

Recommendations / next steps

1. Apps: Insight Timer, paced breathing

24. Participatory Models in Higher Education

CONVENER	DAY · TIME	WHO IS HERE?
George & Mark	Friday, 10am	George, Sneha, Gerard, Mark, Julia, Annet, Marjolein, Evie

Conversation – key points

- The story of PMHE in India in Salesian Higher Education.
- The individual stories of HE and OST – Annet for 10 yrs in HE: what do you need to learn to be a "drawing out model" of intervention.
- Julia on being able to intervene into Higher Education prior to graduation (Annet). Students are not being heard – degree for degree sake. Egos vs concerns of student – how do you implement in such environment.
- Losing interest in the prevailing system vs re-instilling new hope and energy (Tonnie).
- Mark shared his first experience in leading a Fulbright scholarship programme in Hong Kong in Open Space model.
- Gerard – 5 experiences in HE – from newness, resistance to openness. Strategic plans in Open Space.
- Sneha as student desiring more involvement in educational engagement – wholistic education – dyslexia, autistic, ADHD.
- Evie shared experience of OST in Taiwan University: some are more open + eager. Negotiation with authority on the implementation plan. Tonnie = stop leading.
- Mark explained his experience in India in Salesian Higher Education. Rome – Goa – India Province – on Salesian deepening of synodal + participatory process – World Café – OST – ToP.

Recommendations / next steps

1. Introduce Open Space Technology into Higher Education decision boards.
2. Introducing the potential of OST in HE from stories of others.
3. The transitioning model for conference – communication – collaboration.
4. The motivational factor of influencing the leaders of institution.
5. Enhance the network by spreading the OST into different areas.

25. What do we need to remember?

CONVENER

Anna Iskander

DAY · TIME

Friday, 10am

WHO IS HERE?

Anna I., Victoria, Jolanda, Jon, Sanli, Richard, Anna Caroline, Marjolein, Kat, Mari, Doris

Conversation – key points

- Women & witches – connecting with older wisdoms – capacity to heal, hold space, genuine sacred woman. I now feel safe to have this conversation & reclaim what it means to be a woman.
- Things society didn't allow me to learn from my mother. Aware of my personal lackings: healing, caring for kids, more – what has society not supported or allowed me to learn.
- The language we don't speak.
- I need to also forget a lot of things in order to have the capacity to remember.
- Poem (Jon).
- Remembering who I was – all of myself.
- By not remembering I forget my own strength. I feel [unclear]. I've been born many times. I want & need to remember.
- Butterflies remember being caterpillars. Does a snake remember its previous skin?
- How I remember (lists). – What I remember.
- "Re-membering" our bodies – we used to just have noises & actions.
- Remembering skills, e.g. re-stringing guitars. Remembering we shared stuff at [unclear] we language (millennia ago).
- We need to remember as a society. We need to remember our societal, intersocial mistakes, e.g. polarised, rising far right.
- Remembering in our bodies. – How do we share memories without language.
- Remembering not to apologise for my contribution!
- A collective generational knowing. Gets passed on in our DNA without us doing anything.
- Remember we are one. → How can we get this into the world!
- If I talk about 'me' I talk about 'we'! My mother & father are behind me. The ancestors are around – we talk, are our wisdom. – It needs trust to share it & bring it into a group as knowledge.
- I want to do a meditation to close the conversation.
- DNA & bio-electric patterns – detected by scientists → passed on through generations. Source material.
- Everyone had an asshole or a destroyer in our ancestors / family past.
- What if part of why we are not remembering is because we believe we can solve things? What can I remember about this time. Stories of the knowledge & knowing of what's in this time. What if I remember it's part of being human.
- Re-membered OST → it's how we used to meet in circle – it's remembered in my DNA. It brings relaxation. I think we can solve some of the problems we are creating – we are capable of undoing & changing these situations.
- Meeting as a catalyst. The feeling of the connection. The talking object brings so much freedom to talk.
- Collapse of civilization – book 'Goliath's Curse' → what we understand by 'collapse' but actually moved us on & came with some benefits.

- OST facilitators really hold the space & after. Holds space until it's quiet & you can really feel what's underneath (removing the artificial layers on what's actually happening).
- I'm a scientist / physicist – see people telling it too far sometimes. Don't always need the language. We connect through the wisdoms, the metaphysical & the scientific; we don't always need the scientific evidence.
- Art project on Alzheimer's → asked 100 people about what they didn't want to forget. "Who are you without your memory?" → made a clock. Past, present, future → present stays. Everyone could really feel. Be grateful for being able to remember.
- Re-membering – something or someone is included again. – Words can be a [sentence unfinished]
- Goliath's Book.
- The Rosetta Stone – visit.

