WITH HOST PARTNERS:

USFSP
UNIVERSITY OF SOUTH FLORIDA
ST. PETERSBURG

USF WORLD
UNIVERSITY OF SOUTH FLORIDA

BISHOP CENTER
FOR ETHICAL LEADERSHIP & CIVIC ENGAGEMENT

World Open Space on Open Space

WOSonOS
2013

In FLORIDA

May 16th to May 19th, 2013

Book of Proceedings

The Convening Theme

"The World is Waiting… Are We Ready?"
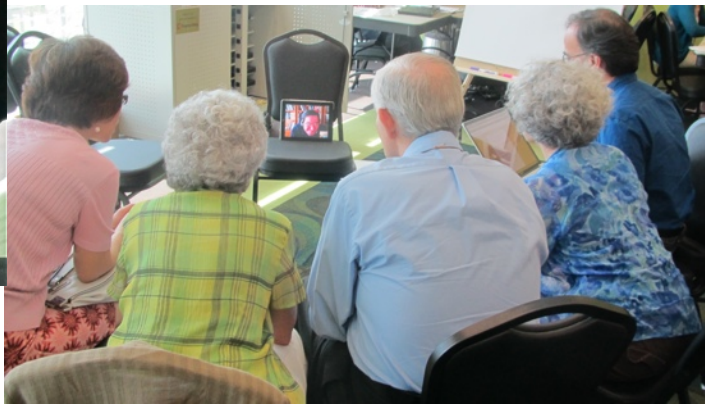
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SESSION #1:   **Raising Children and Career: Try it or not try it?**

Initiator: **Ludger Benighaus**

Collaborators: Krystal Hill; Keosha Poole; Vickie C. Pless

Discussion Highlights and Ideas for Action

Having a career and raising children is a common thought

Long days without breaks with kids and having to earn enough money to care for them 1 am to 12 at night a typical day

Two parents developing careers unite developing a happy family and children

What about full time graduate student, working full time, and multiple kids?

What about the reality of marriage/divorce, work, and children activities? How do you balance it well?

- – Well, do what you can, and then rest.
- – It is an amazing experience shaping your children goals while reaching for your own.
- – Both challenging while motivating
- – Children are expensive and it is something to consider

There is a lot of tension between parents with small children. Children need that bond with their parents during the first years of their lives--Staying at home with parents before being placed in childcare/preschool.

Parents feel guilty when you do not have that choice of keeping them at home for whatever reason, but you will make it up in other ways. You do what you need to do to support your family.

When do you transition from raising your children to guiding/advising your children?

It is very different--transitioning-- from doing everything to doing nothing and just letting your children learn from experience. It is difficult because you "know" they will do something that they shouldn't.

As a parent, you need to recognize the shift and set boundaries at that point. But share boundaries as you educate your children to make INFORMED DECISIONS.

There is pressure to always change your parenting style from strangers, friend, family, etc. It is appreciative to gain a new perspective but it can be annoying

How to navigate people from touching your young children without permission? (i.e.: pinching cheeks, fingers in baby's mouth etc.)

It is a pleasure to have a child, a beautiful responsibility – gives a new perspective "my life is complete"

Some choose not to have children and you respect their decisions such as if they smoke or any other chosen behavior

Children and career is a personal decision!

We can all work together to have children and work to make it all sustainable

Paternity and maternity leave definitely helps!
Flexibility with careers workforce allow parents to balance and engage with children

Country/ culture also drive our desire/ perspective on family, life and careers.

Adoption and career choices
Why is it so expensive to adopt children? Do I need a career change?

SESSION #2:   **Who am I, really?**

Initiator: **Jose Garcia**
(introvert who learned to be an extrovert when needed)

Collaborators: Elena Mendez
(former hot tempered individual who cared about being right, more than being heard)

Discussion Highlights and Ideas for Action

Food for Thought:

1. Introverts tend to struggle to express themselves more than extroverts do (i.e.: Jose struggling to express himself).

2. Sometimes, we don't make others feel comfortable because we judge too quickly or impose our desires. (i.e.: not being politically savvy or correct)

3. Stereotypes get in the way, they blind us from seeing the reality (ie: would you believe a Mexican-American can't speak Spanish and is a woman of color? Yes, she married a black man and has children who are black and Hispanic)

4. We can change, if we truly desire to be who we wish to become. Jose learned through repeated trial and error to get comfortable with being an extrovert. Elena learned to control her temper.

Session #3:   **History of Haiti**

Initiator: **Maxande Bien-Aimé**

Collaborators: Abelard Xavier, Susan Coleman, Adriana Diaz-Berrio, Benaja
                     Antoine, Karen Davis, Iwanka Kultschycky, Aquisha
                     Nedd-Espinal, Catie Wonders

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Discussion Highlights and Ideas for Action

First question – What motivates you to come to this meeting? Haiti is close to
me. I travel around the world and L.A. Dance
We are one world, but politics separates us.
What happens there?
Adriana works with immigrants in Montreal
Karen is curious about what happens. Karen is following Jhom Angels for some
years. I come to support.
The earthquake destroyed infrastructure, but it is also in a mental level. The
reconstructing is also on this.

2 levels – infrastructure and mental
NGOs come and they give a shelter but we have to work to be on our own jobs,
families. Some people have 12 people in their families, and they have to live all
in one room. We have to live in temporary houses. But, we have to construct
our new houses, but we don't have a job. That's why we need to have a new
approach to solve this problem.

How do you see death in Haiti?
It depends on the sector. In the city and in the country side – there are two
kinds of life. In the city Port au Prince, life is very different from Jeremy. The
needs are in education, health. Not everyone has access to education. People
outside the city are outside.

How is a funeral?
Countryside – the family puts the body in the yard. A cave in every…
If the person has money, they can pay the church and have a place in a funeral
house. In this same area, if you are not a member of a church, you pay a
"father" like in the colonist time.
If you go to the Protestant church, you don't pay for it. It can be different in
another community.

Does each religion have a different place?
We don't have a lot of faiths in Haiti. We have Christianity and Voodism.

Funerals are part of a life cycle. Occupy was related to the reconstruction after the Hurricane Sandy damages and disaster in New York, Pennsylvania, and New Jersey.
I think should be used as a last resource.

How do we use the money in cases of poverty? What is importance of money in these cases, the values, and the relationships?
After the earthquake, we had a common place to bury the dead people all together, and there had been a decision.

What happens with the school?
A bit chaos after 2010. Even the people with money had problems. The bank closed down, so everybody there was in the same situation. We worked with a school. We organized activities to help the children to cope with the trauma and the stress. There was no food, and we had to help them to eat and we looked for places to have them.

Did OS play a role in this process?
When I was talking about this change, in our mind we had organized open space. We have the relationship with these community members. We had 100–200 people. It depended on the topic. We asked questions, asked about what kind of schools we need to resist earthquakes and cyclones.

Questions – we need to teach the children what to do in case of a disaster.
OS is being used all over Haiti.

Question – what is more important, to rebuild the buildings, or to teach the children to be more resilient?
Both. If people are well trained, we will have a good society. At the same time, they feel comfortable to accept this training.

Quality of education is as important, as the quality of the place (buildings) where this happens.

What happened with all the NGOs that tried to help Haiti?

Haiti was more building this reconstruction process on the internal power of the people. We do collaboration like Haiti Partners. This organization has brought a lot of support to us. After the earthquake, they came and helped people to survive, but they don't think about long term sustainability. Some build schools that are in plastic after 3 months and the sun, the rain – the school will not exist anymore. Some organizations build schools that will really last for 100 years. We need things that resist the climate conditions. We need that for houses, too. We can count these houses with our fingers.

Does the organization work for you or work with you?
Most of them work for us but not with us. It was a lot of water. They don't use local human resources. We don't know if they appreciate the local resources. This is the history of the way the aid is given all around the world.

Have you ever had to say "no, thank you" to some organization.
We never pushed an organization out, but we had heard about a case like this. We refused money to build some schools that were not going to last and were not resistant to the climate.

Who are the people that decide?
We have every people together to decide, everyone in the community – older, youth...

Why did you come here, and who participated in getting you here?
We are part of the network of Open Space in Haiti, and we feel that we need to know more about OS. So, we received an invitation to come here. Some good people helped to make that happen. We also supported ourselves to get here, because we think it is important.

What I see is that a lot of big businesses know how to make big bucks from disasters.

Occupy Sandy:
- Has made big strides, have been so strong with very little money
- At first, FEMA, the Salvation Army, etc. did not want to include Occupy Sandy in big meetings, media coverage, and were baffled at how successful Occupy Sandy has been at reaching the public and organizing.

- The media and people insisted that Occupy Sandy be part of these big meetings, and now FEMA, etc. invite Occupy Sandy to explain their success within communication and organization after the disasters.

Occupy Sandy people are very transparent – publicize $ spent in real time. Now, bigger organizations say that Occupy is very good – less than a year ago these same organizations were saying that Occupy Sandy is a very bad organization.

Iwanka: In the United States, what is generally seen, in my experiences, is that the leaders of disaster relief are older, white men. I am worried about my community and country – who are they teaching? Who will take care of us when they are gone? I started to feel that I don't have a place here, but Occupy Sandy gave me a voice.

Many people wouldn't talk to us from Occupy because we were seen as dirty, poor, and that we had little to offer. A magazine called "Fast Company" has now called Occupy the 3rd most innovative movement (behind Apple and Square).
I wanted to offer solidarity to Haiti Partners in their struggles.
Maybe Haiti can have an Occupy?

Benaja Antoine:
I want to talk about our organization.
Our organization is a result of seeing what other organizations were doing. We wanted to show a difference. Our mission is working to help change Haiti through education.
We are not only doing OS in terms of education. We do OS in many communities.
After doing OS, we discovered that to make schools sustainable is to create businesses. Schools are using poultry to make money for the school to pay for food, uniforms, teachers, and training.

What do you think about GMO seeds?
Monsanto sells seeds that chickens eat. On 25 May 2013 there is a March against Monsanto happening in many places at the same time.
Does Monsanto try to sell you seeds for the schools in Haiti?
No. The chicken food comes from Haiti.

We are also building a bakery to make bread.

Have you thought about co-working? Co-working is a way to rent space for a short time to accomplish a job or a task. The equipment in the space is shared.

Do you have a tool library?
Not yet. We are building a community center with many of these resources. We just finished building the first building, and we need more money to continue. Maybe a tool library can happen in the future.

In Occupy, we do the same thing with clothes, shoes, and tools. It's called a pop-up. We put things in a tent. People bring what they don't want anymore, and take what they need from the things that others have brought.

SESSION #4:   **Ongoing Online Open Space**

Initiator: **Tricia Chirumbole**

Collaborators: Ben Roberts, Kevin Blossfeld

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Discussion Highlights and Ideas for Action

"Ongoing" framing is one aspect of larger question of virtual, and virtual + in-person

Desire to have something that builds on the OST list-serve as a continuous WOSonOS (more functionality than an email thread)

Vision of ongoing OST for entrepreneurs that shifts things out of the standard linear process that has isolated entrepreneurs developing ideas, pitching them, etc. A critical mass comes together to co-create.

To what extent does this exist without anyone knowing/naming it as OST, in the form of many different online sites/communities? What is it that the OST community can offer as wisdom and insight to the various online initiatives that already exist, e.g. www.wiser.org?

Potential of adding synchronous virtual process (e.g. blackboard, MaestroConference, Skype, etc.) to asynchronous (e.g. a website). Not being done nearly as much as it might be. Synch adds energy and supports cross-pollination.

Do something on a smaller scale than a 2.5 days, using virtual tools to keep the space open. I.e. meet for a briefer time and then go virtual to continue.

Possibility of convening virtual OST after WOSonOS:
- • Desire for something…
    - ○ multi-generational
    - ○ addressing sustainability/ transformation/new economy
- • Possible calling question?

SESSION #5: **Participants Documenting Dialogue**

Initiator: **Lisa Heft**

Collaborators: Sue Micklewright, Agustin Jimenez, Bernadine Joselyn, Colleen Byrne, Livia Olvera Snyder.

Documenters: Everyone

Discussion Highlights and Ideas for Action

[Lisa] I am very interested in helping a group capture its dialogue experience, for several reasons. Yes, dialogue in so many cases is the action – as in for example a knowledge–sharing conference or a community discussing grief and loss. But also, there is much more to offer the individual and the group after the experience of talking and sharing, thinking and exploring. There is the moment of dialogue. Then there is stepping away and reflection after dialogue. Then perhaps talking with a partner that night, or with colleagues at the bar... and then, perhaps a few days later, if they receive their words and images from the dialogue back, there is yet another way for them to reflect upon and integrate the (what I call) data. And how amazing to receive back the power of their words. And how even more amazing if they, the participants, are the ones to do the documentation. Their words, their co–responsibility. Even if the client or I collect it, put it together into a document (spell check it, format it, ensure the way we will send it back out will be accessible to all of them technically or otherwise), and give it back to them.

We decided to each document our conversation in a different way, while we were in conversation. My choice was photo–documentation.

Bernadine did some super-great graphic documentation during our discussion.

Sue wrote some notes.

I think these are her notes:

participant documentation
in a way that appeals
to all world views —
breaking thru & getting
past the physical
limitation of one person
doing all.
Picture / audio / snapshot &
how to combine.

þ things to consider
  > physical placement
  > tools to be available

Some people prefer to work
from key points &
miss some of the
nuances of the conversation.

Sometimes about emergence
sometimes about convergence
It depends.

Separate the Lineer
from the abstract.

- share ideas, breath, pull
  them together & categorize

? Need to recognize how brain
works, that it needs time
to sort thru what it's heard
& reflect.

Using world cafe principles
color cards used to capture
images & questions / themes
Q - what are the questions we
    should be asking ourselves
Q - what does this mean about
    the way we should be working
    together
Q - What are the bold steps we
    need to take to do be that
    as a community
Capacity needs to be considered
  - act on a few points @ a time

Narratives ⟹ worksheets
1 full capture of conversations
2 Create ' worksheets for
    different topics from 1
  2 resources
3 What we unanswered question
4 What do we want to know

Augustin wrote and drew.
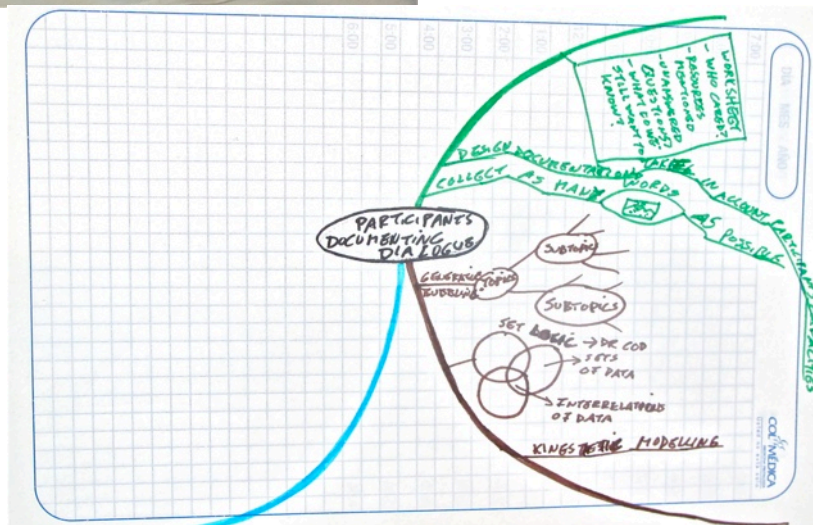
Whose are these – Livia's? She also took photos.

Colleen also took some written notes – If I'm not mistaken, here is a photo of her notes.

We also showed examples to each other of what we were discussing as Bernadine invited us to add to the what–then–became group–graphic–notes–taking on the flip chart.

Documenting Dialogue

SET LOGIC
Sets of Data
+ how they are
related

Database: What's my biggest set?
What's gonna drive the rest

Notes are taken and walked away but not captured and brought to other

Graphic Drawings for Meetings to get people to stay

Resource ~~thinking~~ Modeling

Student success   What our strenths
                            goals

in picture   Graphic   improvements
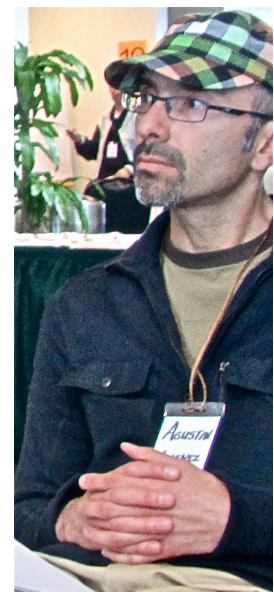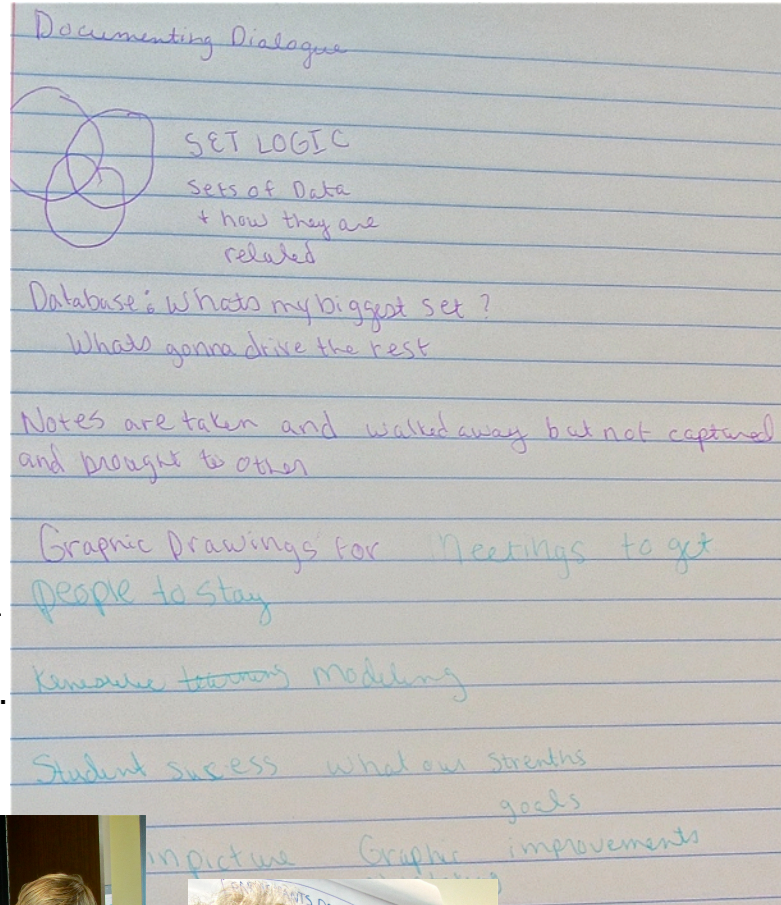
[Colleen] I would like to add my thoughts on this topic. I walked in to this group in mid-discussion. My take was that during Open Space, there are only a couple of ways to document dialogue. Listening to other members, ideas were sparked in my mind of other forms of documentation.

I remember a technique I learned in a creative writing course called Generative Bubbling. The idea is that you put a circle in the center of a piece of paper. In the circle you add a topic, from there you connect subtopics to the main topic. With each subtopic you connect everything you can think of about that subtopic. In doing this process, your brain can creatively piece together an imaginative narrative. I thought this process could be used for Open Space.
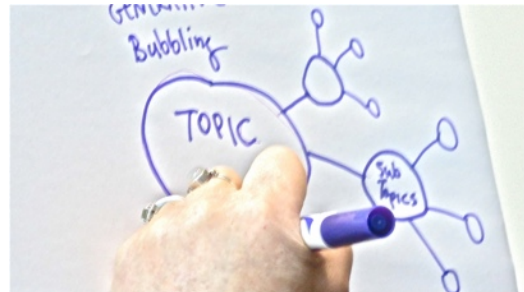
While I was discussing my idea, one of the members of the group was drawing pictures of what we were saying. She used bright colors and creative diagrams. What I found was astonishing, was that one idea led others to have their own ideas. I suggest everyone to take a look at the picture diagram that was drawn by one of our group members.

[Lisa] … and so we all explored, talked, and drew as we went…

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NO SHARING

ATTENTION TO BRAIN WORKS

Pictures Help!!!

→ "INFOGRAMS"

MORE IS BETTER ::: collect as many words and images as possible.

REFLECTI

GENERATIVE "Bubbling"

Sub

The Documentor has the "power" of the meaning making.

WORLD CAFE:

COLOR CODE CARDS TO QUESTION

can be clustered

Q I. what are the questions we should be asking ourselves

II. what does this mean about the way we should be working together?

III what are the bold steps we need to take to do/be that as a community?

TURN NARRATIVES INTO "WORKSHEETS"

FULL NARRATIVE TRANSC

1. WO CARED?
2.

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2013

THETIC
AURAL
TEXT-BASED .

bases
of data

WAY WITH THEM W/ NO

PAY ATTENTION TO
HOW THE BRAIN WORKS

NING IN PICTURES ⟿ "INFOGRAMS"

Design Documentation to Purpose

Lisa

Sue

Colleen

Livia

Bernadine

Agustín

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SESSION #6:   **How do we invite diversity into the room?**

Initiator: **Dawn Ellison**

Collaborators: Samantha Steele, Elena Feliz, Colleen Byrne, Anna Lewis, Jose Garcia, Doug Germann

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Discussion Highlights and Ideas for Action

What do we know about the cultures, age groups… that would inform the invitation?