Recommendations / next steps

1. Book – Goliath's Curse.
2. Jon's poem.
3. Kat's art: <https://www.youtube.com/watch?v=BUL--Oo81Vo> (only have the alzheimer's clock – don't have the whole video online)
4. Remembering Movement → monthly global conversation (already happening).

26. Pass it forward – Learn from experts

CONVENER	DAY · TIME	WHO IS HERE?
Sneha	Friday, 11am	Elly, Ferdinand, Sneha, Richard, Cathelijne

Conversation – key points

- BELIEVE! (written at the top of the form)
- Something in me changed, but I can do little things – and spread that.
- Getting sponsors who will introduce.
- I'm learning to expand myself.
- Inner worth – are we worth it?
- Start with samples – and build connections.
- Find if someone needs it.
- Why does my potential client not sleep at night?
- Research you have together.
- You make a connection & curiosity – ASK!
- Muscle testing – unconscious beliefs & programming.
- Building business through hypothesis testing & iterations.
- Double diamond.
- Language – attentive to how you: "can't do it" → "I'm learning to do it!"
- Lot of helpers on my path – like a kid on a bike.
- U don't need to know all answers.

- Second sheet, headed "Self worth & Business": 1. Don't need to know everything myself. 2. Just be curious and ASK – why. 3. Using all your senses – observing, listening, consistency, contradictions – anthropologist. 4. What is happening inside me. 5. You are not a goddess to save all. 6. Body says no?

Recommendations / next steps

1. Connection 1st.
2. ASK and you shall.
3. Showcase your creativity.
4. Both sides – fit.
5. Rugsack – toolkits vs not who u are.
6. Byron Katie – The Work (self-limiting belief).
7. Brené Brown – learning to be vulnerable.
8. Eric Ries – Lean Startup.
9. Consider that people are waiting for you.
10. Facilitate workshops – where all can learn.

27. Everyone is a poet

CONVENER	DAY · TIME	WHO IS HERE?
Jon	Friday, 11am	Andrea & Jon

Conversation – key points

- We created a poem each – by giving each other a random set of words – to be used as word building blocks ...
- Much joy & heart were experienced.

Recommendations / next steps

1. We are going to continue to do this once a month for each other! :)

28. Beyond the five senses

CONVENER	DAY · TIME	WHO IS HERE?
Victoria	Friday, 11am	Anna Carolina, Anna, George, Christa, Doris, Marjolein, Mari, Myriane, Rebecca

Conversation – key points

- Sometimes no words to explain the connection.
- Lots of us "came out" as witches.
- Really beautiful things happen when we connect in a way through emotions, not words.
- We have many more senses; if we needed them for survival we would have maintained them.
- 7th sense: collective wisdom – sacredness of the circle.
- These stories nourish us on a different level.

- "When you follow your soul it's a nectar that is so rich & fulfilling."

Recommendations / next steps

1. The Telepathy Tapes (podcast).
2. Bioregional weaving.
3. Linda Wormhout – books on Nordic spirituality.
4. Joe Vitale – Zero Limits.
5. The Art of Living – Intuition Process (for kids) – learn.

29. Expanding / creating a community (local) using Open Space principles and living the law + principles

CONVENER	DAY · TIME	WHO IS HERE?
Gaylin & Ilonka	Friday, 11am	Antonia, Muireann, Joe, Julius, Ilonka, Peggy, Julia, Michael, Kenny, Sanli

Conversation – key points

- Inspired by conversations yesterday and OS list, i.e. how do we stay connected between sessions.
- Gaylin + Peggy exploring this over recent years, Spirit Work exploring "what does it mean to live a spiritual life in a material world". Four Fold Way – associated with seasons (Warrior, Healer, Visionary, Teacher).
- Meeting 4 times a year – in Open Space – different people incl. children coming together, asking questions. Originators acted as stewards at start before opening it up. Gatherings like a retreat centre.
- Grew as a network. People moved to set up their own networks. Had a central digital connecting platform for communication.
- Had a peacemaking gathering with 120 people from high-conflict areas that allowed people to discuss hard topics.
- All issues, needs, ideas went on the marketplace → self-organisation, including conflicts.
- Metaphysical element through spirit, heart, love, connection, etc.
- Many discussions in the past "interrogating" 4 principles, 1 law, etc.
- Growth at gatherings bled out into "real" life.

Recommendations / next steps

1. If you know people in your community who might like to explore, explore and find a way; invite like-minded people.
2. Be conscious in the invitation. That's a skill.
3. Laying down (foundations) of community is very important.
4. Start small, 1 day, 2 days → build it up slowly.
5. Angeles Arrien – The Four-Fold Way – get the book.

30. How do I take my WOSonOS self with me to my everyday life?

CONVENER	DAY · TIME	WHO IS HERE?
Julia	Friday, 1.30pm	Julius, Michael, Peggy, Myriane

Conversation – key points

- Challenge by choice
- Informed consent
- Is it sustainable to always put other people first?
- When do you have capacity for curiosity?
- Having different modes of being
- Gender differences
- Do it with grace
- The law of two feet $\Rightarrow$ the feeling of guilt
- Culture element
- How to use the privilege without hurting somebody's autonomy?
- Inaction is still an action
- People are intentional & deliberate on being open for connection

Recommendations / next steps

1. Whatever people do $\rightarrow$ they must have a reason for it
2. Upholding the values we hold
3. OST works best in uncertainty $\rightarrow$ make friends with disruption
4. CONTEXT

31. Facilitator Grief – an exploration

CONVENER	DAY · TIME	WHO IS HERE?
Doris	Friday, 1.30pm	Koos, Gaylin, Richard, Jolanda, Elly, Annie, Andrea

Conversation – key points

- The purpose of the session was to explore facilitator grief ... in ways people experience it. There was no need for answers, just questions, stories, reflections & sharing.
- Some of the reflections / questions etc.:
- Can have OST blues – question what is the love behind the grief.
- Have compassion for grief in the system.
- Experience grief ... missing connections.
- Sadness for what could be ... was in an event, then not there after.
- Remember whole person is here in an OST – does something in the room when there ...
- Grateful to know I am not alone having these feelings.

- Maybe tapping in to something of being human.
- What is the difference sadness / grief?

Recommendations / next steps

1. Having a community ongoing that shares experience & heart connection (ongoing community) helps, is powerful.
2. Rituals are important dealing with & being with grief.
3. ? How do we mark ends of sessions (rituals).
4. Grief doesn't leave, it just changes.
5. Framing grief is life – grief, joy, whole person.

32. River walk on OS surprises

CONVENER	DAY · TIME	WHO IS HERE?
Ferdinand	Friday, 1.30pm	George, Christa, Sneha, Thomas, a.o.

Conversation – key points

- What a walk can do. Opening up.
- It brings you in the moment. Topics emerged.
- Not having eye contact brings something, more free to speak. Inspiring. So much time, connecting deeper to persons.
- WOSonOS is really a conference about attitude in life, not just a method. Life lessons. Walk is just an excuse to start talking. Follow your feet, partner comes naturally.

Recommendations / next steps

1. Take more walks! Enjoy outdoors :)

33. Every student in (higher) education should know how to Open Space

CONVENER	DAY · TIME	WHO IS HERE?
Tonnie	Friday, 1.30pm	Joel, Audrey, Sandy, Evie, Emelda, Annet, Mark, Joel (Ireland), Marjolein

Conversation – key points

- Audrey met an NGO person → 1000 schools (connection: leaders), how to improve the school leadership → included OST in the program → support the senior people, and with more passion.
- Where do you start, on what level? → a workshop → challenges and opportunities. Then they started to teach OST to the teachers, and the teaching → also use it in the classroom.
- Marjolein: doing OS with 11–12 year olds.

- A social responsible program for education, for students and parents. How to discover your life? → they feel more relieved after the program with OST, even in the high-pressure culture of China → more care support in the classroom; 200 students in half a day.
- Joel: in Kenya the situation is totally different → often no secondary school → invited the village council and the teachers, also retired teachers, and started a school (in 2013). Then the government gave 1 teacher. The school started to perform well. Now more classrooms, and 11 teachers. In 2025 OS in Kenya, practised → OS: action plan → what are we going to do for the next 6 months. Thomas volunteered to help → use OS to improve the school → going to have a big OS in the school, with the parents, the students and teachers → OS as opportunity.
- Emelda; now, in higher education, when students want to bring something up, they go on strike, destroying things (they do not feel heard). Have to start with the management → then involve students, parents, government.
- If you destroy a school you get a penalty and you are let out of education, cannot pay back your loan.
- → Introducing OST will save lives and a lot of trouble. → The children will be the leaders of tomorrow.
- Home schooling (philosophy) is more like an Open Space. In Ireland there is a year before they have to choose higher education.
- Project-based education → both teachers and students can find out how to self-organise: a conversation → a little support → years after, something happens.
- What is your life going from here?