One to one invitations is key!

Look for Mutual Purpose:

Family Economics/Family Health

Invite Voices with survey or pre-circles to build trust of invitation's intent.

Use Visual/Kinetic/Auditory mediums to invite

Children may bring parents in and be able to translate.

SESSION #7:   **Welcome to virtual open space**

Initiator: **Aaron Wasserman**

Collaborators: Chuni Li, Devon Morris, David O'Neill, Thomas Perret, Kevin Blossfeld, Eric Weaver, Sharon Joy Kleitsch, Jerome Scriptunas (virtual), Ben Roberts, Sue Micklewright

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Discussion Highlights and Ideas for Action

Virtual marketplace
- take and post pics real time
- central hub for themes
- add pics to Facebook – where anyone can comment, from anywhere
- include Google docs, links, ustream links, twitter tags, etc...??

Facebook events
- discussions happen
- people visit

United Nations climate change conference provides a real life context for virtual OS. At the Patel College last week they had habitat hubs discussing sustainability.

Jerome: we are testing the use of Google Forms with Shared URLs for collaborating on session notes. We think we can get it to work the way we want. We can share a URL for multiple editors/collaborators on a session summary. We can also allow participants to view and-or edit a summary-of-summaries Google Sheet that displays all session notes. These looks like it would work OK for up to about a dozen +/- sessions with a few paragraphs of notes for the key points and similar for next steps. Beyond that it might be best to launch another form for the next batch of session notes for larger convening with more sessions.

Limitations:
Browser – Firefox may not work well with Google docs

How to enhance w/ face to face – – Google hangouts, Skype. Blackboard canvas

Meet up

Capacity issue comes when more than 10 people come in. .. Do we really need to see each other?

What is the purpose?
Conversation is what is critical.
We cannot have a great conversation? Why is not the international community involved?
We can have this international conversation
Everyone else is sitting in the bleachers.
We are not contributing fully now. How can we get everyone involved?
Identify key goals and missions
To get more specific you need a digital strategy
Who are we trying reach?
What about seeing all conversations at once
I want everyone to know this is possible how we can make this happen everywhere
Each week could include hundreds; we also need the calling question
Is making all of open space "open" enough?
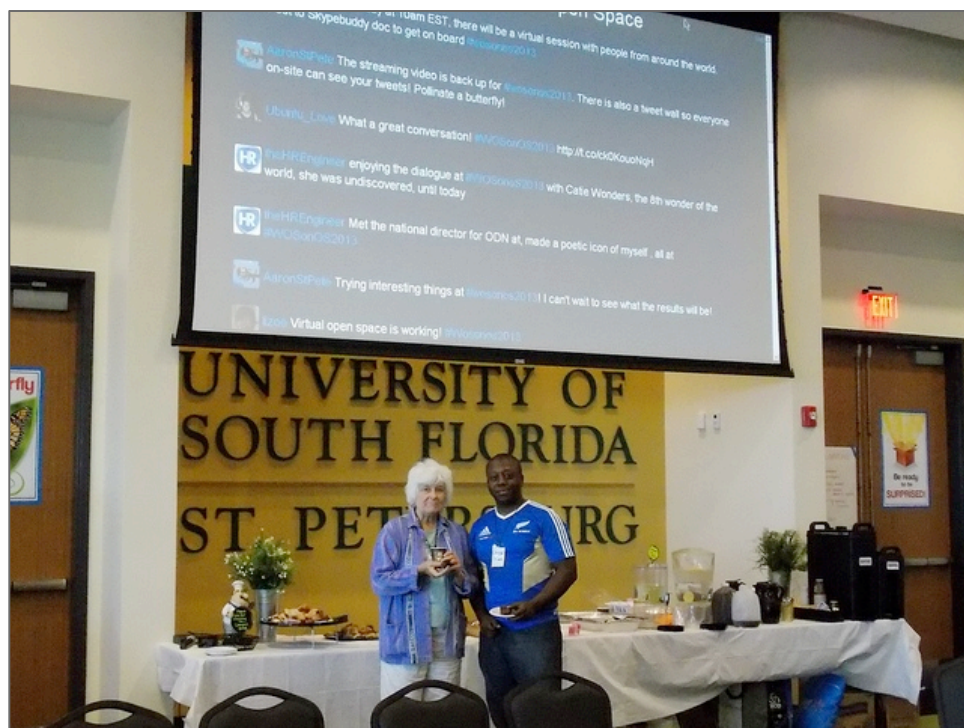
SESSION #8: **How to change from high distrust to greater openness and acceptance?**

Initiator: **Jurgen Ahlers**

Collaborators: Samantha Steele, Anna Lewis, Doug Germann, Jurgen Ahlers, Rich Justice, MarSea Amani, Pamela Enz, Marilyn Anderson, Karen Hilfman Millson, Gerard Muller, Livia Olvera

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Discussion Highlights and Ideas for Action

- What is the fear about?
    - Is there more distrust or is our information overload making it more apparent?
    - Understanding civility, showing kindness vs. being fake
    - Losing control
    - Hierarchy is built on fear
- Invitational Education Theory (Marilyn Anderson)
    - Trust, Respect, and Optimism; you must create respect and trust to earn it.
    - Assume goodwill
    - A practice used to move forward
    - Parallel between Open Space and Invitational Education Theory
    - Intentional, being consistent, focus on intrinsic value of the individuals in front of you
    - You may also extend an invitation that is not received
- Circle Culture (Karen)
    - Three concentric circles: inner circle is your authentic self, next circle is your external expectations (what you SHOULD be or do), outer circle is life swirling around you.
    - There are always more circles.
    - Live out of that authentic self, choose to see it in others
    - Distrust is created in outer circles.
    - To develop inner core sometimes you need nothing, as in meditation.
    - How do we continue to nurture that center core?
    - People can live in just the outer circle, completely disconnected, such as mental illness or addiction.

- Everyone has a unique lens, "I am me", everyone interprets things differently, different cultures.
- We all come here with different meanings, dialogue is necessary.

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- Openness is first a personal shift, creating a paradigm shift. Has it already begun?
- The past generations felt a need to be different from their parents, current generation might feel different. Different parenting styles?
- A butterfly needs to struggle out of the cocoon in order to get fluid movement to their wings. Struggle is necessary to spread your wings. If a cocoon is cut and there is no struggle, a butterfly will not be able to survive.
- We are no longer going to experts, our authority is shifting.
- The openness of technology is a double edge of exposure, is openness the same as trust?
- Don't force openness, all openness is not safe.
- Some groups need double confidentiality.
- Be all end all value is authenticity, not necessarily openness.
- Make a declaration, accept how you feel, you don't always need a fix.
- Ask yourself: Am I doing this for me or am I doing this for them?
- Transparency is key to changing distrust to trust.
- You don't have to justify why you walk away.
- We need a tapas menu of needs; don't say you have anything because you don't, sometimes we are unsure of what we need.
- To be invitational to others you need to be invitational to yourself.
- Let it be, pain and struggle are necessary.

SESSION #9:   **Spreading the OS mojo**

Initiator: **Tricia Chirumbole**

Collaborators: Ludger Benighaus, Linda Stevenson, Doug Germann, Karen Hilfman Millson, Jurgen Ahlers, Sue Micklewright, The Rev. Russell L. Meyer, Livia Olvera, Pam Enz, Qinghua Song, Hulu Chen, Adriana Diaz-Berrio, Gerard Muller

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Summary Highlights

Explore the interest among OS practitioners to work together to spread the use of OS practices and knowledge of OS principles among a greater audience. One area to consider for collaborative exploration is working on messaging, re-branding, or exploration of new channels for dissemination or ways of connecting with potential participants and practitioners.

Participant from Beijing shared how they brought OS to communities in China that were successful and garnered the interest of the Chinese government who then requested Open Space to be run in all communities. The communities were at first in denial that they could do anything themselves about the poor conditions in their community and that they had no money to donate. After some open space, leaders emerged, donations were raised, and everything was accomplished within one year. The people were attracted to the "open" word. The government was afraid of the word, but attracted to the "technology" term.

In terms of rebranding, some believe you don't always need to use the term open space or open and that Harrison sometimes does not use Open Space term either. David Glenwinkel – practitioner who developed village care – use of OS in villages in Africa based on full village ownership of activities – has a process that partly uses Open Space, but downplays use of term Open Space – Outcomes term is more appealing to them. Thousands conducted by locals in Africa.

Can we, should we, how do we spread the use of these village care type practices in other places.

SESSION #10:   **What's the Question in the Middle?**

Initiator: **Thomas Perret**

Collaborators: Jose Garcia, Augustin Jiminez

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Discussion Highlights and Ideas for Action

1. Sit in circle
2. Pose question: What's the question in the middle?
3. When a question comes up for you, you may express it.
4. When an answer comes up for you, you may express it.
5. When no more answers seem to be coming, return to the question: What's the question in the middle?

Questions that came:
Why are we here?
What separates us?
What do we share in common?
What is our deepest common wish?
What is the reason for asking the question?

SESSION #11: **How can we grow and encourage civility in our communities?**

Initiator: **Pam Enz**

Collaborators: Charlotte Henley, Bill Heller, Marie Nelson

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Discussion Highlights and Ideas for Action:

Civility is respect for our earth and the environment
Civility is respect for other people

We discussed the many different experiences we've had with the immigrant populations who have come as groups to our communities and the difficulties and/or fear that accompanies their presence.
  Instead of seeing the promise of their presence, many people see their differences as problematic.
  Instead of accepting their differences, it would be better if we could encourage people to celebrate their culture and learn from them
  How can we do that?

Social class barriers are another place where incivility occurs – is it because we pretend that they don't exist? Is the lack of attention and the barriers because of the way in which we were raised?

What about the partisanship in our leadership (legislation)?
  It is difficult because often we understand that the people who try to restrain themselves and treat each other with civility are not as loud as folks who don't restrain themselves? It makes it difficult to be heard.
  Bill Heller, former legislator for Florida, discussed some of the problems he had with people who would give their word to him and then not follow through. He shared several stories of frustration because of it.

So how do we break through the stereotypes?
  We have to recognize individuals for who they are and love them.
  We would like to encourage people to celebrate differences.

How to do that?
  Encouraging good, deep conversations will be helpful. Hold small to large Open Spaces in coffee shops. Don't expect everyone who attends to be in agreement but talk and share. Be open to new information. Invite those from

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FOR ETHICAL LEADERSHIP & CIVIC ENGAGEMENT

World Open Space on Open Space
WOSonOS
In FLORIDA
2013

different cultures; teach them how to have good conversations (World Cafe) and little by little perhaps some small changes will occur.

Remember: People are craving GOOD conversation!

SESSION #12:   What is Organizational Development – why is it important?

Initiator: Elena Feliz

Collaborators: Susan Coleman, David O'Neill, Michelle Norris, Bevan Rogel, Sue Micklewright

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Discussion Highlights and Ideas for Action:

Organizational Development (OD) can be referred to as Organizational modeling or organizational effectiveness

Part of the challenge is gaining consensus on whether it is a field, process, discipline or skill.

- Defn: the application of behavioral science, *action research and systems theory to human systems to increase the internal and external effectiveness of an organization, especially in managing change using participative processes that include all those effected.

*Action research is a set of questions that form the research on why we act in certain ways. Qualitative data that results in an outcome/action.

Mentor, Bob Marsak, is now looking at dialogic research (conversations, metaphors & how people frame language) as an alternative.

Cookbook for OD
- Vision/Values
- Mission
- Goals/Objectives
- Roles/Responsibilities
- Documentation of processes/workflows(organizational design)
- Leadership behavior

Organizational Development has been around for 60 years. Change Management is more acceptable to clients than OD. Change Management is more project management focused than OD

OD views organization as an organism not a machine. OD consultant can be seen as a family practitioner, interviewing family members, to see what challenges stand out. See the same thing from various perspectives – as a theme.

Important to let conversations take proper course and not rush – "are we finished with this conversation or can we move on?"

Gestalt Cycle of experience. Sensation–awareness– energy– Contact–action– withdrawal. OD is very similar in that it views organizations holistically.

Difference between a mgmt. consultant and OD consultant:
1. Self–awareness
    a. Use of self, presence, authenticity
2. Values
    a. Democratic, do no harm, transition skills to client, client has answers not us
3. Systems Thinking
    a. Holistic view, look at entire system

OD has been dying out and is now rebounding. Some of the challenges have been:
- Not credentialed
- Lack business focus/language
- Not partnering with HR
- Arrogance
- Lack of metrics/measures of success

Why is it important?
Because we have the skills to make a positive change in the world!

SESSION #13:   **Chivalry, live or die? Can open space revive it?**

Initiator: **Jose Garcia**

Collaborators: Tricia Chirumbole, Colleen Byrne

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Discussion Highlights and Ideas for Action

Key terms:
Chivalry = act of kindness or generosity from one individual to another (gender neutral)
Open Space = Platform for getting people to feel empowered as equals, in interest of one common goal

Recap:
Women's Independence movement may have led to end of chivalry. The demand for equal social and work rights and resentment of acts of chivalry, seeing as belittling
Desire for openness and transparency, such as greater tolerance of open LGBTQ in business, athletics and military and mass support for gay marriage may be an indicator of pent up demand for revival and introduction of open space (opportunity for us practitioners?)
Often, society is materialistic, putting needs of self over needs of others. Possible to find communities such as schools, universities, professional associations and turn them into early adopters and ambassadors for support of chivalry or other controversial topics

Food for thought:
Where do we begin?
–If ASTD Vice President concluded years ago training is unnecessary, why isn't open space more prevalent?

Who do we begin with?
   –Why don't business demand open space? Can we use this with politicians, polarized communities or media organizations, groups who are very influential in decision making?

How do we introduce open space?
–We know it's good, yet if it were that good, wouldn't it be prevalently used? How can we make it appealing to the needs of our constituents and clients?

SESSION #14:   **Families, End of Life, and Open Space**

Initiator: **Doug Germann**

Collaborators: Doug Germann, Ben Roberts, Bernadine Joselyn, Harold Shinsato

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Discussion Highlights and Ideas for Action:

Background: as an elder caring attorney, people counsel with me about Wills, Powers of Attorney, Long Term Caring between parents and children, and one of the topics which people want to get into (and avoid a lot!) is what kind of care they wish as they are approaching death. So what would be good ways to encourage the end of life conversation within families, especially ways to get families to include everyone in the conversation?

See photo of flip chart page:
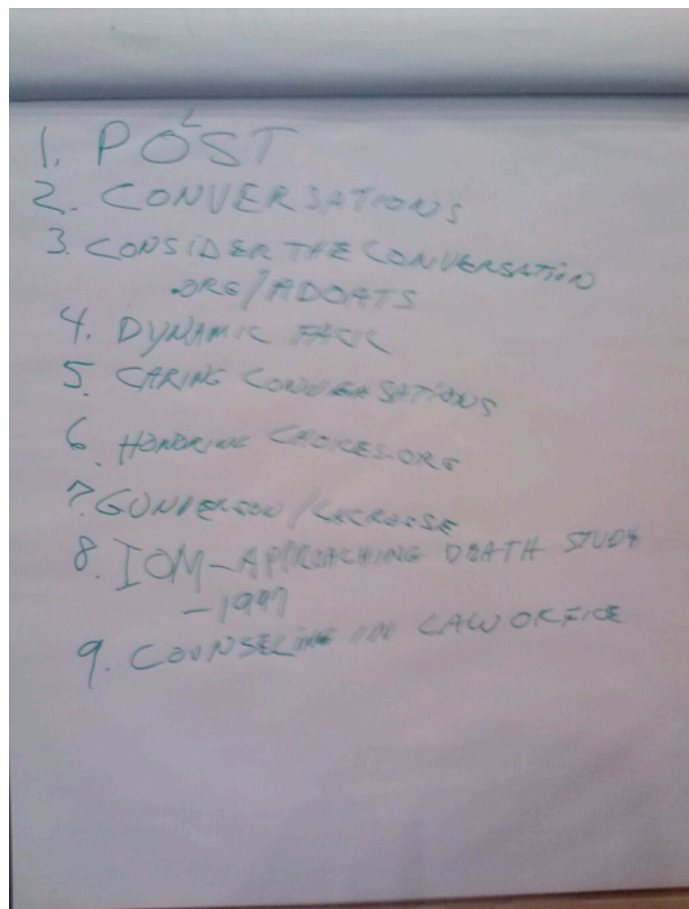
SESSION #15:   **Scrum & OS/From OS to Action**

Initiator: **Devon Morris and Jasmina Nikolic**

Collaborators: Chun Li, Sharon Joy Kleitsch, Sue Micklewright, Jasmina Nikolic, Kevin Blossfeld, Peggy Holman, Krystal Hill, David O'Neill

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Discussion Highlights and Ideas for Action

Discussed Scrum
Discussed Kanban
Discussed how these can work in conjunction with Open Space

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Scrum in 5 minutes
Scrum is an iterative incremental agile software development framework for managing projects and product or application development.
Roles
  * Product Owner
  * Scrum Master
  * Team
Ceremonies/Meetings
  * Sprint Planning
  * Daily Scrum
  * Sprint Review
  * Sprint Retrospective
Artifacts
  * Product Backlog
  * Sprint Backlog
  * Burn Down Charts
  * Product Increment

Agile Manifesto:
Agile is a group of software developments that are based on iterative and incremental development. In 2001, the Manifesto of Agile Software Development was created.

Agile Manifesto – http://agilemanifesto.org/
12 principles – http://agilemanifesto.org/principles.html
Learn more about Scrum here

http://www.scrumalliance.org/learn_about_scrum
http://en.wikipedia.org/wiki/Scrum_(development)

Planning onion
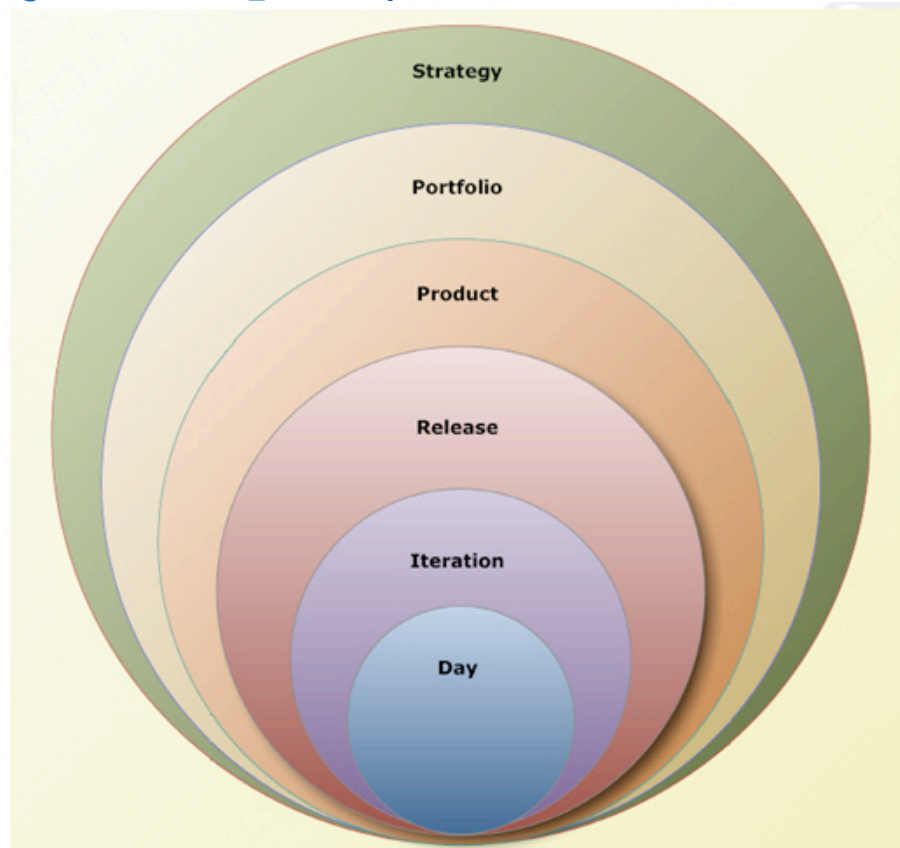
Resources

Succeeding with Agile
by Mike Cohn

Scaling Lean & Agile
Development by Craig
Larman & Bas Vodde

Agile Testing by Lisa
Crispin and Janet
Gregory

Coaching Agile Teams
by Lyssa Adkins

Agile Product Management w/ Scrum: Creating Products that Customers Love
by Roman Pichler

Management 3.0: Leading Agile Developers, Developing Agile Leaders by Jurgen
Appelo

Agile Game Development with Scrum by Clinton Keith

Kanban

Table:

Wish list/ to do / doing / done

2 Kanbans

1. Software. 2007 David Anderson put it into software development, limited **pull** system.

2. Toyota production system = signal card, for managing inventory.

One objective is to continually improve.

Provides transparency which support self-organizing.
It is has less restrictions than other agile tools or frameworks
Its main features:
- Work Visualisation
- Limit work in progress
- Measure process

It provides **transparency** on both the work and the process of the work flow and its transparency allow users to see the effects of their actions or inactions. Such visualization has **proved to be very psychologically rewarding and motivating**.

It comes from a family of approaches known as **pull systems**. It is considered probably the most widely used type of "pull" signaling system. It is called pull system because of the new action being pulled into it when there is enough capacity to handle it, rather than being pushed into it based on demand.