Recommendations / next steps

1. How can we use that model now? → Now find out: is this process applicable elsewhere?

34. Siriwo comes alive

CONVENER	DAY · TIME	WHO IS HERE?
Gaylin	Friday, 2.30pm	Gaylin, Thomas, Victoria, Joel, Emelda, children from Siriwo School

Conversation – key points

- Caught up with the initiatives Emelda is working on
- Welcomed Joel and the students to WOSonOS26
- Caught up on the school's initiatives and challenges

Recommendations / next steps

1. Gaylin will make an announcement at the closing circle requesting help / information with Joel's visa to the Netherlands

35. Telling (the old) stories

CONVENER	DAY · TIME	WHO IS HERE?
Richard	Friday, 2.30pm	Myriane, Sneha, Jolanda, Marja, Annet, Antonia

Conversation – key points

- Writing: why, how, what → swap
- Historical topics; family settings; teaching settings
- Role models (e.g. strong women achieving things) – inspiration & possibilities
- Language matters: "you must do XYZ" vs "you could do A, B or C ... or Z"
- Therapy; organization / personal development
- vs listening to stories / (co-)creating stories
- Disaster / mistake stories
- Stories build / represent our worldviews
- Aha moments can emerge from listening to stories
- (Diagram: event → anger → memories → open space → letting go → reframing)

Recommendations / next steps

1. Greek myths; Hollywood → piques curiosity; Mahabharata (Indian)
2. Rewriting our own stories (as a coaching / therapeutic practice)
3. "What if you are a different narrator? What's the story you would tell (about yourself)?"
4. Recognized in organization development
5. Find a memory which helps you (or a way of looking at / telling the memory)

36. How can we as OS facilitators do even less?

CONVENER	DAY · TIME	WHO IS HERE?
Ineke	Friday, 2.30pm	Joe, Julius, Elly, Cathelijne, Wojtek, Evie, Kat

Conversation – key points

- 'We are working too hard'
- Harrison said it's simple
- The only thing you need is an invitation and a room – the rest you can let go
- We can all open the space
- You need something to have it work = pitfall of the facilitator
- What is safe space? → who "does" that?

Recommendations / next steps

1. Practise what you preach. Preach what you practice.

37. Digital Sovereignty (DS)

CONVENER	DAY · TIME	WHO IS HERE?
Michael Muench	Friday, 2.30pm	Martin, Sanli, Mark Pixley, Venne

Conversation – key points

- What is DS for? (from a European perspective) → dependencies & geopolitical shift → security, resilience & governance → capabilities & choice
- Examples: email – Outlook / Microsoft; payment – PayPal, credit cards; cloud – AWS, Azure, ...; software – Microsoft; social media – X, Facebook
- Questions: are we impacted? can we contribute? could we learn?
- "Complex matter – very true!"

Recommendations / next steps

1. Inform, explore, ask someone ... :)
2. di.day; matrix.org; join mastodon.org – "Fediverse"

38. How to recognize – and take – when life offers you a hammock

CONVENER	DAY · TIME	WHO IS HERE?
Andrea	Friday, 2.30pm	George + Ferdinand

Conversation – key points

- Trust that it will work out. Trust the flow.
- Face and acknowledge the fear of failure.
- You don't have to prove anything to anybody. Quit being your own slavedriver.
- (Diagram:) lay back ← sweet point → push yourself, overachiever.
- Hidden messages (overresponsible, being productive, output, no time for enjoyment, looking for approval) → unwinding, self-investigation, lovingly let go → bring humanity back for yourself and others; I live free; follow your excitement; express longings; ask for ...; express boundaries.
- We are shaped by where we come from.

Recommendations / next steps

1. You have a right to be there where you are.
2. "Come back home to yourself" – where you are is your home.

39. World peace

CONVENER	DAY · TIME	WHO IS HERE?
Jelka + Eleanor	Friday, 3.30pm	Eleanor, Jon, Julius, Victoria, Ferdinand, Jelka

Conversation – key points

- Animals and nature is important to do not fear the future and money.
- It's nice to be in a place where you are the same.
- We need to love more than other humans that don't know how important world peace is.

Recommendations / next steps

Nothing written on the form.

40. Rejection

CONVENER	DAY · TIME	WHO IS HERE?
Annie	Friday, 3.30pm	Victoria, Gerard, Anna Caroline, Evie, Cat, Ineke, Doris

Conversation – key points

- Our emotional state affects how we experience or perceive rejection
- Do we medicalise what is normal + human?
- Rejection is emergence; readjustment
- Link between ego + heart
- Complicated when family + friends
- Connection to shame
- Conflict vs chaos; self-defensive
- "Whatever happens is the only thing that could happen"
- Grief; difficult to let go of hope
- Is there a meaning in the rejection?
- The longer the sentence = rejection
- Different cultures; the power of language – "just"
- Relationship between conflict and rejection

Recommendations / next steps

1. When you take it personally you give it too much power
2. Take the "role" to manage conflict
3. Rejection is re-direction that will lead us to somewhere better
4. Rejecting others can be self-preservation + self-compassion
5. Rejection needs reflection
6. Hope
7. Take the train ...

41. Moving to action

CONVENER	DAY · TIME	WHO IS HERE?
Muireann	Friday, 3.30pm	Michael (DE), Koos, Rita, Ben

Conversation – key points

- Ideas: don't have action sessions in the afternoon

- A one-day session can run lunchtime to lunchtime → sleeping on it is important
- Opening the space = emphasise the action part (if that is important)
- During planning, plan for a following meeting with hosts / client – they should know in advance about a meeting that will consider how they support implementation
- Explain that you don't have to wait for each other to take action
- After the action, have a 'whole person' reflection on how individuals can really contribute to the actions they have committed to

Recommendations / next steps

1. Consider the purpose of the event + the role of actions / action planning
2. Plan actions into the process
3. Give action planning the time, space + reflection it deserves

42. Power of group healing

CONVENER	DAY · TIME	WHO IS HERE?
Sneha	Friday, 3.30pm	Rebecca, Marjolein, Wojtek, Myriane

Conversation – key points

- Physical healing in groups of 4.
- HEALED! (with a big smiley)

Recommendations / next steps

Nothing written on the form.

43. Phoenix(es) – a session on rebirth

CONVENER	DAY · TIME	WHO IS HERE?
Richard	Friday, 3.30pm	Elly, Julia, Jolanda, Annet, George, Marja, Joe, Sanli, Gaylin, Peggy

Conversation – key points

- An invitation to walk around and notice / sense what we want to let go of, in ourselves and out in the world.
- Then stand and sense as these things burn, turn to ashes & smoke, and are washed away.
- Then walk around again and notice what wants to be born; gather fuel to feed the embers of the fire.
- Embody the phoenix (or whatever) as the fire burns again and it rises.
- Then share whatever you want or need to in a closing circle.

Recommendations / next steps

1. Be bold & try stuff.
2. Spontaneity & laughter.

44. Remembrance

CONVENER	DAY · TIME	WHO IS HERE?
Mark	Friday (time not noted)	Wojtek, Rebecca, Thomas, Koos, Annie

Conversation – key points

- To honor: Anne Flaten Pixley
- Zygmunt Zawisz
- Robango Ryakitimbo
- Sabine Herrmann
- My marriage
- Ton van Ginkel
- Harrison Owen
- Brian Bainbridge
- Sorrow – grief – preciousness – love – gratitude

Recommendations / next steps

Nothing written on the form.

45. Keeping the ♥ at the centre

CONVENER	DAY · TIME	WHO IS HERE?
Victoria	Friday (time not noted)	Marja, Cathelijne, Wojtek, Jon, Ineke

Conversation – key points

- Love is the opposite of fear
- Talking to your inner child & reassurance
- Purple fire visualisation – give what is hurting or limiting
- Contracting at the beginning with a group is when [unclear] start to bring in heart

Recommendations / next steps

1. "Moving from working hard to working heart"
2. Leading with love – personal space exercise – positive, negative
3. Ho'oponopono
4. "If I do something, who grows here?"

46. Lego 4 world peace

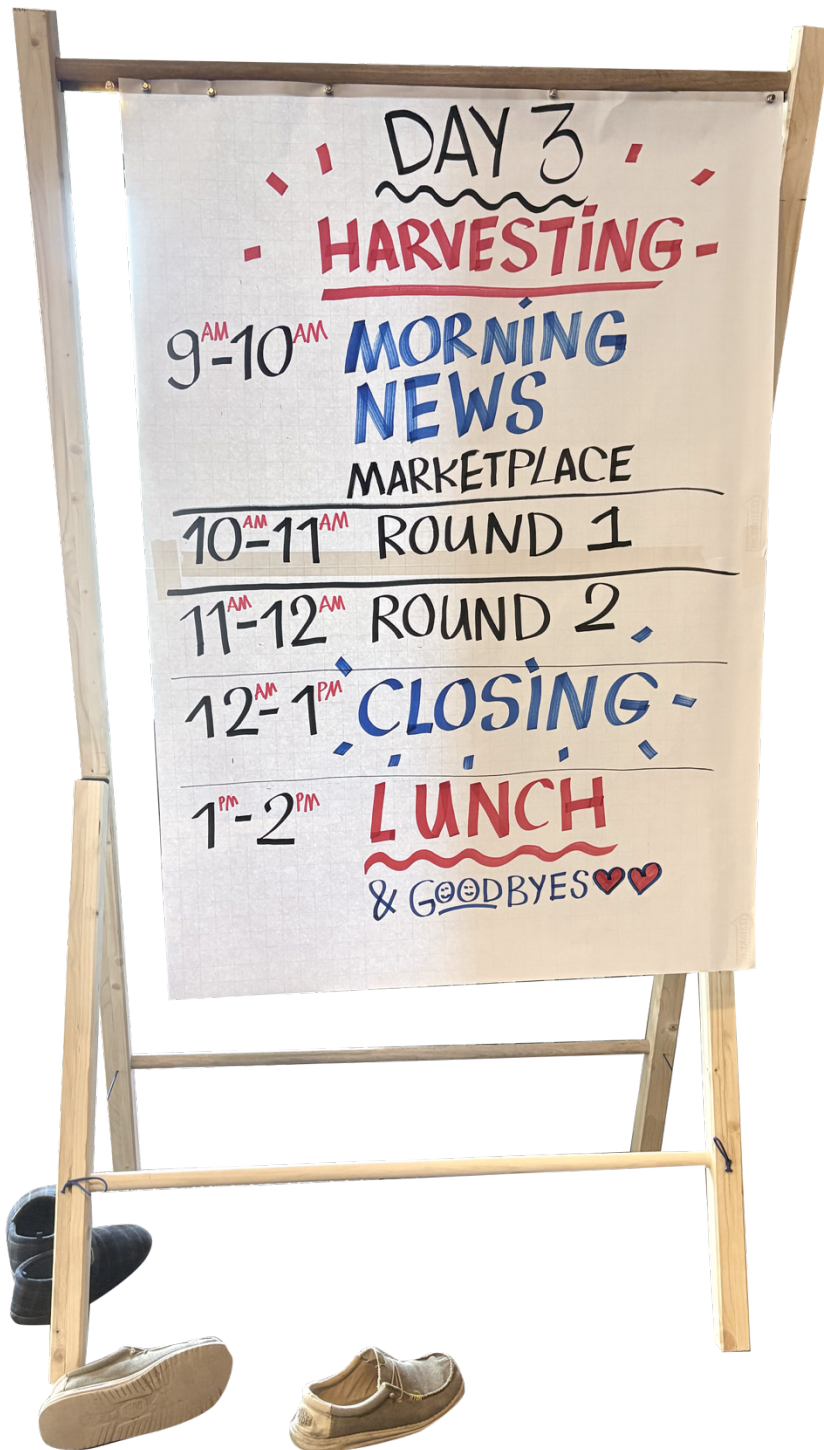
CONVENER	DAY · TIME	WHO IS HERE?
(not noted)	Friday (time not noted)	Christa, Ilonka, Jon, Jelka, Marjolein, Tonnie, Victoria, Eleonor