It can have a dashboard which serves for statistical data on activity, distribution, efficiency, warning indicators and other charts of organization analytics for a certain period of time.

Kanbans online
leankit.com
trello.com
kanbanery.com
kanbanflow.com
…

SESSION #16: **What would a grassroots, global revolution on taking back our health look like?**

Initiator: **Dawn Ellison**

Collaborators: Sharon Joy Kleitsch, Linda Stevenson, Kevin Blossfeld, Thomas Perret

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Discussion Highlights and Ideas for Action

Movies:
Genetic roulette and Fresh
Ted Talk- David Katz
Pick a Petrie Dish- St Peter
   Ideas:
      Add a Luminaire/expert
      Stream this Luminaire elsewhere and have conversations in other locations
      Tipping Point is supposed to be the square root of 1 % of population.
      Inclusion: What richness can the immigrants bring to the conversation of health and wellness?
      The richer the diversity, the greater the Health.
      Permaculture Flower as a representation of domains of health.
      Buy a feature game as a method of setting priorities and collaboration.
      In pre-circles; ask the Somalis and Mexican's to craft the invitation.
Marie Nelson has started a Time/Skill exchange in St Petersburg.

In the spirit of self-organizing start a pilot/plant a seed. Be intentional in the learning of the process. Involve a cross section of community members on the planning committee. Invite folks from other communities that are interested in the process to the pilot. Have fringe members design the invitation for their community. Gather the fringe member communities in circle prior to the event to build trust with them. Step into their space. Ask them to contribute from the richness of their culture to the conversation around health and wellbeing. Collect worksheets with next steps and emails for future access to ripples and for their own information to move forward. Film the event. Capture exit interviews from the community members. Pay attention and be intentional!

SESSION #17:   **How to use OST to cultivate love for chaos**
Initiator: **Chuni Li**

Collaborators: Gail West, Marilyn Anderson, Qinghua Song, Hulu Chen,
                     Aquisha Nedd–Espinal, Iwanka Kultschycky

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Discussion Highlights and Ideas for Action:

Chaos is the source of creativity.
Chaos is an indication of a lively organization that is constantly learning and adapting to environmental changes – a learning organization.

Marilyn shared that experience in growing up in a chaotic environment could help us deal with chaos and become creative in it.

In Florida, the Source Team Theater had a project to help youth channel their creative energy through theaters. Many of these children came with traumatic chaotic family experience and they are often attracted to free environment which may seem chaotic to other people.

How do we distinguish between creative chaos and destructive chaos? Sometimes destructive chaos can spawn creativity.
Although chaos is the source of creativity, it often carries a negative connotation. Maybe we should reframe it and call it something else.

The irony is that what we perceive as "order" may not be order at all. It is an illusion to think that we can maintain order. Gail suggested a book called "The Perfect Mess" which discusses how much it costs to keep an organization orderly.

We can learn to live with chaos. If you can "not worry and let go" for 2 minutes, why can't you do it the rest of your life?

Do we need to rescue/help others every time see others suffering? Very often, it's our perception of their needs that drive our behavior rather than the person's true needs.

Gail shared that people can generally be categorized into: Abstract, Concrete, Random, Sequential. What one person considers chaos may be the order for

another person. If we can just be an observant, we may appreciate the differences in others and know how to flex ourselves to the styles of others.

Gail suggested another book: "Entering the Shift Age." by David Houle.

Iwanka – Chaos is when words don't align with action.

It takes both "systematicness" and nimbleness to succeed – like the notion of a "whole brain" company.

We should apply Appreciative Inquiry and focus on people's strengths. Just like the theater project in Florida where kids were given the opportunities to contribute their talent.

One suggestion is to expose children to disaster relief work at a young age as way to build their resilience. A resilient community is a nimble community.

Qinghua Song talked about the Shining Stone Community Action Center work that she has been leading in China since 2002. All organizational activities and decisions are transparent. 21 staff are involved in all organization-wide decision making. Over the last 11 years, there has been zero turnover except for families moving to a different city.

SESSION #18:   **Helping Organizations/Individuals to Flourish – the New Sustainability**

Initiator: **Elena Feliz**

Collaborators: Jose Garcia, Jurgen Ahlers, Sam Steele, Kevin Blossfeld, Tricia Chirumbole, Gerard Muller, Chuni Li, Sharon Joy Kleitsch, Susan Coleman, Sue Micklewright

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Discussion Highlights and Ideas for Action:

People think sustainability is people, profit, planet. I know more about OD than I do Sustainability. Chris Lazslo thinks the word sustainability is passé and is writing a book called The Flourishing Enterprise – Connecting Spirituality and Sustainability. Our group the Global Community for the Future of OD is trying to help OD/HR practitioners to crack the nut with regard to working with corporations, nonprofit, government to become sustainable. We are on LinkedIn – GCFOD.

We like the book A Common Sense Approach to Sustainability by Tammy A. Kohl because it is practical. So with our OD skills we need to figure out how to make OD relevant with sustainability. Give me your email address and I will make sure I send you Laszlo's presentation and the name of the book we are sharing...anything else I might have. Here are some learnings from the circle.

– need to find the vernacular – I want to help define, understand this, push the idea, market it. But sustainability is so huge. Do we specialize – so broad. All the regulation – ESI – LEEDS, EPA – helping organizations not to get sued. Giselle Weybrecht literally wrote the book – The Sustainable MBA. Can you know it all?

– No – you need a team – to specialize.
– what I like is to start with the individual – sustainability not a new word – we pass judgment like OD – find new ways – could have an open space event – invited by organization – how do we define it ourselves and then the organization; personal responsibility – community/job – grown up in a world – know what i need to do
– OD – use for individual development which leads to organization development need to go through the management proposal then implement – China is unsustainable

– how hospitable can we become ourselves – too overwhelming – how do we create a new dynamic culture – more sustainable – starting with ourselves
– agree – how can I keep changing – everything against me
– yes – What's in it for me? (WIIFM)
– see it as vitality

– nature does not care whether we survive or not– we need food to eat, resources, water – engage organizations
– it's the Human Habitat – food, water, air – need to shift values (Monsanto)

– don't have a feeling that companies are not ready; shares different industries doing it – steel, filtering, wildlife
– acceptance of our thresholds in US corp, Europe – Whole Earth Discipline (from same guy who wrote Whole Earth Catalogue

– frankly sustainability is boring – need to win the hearts and minds of people – need to have Brad Pitt advertise it – nothing exciting – brother LEEDS certified of a hockey rink – need a campaign like Got Milk?
– divestment in fossil fuel companies is exciting at the university

– the term change management is boring

What are you going to do/focus on after this circle?

– use flourishing/thriving/hospitality in the future with the airline industry – they are struggling

– work with the UN

– join the sustainability committee at work – focus on recycling – use open space – still need to have a personality in the ad campaign – think out of the box
– personally – garden, meat, teaching/listening to my children – in business, use open space

– inviting others in professional organization/colleagues

– continue to do what's working – listen to whom my partners are – do what's easy

– stay committed – transition organization world – facilities/processes – more of the process itself – create a more sustainable world – make sustainability sexy

– Ralph told me about the natural step community – rekindle at the community level

SESSION #19: **Priorities by Deduction – A self-organizing process**

Initiator: Diane Gibeault

Collaborators: Karen Hilfman Millson, Alan Stewart, Gerard Muller, Maxandre Bien-Aimé, Benaja Antoine, Abelard Xavier, Bernadine Joselyn, Livia Olvera Snyder, Karen Davis, Peggy Holman, Diane Gibeault, Stephen Strenges

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Discussion Highlights and Ideas for Action

Priorities bring focus but have drawbacks: can limit possibilities and passion by restricting fields of actions therefore bringing down the group's energy; create compartmentalized thinking and the order may not necessarily represent reality.

1. **Priorities by Deduction**
This natural and organic way reduces the drawbacks of setting priorities. This participant led method is based on emergence and self-organization, the core and strengths of OS.

In a nutshell, the group makes deductions about priorities, from the actions that emerged out of their passion. The method builds on the belief that if an issue is important enough, i.e., a priority, people will express that interest by taking action. Leadership manifests itself spontaneously through action.

Steps
1. Discussion reports are read with this in mind: What do I/we want to act on regarding our theme?
2. Open Space on Action: participants post their actions on the Action Market wall.
3. Participants move the action sheets with commonalities, into clusters and give a title to the clusters. If there are disagreements, a copy of an action sheet can be posted in more than one cluster. A question and a blank sheet for comments are posted at the end of the clusters: Any priorities missing? If new priorities are retained, participants can post additional actions if they wish for their implementation.
4. Participants form groups to plan actions and prepare a summary to post near the market wall.
5. After that action planning session, participants do a Gallery walk: they move around the room to read the action plan summaries and to comment on the priority clusters.

6. In the circle, a brief exchange allows the group to share feedback, and agree on priority adjustments if needed and confirm general communication and follow-up intentions.

2. **Priorities by Affinity**

When organizations do want to set priorities before identifying actions, this method is more congruent with the rhythm and spirit of the discussion phase of Open Space.

- The method is open: participants make choices on a base of reflection that is broader than the discussion reports. The transparency brings up the level of trust.
- It has great clarity: participants express their specific priority in their own words instead of using a report title that may include several issues.
- It has methodological accuracy: vote splitting of identical issues represented by different reports does not happen.

Most elements of this affinity method had in fact been shared by Peggy Holman a few years ago – thank you for helping to simplify the current thinking, to update our memories and for making room for additions along with everyone else who participated in this conversation.

Steps

1. Discussion reports are read with this in mind: What is the top priority regarding our theme?
2. Participants note their (one) top priority title in 1 to 3 words, on a Post-it note which they place on a Priority Wall.
3. On a wall or on the floor, participants move the priority Post-its with commonalities, into clusters and give a title to each cluster. If there are disagreements, a copy of a priority Post-it can be placed in more than one cluster. For larger groups, priorities can be discussed in a small group with each group posting one priority on the wall, allowing for wildcards to also post so the different minority voices are not lost.
4. Circle discussion: is the list of priorities complete – anything missing?
5. Participants gather around the priority of their choice to discuss and prepare and post a two-three line statement on the meaning of the priority and guides for action.
6. Conveners of earlier discussions any interested participant, note on a sheet placed under the priority statements, the report number of discussion reports that relate to the priority so as to integrate ideas of those reports into action plans to come for the implementation of the priorities.

7. Open Space on Action: participants post their actions on the Action Market wall.
8. After that action planning session, participants do a Gallery walk: they move around the room to read the action plan summaries.
9. In the circle, the group shares feedback on the plans and on ideas on how to keep communications open and to support follow-ups.

Other methods – Thank you Peggy for sharing these.

Cheek and Chairs
This method is useful for larger groups, example 300 participants, as it is easy and takes about 10 minutes. It is also based on self-organization and emergence.
1. In the circle, participants reflect on a question such as: What's a take-away I want from this meeting in relations to the theme? What is a top priority regarding our theme?
2. Everyone stands. Whoever shares their thought first, then sits. So do everyone who had the same or similar thought. This process repeats itself until everyone is sitting. There are usually around eight ideas that stand out.
3. The group takes five minutes or so to reflect on what they heard.

Thirty Five (35)
For small or large groups
See: http://www.thiagi.com/pfp/IE4H/march2008.html#Framegame

SESSION #20:   **What does the world need from Millennial leadership?**

Initiator: **Victor Rivera**

Collaborators: Lizzy Morris, Michele Norris, Colleen Byrne, Alan Stewart, Ben Roberts (main note-taker), Linda Stevenson, Jose Garcia, Catie Wonders, Stephen Strenges, Gail West, Chuni Li, Kevin Blossfeld, Livia Olvera

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Discussion Highlights and Ideas for Action:

Most effective Millennial leaders make way for intergenerational leadership. More sharing oriented culture. Difficult to be a leader sometimes--often hard to break through glass ceilings. But tech is bringing us in due to our "innate" knowledge base-->a learning culture, and dropping the labels.

Ben wants to convene virtual OST w/Ms, elders and those in between, soon after this gathering. Looking for collaborators!
ben@conversationcollaborative.com

Role of elders for the future--the Ms address the challenges, with help from the wisdom and sharing of experience from elders. problem of how we treat/ regard elders--shoving them into nursing homes.

A paradigm shift is happening w/leadership. Davos youth video exemplifies this (Michele has the clip). Youth is "screaming" for what Open Space Technology (OST) offers--freedom from restrictions. This IS the time (St Pete is a special WOSonOS with the presence of youth). The world doesn't know what it needs, but this generation has awareness and gets it. You have what you need!
  • Davos links: http://www.weforum.org/community/global-shapers (main site)
  • Edited short clip from Michele): https://www.dropbox.com/s/fhje65nb24751sm/World%20Forum%20Clip%20%282%29.m4v

"The world is ready... what are you/we waiting for?"

A desire to see Ms bring self-organizing, incl OST and more, forward as the core principle that can navigate the complexity of our times and create conditions for emergence.

Current leadership (older gens) is afraid of opening up the space. Willingness to FAIL is a key part of creativity and innovation. We need leadership that says it's OK to fail, because we can't create and innovate without a culture that allows that. (See this wonderful TED talk by Ken Robinson)

Ms have been in workforce for 10yrs, and have had bad experiences. Some Ms act entitled, due to culture of praise in child rearing. esp extroverts from well-to-do families. This has scared the current leadership. taught that "failure is not an option." **govt believes this too, so it won't take risks**. Also many who think nothing will work out. support and guidance is needed along with permission to fail.

Defining Ms, Genx, etc. Ms= born 1978/83-- we can get hung up on labels. What makes a cohort/generation=shared messages and events experienced as adolescents.
For Ms:
- New age of **technology** (how will we use it?)
  - that's not the whole picture--not fair to our other experiences. the easiest thing to see.
  - tech=access to information. different way of thinking and problem solving. googling addresses versus looking through a stack of business cards. "I've never had to use a phone book."
  - "if it's not broke, don't fix it" doesn't serve Ms. Instead it's "if it can work better for me, i want to improve/fix it."
    - orgs often don't see this. want people to assimilate to process that "works" vs Ms wanting to change processes to make things better
    - Meg Wheatley--orgs as process vs orgs as machine
- **We've seen a lot of failures, disasters, lived through this under the guidance of people who didn't know what to do, who have no direction to give us even though they have claimed the role of directing us (parents, etc.).**
  - e.g. 9/11. old enough to understand, but adults didn't want me to know (don't watch bad things on TV).
  - So "I'm not going to wait around for someone to tell me what to do, because I don't see that you know any better." (addresses "entitlement" idea above)

What should we learn/apply from previous generations?

School assignment to write a paper without using the internet. Freaked Ms out. But why would that be a good thing to do?

M: "I can type verbatim minutes." elders have other skills for finding things/doing things, like going to the chamber of commerce."
- "but i can use live chat to communicate directly" [so I don't need to physically go to the chamber!]

"I long for the days when we were smarter than our phones!"

VERY funny video of tech support for "The Book" (h/t Peggy Holman)
http://www.youtube.com/watch?v=LRBIVRwvUeE

Remembering turkey hunting story told by David O'Neill to open our WOSonOS gathering (James, a Millennial, wants to be a turkey hunter. He learns the basics from YouTube, goes out on his own and struggles, then finds an elder who helps him to succeed.

Measurement of results is key. Get orgs to understand a different process for working that lets me take the time I need. Non-hierarchical environments let us flourish.

Because we are young, people don't take us seriously. How will that change when you (Ms) become leaders?

My business (non-M) is to go into companies and help them to be what you (Ms) say you want. This excites me! A work revolution! Hopeful--more companies are becoming **agile** than ever before.

Waverider (Harrison Owen's book)--honors the formal/traditional and the informal (OST). Informal will have primacy in the future.

Sociocracy

Owning Our Future--Marjorie Kelly (Tellus Inst.). Staff=owners in new org structure. Changes governance entirely. Co-creating an org with high buy-in because they are not being told what to do, but are all leaders.
- Like ESOPs? top CEOs get all the stock now! Ms see this and become cynical. Need to be more open w/other gens and share power. "Are we the Ms going to be open even though we were taught that control is the norm?" Still being taught to "praise the boss."

Impacted in the last few days by competence of Ms in articulating and communicating. Unusual! Intimidating to older folks! "All of us like-minded people" Huh? What does that mean? How do you Ms get the dialogical skills to help us talk to you?

Take an Appreciative Inquiry approach--look at our similarities and where what we care about connects. See how our hearts are the same.

"It" is happening. The Ms are not accepting the old models and ARE CREATING NEW ONES. the old orgs need to adapt or Ms will create new orgs instead.

Book: Igniting the Invisible Tribe by Josh Allen Dykstra (consultant in "Strengths based organizations," e.g. strengths finder and strengths quest).

4.0 gpa=knowing how to follow directions really well. Cos that hire 4.0s don't appeal to me even though I had a 4.0). I like Cos that hire "Students. Creativity and play. We are taught to give this up at a young age (it's naughty and bad) but consultants get paid $$$ to come in and invite the org to play! Why not knit it into the org culture?!
Ms and how their contributions have changed. Not expecting to be changed, but to change the company (or else become a competitor). This is new and revolutionary. Challenging. Bosses want command and control/power. Whole generation is rejecting this! "I'm feeling 9:30ish today, then I have yoga. I'll get back to you at 10 and get that product out." Changing work-flow processes to be output/results driven.

Current form of resumes is too restrictive. Hard to convey the spirit of the work I've done, e.g. OST. Why can't i have an appreciative interview?!!! Ditto college applications and MBA curriculum.

Create an Advice-Free Zone
We need to tell people not to be helpful. Trying to be helpful and giving advice are really ways to control others. Advice is a conversation stopper. In community building, we want to substitute curiosity for advice. No call to action. No asking what they are going to do about it. Do not tell people how you handled the same concern in the past. Do not ask questions that have advice hidden in them, such as "Have you ever thought of talking to the person directly?"

Often citizens will ask for advice. The request for advice is how we surrender our sovereignty. If we give in to this request, we have, in this small instance,

affirmed their servitude, their belief that they do not have the capacity to create the world from their own resources; and more important, we have supported their escape from their own freedom. Advice also weakens relatedness, even if people ask for it. Urge citizens to ask one another instead, "Why does that mean so much to you?" When they answer, ask the same question again, "And why does that mean so much to you?" The goal is to replace advice with curiosity. The future hinges on this issue. Advice, recommendations, and obvious actions are exactly what increase the likelihood that tomorrow will be just like yesterday.
Peter Block, Community, p.109

But people want advice! They don't want to think for themselves!
When people ask questions, they are often pushing an agenda behind that.

"Mentoring"=condescending. I have so much more to learn from you than you do from me! Need a new word! ("thinking partners?")

Internship example. Consulting firm. Ms were 'autonomous liaisons w/clients. A partnership where we offered tech and they offered communication skills (how to talk to clients)

What are ways to help that are not advice giving?
- collaborate
- learn from one another
- curiosity-->surprise. See that people are different from one another. Discover how others would do things. "what should I do?"-->response: "well, what do you think you should do?"
    - We don't adequately value individuals. Diffs and experiences, culture, etc.

History:
- Early 1900s--"sales" era of leadership
    - Believes things that cost more are higher quality ("you get what you pay for"). But Ms are willing (dying!) **to just share what they know** and can do (even for free).
- Information age
- now we need collaboration
    - Problem of communication disconnect. Ms not open to certain questions--need to look at our own faults (Victor).

LinkedIn gp: "cross generational conversations"

Working w/Ms in China. The chosen theme is almost always that 'we don't know how to talk to each other" in families, schools, etc. When they try to get a job, they don't communicate well. Often intimidate others if not in a virtual relationship. esp when communicating with foreigners. Emotions have been repressed. Love open space, but there's a disconnect.

Fears getting in the way of multi-gen collab.
  - hard to listen and be curious, setting aside one's own perspective
  - need to learn a variety of kinds of respect. To avoid offending people and causing them to shut down.

M and such categories = an excuse to lay blame.

Words have changed a lot. "Respect." "Communicate." New ways to do all these things.

Agile: individual and interactions over processes and tools. The latter must empower the former, not replace them! Pushes f2f communication (even virtually, versus "in person).

Post-script
  In communal transformation, leadership is about intention, convening, valuing relatedness, and presenting choices. It is not a personality characteristic or a matter of style, and therefore it requires nothing more than what all of us already have.

  This means we can stop looking for leadership as though it were scarce or lost, or it had to be trained into us by experts. If our traditional form of leadership has been studied for so long, written about with such admiration, defined by so many, worshipped by so few, and the cause of so much disappointment, maybe doing more of all that is not productive. The search for great leadership is a prime example of how we too often take something that does not work and try harder at it.

  I have written elsewhere about reconstructing leader as social architect. Not leader as special person, but leader as a citizen willing to do those things that have the capacity to initiate something new in the world. In this way, leader belongs right up there with cook, carpenter, artist, and landscape designer. It is a capacity that can be learned by all of us, with a

small amount of teaching and an agreement to practice. The ultimate do-it-yourself movement.

Community building requires a concept of the leader as one who creates experiences for others--experiences that in themselves are examples of our desired future. The experiences we create need to be designed in such a way that relatedness, accountability, and commitment are every moment available, experienced, and demonstrated. David Isaacs of the World Café calls this "relational leadership."