Conversation – key points

- Parks, rivers, water, bridges, animals and a toilet for all sexes
- Community building, trading shops, free libraries
- Beautiful bridges
- Making peace with death
- Outside showers: being one with nature!
- Peace for the entire universe
- Swimming with dolphins brings peace
- Everyone is welcome, give them at least one friend
- Graveyard for everything in the world that was bad for all
- The animals are free and can touch the world in their own way & be with their friends (and not eaten!!)

Recommendations / next steps

Nothing written on the form.



Day Three – Saturday 19 September

5 conversations were reported on Saturday morning, before the closing circle.



47. E.Y.A.W.T.K.A.O.S.B.W.A.T.A.

CONVENER

Koos

DAY · TIME

Saturday, 10am

WHO IS HERE?

Julius, Peggy, Thomas

Conversation – key points

- Posting sessions later
- Market place / bulletin board
- Timeslots
- Merging / splitting topics
- Safety: psychological and physical
- Invitation
- Law + principles

Recommendations / next steps

Nothing written on the form.

48. Restorative Justice

CONVENER	DAY · TIME	WHO IS HERE?
Mark Pixley	Saturday, 10am	Mark, Joe, Christa, Wojtek, Sanli, Marja, George, Doris, Ineke, Jon, Ilonka

Conversation – key points

- Why are you here: there is injustice everywhere; how to create balance or justice; there is harm in the system; anger about injustice; want fair for all; what about unintentional injustice; societal injustice; recovery from abuse.
- Victim + the offender.
- Based on Maori tradition.
- More effective than locking people up.
- Why not more?
- Shifting world view: punitive → restorative.
- Laws don't always meet the needs of the people. It is very complicated ... Separating the intention from the action ... and the feedback. Touch on your own work to do the work.
- Peacemaking circles are also important.
- Restorative questions (card handed in with the report): What happened? What were you thinking of at the time? What have you thought about it since? Who has been affected and in what way? How could things have been done differently? What do you think needs to happen next? (Restorative Living – www.restorativeliving.ie)

Recommendations / next steps

1. Create a 3-day Open Space on Restorative Justice ...

49. Let's start a consulting company together ... OS-style

CONVENER	DAY · TIME	WHO IS HERE?
Sneha	Saturday, 10am	Sneha, Marjolein, Myriane, Anna Carolina, Ferdinand, Annie, Elly, Julia, Rebecca, Evie, Jolanda

Conversation – key points

- Business values first → base decisions on that, be very strict about that.
- My business, my way!
- Building a business is not complicated, it's the people that enter the business that make it complicated.
- How do you find customers that also suit your company best?
- Be very sure about what you're doing and why you're doing it! → VALUE
- Pre-work (prep with client) → different phases.
- Treat your business as a tree ♥ it needs time to grow. ♥ Nourish your organisation ♥
- Inspiration – longing for ... including OS. Businesses ~ changing, starting, ending. Courage.
- Project, Open Space conditions: urgency, involvement ... – multi-purpose tool.