This concept of leadership means that in addition to embracing their own humanity, which is the work of every person, the core task of leaders is to create the conditions for civic or institutional engagement. They do this through the power they have to name the debate and design gatherings.

We use the term gathering, because the word has different associations from what we think of when we say "meeting." Most people do not even like meetings, and for good reason. They are frequently designed to explain, defend, express opinions, persuade, set more goals, and define steps--the result of which is to produce more of what currently exists.

These kinds of meetings either review the past or embody the belief that better planning, better managing, or more measurement and prediction can create an alternative future. So the word gathering is intended to distinguish what we are talking about here, something with more significance than the common sense of meeting.
Peter Block, Community, p.85-86

WITH HOST PARTNERS:
USFSP UNIVERSITY OF SOUTH FLORIDA ST. PETERSBURG
USF WORLD UNIVERSITY OF SOUTH FLORIDA
BISHOP CENTER FOR ETHICAL LEADERSHIP & CIVIC ENGAGEMENT
World Open Space on Open Space
WoSonOS in FLORIDA 2013

SESSION #21:   **Spirituality as Art Form**

Initiator: Livia Olvera & Jurgen Ahlers

Collaborators: Livia Olvera, Elena Feliz, Dawn Ellison, Bernadine Joselyn, Marilyn Anderson, MarSea Amari, Marie Nelson, Aquisha Nedd-Espinal, Karen Hilfman Millson, Jurgen Ahlers, Doug Germann, Bevan Gray-Rogel, Michele Norris or Young?

Discussion Highlights and Ideas for Action:

Spirituality: inner work. How can we bring this inner work to Open Space.
A lot of people are afraid to talk about spirituality in open space, any space for many reasons.
Can we provide spirituality to "disconnected", violent or spiritually-lacking conversations?
Maybe we can't provide spirituality to a space, but maybe we may be able to make the space for spirituality and make a point not to discount it in a space.
The spiritual is not able to be predicted

Jurgen- coming from world of hospitality
Intrigued by the etymology of words
Also intrigued by the idea of inviting people that have a passion and are interested in experiencing an encounter.
The concept of extending yourself to others is a risk, a leap of faith. The one who invites is stepping out of him/herself (extending) and hoping that something will happen (risk) in the encounter. That person needs to respect the otherness.
The inviter takes a leap of faith that something of value, of beauty, something important will happen... accepting what comes and not being afraid... living in trust.
The word invitation = in +vita
Experiencing the moment- life right now.. my life & your life
"Reaching out and joining in the dance of what happens"
Coming to life, in this moment, right now... This is SPIRITUAL.

MarSea
"Every day I try to hold open space and this is my spiritual practice".
Namaste- honoring the sacred in you and the sacred in me.
This spiritual practice includes welcoming the conflict as a way to truth, consciousness.
Whenever there are conversations about the values of Open Space, it is a spiritual practice and creates a HEART FIELD.

Karen

Flipping of church from a welcoming organization to an invitational one- "we are not just going to wait here for you... we are going to extend ourselves to you and have faith that you with engage in a spiritual experience with us"

Invitational Theory
Everyone is capable, able, needs and wants to learn
Everyone deserves to be treated/ honored in this way.
Intrinsic value of everyone in front of you, but not at the expense of yourself.
Love yourself at the core.
Open, inviting, transparent, honor
Life-daily practice

Does it begin with an invitation to yourself?
You, yourself must..." do onto others as you would love yourself".
Basis of every religion
Life-giving relationship with God, self and others
Love your neighbor (as yourself).... the last part is always left out in our culture today... we need to give more value to loving yourself because it is the basis of it all.

See Graphic Harvest.

SESSION #22:   **Sociocracy and Open Space Technology**

Initiator: **Alan Stewart**

Collaborators: Bevan Gray-Rogel, Iwanka Kultschycky, Diane Gibeault, Susan Coleman, Rich Justice

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Discussion Highlights and Ideas for Action:

From Alan:
I introduced this topic for the reason that I sense there is great potential for the role of OST in this evolving sociocratic way of enabling communities of many kinds to self-organize well.

Two of the pioneers, John Buck and Gerard Endenburg, entitled their 2004 paper 'Sociocracy: The Creative Forces of Self-Organization.' Resonate? <smile>

And specifically as I am part of what I regard as a wonderful enterprise in Adelaide called **Earth Communities (EC).** More on this can be seen from two of my articles here, together with information about a book entitled **'Owning Our Future.'** (Pages 6 and 7).

http://www.urbanecology.org.au/wp-content/uploads/2013/03/UEA-March-2013-newsletter-2.pdf

EC is very new and in process of exploring what form of governance could be appropriate to match the spirit – and be practical and productive – of this member owned venture.

Sociocracy has come to our attention and we see the likelihood of it being at the core of our way of being.

Together with a starting point of 'We are in this together and to treat each other well.'

Discussion Highlights and Ideas:

- Learned the essence of Sociocracy
- Generative vs. extractive
- Consent vs. consensus

- The creative forces of self-organization

The question discussed: How Open Space may integral to the governance of a group with which Alan is associated: **"Earth Communities in Adelaid**e?

There was lively conversing on participants' experience and knowing of Sociocracy. Together with 'wondering' about how OST principles and practice and could underpin elements of this form of dynamic governance. With instances such as surfacing areas that the group needs to focus on or address.

"Sociocracy – A community/organization model that can be truly positive and productive structure in our world today."**Bevan Gray-Rogel**

Alan: I later inserted this from a person who lives in Asheville, NC, USA.

"Sociocracy is a whole-system governance & decision-making method designed to foster more harmonious organizations — and I know communities care about harmony!

It's based on the values of transparency, equivalence of voice, and effectiveness. It's decision-making method — **Consent Decision Making** — is similar to consensus because it's very fair and participatory and takes into account everyone's views — but also different, because things move faster.

Examples of Sociocracy in Practice: Pioneer Valley Cohousing in the US now uses Sociocracy. Recently one of their members said, "We've been able to make more decisions in the last two months than we did for the last two years!"

Katywil Cohousing in the US also uses Sociocracy and loves it. Kan Awen a new Eco village in Spain, Les Choux Lents, a new cohousing community in France, and Bergen, a new Eco village in The Netherlands, all use Sociocracy.

I believe Sociocracy can work a lot better for communities than consensus, at least the way consensus is practiced in most communities. Also, Sociocracy is a whole governance system (organizing the flow of work, money, and information) which includes decision-making method, while consensus is a decision-making method only.

Sociocracy workshops: I've taught this workshop in three different countries, and now know that Sociocracy/Dynamic Governance need not be complex or

difficult to learn when presented in simple, step-by-step, visual, experiential, and entertaining ways.

The workshop will have lively visual presentations, musical skits, experiential exercises, and practice sessions.

It's designed so participants will learn the following things:

- The Sociocracy governance method with circles and double-links — and how to apply it in your community.

- 1) Consent Decision-Making, (2) Proposal-Forming, (3) Evaluating Implemented Proposals, (4) Selecting People for Roles, and (5) Role-Improvement Feedback.

- Building "Plan/Implement/Evaluate" feedback loops into every proposal. (!)

- Why Sociocracy follows as a natural next step from both consensus decision-making as well as top-down hierarchical management.

- Suggested next steps to implement Sociocracy/DG in workshop participants' own communities."

Diana Leafe Christian
Excerpted from her invitation to her workshop on Sociocracy to be held on June 4-5, 2013, Ängsbacka Eco village, Karlstadt, Sweden.

Here is background information on Diane as the workshop presenter:

"Presenter Diana Leafe Christian speaks at conferences and gives workshops internationally on effective governance and decision-making and on starting successful new communities. A former consensus trainer, she has now taught Sociocracy/DG in the US, Canada, and France.

To help communities better implement Sociocracy/DG, she draws upon the wisdom of an informal advisory board of six experienced Sociocracy trainers worldwide who either live in community themselves or are experienced in teaching it to communities.

Diana is author of: **Creating a Life Together: Practical Tools to Grow Eco villages and Intentional Communities, and Finding Community: How to Join an Eco village or Intentional Community.** She is author of a an article series in Communities magazine about governance and decision-making methods that inspire harmony and trust and go beyond the limits of consensus as it's practiced in most communities. She lives at Earthaven Eco village in the US.

www.DianaLeafeChristian.org

http://www.EcovillageNews.org

http://www.Earthaven.org

Added later (5/21/2013) from Asheville where I will now be residing for a couple of days and will visit today with Juanita Brown and David Isaacs, co-founders of the World Cafe, and other Blue Ridge Mountain.

See also: www.governancealive.com

To conclude:

Do you also intuit that we will see more of the connection of philosophy and practice of OST, Sociocracy and member-owned organizations of many kinds (manifestation of stakeholder democracy) in the near future?

Was there ever a more natural marriage, in a wholesome spirit of our times?

Looking forward, Go well

Alan Stewart, PhD   http://conversare.net

SESSION #23:   **Ongoing Groups & Open Space Institutes**

Initiator: **Karen Davis & Harold Shinsato**

Collaborators: Artur Silva (OSI – Pt – online), Cecilia Soriano y Martín Castro from Argentina (on-line) Francois Knuchel UK (online, very partially), Juan Luis Walker from Chile (on line sent a brief note that goes at the end), Suzanne Daigle, Diane Gibeault, Gail West

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Discussion Highlights and Ideas for Action:

Introductions – Harold Shinsato, Karen Davis, Suzanne Daigle

History – there are some OS Institutes – we heard more about that from Harrison going back to the early 90's or mid 90's, have formed in a variety of ways. Not-for-profits so they can contribute money for tax deductions and informally people coming together with no names on an ongoing basis once a month or several times and I know we have besides the Canadian, U.S., there is a group in Taiwan, Israel, Portugal, and Germany. Anyone who is offline let us know.

Michael M Pannwitz: There are a number of "associations" (this word was chosen to accommodate "institutes" other groups and organisations such as the Berlin open space cooperative, presently with 10 members). You can see them here http://www.openspaceworldmap.org/moireinfo/all_asscociations.php There are 6 associations (boscop, OSI Russia, OSI Canada, OSI Haiti, OSI US and OSI Sweden) you can link to and see members with their contact data, websites, etc. This "associations" link is embedded in the Open Space World Map http://www.openspaceworldmap.org with presently 409 OS-workers listed in 72 countries working in 143 countries.

Our purpose is to continue what we started getting people together on the telephone as representatives of the various groups help each other and that went on for several years and this is an effort to make connections for these groups or institutes that you might want to be doing more intentionally as self-organized groups – that's a little bit where we're at. If people want to initiate getting people together on a regular basis they might learn from what we have learned.

Suzanne: I've never know what institutes or groups exist out there in the world – not known and you feel like there is an organized group in all the places .The people in O.S. a while, it's not in the form of a traditional leader, a passion and

a love that people want to share. It wasn't so long ago that I was joining this community.

You see Diane Gibeault in Canada, overwhelmed by it all. The OSList is a beautiful thing and requires courage to post there as it is so large. There are people that hold the space for Open Space, like Access Queen. Everything that might be said about a legalese bureaucracy – but if there were no groups out there it would feel to me like how they are holding the space and how welcoming it is. There is also the work of open space. It gives structure. Loose welcoming structure. As I interpret, Harrison interprets institutes. We want to be open. I found buckets of wisdom. It would be wonderful.

In hosting an Institute – it is very helpful. It offers a structure for transparency in our finances, as well as being able to help.

Harold: Read all current comments.

Karen: Asked for note taker. Harold volunteered taking them live.
I'm Karen with OSI–US. We will talk about our issues with our individual institutes and groups.

Suzanne: Talking about hugs returned to Cecilia Soriano. With the OSI United States

Harold: With OSI–US

Diane Gibeault: With Open Space Institute – Canada

Artur Silva   8:53 AM Today
Main point to discuss, in my opinion: how can Institutes and groups all around the world collaborate and support each other?

Karen & Diane – can we set up a conference call for us to talk with each other?

Harold – I would love to see a conference call internationally.

Harold – Would maybe prefer we not try to set up the virtual connection again.
Diane – Maybe we just propose how to set up an international phone call.
Karen – There are some additional groups now.
Diane – Maybe once a month – that would be more productive than what is happening today. Something where we can include most people. Harold will get cramps, and not a satisfying exchange.

Harold – I'm curious what the others think we should do now.
Harold – not seeing any responses from the folks online.
Diane – We should make sure to include any other groups that are not around.
Diane – is there a preferred month? Maybe September or October – end of September beginning of October.
Karen – willing to do some initial stuff. Calling in.
Diane – OSI Canada does give recognition to people who have given benefit to the community at large – but they say they don't give certification.
In Canada – they can give a link to provide their experience. A quick way to give public recognition.
The reason for calling them institutes was likely for credibility – even though we have a loose informal structure.
Artur Silva – We need regular international calls of the OSI's. But telephone calls may be very interesting for English natives and are very difficult for non-English speaking people. Video conferences are much better. English speaking natives must have a constant preoccupation of making life easier for non-English natives and not the contrary!!!
Diane: How does video help that?

Artur: Seeing the others is completely different of only hearing them and makes much easier for foreigners to follow. (The experience of the French OST e-book is a good example)

Harold: The Camera is back on again.
Tricia just arrived

Artur: End of September would be good for a virtual meeting. Note: I also don't like the word certification.
Harold – thinking of a toll free conference line with toll free international telephone numbers – and use video !as a nice addition but if it fails the voice will keep working. Maybe Google hangout or Skype.

Artur: Video is essential. Let me repeat it.
Harold: Artur – if video is essential – we may not be able to meet. The ultimate need is to support communication in other languages – perhaps we can provide translation and also maybe live transcription. Which could be Google translated. Inaccurately (but it's something) and go slow.

Diane says – also we are open to technical solutions from you.

Artur: I was thinking about Skype. But I will see that with some of my ex-students that have other solutions.

Diane – Tues/Wed/Thu – last two weeks of September – use Doodle or some kind of online calendaring tool. Artur: Why not include Saturday and Sunday?

Diane – would Saturday be better than Sunday? Artur: Yes. And better that every week day.

Harold – We can just add Saturday and Sunday to the doodle.

Looks like that's about it we can do for now. We can collect questions from this session and more.

Hello I'm Martín from Argentina: I think there is an opportunity to spread OST in so many languages, if we work worldwide on the same web platform.
We –as a community– could support the platform. As facilitators we could gain visibility and social support, and being open, each other could post their own OST conversations. We could have a community section in order to share experiences and creates groups (by languages, region, etc.). That will help us as facilitators and everyone that wants to be in touch/ or is interested in OST, or want to call a conversation... Just leave the idea in the air..
Harold – Thank you Martin! I have a lot of passion for that topic – though I don't have an answer.

Note: During the session Juan Luis Walker sent the following brief note about a project that an ongoing group is carrying forward in Chile writing some suggestions and questions about the theme of happiness and Open Space in the world.

The Experience in Chile of the Development Center of Collective Intelligence (CDIC) with the Citizens Dialogues for Happiness

The Development Center of Collective Intelligence (CDIC) is a Chilean initiative whose mission is to open up spaces for reflection and creative dialogue versus complex and urgent issues that allow developing inspire institutions, companies, communities and individuals.

Its main objectives are:

1. Promote collective intelligence and self-organizing capacity citizen

2. Strengthen the passion and responsibility for creative participation
3. Disseminate and expand the practice of dialogue methods, such as Open Space Technology, World Café and Appreciative Inquiry.

In the citizens area in Chile, from September 2011 to May 2013, the CDIC has made nine Open Space dedicated to the subject of happiness, all with the main question: What can we do today to be happier in Chile?

The experience has been extraordinary as much serendipity, also coincided with all local and global movement, led since 2012 by the UN itself and has been delegated to the government of Bhutan, to tell us all mankind how to move from the economic paradigm to the paradigm of happiness.

In this context nothing like Open Space because independently the topic, the same process of self-organizing that emerge, mean and imply in all participants that a process of happiness will occur in all.

So the question we want to invite you all to answer is:

What role will fall to Open Space and Ongoing Groups and Institutes to make this world a happier planet? Could this be an advanced practice of Open Space?

Artur: Some after the session comments that I would like to see discussed in the September online meeting.

1) Answering Martin: Thanks for putting this point. Me too, I have a great interest in spreading OST in **multiple languages** and in all the facilitator worldwide using the **same platform** or set of platforms. Back in 2000, when http://openspaceworld.org/ was the almost official OST site, I promoted the idea of having multiple languages there. What still exists there was a result of that effort. Later, when I have created the NING, with Lisa and Shufang, the main idea was the same – have one main platform with discussion groups in many languages. I use NING sites of other communities that are very active (one of them supplemented with a Wiki, where all the main discussions are summarized), but our own is not. One could discuss why; understand if this is a problem of the platform itself or of the lack of support by a more extensive number of moderators (at least, one or two per language where an Institute or strong group of practitioners exists, and many for English, as the main part of the NING and all the thematic groups are in English). Or a lack of participation

by the English natives as a consequence of the fact that they/we are very used to the (English only) OSLIST…

2) Since the year 2000, and still now, I have a small criticism to make to our English native colleagues. As they all can understand their slightly different versions of English, many of them don't speak any other language, and many non-English natives understand some English (they have no choice, indeed) they don't seem to have enough consideration for the non-English natives, as they don't try put themselves in the others feet and don't try enough to make things easier for them. For instance, they often speak too quickly, using accents and colloquialisms that are difficult to be understood by people that don't live in an English speaking country, they don't even understand that the phone calls are only suited to English natives, as all the other non-verbal cues are not present, neither I have ever noted enough support to the spread of OST in other languages. (The Anglo-American imperialism is also a language imperialism! Think about that some minutes, will you?).The dissemination of OST in many languages is something that I would expect to see discussed in this session, but wasn't. I will wait for September…

Comment added by Francois in UK after session (apologies, started following online, including ustream, but lost connection and couldn't get back in):

We have tried out various online collaborative software, webinar-type programs, with varying success. One thing we learned is telephone technology and online voice calling technology are completely different and incompatible and cannot be combined on the internet, so one has to choose between the more reliable better quality telephone tele-conference or online video-conferencing which is more multi-media, but has connection and quality issues (unless one pays a high price).

What we found worked best, is to base conversations on landline telephone tele-conferencing facility (e.g. freeconferencing), so you get the better sound quality and reliability of connection, and to supplement that with the **camera** function **only** side of an internet video chat, (e.g. tinychat, keeping the sound off, using only the camera side of the videochat), in order that people can still see each other (and enable non-verbal cues to be visible as mentioned above). Because the web-based side of this combination is not overburdened by both sound and visual, the video quality also tends to be better. Moreover one can further supplement that with a live wiki (lopad, wiki or googledoc) to take notes

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at the same time, again making it easier from a language point of view, including using online translation facility.

The key point is to separate the voice telephoning/teleconferencing away from the computer the traditional landline telephone technology to maintain good voice quality and connection, and so avoid the problems often faced in Skype or Google hangout calls (poor sound, drop out, freezing, …..), but still making use of internet collaborative tools like wikis, translators and especially still being able to see each other via the camera-only use of video-chat facilities.

SESSION #24: OST, Shadow & Healing: How might we respond to, and work with, Newtown, CT?

Initiator: **Ben Roberts**

Collaborators: Linda Stevenson (primary note-taker--thank you!), Kevin Bossfeld, Jurgen Ahlers, Susan Coleman, Karen Davis, Doug Germann

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Discussion Highlights and Ideas for Action:

The session began with us looking at this "memorial wall" from a conversation Ben convened for the one month anniversary of the shooting. Then we watched this video of a song ("My Beautiful Town") that a Newtown musician and music teacher created with some of his students shortly after the shooting. And we cried.

*

Discussion:

[Note: comments in brackets and italics were added by Ben after the session to expand upon and clarify ideas that were discussed].

How might we respond to, and work with Newtown, CT?

This is a global experience and a fractal of responsiveness. Let's all think together about what might be possible. How would we as a team work together?

Glad to have this opportunity to talk about Newtown using new OS Technology, and timing is critical and the time is now where new meaningful life can emerge.

You have to grieve and close as well. The children singing video shows love and a community working together breaking something new. And the nation is struggling with gun violence.

Chance for a new beginning from the tragedy.

Out of the media cycle now, and how can we help at this point? There is intense sentiment still here. How can we draw strength from the Newtown experience?

What are the issues on going forward? What's tangible going forward?

A series of Open Spaces? Like Occupy Wall Street space? Can start very simply? What are the issues and opportunities …..

Global Oneness in Our Grief – we're part of this larger matrix of transformation – working with us and us inspiring the world. Fairfield county is richest county in the US and the heart of power in the country – not just a little isolated town in New England. Also have conflicts and problems – a microcosm of all the problems of the world. Not about the world helping us--we are privileged. Times of crises or major tragedies can be times of growth. Some major companies might want to contribute to a "new town" concept inviting everybody to inspire change especially children including high school children who have largely been ignored. "New Town" could be a brand – burning into the collective consciousness, e.g., thinking differently about gun laws.

A vision for action: "Newtown Inspired" – (or maybe "New Town Inspired"?). some sort of collection of ideas on inspired practice to create the most "beautiful world our hearts tell us is possible" (Charles Eisenstein) for the children that are still with us? Things get tried out in Newtown and other communities pick up on the ideas and do things locally that are "Newtown inspired." Or perhaps the inspiration comes simply from considering what happened in Newtown, or being in dialogue with people from the Newtown community. And these initiatives are shared with the world. Child–centric translocal dialogue grounded in what's happening in other locations –cross-pollinating.