- Method is the least important for your client ♡ – genuine contact (Anna Carolina) – my name – stewards – nerves of steel – consultant → advisor ♡
- I just do what people want and they come.
- Bill your worth!! Charge what you're worth.
- Difference between vocation vs business.
- Offering more than people expect.
- From leadership → stewardship. Help build capacity & co-create.

Recommendations / next steps

1. Zoom meeting
2. WhatsApp group ♡

50. What is waiting to emerge & how to help

CONVENER	DAY · TIME	WHO IS HERE?
Gerard	Saturday, 11am	George, Marja, Evie, Thomas, Ferdinand

Conversation – key points

- Ongoing processes in the community on self-organization to be supported and joined with.
- How to make voices of those doing 'right' for a better world heard?
- Creator – Challenger – Coach vs. Victim – Perpetrator – Helper.
- Joining the Green Movement – initiatives.
- Clarity about one's own mission – in-house training. Co-creative: self-organizing [unclear].
- Give attention to where you are and have been, then want to be – attention grows.
- Declare what you stand for – connecting clarity in doing things together.
- The legacy for life is the continuation of what one has started, helped initiate.
- Open Space for Democracy – giving hope.
- With young people to share the spirit of Open Space – the experience empowers.
- Need to have an opening process for leadership.

Recommendations / next steps

1. Believe in what you are part of and its continuity.
2. Helping as co-being – being welcoming and offering space.
3. Offering space to help talk by listening.
4. Learning from people and their perceptions, worldview.

51. How to continue weaving the ancient wisdom into OS

CONVENER	DAY · TIME	WHO IS HERE?
Victoria & Marjolein	Saturday (time not noted)	Mari, Rebecca, Anna, Sneha, Jon, Muireann, Jolanda, Sanli, Joe