Global citizenry.

Shadow – why can we not own the darkness?

A regional Open Space of New Town Inspired?

Orcas Island is having a global conversation! (i.e. Newtown-inspired conversations have already happened around the world about things like school safety).

We have to keep our children safe – but you're not going to put them in the closet, swaddled in bubble wrap! [Find a balance between safety and engagement out in the world. Ask how we can build a community where all our children thrive, as opposed to where they are all "safe"].

Traditional focusing on the defensive, fear-based reactions rather than shifting the focus to creating something beautifully.

Woman in Newtown had a vision on making something happen with the school. Make this a center for peace education and meditation. When this idea was presented at a public hearing, it was NOT well received. We need a mind shift [from problem-solving to possibility].

Town hired a consultant to do traditional facilitation of group of 23 town leaders who decided on knocking down the school and building a school in the same place.

Totally missed the opportunity to re-purpose the building.

An inspiration! Create something in the Sandy Hook School building before they knock it down!

Use the power of that space before it's gone and what if the world would want to take part in that?

It would start with those families.

Town of 27,000

Help them imagine what's possible and track their energy.

E.g. South Bend Indiana Open Space after 9-11 (convened by Doug Germann)

Network, Sandy Hook Promise, exists.

Teachers and students are also stakeholders and grievers who can speak out of their personal grieving.

Open Space to design what would you want to see happen in the school and in the town, the pure possibility of creating a sacred good-bye.

Know strategically who you want to have come – including artists and filmographers.

NPR Story Corps?

Pain and grief has been powerful, transformative energy.

Planning for the one year anniversary.

When will the present school be demolished?

Ceremony of farewell and desire for a process that is separate from the ceremony part like Open Space for new ideas – fresh wind – some guidelines like the Open Space principles – can it all happen at the same time? A pivotal opportunity for new growth that invites the conversations for something new to happen.

Kids being part of this?

Birth 2012 occurred one week after the shooting, right in the center of Newtown! There was a large banner in front of our old town hall that read "together we birth a culture of peace."

How can the world play?

How can this community support the effort?

What foundations might support the effort?

Postscript from Ben:

I gave a plenary presentation last February at the Whidbey Institute Winter Gathering, with my partner in The Conversation Collaborative, Heather Tischbein. Newtown figured prominently, with the theme being grief, and the idea (inspired by Meg Wheatley's book So Far from Home) that we might be "lost."

Here is a video of that session, which was waiting in my email inbox when I got back to David O'Neill house, where I am staying: http://vimeo.com/66477187 (password=cc2013 -- great thanks to Jeff Vander Clute for recording this and putting it into a form where it can be shared, and to my "sidekick," Heather, who totally rocks!).

Watching this again tonight (it's 11:15pm), I'm struck by ways in which our session this afternoon at WOSonOS echoed the themes and the stories we presented a few months ago, and by how powerful those themes still feel to me. And it seems that they are still very resonant for others too. My friend

Veronica, who first imagined a Center for Peace Education being established in that spiritually powerfully place, spoke of a "tender opening" that exists if we dare to go there. And of the reverence with which we might set foot on that "holy ground" in my beautiful town. I did not realize how much I was grieving over the loss of that possibility until I told her story today. And out of that grief came the inspiration to do something there before it is demolished and paved over.

Thank you so much Linda, Karen, Jurgen, Doug, Kevin and Susan for walking with me today, and for your offers to continue doing that in the future.

Ben Roberts
May 18, 2013

Post-post script (!):

Last night, I sat down with a group of friends for our "Discussion Salon," a gathering I initiated four years ago in Sandy Hook that has met weekly ever since. I told them about the conversation I initiated at WOSonOS, and about the inspiration that emerged for doing something in the SH school building before it is demolished.

The group's response was lukewarm at best. Most of them didn't want to set foot in the building, nor did they believe that it was necessary for them to do so in order to tap into the powerful feelings of grief that we all still share. And there were some concerns as well, for example that some might show up there as voyeurs rather than as mourners or celebrants of all the good that took place within those walls.

That said, the general idea that there would be great value in our coming together as a community for further grieving (i.e. that that process was not complete), and also for thinking about how we move forward, was well–received. And the suggestion from Kevin (the one Millennial in our group at WOSonOS!) for some kind of action based on the framing of "Newtown Inspired" was met with much enthusiasm.

Meanwhile, some additional information has come to my attention via this piece in our local paper about the recent decision by the commission on the school building situation to recommend demolition and a new school on the original site:

WOSonOS in FLORIDA 2013
WITH HOST PARTNERS:
USFSP UNIVERSITY OF SOUTH FLORIDA ST. PETERSBURG
USF WORLD UNIVERSITY OF SOUTH FLORIDA
BISHOP CENTER FOR ETHICAL LEADERSHIP & CIVIC ENGAGEMENT
World Open Space on Open Space

The committee did hear at least one request that people be allowed to go into the building before that happens, so the conversation I imagined has already started

The committee's recommendation is far from the final step in this process. Next, it goes to the Board of Ed, and eventually it will require two town-wide referenda, one to purchase additional property to reconfigure the driveway and another to approve building a new town-owned building.

It also seems significant to me that, when I asked my fellow "Salonistas" what they thought about doing something in the old building as a form of "sacred farewell," they all started talking instead about how unhappy there are with the decision to build a new school!

So as of today, I am still inspired to host an OS engagement here in Newtown, but my sense of what that conversation "wants to be" has shifted. And I have learned the lesson of letting go, as much as possible, of my own desire to move an agenda forward. :-)

It seems like the calling question that meets the town where it is might be something more like this:

"Newtown Inspired:"
Where are we now, what do we need and what else might we do together?

I welcome input from the OS community (and others!) on this framing, and suggest you use the "comments" feature on this document (use the button in the upper right hand corner) for general comments, or highlight a section of text and use the Insert/Comment menu item to post something about that section). I also invite you to contact me directly, especially if you are interested in collaborating on this potential engagement.

In addition, the experience of this conversation has reaffirmed my interest in a broader gathering around the theme of grief, being lost and wanting to "save the world" that Heather and I explored at Whidbey. Just before coming down to WOSonOS, Tenneson Woolf expressed an interest in collaborating with us on this convening. Those of you who were in St Pete might remember Sharon Joy Kleitsch mentioning him as being "with us in spirit" during the opening circle. I take that as confirmation from the universe that it is time to forge ahead with

this "Warriors for the Human Spirit" conversation as well. I see it as distinct from "Newtown Inspired."

Peace,
Ben Roberts
May 21, 2013   ben@conversationcollaborative.com   203 426-1039

*"If allowed to, grief doesn't just break the heart,
but breaks it open,
ultimately breaking us open to unbroken Being."
"Huge heartache, huge hurt, huge opening —
carrying us through the deepest sorrow
into a spaciousness as naturally compassionate
as it is vast.
In such spaciousness,
such exquisitely raw openness,
there is, eventually, room for all."*

~ Robert Augustus Masters

SESSION #25: "Stable" incomes for OS facilitators? Share your experiences about this question

Initiator: Adriana Diaz–Berrio

Collaborators: Livia Olivera, Agustin Jimenez, Hulu Chen, Chingua Song, Victor Rivera, Gerard Muller

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Discussion Highlights and Ideas for Action:

Livi: started talking about things that the facilitator needs to do:
Build his credibility, visibility and developing skills like:
Writing grants, Articulate his contribution to others, pricing his services, knowing that he should not do his job for free, but he can be flexible in the prices creating relationships in the community and getting to know it's needs make contacts with the other "Experts"

Adriana: One important question to ask yourself if you do OS facilitation as a " hobby" or as your job?

Agustin: You need to know what value you can bring to your clients if you work as an independent consultant.
I work with small and medium size organisations. I started as a trainer I offered PNL workshops. After a certain time I needed something that could really produce a change in the organizations so I ended this training services and I started working to help organisations to find out what their proposes are.
I had my first client when I meet an old friend and he told me about his father having an enterprise.
A good thing also was to write in a newspaper for small and medium size enterprises.
I consider important to be able to listen to my client, to know how I can help my client, I am good at building very long lasting relationships with my clients.

Gerard: I meet potential clients at meetings or parties and people ask me for my help. Before I was I CEO but I did not like this that much and I did not have time or energy to facilitate OS. Then I left that job that and became available.

If I have a client I tell him that I know a very effective method but that he has to respond to some conditions in order to use this approach. It is very important

that the question on the theme expresses the topic that is important for that group process.

Hulu Chen : In China we trained people on OS and this people that have been trained talk to other and they tell them How powerful is OS and then they ask us to facilitate. If you want to promote OS, you need to show the participants how they can use OS to solve their problems.

Gerard: When I train people I bring a newspaper with me and ask the group to find topics in the paper where OS could be used.

Hulu Chen: It is very important that the facilitator is well prepared otherwise it doesn't work.

And the we talked about the idea that not everybody can be a facilitator because when you train a group not everybody starts and keep facilitating.

SESSION #26:   **Community Needs "Open Space"**

Initiator: **Qinghua Song**

Collaborators: Abelard Xavier; Maxandre Bien–Aime; Benaja Antoine; Krystal Hill; Hulu Chen

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Discussion Highlights and Ideas for Action:

Topic began on a situation in China. There are areas that used to be primarily one ethnic group but now are becoming more diverse with additional ethnic groups moving in. The increase diversity within these communities is causing conflicts due to differing interests and needs. For example, there are groups that raise dogs while there are groups that hate dogs and do not want them in their neighborhood. Or there are groups that drive cars while others respect the limited space and ride bikes, so there are complaints that the cars are congesting the neighborhoods. You also have the issue of homeowners that have lived in the community for years, if not generations, that now share a space with renting migrant workers. They have different schedules that cause strife in the community (noise, etc.).

"Open Space" helps bring a community together to help everyone understand each other and get on common ground. Using "Open Space" community's complaints declined and the community collaboration increased for solving problems. There is a problem that many "Open Space" facilitators are not paid well, if at all, and have moved into "Open Space" for businesses. There are many foreigners that come to China for other paid positions such as teaching English, but it is difficult to have them trained as a facilitator since you do not know who is coming in the country and where they will be going.

How can we train enough facilitators to use "Open Space" in countries as large as China or even for a country with low resources such as Haiti? It cannot be guaranteed that "Open Space" will become widespread, but there are cities that are piloting "Open Space" and whether it will disseminate. In China, a majority of the participants in "Open Space" are women and retired elderly. They come to "Open Space" events only if the topic is of interests to them. In Haiti, all community members usually participate in "Open Space" events (men, women, children, and the elderly).

It is good to use "Open Space" in communities because it allows community members to analyze problems from a macro point of view than a micro point of view-- see the bigger picture that was not necessarily thought of prior to the "Open Space" event. Usually, the more "Open Space" is used to discuss problems within the community, the easier it becomes to solve problems.

"Open Space" humbles experts! and it is our job to share the power of "Open Space" with the communities by believing in the community members knowledge and skills to solve problems. "Open Space" can be used to at the very beginning of challenges to explore the root of problems to discover other methods to use to solve problems or to lead into action. "Open Space" helps reveal the layers of community's problems and has been doing wonderful things in countries such as China and Haiti. "Open Space" has been used in Haiti for at least 10 years and has been used hundreds of time. "Open Space" has been in China at least 7 years and has been used over a hundred times.

When it comes to children in communities and education-- is there a general interest from the children to be in school? Are they simply too poor to come or even maybe underlying issues? Using "Open Space" has helped communities in Haiti to discover that children are interested in school but are either poor, held from school from underlying issues, or both. Some parents or caregivers do not see the value of going to school past a certain grade and discourage children from going to school at that point. In China, there was an "Open Space" under the theme of Learning for the Future which helped dispel the myths of what it means to learn. Learning is not only about education but is also about literacy in other forms such as using a computer. Encouraging children to participate in "Open Space" gives them a voice and allows them to also improve or shape their community.

"Open Space" has also done wonderful things such as help create a law in Haiti for supporting Social enterprise which do not follow the traditional model of for-profit business/corporation. It is difficult to understand having a business which gains no monetary profit. Social enterprise should integrate resources in addition to donated money to create a sustainable business. Social businesses should stimulate or generate partnerships that make it sustainable so that it will not go broke when monetary donations stop. Social enterprise uses little money but do big things! "Open Space" is great for finding interested parties that would like to share resources and ideas to make your community or business sustainable.

Haïtien Créole

Sijè: Bezwen Kominote "Espas Ouvri"
Initiatè: Quingua Song
Kolaboratè: Abelard Xavier; Maxandre Bien–Aimé; Benaja Antoine; Krystal Hill; Hulu Chen

Diskisyon Pwen esansyèl ak Ide pou Aksyon:

sijè la te kòmanse sou yon sitiyasyon nan peyi Lachin. Gen zòn ki sete Selman gen yon sèl gwoup etnik men kounye a zòn say o ap vin pi divès ak plis gwoup etnik. Mouvman sa a vin kreye konfli nan mitan moun yo paske chak group yo gen diferan enterè ak bezwen yo. Pou egzanp, gen gwoup ki leve chen, pandan gen gwoup moun ki rayi chen epi yo pa vle yo nan katye yo. Oswa gen lot gwoup ki kondwi machin pandan yon lot group ki respekte ke espas la limite yo pito kondwi bisiklèt, se konsa gen plent ke machin yo ap pran trop plas nan katye yo. Yon lot pwoblèm ki genyen, gen plizyè mèt kay ki te deja ap viv nan kominote a pou lontan avek anpil lot jenerasyon pitit yo, lakoz de lot moun ki vin rete nan katye kounye a yo vin pataje espas yo ak travayè migran kap lwe kay. Yo gen orè diferan ki lakòz kont nan kominote a (bri, elatriye).

"Espas Ouvri" rasanble yon kominote ansanm pou ede tout moun konprann len a lòt epi pou yo jwenn yon domèn komen. Komintoe ki etilize "Espas Ouvri" jwen mwen plent nan kominote a epi gen plis kolaborasyon pou rezoud pwoblèm. Yon pwoblèm ki geneyen anpil "Espas Ouvri" fasilitatè, pa touché beyen. Genyen anpil moun etranje ki vin travay nan Lachin pout lot travay kip eye yo tankou moun ki vini pou yo anseye angle, men li difisil pou fe moun sa a yo resevwa fòmasyon kòm yon facilitate paske ou pa janm a konnen ki moun ki ap vini nan peyi a ak ki kote yo pral rete

Ki sa nou ka fe pou nou ka antrene fasilitatè pou sèvi ak "Espas Ouvri" nan peyi ki gwo tankou Lachin oswa menm pou yon peyi ki pa gen anpil resous tankou Ayiti? Li pa kapab garanti ke "Espas Ouvri" yo ap vin yon pwogram ki vin popilè anpil, men gen vil ki ap eseye itilize pwogram "Espas Ouvri" men yo pa ko konnen si yap distribye li. Nan Lachin, yon majorite nan patisipan yo nan "Espas Ouvri" se fanm ak granmoun aje ki pa travay anko. Yo vini nan evènman "Espas Ouvri" sèlman si sijè a se enterèse yo. An Ayiti , tout manm nan kominote a anjeneral patisipe nan evènman "Espas Ouvri" (gason, fanm, timoun, ak granmoun aje a).

Li bon pou yon kominote sèvi ak "Espas Ouvri" paske li pèmèt manm nan kominote a analize pwoblèm ki genyen nan kominote a.Espas ouvri ede manm yo we pwoblem yo pat we. Anjeneral, plis yon kominote itlize "Espas Ouvri a" pou diskite pwoblèm nan kominote a, li vin pi fasil pou yo rezoud pwoblèm.

Se travay tout Ekspè ki gen rapò avek "Espas Ouvri" pou pataje pouvwa pwogram sa genyen sou yon kominote et se travay nou pou nou kwè nan konesans nan manm nan kominote yo ak kapasite yo posede pou rezoud pwoblèm yo. "Espas Ouvri" ka itilize nan kòmansman pwoblem pou eksplore rasin pwoblèm epi pouu dekouvri metòd pou itilize pou rezoud pwoblèm oswa mennen nan aksyon. "Espas Ouvri" ede moun wè pwoblèm nan kominote, epi se yon pwogram ki fè bèl bagay nan peyi tankou peyi Lachin ak Ayiti. Depi 10 ans "Espas Ouvri" ap itilize an Ayiti e se li itilize mwen plis dè santèn de fwa. "Espas Ouvri" nan peyi Lachin omwen 7 ane e yo itilize li plis pase yon santèn fwa.

Nan ka timoun nan yon kominote ak edikasyon – Eske gen yon enterè jeneral nan timoun pou lekòl ? Eske yo senpleman twò pòv pou vini, oswa petèt gen lot pwoblèm ki kache? Sèvi ak "Espas Ouvri" te ede kominote yo an Ayiti dekouvri timoun yo ki enterese nan lekòl, ede yo anlize ki sa fè yo te soti nan ekòl eske paske yo te oubyen lot pwoblèm kache oswa toude. Gen kèk paran ki dekouraje timoun yo al lekol yo pa wè valè a nan ale nan lekòl aprè yon sèten nivo klas. Nan Lachin, te gen yon "Espas Ouvri" anba tèm " aprantisaj pou tan kap vini" ki te ede efase sa moun yo te panse de aprann. Aprantisaj se pa sèlman sou edikasyon, men li se sou alfabetizasyon e nan lòt fòm tankou lè l sèvi avèk yon òdinatè. Ankouraje timoun yo patisipe nan "Espas Ouvri" ba yo yon vwa ak pèmèt yo pou ed chanje kominote yo.

"Espas Ouvri" fè anpil bèl bagay tankou ede kreye yon lwa an Ayiti pou sipòte antrepriz Sosyal ki pa swiv modèl biznis tradisyonèl ki fè pou pwofi. Li difisil pou konprann yon biznis pa gen okenn pwofi monetè. Sosyal antrepriz dwe entegre resous avek lajan yo jwen nan donasyon pou kreye biznis dirab. Biznis Sosyal ta dwe ankouraje oswa jenere afilyasyon ki fè li dirab konsa pou yo ko kontiny fonksyone lè don monetè sispann. Antrepriz Sosyal sèvi ak ti kal lajan , men yo fè gwo bagay!. "Espas Ouvri" bon pou jwenn pati ki enterese ki ta renmen pataje resous ak lide pou fè kominote yo oubyen biznis yo dirab.

Chinese

标题：社区需要"开放空间"

发起人：Qinghua Song

合作者： Abelard Xavier; Maxandre Bien-Aime; Benja Antoine; Krystal Hill; Hulu Chen;

讨论要点和行动的想法：

这一个话题从在中国的一个情况开始。在一些地区本来只有一个种族族群，但随着更多族群的移入以及因为他们各别的利益与需求导致了在社区中的冲突。比方说，有一些族群喜欢养狗不过有一些族群不只恨狗也不想他们的街坊里有狗。另一个例子是一些族群喜欢开车不过另外一些族群尊重有限的空间所以骑自行车，所以会有人投诉汽车拥塞街区。另外一个问题是在社区居住多年，说不定都有几代，的房主现在要和农民工共享一个空间。他们有不同的时间表所以会引起纷争（噪音等）。

"开放空间"可以帮助居住在同一个社区的大家更好的了解对方和达到共同点。使用"开放空间"的社区的投诉下降了而他们共同解决问题的功能增加了。现在有一个问题就是许多"开放空间"的主持人的薪水非常的低，很多为了商业而进入"开放空间。"有很多外国人为了其他工作来中国，如教英语，不过要想把这些外国人培训成主持人的话会很难因为你不知道谁会来国和他们会去那里。

我们怎样才能在像中国这样大或者在像海地这样资源较少的国家里培训出足够的主持人来使用 "开放空间"呢？"开放空间"能不能普遍是不能保证的，不过现在有城市正在试行"开放空间"。在中国，"开放空间"的参与者大多数是妇女和退休老人。他们只有在当话题对他们有兴趣的时候来"开放空间"的活动。在海地，所有社区成员平常都会参与"开放空间"的活动（男人，女人，儿童和老人）。

在社区使用"开放空间"是很好的，因为它允许社区成员从宏观的角度来分析问题。让社区的成员看到"开放空间"活动之前不一定想到的大的图片。平常情况下，如果多用"开放空间"来讨论社区内的问题的话，问题就越容易解决。

与社区共享"开放空间"的能力是我们的工作。我们要相信社区成员会用他们的知识和技能来解决问题。"开放空间"可以用来在挑战的一开始，探索问题的根源，发现其他的方法来解决问题或者导致行动。"开放空间"有助于揭示社会多层的问题，和在如中国和海地这些国家里做了很多美好的事情 。"开放空间"已经在海地至少10年，并已用于数以百次了。"开放空间"已经在中国至少7年，并已用于数以百次了。

当谈论到孩子在社区和教育—孩子们真的想上学吗？他们只是太穷了，或者是其他一些潜在的问题？使用"开放空间"已经帮助社区在海地发现孩子对学校有兴趣，但无论是太穷了，或者是其他一些潜在的问题，或两者兼而有之。有些父母或照顾者看不到长期上学的价值并阻碍儿童们上学。在中国，有一个"开放空间"的主题，为了未来而学习，帮助消除了为什么要学习的神话。学习不仅是教育，但也是其他文化，如使用电脑。鼓励儿童参与"开放空间"可以给他们一个声音，让他们也改善或塑造自己的社区。

"开放空间"也做了很多奇妙的事情，如在海地帮助创造一个支持不遵循传统模式的社会企业的法律。一个没有获得货币利润的业务是很难理解的。社会企业除了捐款，也应该整合资源去创造一个可持续发展的业务。社会企业应该要为了可以在无货币捐款的时候能持续发展而刺激或者建立合作关系。社会企业使用很少的钱，但能做大事！"开放空间"可以帮你搜索到许多为了你的社区或业务可持续而与你分享资源和想法的人士。

SESSION #27:   **Heart of Self Organization + Agile Games**

Initiator: **Devon Morris**

Collaborators: Uuto Rarez, Linda Stevenson, Colleen Byrne, Thomas Perret, MarSea Amani, Michele Young, Sharon Joy Kleitsch, Agustin Jimenez, Rich Justice, Qinghua Song, Vickie Pless, Diane Gibeault, Jasmina Nikolic, Tricia Chirumbole, Ludger Benighaus, Todd Welch, Gail West, Karen Hilfman Millson, Iwanka Kultschycky

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Discussion Highlights and Ideas for Action:

Self-Organization is a process where some form of global order or coordination arises out of the local interactions between the components of an initially disordered system. ~ Wikipedia Definition

Totally removes inhibitions

Characteristics
Autonomy
Mastery
Purpose
Passion
Non-prescription (de-scription)
"In the now"

Remembering Nature
Story of Imaginal Cells – http://www.sahtouris.com/#5_3,0,,1 by Elisabeth Sahtouris
  • Power of 1
  • We're at the gooey stage of imaginal cells
  • No time for mirroring or self-reflection
  • Trust, don't question what will bloom. Don't label. Just BE.

EMERGENCE
  • In China in the 1980's there were millions of butterflies.
  • Now there are NONE because of the Developers. They're working on how to bring them back.
  • Do we need to help nature? To help propagate? To encourage? NO
    ○ So what is our role?

- Just allow and get out of the way for "their" purpose to occur and unfold.
- Human Consciousness=Evolution's Wish
  - We need to listen to the intelligence within
  - Our Will is what our hands and feet do
  - Thinking is a terrible master BUT a great servant
  - Book-What's Wrong With Right Now...Until You Think About It
  - We just need to "BE" in this paradise
- Wholeness – Heart vs. Mind
  - Which do we lead with in each situation?
  - Star Trek Analogy with Spock vs Kirk.
- Let go of judgment; understand the context of each situation
- What do you care about?
  - Take responsibility for self-actualization, one's passion so others and the Universe can know how best to support you.
- We can't stop Evolution
  - Trust the process. Homeostasis. Balance is never static. It is dynamic.
  - We're always surfing. There are no guarantees.
  - Wave Rider by Harrison (book reference)

ECO-SYSTEM DIVERSITY
- Nature takes care of itself without our help.
- Families are depleted too because of Developers, changes in Community and living arrangements.
- Communities need to be sustainable.
- In Ant colonies, who is the CEO? No one.
- At the Cellular Level there is self-organization.
  - The individual cells don't know they are going to become a rose...they allow.

AHA Moment!
- We don't need to SAVE the Planet. We need to SUSTAIN it.
- Hospitality is what we need to practice.
- Conscious Evolution
- Open Space to emerge
- Allow Universal Energy to flow through us.
- Reference to Jurgen's comment from a previous group on the Art of Hosting and Guesting simultaneously. It's a German word rooted in history. Something like Ghoesting. Also where the term Ghosts comes from.
- The Invitation is key.

- Offer a mutually supportive environment with respect=Welcoming Environment
- Classical Reference (Iwanka needs to fill in the wonderful details) stories caution mortals that any guest should be treated as if potentially a disguised divinity.
  - http://en.wikipedia.org/wiki/Xenia_(Greek)
  - In the Iliad: The Trojan war described in the Iliad of Homer actually resulted from a violation of xenia. Paris, from the house of Priam of Troy, was a guest of Menelaus, king of Mycenaean Sparta, but seriously transgressed the bounds of xenia by abducting his host's wife, Helen. Therefore the Achaeans were required by duty to Zeus to avenge this transgression, which, as a violation of xenia, was an insult to Zeus's authority.
  - Diomedes and Glaucus meet in battle, but before attacking, the former asks the lineage of the latter. Glaucus tells his lineage, upon which Diomedes realizes their guest–friendship. They trade armor. [2]
  - In the Odyssey: Xenia is an important theme in Homer's The Odyssey. Every household in the epic is seen alongside xenia. Odysseus' house is inhabited by suitors with demands beyond the bounds of xenia. Menelaus and Nestor's houses are seen when Telemachus visits. There are many other households observed in the epic, including those of Circe, Calypso, and the Phaeacians. The Phaeacians, and in particular Nausicaa, were famed for their immaculate application of xenia, as the princess and her maids offered to bathe Odysseus and then led him to the palace to be fed and entertained. It should be noted, however, that because Odysseus was indirectly responsible for Poseidon's sinking one of their ships, the Phaeacians resolved to be less trusting of subsequent travelers. However, Polyphemus showed lack of xenia, despite Odysseus reminding him of it, and refused to honor the travelers' requests, instead eating some of Odysseus' men. The suitorCtesippus mocks xenia by hurling a hoof, disguised as a 'gift,' at Odysseus. When he is speared by Philoetius, the cowherd claims this avenges his disrespect. Book 1 has Telemachus showing xenia to the disguised Athene. Eumaeus the Swineherd shows xenia to the disguised Odysseus, claiming guests come under the protection of Zeus. When the leading suitor Antinous throws a stool at the disguised Odysseus and strikes his right shoulder as he asks for food, even the other suitors are worried, saying Antinous is 'doomed' if the stranger is a disguised god. As well as this, whenever Homer describes

the details of 'xenia,' he uses the same formula every time: for example, the maid pouring wine into the gold cups, etc.

- In the Story of the Jesus Christ Figure Birth: Granting permission for refuge in a manger was substantiated with humility the visit of the three kings as a symbols of divinity welcoming divinity into the human plane exemplifying the supplicant's social contract of travelers out of community where one is known, as common compared to divinity for hosts where one is unknown by exemplifying invitation to divine life's fortune of the sacred and the unknowable in the world community. http://www.haujournal.org/index.php/hau/article/viewFile/99/120

- Nature HOSTS us unconditionally...why don't we do back?
- Earth is like Nature's B&B and we are naughty guests.

I AM
- 100 trillion swarming cells are working in symmetry within our bodies
  - They don't touch
  - Perfectly orchestrated
  - When one cell separates from the WHOLE = CANCER
  - It can't remember who it is and neither can't its neighbors so it just multiplies. The cell may ask, "Who is Thomas?" but no one responds since they can't remember who Thomas is or if he ever was.
  - If you THINK, you are already creating separation.

Thinking you are Separate
"If just a thought,…. (poof)"

Meditation
- Masculine vs feminine (Both / And)
- Learn to be a passenger on the ride
Be present
- Present vs Real Presence
- "Pre-Sense" – right before your senses occur
Be in the moment
- Between inhale & exhale
- Between any thought / image
- That moment is "nameless" & unlocatable
- Good to take a moment to center w/ self and w/ group
Biggest dilemma – conceptualizing Reality
- Be a Kid – that plays games without analyzing the results

WITH HOST PARTNERS:

USFSP
UNIVERSITY OF
SOUTH FLORIDA
ST. PETERSBURG

USF WORLD
UNIVERSITY OF
SOUTH FLORIDA

BISHOP CENTER
FOR ETHICAL LEADERSHIP & CORE ENGAGEMENT

World Open Space on Open Space
In FLORIDA
WOSonOS 2013

- Be like Cat – that chases the mouse, but doesn't catch the mouse yet does not reflect on all the issues associated with no catching the mouse
www.CircleCultureInstitute.com
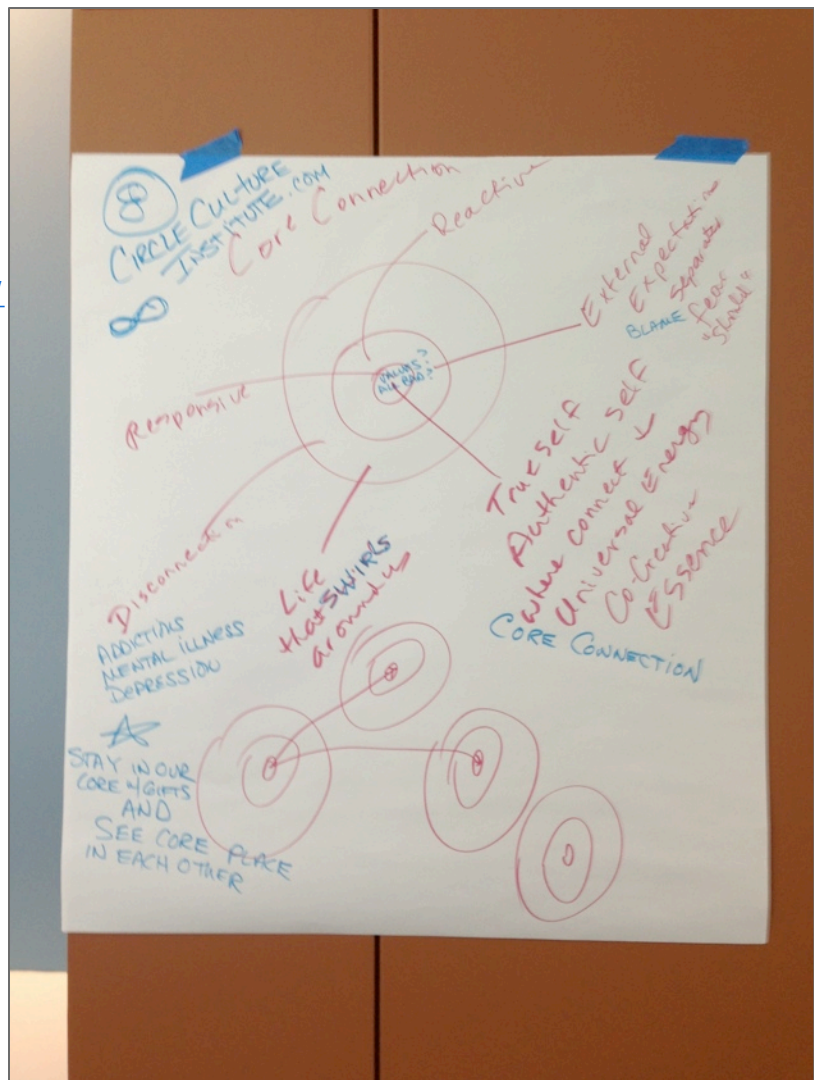
Ball Point Game

Here is an explanation of the game

http://dpwhelan.com/blog/uncategorized/learning-scrum-through-the-ball-point-game/

Video:

http://www.youtube.com/watch?v=d4-El7gJuZE

SESSION #28: OSI-US Annual Membership Meeting

Initiator: Harold Shinsato

Collaborators:: Karen Davis, Peggy Holman, Eric Weaver, Douglas Germann, Gail West, Alan Stewart, Diane Gibeault

Observer: Artur Silva (OSI-Pt) (via Skype)

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Discussion Highlights and Ideas for Action:

This past year the Open Space Institute of the U.S. has been meeting monthly on the telephone.

Eric Weaver says he will be helping Sharon Joy Kleitsch and Suzanne Daigle set up a local association in Tampa Bay.

We are connecting Artur via Skype.

Eric is asking about Artur and asking the purpose of the Institute.
Karen says our mission is holding space for open space.
Peggy Holman: mutual support and connection, mentoring and being mentored, learning and research, and supporting opening space in underserved areas.

Eric – thinking about setting up classes and using this as the class. There's a lot of opportunity. The Dean is wanting to get it started.

Eric – can give long examples of how this has planned.

Ok – we just spent a few minutes getting Artur connected via Skype.

Eric – has anyone had a daily practice for open space? Having an example of a daily practice of open space.

Alan – Anne Stadler would have the greatest example – Myself 100% Occupy. She is a thorough ongoing person as there is in open space.

Peggy – when Anne started ongoing practice – Spirited Work – 7 years informed that – "How do I live my life in Open Space?" Many of them pursued individually – as well as group. The quarterly gatherings formed part of flow of the guidance of the law of 2 feet – the 4 principles, and the questions that mattered

the most individually and collectively. Paying attention to where do I want to use my 2 feet. Both liberating and challenging.

The heart of open space is taking responsibility for what you love

Many people think of that as being selfish – when we are paying attention to what we love – it takes us to draw from a deeper human stream – when people operate from a deeper place – it is always from an act of service.

A place where our collective needs are met.

Eric – Sharon – living from the passion and in the truth – attracted other people who are doing that themselves – when you are doing what you do, where you belong – it clicks with others that are doing the same thing.

Artur – I was saying something – I would like to say that first I agree that the personal practice is important for us for to be an open space facilitator – resistance of institute – what Harold said – it was always an inspiration for people in other countries and for himself – to create something similar of what was created in the U.S. Do not see any need to change the name.

Alan – you and I have exchanged ideas of what others have done in South Africa. I am occupying a different space 100%. Lovely to see you Artur – lovely exchanges in the past.

Artur – for many years.

Harold – wondering what is the etymology of Institute – there is something in the juxtaposition of the word Institute and Open Space. Call it an institute and network.

Etymology – the origin of the word – To establish an office – to appoint – to set up – to cause to stand.

Artur – If we discuss etymology – Open Space Technology – totally nonsense – in his translation in Portuguese use methodology instead of technology. I accept the name as that is coined – 20 years for now there is an Open Space Institute – why should we change the name.

Alan – My understanding of where the name technology came from – in Goa in 1989. Film producer. The name arose in my understanding that technology was the circle.

Peggy – to build a bit more on that history. The first sort of coming out party. An open space – the business of business is learning sponsored by the Taj Motel. They were meeting with the reporter – it was added by one of the Indians – the way we think of the word technology it meant methodology – an earlier use of the word Technology. The whole process as a technology.

Chuni – had a hard time explaining to people – Technology – because of some reporter who was reporting the event – man made solutions to a problem. In the reporters head – it is a man-made solution. They don't interpret the word in that way. In the concept of where they. It is not an imposed solution – we are not creating a solution. Just let it be. It is not an issue for me.

Peggy: It's out of the bag.

Karen: The greatest technology is "self".

Alan: Everyone is equal in the circle.

Harold – our membership is about 600.

Alan – there was mention a number of countries – Brian Bainbridge set up an OSI there.

Diane – only those that participated yesterday was the intention.

Peggy – This is a bit like the scrum meeting.

Harold – What did you do yesterday – what are you going to do today, what are the impediments.

1) Haiti Partner $1500 to WOSonOS
2) Host the OSList – 10$ and – Web Hosting company Dream Host is WorldBLU – and Haiti Partners.
3) Supporting each other open space practice
4) Hosting WOSonOS fiscal agent without charging any fees
5) Access Queen as a pass through
6) Brought in new board members – Chuni Li, Sharon Joy Chao, Linda Stevenson

7) We have been hosting conversation about ongoing international Open Space Institutes

What are we planning to do?
1) Open Space Manifesto / Manifesting. What is the purpose? http://hhowen.blogspot.com/
2) Access Queen
3) Face to Face board meeting

Peggy – what is the relationship between Open Space and Scrum – it created an umbrella for many distinct activities – because they could be seen as being connected to each other – a broader umbrella.

Doug – we have been doing an ongoing– doing sponsoring of work on the Wikipedia page on OST.

Wikipedia – anyone can do it – a group organized via the OSList – just put the information on the list.

Kaliya Hamlin organized.

Artur: Not that easy – First when you are talking and then I hear the same person – 10 seconds later. Don't know what is happening on that side. The other thing – the noise in the room is so loud I can't hear you. It is easier to write than to speak. I don't know if you are hearing me.

What concerns the points about what are we going to do next? Main goal for OSI US to hold space that hold spaces. I'm not speaking.

What I think is that the main goal must be to continue to hold space for open space facilitators and open space around the world. One of the first objectives for the next period should be the support and maintenance of networks and institutes around the world. You should take this as an objective. The second point is I don't know how to say this – no one is immortal – no person is immortal – I think that Harrison is not immortal – he is the person that keeps us alive and united. The reason I think that OSI US was created to maintain the same spirit after the time we can't count on Harrison Owen.

And this is a tremendous burden that is on us. There is no other institute that is so prepared as you are to do this. This should be your sole goal. We must

create the conditions that OS will still be alive and not be confused with other methodologies. No method future in 20– 30 years in the future.

Chuni – hence the word Institute.

Peggy – you are talking about that – interesting – the archives . There are the 5 CD set of Harrison basically telling the stories when he was doing the originally training – as relevant today as they were recorded. We have his voice on those – Harrison did a CD of his collected works – everything but the books. Everything that hasn't been published by BK, encourage the institute to get a copy from him With Berret Koehler – identified Chris Corrigan as the person to turn to do a revision of the Users Guide. Just an FYI.

Karen – bring ongoing groups and networks – key agenda item – not U.S. holding it, but facilitating.

Artur – thank you – there was a person identified – for a future vision of users guide – that is a good point.

The last edition was 2–3 years ago – the criteria has something substantive changed – the last edition finally removed the voting in favor of other ways of moving into action. 2010 – that came out the same time as San Francisco WOSonOS.

Peggy – The Users Guide was last published 2008.

Harold – things to think about – Maybe we need a backlog or bin of things to think about from the community as needs for the next Users Guide.

Impediments?
1) The community doesn't understand the value and relevance of what we do.
2) Harrison is mortal

Harrison – remember the institute was started as a joke – we have to do something to lighten the burden. Peggy – that is not true – Harrison

3) Impediment of technology…

Doug. Challenge – how do we make it so that folks see the essential quality of what we're doing here. Or to do that again – how to do something essential …

Closing Comments

Artur – Open Space will disappear – think it is the year 3000. It is difficult to see that society even sees it as needed – always meet in circle, always try to hear each other's voice, this will need some centuries I think. We are still in it. The role of the Open Space Institutes is to help spread the word.

SESSION #29: Convening excellent community conversations about becoming increasingly green

Initiator: Susan Coleman

Collaborators: No one

Discussion Highlights and Ideas for Action:

I started talking about this long ago with Ralph Copleman. 10 years ago, or so, I initiated in my community a discussion course from northwest earth institute on choices in sustainable living. It had lots of juice among neighbors and spawned a community fair that went on for years about options for becoming more green.

I convened this session because I'm wanting to get myself going to again engage my neighbors in this conversation. I am thinking, again where I left off with Ralph around this, to connect to the natural step initiative to do the stuff locally but stay connected to a more global village.
I know my kids will deeply appreciate any progress that I make.

SESSION #30: **Holding the Space**

Initiator: **Kevin Blossfeld**

Collaborators: Ben Roberts, Dawn Ellison. Ludger Benighaus, Livia Olvera–Snyder, Russell Meyer, Doug Germann, Colleen Byrne

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Discussion Highlights and Ideas for Action:

What drew you to call this conversation?

Kevin – others may have more experience with this....Some people talk about "solidifying the network," which feels like a bit too much to me.
What I want personally is to start a blog/research page I can maintain around youth resources for sustainability. Others have their own interests. Tech is an asset. Ben and Aaron are interested in using virtual tools to support that.

Dawn – "I arise in the morning torn between a desire to improve (or save) the world and a desire to enjoy (or savor) the world. This makes it hard to plan the day." — E.B. White

Russell – Reflecting on Kevin's ideas. 1) Concern over footprint in the world. 2) Wanting to be able to gather people physically to do OST. 3) Things to put what arises in OST into action. Three distinct things.
R is interested in what characterizes OST as a practice when it is going on..
Book: The Tao of OS. "Concept of leadership. The leader creates the space for goodness to arise. The one who projects the .... A non–western approach.

Develop capacity to invoke OST in the moment based on this non–western kind of leadership. As soon as the Leader steps out of the circle, the circle begins to flourish. This is another way to think about holding the space open after OST

Harold – the institute wonders how to do this. Tech designed to do this (e.g. teleconferencing) which he believes are not serving our needs right now.
  * OS List is well established w/~800 people. The only vehicle we all agree on. Equivalent to an opening circle only. "Beyond that it's a swirl."
Anne Stadler's idea of OS as a way of being. a group that met for seven years on this. "How can I live Open Space?" If that question draws you, learn from these communities of OS as an act of service. A paradox around the Institute––

OS folks don't like the structure that an institute implies. Word means "to stand in something/set things up or standing."

Ben – how do we carry the many different energies that have been generated in the room going? The conversation about how we do virtual OST is dif't from this one here for him. Question is how to create a container to hold all the different kinds of energy that this gathering has released. Crowdvine site is a good tool to start with. Also willing to convene a MaestroConference call in a week or three to give people a chance to touch base again. Can follow an OST approach, with breakouts by topics ppts propose. More general phenomenon of "the rubber band effect" (or the energy snapping back and deflating once we all go home, back to our silos). After any large gathering. A business sector is evolving to address this.

Russell– a larger thing that is developing a community of practice. Not just OS or just other gathering technologies. Whole system thinking might be the unifying concept. (Heart field, sustainable communities. The whole Eco system.

Kevin– We need more open space, this isn't enough. We need to set conference calls and all.

Colleen – Something very practical. Go home and do your own OST and then share, get together and post what is learned.