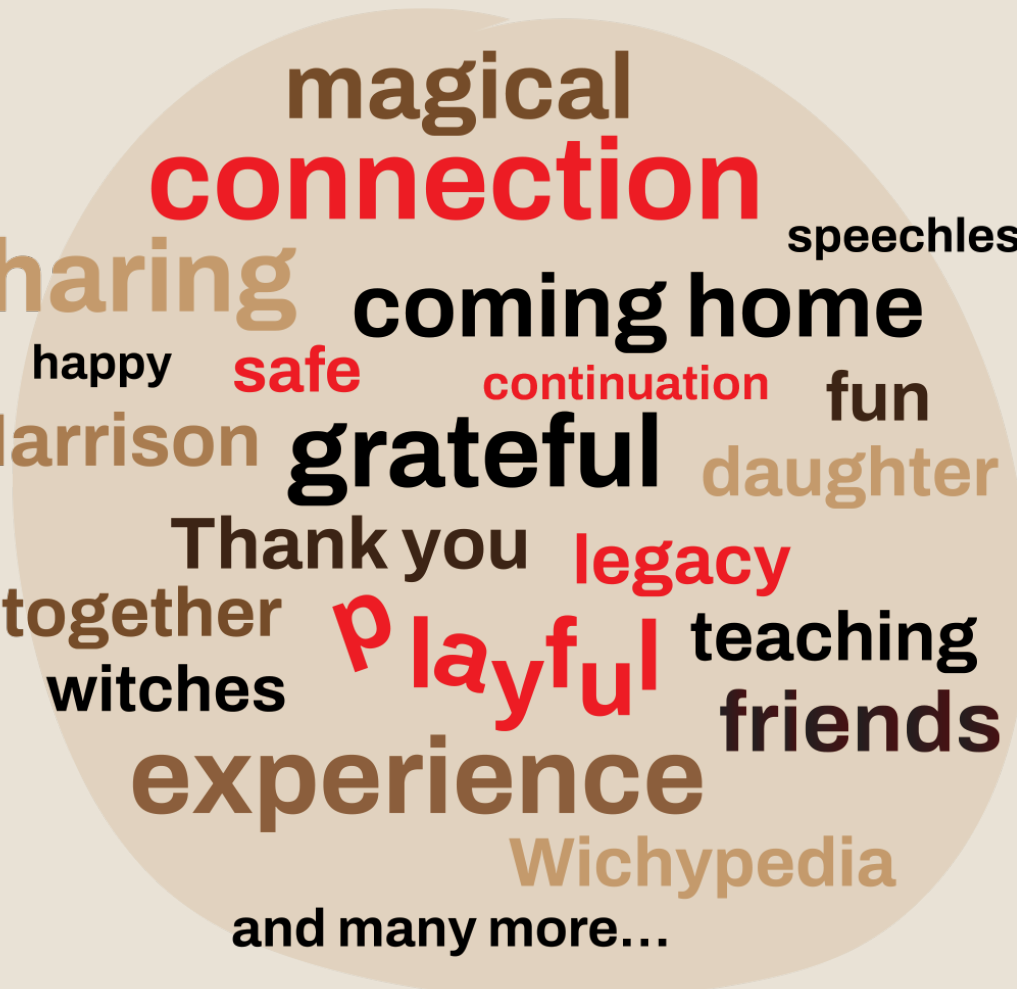
Conversation – key points

- Patriarchy stole this from us – devalued by society. (In the margin: re-membering, campfire, using intuition, unity, movement, witchipedia.)
- Two "games" (Marshall Rosenberg): How can I live a wonderful life? vs How do I win?
- Men need permission (to dive deeper).
- Think about literal handwork while talking (drop spindle, knitting, weaving) → grounding, back to our roots → use our body and senses.
- Weaving in the quality of presence, include the divine feminine energy. ♡ be-longing ♡ Listening and laughter! Games.
- OS gives space for the grief cycle → perfect mix of ♀ ♂. One man trusted the women with the cycle.

Recommendations / next steps

1. Miki Kashtan (Fearless Heart) – convergent facilitation.
2. Re-weaving our human fabric.
3. Witchi / wicca-pedia → 1 recipe per person.
4. 8 core routines.

WORDS WE HEARD

A word cloud graphic is centered on the page. It consists of various words in different sizes, colors (brown, red, black), and orientations, all contained within a large, light-brown circle. The words represent themes from a presentation or event.

magical
connection
speechless
sharing coming home
happy safe continuation fun
Harrison grateful daughter
Thank you legacy
together playful teaching
witches friends
experience
Wichypedia
and many more...

Threads through the three days

Themes that kept returning

- **Open Space, democracy and public institutions** – sessions 6, 18, 19, 24, 50
- **Remembering: the people who are not here, and what we carry in our bodies** – sessions 8, 25, 31, 44, 51
- **The facilitator's inner work: fatigue, grief, doing less, keeping the heart at the centre** – sessions 21, 23, 31, 36, 38, 40, 45
- **Taking the Open Space spirit out of the room: everyday life, business, walks, action** – sessions 5, 20, 22, 30, 32, 41, 49
- **Peace, prejudice and justice, with children in the circle** – sessions 3, 7, 34, 39, 46, 48
- **The craft: before, during and after an Open Space** – sessions 1, 4, 9, 10, 17, 41, 47

Commitments made

Movements forward that someone agreed to carry, taken from the "recommendations / next steps" of the reports.

What	Who	Session
A wall of questions, announced in the evening news	Richard and the Questions circle	2
Continue the "mycelia" conversation on Zoom; frame the invitation	Joe, Koos, Peggy	22
Announcement in the closing circle about Joel's visa to the Netherlands	Gaylin	34
A monthly global conversation of the Remembering Movement (already happening)	Anna Iskander's circle	25
Zoom meeting and WhatsApp group for the OS-style consulting company	Sneha and the circle	49
Create a three-day Open Space on Restorative Justice	Mark Pixley	48
Write more poetry! (and share the poem)	Jon Harvey	14, 25

Questions we take home

Questions that were opened and not closed. They are the seeds for next year.

- How can we as Open Space facilitators do even less? (36)
- What is safe space, and who "does" that? (36, 47)
- How do I take my WOSonOS self with me into everyday life? (30)
- Can the Open Space method work in administrations, and how does it reach decision boards in higher education? (18, 24)
- What do we need to remember, and what do we need to forget in order to remember? (25)
- How do we mark the ends of sessions – what are our rituals? (31)







What happens next

WOSonOS 2027

Audrey will host WOSon~OS27 in China. More details will follow.

Keep the conversation going

Open Space does not end when the circle closes. These are the places where the community meets between gatherings.

openspaceworld.org – resources in many languages, the history of OSonOS and the archive of proceedings, including this one.

The OSlist – the community's e-mail list since the 1990s and an ongoing Open Space in its own right

openspaceworldmap.org – find practitioners near you

LinkedIn and Facebook – the "Open Space Technology" groups

Harrison Owen, Open Space Technology: A User's Guide – the book that started it

Thank you

WOSonOS is organised entirely by volunteers, and this year it was carried by many hands.

- **Everyone who replied "happy to help" and then did. Thank you!**
- **The team of Westcord Hotel Eindhoven**, for the rooms, the meals and the patience with a conference that kept moving its own furniture.
- **The Kenya 2025 team**, for the baton and for the example of a report we could build on.
- **The conveners**, who filled in a form after every conversation so that the rest of the world could read along.
- **Harrison Owen (1935–2024)**, who opened the first space and trusted that we would keep it open.

The space is yours.