Dawn – A learning community that started in Jan 2012 around "healthier health care" (Art of Hosting community). Did a monthly call after that to stay connected, using Skype or traditional teleconferencing. Continued a community of practice that we seeded in the original event.

Kevin – A champion is needed to make sure something happens.

Ludger – If there is action people want to take, the responsibility must be with the people. With companies he has worked with that are using an egalitarian (non-traditional) model for organizing, OST can be an ongoing tool. Money is a factor. If a group of 3-4 people get inspired, they create a long proposal and try for funding. This requires leadership, negotiating and decisions. Methods must be chosen, e.g. hierarchical or flat. L is coming from more of a business consulting perspective as he considers this.
Kevin is broke and a college student. Even doing a blog is "breaking his budget." Doesn't have a job. Lots of internships. Open source project funding

models exist online. Or what if we created out open funding resource for ideas coming out of this work?

From Tom Atlee via the NCDD list serve:
> Do you know any "Millennials" – people aged 18–34 – who would be interested in promoting their social innovation – e.g., one or more D&D/ conversational democracy initiatives – across the U.S.? There's [a] very interesting Millennial Trains Project (MTP) – http://millennialtrain.co – that offers a great opportunity for young social innovators (including young D&Ders) to have an exposure in 10 different US cities. The project is a 10–day train trip happening this August 8–17, stopping in 10 cities across the country from San Francisco to Washington D.C. One hundred Millennial social innovators will be onboard, each with a community–focused project they are enacting in each of the 10 cities along the way. Each social innovator needs to apply for a spot and raise $5000 to cover the trip. For example, I can imagine a young dynamic facilitator who convenes a dynamically facilitated planning conversation in each of the ten cities to engage local residents in a local organizing group to create a Wisdom Council in their city in the subsequent 6 months. I think something like this could be done with any D&D method – or, in fact, anything that fits in any of MTP's ten categories (they want 10 applicants from each category), namely: makers, explorers, intrapreneurs, innovators, entrepreneurs, advocates, veterans, academics, public servants and performers. I can imagine permaculture practitioners, grassroots architects, participatory drama people, local energy and economics advocates, etc., getting involved. What a trip!!! It would require some fast planning, because the journey begins in less than 3 months and spots are being filled on a first–come first–served basis.
> Coheartedly, Tom
> PS: Perhaps someone will organize this kind of thing for all us boomer folks. Although maybe it would take longer for us to finish the trip... :–)

Doug – Host an OST and ask people to pay whatever they can afford. Art of Hosting does this too. Have advised entrepreneurs––they always ask where they can find the $? Wondered if they are missing the wealth of their creativity by focusing on money so much.
Invite an open space on how we fund our dreams.

Dawn: I once called an open space about, How do we invite opportunity to convene?   Toke Muller popped in long enough to suggest, "Ask the Question". In Art of Hosting we speak of the chaordic stepping stones. These can be used to plan an event. The first two steps are to determine the Need and Purpose of the event. Here is a teach about this: http://artofhosting.ning.com/video/teaching-art-of-hosting-chaordic-stepping-stones
Money resources come down the line.

Livia – How can i create a larger presence of OSY in my community? Using FB and discovered others who knew OST--surprised! Excited to get home and start doing this together.

Doug – "Stammtisch" model was developed for OST based on the German beer garden tradition.

Ludger – There is a positive version of this, but it is also known as a very traditional practice that is often male-only and not seen as a modern approach to gathering.

SESSION #31: **St. Petersburg Heartfield**

Initiator: **Eric Weaver**

Collaborators: David O'Neill, Thomas Perret, Eric Weaver, Sharon Joy Kleitsch

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Discussion Highlights and Ideas for Action:

Mother of Inventions here again – –

  What did you need to write.

I had one incredible experience again! Several people asked about the heart-field. So I walked out to explain it to everyone during the evening news. I explained how we all get charged up in the spirit here all the time. It is real and we are measuring it. Go Get a Reg from the Pear Research group started at Princeton in NJ and see for yourself. Now when you get yourself all charged up in the energy here – – like popping up wide awake at 3am, when your melatonin flows from the **pituitary** gland.. – – having your head spinning like crazy, where your whole body is buzzing and you can't sleep. . .you need to GROUND this energy. . .

  The 3am is what you heard the host say during his introduction. . . which you recorded very carefully. And should post on to: starsusa.org/finished/

I guess the best part was when Tom from Norway came out and compared the open space to cells dividing into new individuals and then coming back together to a single circle creating a new evolved whole together! And he loved how the energy got pumped up. So he shook it all around his body, doing a little dance there for us all to watch. Then he asked us all to get up and shake around anyway we wanted too. . .

I got out there in the center taking the mic from him as he left. . .then I said "AGAIN" now when we get all pumped up !!! Laughing of course... When you are FILLED with energy take your shoes off and set your feet into the sand. SEE your energy flowing deep down into the ground.

  Why don't you tell the whole meditation.

I like to stand barefoot outside in the grass or sand; leaning on a tree is best! Now imagine all this energy spinning in your head – – see it like the branches of the tree above you. Winds of ideas and words blowing through, just as tornado winds swirling around the limbs above you. Now Feel the light and rain

from above, Sparked Lightning as visions coming into the swirling vibrations of your mind. Each cell another leaf filling with delight stretched out above you.

Now feel this swirl of power coming down your spine, down your center, like sap flowing down deep through your trunk . . . down, down through your feet into the earth below you. Like roots of the tree sprouting from your feet deep down into the sands. Now feel this light and spark from your mind flowing down through the roots of energy sprouting from your feet deep into the earth all around you. Sense the tree behind you doing the same time. Pulling the light from the heavens down into the earth. Know you are in kinship, together moving the lights of divinity down into the earth. Nourishing the Earth. . . feel that spin in your heart, and all that power in your head spiral down to feed the Earth! Ahhhh peace. . .

Thank You Jesus Christ for Creating The Way of Your Word!

What else!
I love this moment sharing this moment of divinity. . . I Love You Dearest Loving Lord Jesus Christ. amen.--Posted By Blogger to Journal2MyGOD at 5/17/2013 10:12:00 PM

and next: and Last, Neurons that Fire together Wire together

the forth video in the series instructs how to BE LOVE = Create Your HeartField
no 1 http://youtu.be/aXuTt7c3Jkg
no 2 http://youtu.be/ZIMoxXO0XvM
no 3 http://youtu.be/yNEruEsb5T4
no 4 http://youtu.be/qmL4CeTENtw
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Posted By Blogger to what's this at 6/02/2013 01:17:00 PM

SESSION #32:   **Wear Soft Moccasins, Embracing the World "Invitationally"**

Initiator: **Marilyn Anderson**

Collaborators: Doug Germann, Karen Hilfman Millson, Colleen Byrne, Stephen Strenges, Todd Welch, Jose Garcia, Vickie Pless, Catie Wonders, Kevin Blossfeld, Victor Rivera

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Discussion Highlights and Ideas for Action:

Invitational Educational Theory www.invitationaleducation.net
The International Alliance of Invitational Education (IAIE)

INTRODUCTION:

(Marilyn) "Raised on the prairies of the Dakotas' I grew up with the cautionary message, "Wear soft moccasins on your feet before you step into the life of another person." Integral in this message was the belief one must honor another's space, time and energy; not impose upon them. One must be mindful and respectful when engaging with another. But it didn't end there. The practice I observed in the adults in my life was that they showed more than respect. They were trusting and positive in their belief that the interaction would be cordial, successful and promising future positive interactions.

As a young adult I was introduced to Invitational Educational Theory and Practice and, I felt, I finally had some language and theory to support the foundation of my upbringing. Not only did it support and reinforce my childhood learning but it added elements that helped me build a framework for successful interaction and provided guidelines to navigate challenging situations. Primary among them was the belief that in order to be inviting to others, one must first be inviting to oneself.

IET is a personal philosophy as well as a professional practice. It translates across life, from how I raised my children, developed personal relationships, to how I engaged and shaped professional interactions. It is a thoughtful practice that explores motivations and intentionality and is grounded in the sagacious understanding of human nature.

When I learned about Open Space Technology, I saw Invitational Educational Theory in action."

FOUNDATION:

Basic information about Invitational Educational Theory and Practice from the IAIE:

Invitational Educational Theory is founded on the premise that a democratic society is ethically committed to seeing all people as able, valuable, and responsible, to valuing cooperation and collaboration, to viewing process as product in the making, and to developing untapped possibilities in all worthwhile areas of human endeavor. Invitational education is the practice where one focuses on the intrinsic value of each student/person with whom they are engaging; mindfully operates using optimism, respect and trust and are intentional in using these elements in the practice of engagement.

In Invitational Educational Theory (IET) there are levels of functioning beginning at level one with individuals who present as Intentionally Disinviting; level two: Unintentionally Disinviting; level three: Unintentionally Inviting; and level four: Intentionally Inviting. Many teachers/facilitators fall into the third level, Unintentionally Inviting, because they genuinely like, respect and honor people.

However, to become Intentionally Inviting, awareness of the principles of IET and consistent and intentional practice are required. Invitational Educational theory can move one from being unintentionally inviting to intentionally inviting. Mindfulness and intentionality of IET applied to the very invitational methods in the structure of Open Space are a perfect complement.

Foundational Concepts of IET: Where Invitational Educational Theory and Open Space interconnect.

OPTIMISM:

* To be inviting in a disinviting environment is to change the environment.
* Even if everything is working against what should be done, one inviting act has the power to make a profound difference.
* Challenges, problems, even impossibilities may be invitations in disguise.
* Human potential, though not always apparent, is always there, waiting to be discovered and invited forth.
* There are few, if any, conditions that humans cannot transcend provided they are suitable invited to do so.

RESPECT

- Invitational Theory can easily be corrupted by those who have learned its techniques but not its responsibilities.
- What people want most in life is to be invited to the celebration of their value, ability and self-directing powers.
- People do not invite objects: with objects, such terms as "motivate" "build" "shape" "enhance" "turn on" and "reinforce" are used.
- The price of any invitation is respect for the other person's right to say "No."
- The measure of any invitation is to ask: "Is it caring and is it appropriate?"

TRUST

- Any invitation provides the opportunity for others to develop trust.
- To be inviting it is necessary to trust the process.
- Trust is based primarily on the memory of invitations received and acted upon successfully.
- An invitation can be a very small gift, but it is always valuable.
- As trust develops, invitations move from simple and short-ranged to complex and long-ranged.

INTENTIONALITY

- All the beautiful thoughts in the world will not add up to a single inviting act.
- An invitation is never an accident; it is a choice someone made, a chance someone took.
- Some people wish, others want, successful people invite.
- When the opportunity is ripe, invite; there may never be another chance.

INTENTIONALLY DISINVITING

- The English language is the richest on earth on ways to disinvite, yet virtually silent on ways to invite.
- Inviting people are memorable, intentionally disinviting people are unforgettable.
- A series of disinvitations makes being invisible very inviting.
- People who have been disinvited are most likely to disinvite others.
- The greatest barrier so being inviting is being disinviting with oneself

INTENTIONALLY INVITING

* Life is never so busy that there is no time for and inviting act.
* To be inviting requires patience, the world was not created in a day and neither are people.
* You may be inviting too early, but that is better than being inviting too late.
* The manner in which an invitation is sent may be more inviting than the invitation itself
* To be inviting when others are being disinviting is the hallmark of professionalism.

SENDING

* Ask not that the invitation be accepted; ask for the courage to invite.
* To an emotionally starving person, the smallest invitation can be a feast.
* Don't decide in advance about a person's response, invite that person to choose.
* Human potential is everywhere, but nothing happens until invitations are sent.
* Conditional invitations usually elicit conditional acceptance.

NOT SENDING

* The unwillingness to invite can be as lethal as the willingness to disinvite.
* Using the failure of others to invite is no excuse for not inviting.
* Guarantee: One-hundred-percent of the invitations not sent will not be accepted.
* Among the greatest tragedies of life is not having the opportunity to accept invitations.
* Better to invite and be rejected, than never to invite and dejected.

ACCEPTING

* People who have been disinvited have a difficult time accepting invitations; they mask this difficulty by pretending that they do not want to be invited.
* To invite is so risk rejection, to accept is to risk deception.
* When an invitation is accepted and good things happen, the likelihood that future invitations will be accepted is enhanced.
* The more explicit an invitation, the more it lends itself to acceptance.

- Accepting an invitation requires a match between the sender's invitation and the receiver's perception of what is inviting.

NOT ACCEPTING

- There is a very important difference between not accepting an invitation and rejecting it.
- Invitations are sometimes not accepted for reasons that have nothing to do with the inviter.
- Because some invitations are not accepted does not mean that all will not be.
- Some invitations are not accepted for fear of not being able to live up to expectations.
- Declining an invitation may be a way of eliciting an alternate one.

INVITING ONESELF

- Being disinviting to oneself to please others pleases no one.
- Listen carefully for life's whispered invitations, they are everywhere.
- Think of the nicest invitation you could send to others and send it to yourself
- The smallest invitation accepted is often the beginning of the greatest enterprise.
- One of the best ways to invite oneself is to invite others.

INVITING OTHERS

- Inviting comes from courage, and courage comes from caring.
- Those who are most likely to benefit from being invited are often the most difficult so invite.
- Leadership is the ability to dream great dreams, and to invite others so share in them.
- Some people do not have the courage to invite until someone invites them first.
- Dearest friends were once total strangers, and it all began with an invitation.

DISCUSSION:

Intention is a forceful, powerful word. Isn't being intentional trying to control others?

To be fully invitational one must be mindful of the invitations being extended.

That is what is meant by intentional. It doesn't mean to approach a person or process with an agenda to change or control. It is a mindful practice of extending an invitation to engage or collaborate where those that extend the invitation and those that receive the invitation have freewill in the process of engagement. One can accept or refuse the invitation. It is what we do in Open Space. We extend the invitation to fully participate, but we do not put constrictions on how that engagement must look. The invitation is extended with the intention of being open, honoring and trusting the process and recognizing that people will engage in the manner they see most appropriate for them. In that process they are then extending invitations to others (ex. posting to the Market Place).

How can you be invitational with people who are dishonest and will take advantage of you? That is one of life's hardest lessons to learn. But it begins with first being invitational to oneself. If we are by nature a trusting individual, we may often feel taken advantage of by less inviting individuals. Showing trust does not mean self-sacrifice. It means thoughtful examination of all possibilities and knowing when to walk away. If you are clear on your own needs, you can invite others without feeling the need to sell yourself short.

Often the most challenging individuals, those most disinviting, need inviting the most. Recognizing what their motivations may be and still being trusting can present a delicate balance, but also a great opportunity. Wear soft moccasins and tread lightly. Honor yourself and the one you invite. Set up processes where there is an exploratory engagement. Crucial to this process is full transparency and integrity. With those elements in place, those new to the process will see a practice that honors and engages them and may introduce another way of being.

SESSION #33:   **Open Space Technology (OST) in Written Form: Can it be done?!**

Initiator: **Ben Roberts**

Collaborators: with virtual participants Nancy White, Kari Gunnarsson, Francois Knuchel, Lucas Cioffi

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Summary Highlights Please note, the fonts, highlights and layout of the text have remained unchanged to honor the spontaneity of this virtual conversation.

 (part of the virtual conversations for WOSonOS 2013)

What has already happened (formatted w/ a line through it below):
~~**Instructions:** This document is the summary of key insights from a conversation on the Open Space Technology list about "Online OST in Written Form".~~

~~Anyone can edit this document. Please feel free to add your thoughts at any time, including insights that were not mentioned in the discussion list. Write your name near your comments so we can attribute those thoughts to you.~~

Next Steps
Commenting is still enabled but we're turning off direct editing now. To add a comment, select the text you want to comment on, then click on "Insert" in the menu at the top and then select "Comment".

Someone who feels moved to do so, can convene a phone call where anyone who is interested can share their insights from the event.

What elements of OST could *potentially* be replicated in an online, written environment?
 • Introductions (added by Lucas Cioffi)
 • Setting the agenda (added by Lucas Cioffi)
 • Discussion during breakout groups (added by Lucas Cioffi)
 • Summarization of discussion, including reflections (added by Lucas Cioffi)
 • Graphic recording (added by Lucas Cioffi)
 • (Slow) conversation
   ◦ I've seen some pretty fast exchanges happen as well. Indeed, unlike when we're in person, it's possible online for many people to "talk" at once, so in

some cases, information and ideas can be exchanged more rapidly this way. It's also faster to read someone's words than to listen to them saying them.

- ○ But those fast exchanges may upset many people, making that unable to follow the discussions, especially if they are not natives of the language used for the meeting

What aspects of in-person communication are more difficult to replicate online?
- Communicating emotion accurately (added by Lucas Cioffi)
- Developing personal connections and trust (added by Lucas Cioffi)
- I'd reframe "difficult to replicate" to "requires a different way of being with each other in order to have warm, trusting communication with a group of people." And slower... but I think we cut off possibility when we focus on the negatives. *I agree! I have made some profound connections with people through written exchanges. With more care and intention, trust and emotional connections are indeed possible. Think about epistolary relationships. (Ben).*

- All the nonverbal communication (that often is very important for the communication) is lost
   - ○ *Well, what if we learn to put that stuff into words more? Say how we're feeling, rather than assuming it's not important, or that someone can read between the lines and pick that up? And what if we developed tools that encouraged us to do that. The "like" button is a primitive version of what I imagine is possible. I've been imagining something along these lines: A Macroscope for Online Dialogue [Ben Roberts]*

What can online collaboration do better than in-person communication?
- Allow people to participate from any place (added by Lucas Cioffi)
- Allow people to participate at times that are convenient for them (added by Lucas Cioffi)
- Save on travel costs (added by Lucas Cioffi)
- allow us to follow personal timing
- Create a written record of all communication (added by Lucas Cioffi)
- Allow people to provide much greater depth of information than is possible synchronously (e.g. share an article or an entire book)
- Give participants much more time to reflect on and consider their contributions.
- Allow for large numbers of people to provide input simultaneously.
- Why are we focusing on "better?" The complementarities and uniqueness of any environment can be seen as a whole.
   - Point taken. Online is not a substitute for in person, but a complement, whether it happens in parallel as we are doing here, or on its own. And... I think it's still a worthwhile inquiry to consider what online excels at.

That helps us to reimagine processes like OST in forms that take advantage of those unique opportunities, rather than simply trying to copy the in-person approach in a literal fashion--something that often leaves us feeling like we have experienced a weaker version of the original process we know and love. (Ben)

- Some of those advantages assume an asynchronous communication and do not apply necessarily for a synchronous one with limited time available
    - *I find that we often forget about virtual synch as an option when we talk about "online" or virtual. And we especially tend to not consider the blending of synch and asynch together. The topic Lucas has invited us to discuss here, as i understand it, is what is possible with asynch only.*

What are the online tools that can be used for OST in written form?
- Open Space-online created by Gaby Ender: [description needed] (added by Lucas Cioffi)
- Collaborative Ways: [description needed] (added by Lucas Cioffi)
- www.Hackpad.com is a synchronous platform similar to Google docs that allows participants to easily create a series of interconnected documents, similar to a wiki.
    - For example if a set of comments starts to become too big for the page it's on, you can simply select it all, enter the name of the new pad where it will be copied to and then replace the text in the initial document with a link to that new location. This whole process takes about 5 seconds.
    - Another big plus is that authorship of text is visible in the main document view, and even travels with text when you cut and paste, making it easier to have a conversation where you can tell who said what.
    - For OST purposes, this platform makes it very easy to create a large number of "rooms" where individual topics can be discussed, all linked to a main marketplace pad. See this discussion from December 2012 for an example (although in this case the notes are from groups talking on MaestroConference, not purely text-based conversations)
- Twitter or any chat tool, if you bring three more T's into the space:
    - + 1. Topics of interest - we are here because.
    - + 2. Takers - who step in the circle, promote their concern and take a discussion along to a result.
    - + 3. Timebox - boundaries in the 3D Open Space. Here we open virtual space and need to define date and time as explicitly, and across planetary time zones, if we keep the chat format. A variant could be a whole weekday (48 planetary hours) which reduces intensity (the fire hose effect of twitterchats) and may allow for more research to enter the responses. [more: http://cocreatr.typepad.com/everyone_is_a_beginner_or/2012/05/the-4-t-to-take-open-space-technology-virtual-.html]

Other Questions? Add your question here! This page is open to be shaped by anyone on the OST Discussion List.

Kári:

For my purpose, I propose a marketplace of initiatives, news and discussions. To open the market I need a real and recurrent invitation to the members to take part in the marketplace. For the invitation I use the guidelines of the five pre-conditions of real business issue; complexity; diversity; passion; and a real sense of urgency. In effect, the offerings in the marketplace should be in line with the corresponding invitation. A good invitation has character, sponsor or owner that does the inviting along with co-invitatories representing the whole system concerning the invitation.

Now we have

a real invitation and an online marketplace forum. The organization also has a lot of resources (time, money, other) at their disposal that are to be used on actions and projects that benefit the organization. We have a group of managers that are responsible for these resources, one at each location. When a discussion has been fruitful and a possible action is proposed, then a new issue can be posted in the marketplace with a call for resources.

> *Ben asks: is this something you have done successfully, Kari? If so, can you share some examples?*

Q: When does the conversation start and stop?
This document (and all the other Google docs in the WOSonOS virtual newsroom) can theoretically continue to be a place where discussion occurs even after the in-person event ends on May 19th.

We will switch the sharing status of this doc to only allow comments (rather than direct editing) after May 19th. We might also create a summary/synthesis of the conversation that happens during the period when it is "officially" open.

Observation: I noticed when I participated in an OS online via Gabriela Ender's tool I felt very forced into the time limits and shifting. Without a sense of "yes, this session is over" based on how we gave verbal and non-verbal signals, somehow things felt prematurely closed, even if they were done. This suggested to me that we needed some practice or ritual to check emergent senses of closure or not. I have not thought about it since then. NW. *Yes! And not only a practice, but also some deep thought into what time frames work well in what situations. Seems like we're balancing the value of focus that shorter frames provide with the value of depth/reflection that more time allows. I think more extended formats are especially worth exploring. Look at how long a thread will go on via a list serve, for a sense of what might be a natural flow.*
  • *I agree with the limitations of OS-online.*

- *I have tried once and decided to never use it again.*
  - *Really? Seems a shame to me to let one "bad" experience close off an entire realm of possibility. Was there anything positive that emerged from the conversation you had? Is there a conversation you wish you could convene virtually, if you had a tool that might work better than that one? Is there a way that tool might be used differently to address some of the things you didn't like? [Ben]*

Noticing that **we could benefit from some conventions for doing this via Google docs.** This is a wonderfully flexible, Open Space-like platform. A true blank slate. So unlike a forum, for example, it isn't automatically doing some things that we might like and it is up to us to take responsibility for whatever structure emerges. **What practices/protocols might we develop?**

- A common way of showing who is writing (e.g. each choosing a color and indicating that at the top of the doc)
- A common way of indicating a main post and a series of replies.
- some way to know when and where the newest additions to the document are
- color coding via highlighting to indicate various kinds of energy, e.g. inspiration, concerns, offerings, requests
- what else?

Francois (virtual UK): OST in written form, can it be done? Technically yes, but is it then still Open Space? After all the internet is one massive Open Space. Technically you can also have people contributing to a OS conversation / session. Technically yes it can be done. But is it the same thing? No I don't think so. What is missing is the magic of the here and now, the here and now of the people in a conversation.

For people who have already been in an open space event or who have already conversed together you may be able to (re-)create something close to the magic of open space, a certain feeling, a deja vu perhaps, but it's unlikely you can really get the magic. Because it's not just about the conversations, the sessions and the marketplace, it's also about the buzz from the bumblebeeing and the butterflying, here and now, in a given framework, it's about the here and now of people gathered together. The magic!

SESSION #34:   **Conversare – Engaging among Strangers in Public Places**

Initiator: **Alan Stewart**

Recorders: Chuni Li, Alan Stewart, Marilyn Anderson

Participants: Marilyn Anderson, Karen Hilfman Millson, Thomas Perret, Bernadine Joselyn, Chuni Li, Lizzy Morris, Kevin Blossfeld, Colleen Byrne, Victor Rivera, Eric Weaver, Tricia Chirumbole, MarSea Amani

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Discussion Highlights and Ideas for Action:

Conversare is an idea about getting people together in a public place. Word comes from Latin origin: To turn or to dance together.

Alan introduced the topic by saying that he had 'stumbled' on to Personal Construct Psychology, at the core of which we project meaning onto people and events. We are our own personal scientists in that our behavior reflects our hypotheses. He and a PhD student developed a new field of inquiry by applying this approach in a search for understanding of food choice decision making, particularly in social contexts. Doing this research meant having conversations with people about issues which could be deeply personal.

In 1994 he took an early retirement from academe to develop a new career as a professional conversationalist. Part of this decision was through being gifted a book – out of the blue – entitled 'Open Space Technology – a users' guide.' He read this, tested it with a group and watched with amazement at how participants responded.

He was hooked on the line and has been ever since. Together with the World Cafe, which came to his notice in 1997. As a facilitator he uses OST and Cafe processes individually and in combination.

This happened initially in Adelaide and then in Hong Kong where he lived from 2005 to 2011.

In the latter he recognized a need to create contexts in which people could meet socially with others from different occupations and backgrounds.

This he did through a process he has called [Conversare.](#) The format is for people to get together in public places such as cafes, restaurants, pubs, hotels, community centers, places which can be made to be hospitable and in which food is served or can be catered in.

There is a host who welcomes all comers and indicates that they are the right people to be present at the event.

The purpose of which is to have a rich encounter with at least one person. This happens through the host also saying that all that is asked of everyone is that they give of themselves by being curious and interested in the person with whom they will spend the most time. Which means asking questions which express interest and speaking in ways which indicate that this builds on what has been heard.

People order their food and once it is ready to be served they find someone they have not previously met, or do not know well, with whom to converse over their meal.

This encounter with a stranger is for the pure joy of the encounter, not for any other purpose. Very likely is that the pair will not ever meet again; if they do they have firm foundation on which to reconnect well.

A participant in the group commented: "Change follows relationship. Invest on building relationship and it helps bring about effective and sustainable change."

Conversare can contribute to this as it is about the conscious practice of engagement through conversing. In this case there are no problems to solve, no issues to address and no outcomes to seek. It is about recognizing and exploring common humanity.

Alan cited a comment of Charles Eisenstein that in a highly monetized society we know very few people well and we are known to very few.

There was general conversation about potential applications of this way of socializing. "We need to reclaim the culture, to re- create communities in which people know each other as friends and neighbors. Unfortunately this way of being is challenged by many forces in modern society."

How to do this? Set it in motion and notice and act on whatever happens.

Among many possible applications are creating spaces in which people can congregate in local neighborhoods. To do this it will be necessary to have programs for training hosts.

This could lead to intergenerational connections and to the alleviation of loneliness among groups such as elderly and unemployed people.

And to new careers as hosts of this process. Among people to take on such roles, paid and/or as volunteers, are retired baby boomers.

Alan mentioned that he has hosted a **Conversare** gathering in West Sumatra in Indonesia. One of the participants became very excited by the experience and described it as 'Simple and deep.'

Information about this process, its origins, development in Hong Kong and in Adelaide in South Australia – plus testimonials - can be seen at Conversare. (http://conversare.net)
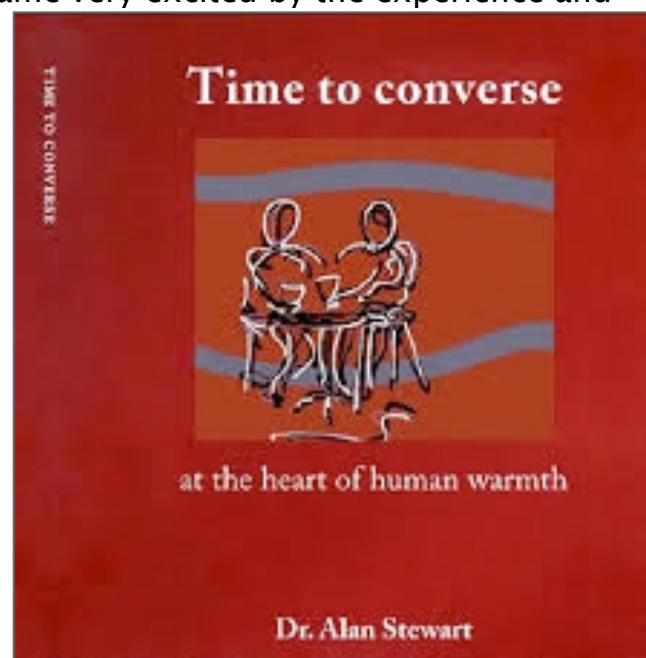
SESSION #35: Who is offering Open Space Technology (OST) opportunities for "new users" & who would like a newsroom coordinator

Initiator: Tricia Chirumbole, Krystal Hill

Collaborators: Charlotte Henley, Gerard Muller, Sue Micklewright, Lisa Heft. Dawn Ellison

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Discussion Highlights and Ideas for Action:

First and foremost: Be confident in yourself and just do it!! Who knows that you are a new user other than yourself?

Network to find out who, what, when, and where the opportunities are; network through the OSList: http://www.openspaceworld.org/news/oslist/.

Make sure that you have the skills that you feel that you need. Look into other skills/methods to supplement your OST for when OST is not appropriate. (i.e. Art of Hosting)

If you speak German and/or near Berlin, there is the Berlin Open Space Collaborative Apprenticeship –– http://boscop.org/.

––Are there too many practitioners of OST?

If you want a Newsroom Coordinator/Director, please share your contact information here. Or contact Krystal Hill (who will love to help): Hill.Krystal.J@gmail.com

SESSION #36:   **Ongoing, Online Open Space**

Initiator: **Tricia Chirumbole**

Collaborators: Jose Garcia, Ben Roberts, Kevin Blossfeld

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Discussion Highlights and Ideas for Action:

Exploring interest in what was dubber and ongoing, online WOSONOS – Ben Roberts and WOSonOS 2013 team devised a bulletin board with Google docs that allows for remote participants to propose sessions and share notes

Consider making this live all the time and opening up to the OS listserv?

Explored the question of using ongoing systems like the above that allow for participants to propose the method of meeting: Blackboard, Skype, phone, Maestro, etc., as well as time and topic. Useful and possible to promote to communities of interest for the co-creation of ideas or even enterprises.

Consider a no-travel global/national OS using physical hubs with a technology setup and participants of various capabilities – connect with one another remotely using technology via local hubs and individual participants. Participants of varying capabilities can help others overcome technology barriers.

Check out wiseearth.org that has about 60k organizations connected virtually – NGOs in 3 rough categories: social justice, environment, indigenous. Somewhat dead despite the amount of people. Perhaps some real-time, virtual events would encourage more active participation in addition to the ansynchronous.

Keeping conversation productive use technology/social media involves asking the "right", artful questions. Identifying the urgency of a group leads to the right invitation. A powerful question has 3 features: personal, ambiguous, anxiety.

Check out hackpad for a simple sharing tool akin to Google docs.

Occupy cafe was an online community that sustained weekly dialogue for 14 months and still has a presence.

SPEEK is a simple voip up to a dozen people.

SESSION #37:   **What is the world waiting for?**

Initiator: **Agustin Jimenez**

Collaborators: Bernardine Joselyn, Susan Coleman, David O'Neil, Jose Garcia, Anna Lewis, Ben Roberts, Dawn Ellison

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Discussion Highlights and Ideas for Action:

Transcendence

Overcoming Fear.

Having (materialism), doing, being (survival sequence)

Being, Making, having the life you choose (transcendence sequence)

Learn, Do, Be?

Are we moving from having money at the core to inspiration at the core?

To move from survival to transcendence we need to respond ourselves to fundamental questions as:

Who am I?

What is my purpose/mission?

What is my vision of myself in the future?

Are we moving to a world where we consciously co-create more conscious systems recognizing the consequences of the choices we make and recognizing interconnectedness?

We cannot talk about the world, because there are as many worlds as people are. So, when we talk about the world, are we talking about our inner world?

And the question would be what am I waiting for and ready for?

There is a difference between waiting for and ready for...

Maybe a better motto for the WOSONOS 2013 should be The World is ready... What are we waiting for? Maybe we need to overcome our fears and risk to build a better world for all.

"Everyone understands authority but democracy is a learned behavior" – Kurt Lewin

Voltaire "Tender Garden"

Abraham Lincoln's "preservation of the union"

"Humanity 4.0" = systems thinking – Many disciplines approaching the same conclusion via parallel pathways

Dan Pallotta – "Charity Case" – also has good TED talk

A human doing vs. a human being

Some authors that we use as reference: Kurt Lewin, Michelle Holliday, Maslow, Dan Pallotta, Marianne Williamson

SESSION #38:   **Butterfly Session**

Initiator: Aaron Wasserman, Lisa Heft

Collaborators: Aaron Wasserman and Lisa Heft

Discussion Highlights and Ideas for Action:

- Newsroom ponderings
    - printing is difficult (we were discussing the many jobs / tasks in the Newsroom and how also printing out completed notes to put on the Breaking News wall was an additional task.)
        - Can we release this task as unnecessary? (Lisa wondered – if you released this task, would it be one less thing?)
            - It's good to see on the wall
            - it is hard to keep track of what has been printed and when most recent
            - too much maintenance on the list
- we debriefed about the training
    - the room (Aaron was not crazy about the room)
    - the timing
        - first week of classes (Lisa had no idea – many participants were also at the same time deep in their first week of classes, homework and other commitments – amazing that they offered so much focus and energy in the workshop, even so)
        - training and WOSonOS back to back was too much (Lisa adds – often we do this, because of travelers to the WOSonOS and local folks too – but I've not had it also happen when the participants were also going to school at the same time, so I can imagine how challenging it must have been – and also to have final pre-work tasks for those who were also hosting the conference – it must have been full days and nights for those wonderful folks)
    - Opening with OS and then going into training is painful (Lisa starts with an Open Space so everyone shares this experience, whether they've experienced OS prior to the workshop or not – then the rest of the workshop draws upon that
        - even with understanding of why it is designed
        - even with creative outlets (drawing, etc...)
    - then going back to back with the conference while working to host the conference while meeting deadlines for homework (Lisa adds

oy yoy yoy that must have been difficult and yet you were all so amazing)
- Making it better
    - choose the right date (as in not the first week of school if so many participants are students in the school)
    - trying too many things at once (as in taking workshop, final prep for conference, keeping up with classes)
        - dedicated

Lisa adds: So usually this works out well – like a group exploration of the elements behind / supporting Open Space and then a deep dive into the conference that follows. Or folks just take the workshop sometimes as a stand-alone. This time it was difficult for a number of workshop participants because they were also students, also in class, also WOSonOS organizers, also also, also also... And in spite of it all – participants in the workshop were thoughtful, added diverse thinking and stretched our thinking, shared stories and images, and were really truly amazing...

SESSION #39: **Understanding Resources: Millennial Leadership, Societal Structure, And Org. Development**

Initiator: **Kevin R. Blossfeld**

Collaborators: Sharon Joy, Michele Norris, Vickie Pless, Victor Rivera, Colleen Byrne, Lizzy Morris, Eric R. Weaver, Iwanka Kultschycky

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Summary Highlights

The development of new forms of intergenerational communicative structures which capture emergent energies of the millennial generation need to be refocused if the current are to survive. These relationships traditionally focus in two directions as a top down, bottom up mentality. The forceful nature of this communication often excludes the true nature of skills which may be utilized within an organizational partnership, given the varying skills of growing (soon to be majority) millennial workforce. From the perspective of the youth as well as those able to provide resources to their needs, this relationship must be redefined to resemble a partnership, conducive of growth on both sides of a generational gap. Organizations must adapt to these needs in order to survive the coming generational shift in the work force as the current models do not have the ability to utilize fully the talents and capacities of the millennial workforce generations.

There seem to be inherent barriers in the elder communicative styles which may pose a challenge to open communication on both sides. Youth must feel empowered first to discuss their resource needs that may develop a mutually beneficial relationship. As a resource focused discussion, we maintain that wisdom, material needs, and connective abilities are all commodities which need new channels of access. Younger generations must maintain their focus to gain access to the resources despite apparent hierarchies. These hierarchies or other barriers may exist at all levels of an organization, inhibiting the potential development of diverse skill bases. To open the opportunity for simultaneous multi-generational collaboration, the notion of a resource data bank or connective network online where those in needs centralize seek their needs, became apparent. The goal of this would be to eliminate "back channel" legacy creation.

The potential to develop this is being explored. If interest in this application, please contact the report author.

SESSION #40:   **Truth and personal chemistry to structure truth**

Initiator: **Eric Weaver linked at top right:**
          STARS www.starsusa.org/finished/

Collaborators: Everyone at the Training and Lisa Heft

Discussion Highlights and Ideas for Action:

At the end of the open space training, Lisa asked for everyone to share an overall feeling or impression, new learning or revelation they got from the discussions. I'm always playing the outsider. Flit and fly like the butterfly. And I go around the room to all the different discussions and people pay no attention to me, as I am just recording it for them, and seemingly never really participating. I guess I like it this way since I can participate if I want to, and never feel any need or obligation to participate. But I have stung like the bee too.

      What did you find?

I realized how everyone had made a point during their discussions to bring up trust to create a structure for their experiences to grow. It was like these foundations are necessary to bring people to solid ground before moving forward on anything they wanted to talk about.

Then it came my turn to speak in this closing circle and I said how this clearly paralleled a dream I had about my children which I had written out for my daughter recently. You see I raised my children for the first 10 years of their lives, loving them every moment I could, literally keeping them in spirit and even singing them to sleep each night. But then suddenly a step-dad came into the story and he brainwashed them beginning with the big 64 ounce Slurpee from 7-11. This reminded me of how the sugars are all GMO's now and toxic for the body similar to all the processed foods as well.

I said how It was not only about my kids, because we are all subjected to toxins! My children had been repressed and pressured starting with a Slurpee. Like filling a child full of sugar, which is essentially a toxic poison, and then verbally beating them while they are down is criminal. Food is so essential to who we are and toxins simply make us weak and susceptible to negative influences. One study I read spoke about how the Human Immune system will "SHUT OFF" for 24 hours with one 16 ounce can of soda. That's simply what the GMO processed sugar is designed to do to people now. It is a whole industry

designed to create medication and support systems to account for creating exorbitant profits. No conscious structure will be supported with our internal chemistry toxic!

Even worse, last week I read of a congressional hearing where staff admitted that they had found FRAUDULENT FOOD, being imported from China. Not just toxic GMO food, but completely fake products. And the FDA has maybe three inspectors for the whole state, and since the FDA is owned by Monsanto, we can be sure the five minutes they are lucky to spend inspecting never amounts to anything. Fundamentally, people really have been ingesting toxic and unhealthy food for years. Thus, people are challenged to hold any truth at all since the physical and chemical structure inside of them is all corrupted and polluted. Thinking clearly about the truth is not possible, because the fundamental basis for the truth is missing. You simply cannot think clearly if your body chemistry is wrong. All brain functions are based on the chemistry and biology inside of you. Garbage in brings garbage out! When your "thinking is off" you get accustomed to this feeling and the physical sensation internally gets stuck, where you can never get your chemistry right – – nor your thinking.

What I mean, is that the poison combined with the mental reprogramming creates a rut in your system where you get stuck.

Your brain will naturally use the existing polluted synapses and never create new ones for truth, even when we think we hear truth. Then more sugar and junk food make you further susceptible to deceptions and brainwashing, and that's what these things have been designed to do. Fast food and fast fun . . . it is all tied to the TV and media feeding our planet full of BS. Again this was designed to promote the use and consumption of sugar and junk foods, making it easier for you to become a couch-potato and watch more and more crap on TV buying more junk . . . . locking the mind and body into a lie of age and disease and all sorts of pathetic conflicts . . and perpetuating the machine.

It is really the same logic used for cigarettes and countless other drugs and consumable products. The American Machine created these to trap people into a useless consumption cycle so each day thousands of people need a new razor blade and a McDonald's cup of coffee never knowing they are trapped in a belief system of debt and poison that they "need" to feel right about who they are. . . just like they need a heartbeat and another breathe!

This means, the population as a whole is not likely to hold any truth and stability encouraging fear instead. How can truth and knowledge develop from toxic unstructured chemistry which is designed to promote disease and obesity not health and sustainability? What kinda brain waves will travel through toxic stuff? And if they do travel at all, will the chemistry at start be the same at finish resulting in clear transfer of information or is information transfers corrupted at this most fundamental level?

What did you really want to say to everyone?

I guess the important element was that people will not be able to function as a society or family in any coherent sustainable means as long as they blindly ingest toxins and pollutants created by industries focused on profits instead of health! My kids have some serious problems with me, but they are all based on 10 years of a step-dad pumping their heads full of shit, while simultaneously pumping their bodies full of poisons. Hitler did the same thing by adding fluoride and chlorine to the public water supplies. Thus, it really has nothing to do with me at all, but only their "perceptions and ideas" about me that have been completely reprogrammed to control them. We can talk about this all day, but with the poisons it creates a "new normal" where they become accustomed to the feelings and sensations losing touch with their power and spirit in truth.

What else?

Further, when I spoke about the Slurpee at the first circle with Lisa, a few people asked me more about it privately. The chemistry and research on sugar is scary, but there is a lot of research out there. It is poisonous, especially as we eat so much of it now = causing heart disease. Always look to see who funded the research, sugar industry research will talk about how great it is!

One guy from our Open-Space told me how he watched his sister get seduced or bribed with sugar, cloths and fancy gifts by his step-mom. He explained how he hated her, because it totally changed his sister. But then said how he forgave her. I told him the "words" of forgiveness were useless with hatred in his heart. He had to come to terms with the fact that the woman really didn't know any better. She was limited in her consciousness and simply doing the best she could. . . . her brain synapses are all stuck in a rut, she cannot help it!

This the GMO programming, just like I know all the economy and capitalistic structures are designed to divide and conquer. . . separate child and parent with school, separate church and state with religions, separate peoples with race and then separate them again and again more and more! Now it is easier

to rule them, and direct them, and make them all into "needy" selfish fools unable to take care of themselves. Everything has to be provided by the machine, creating more synapse ruts.

Where do you think it's going?

It's all the same! Divide and conquer everything so everyone needs to BUY air, water and food from the machine. Everything becomes a commodity and everyone becomes expendable. It's a sick pathetic disease, just like smoking, drinking or any other disease where you cannot be whole without more of something you need to purchase from the machine.

What do you think is the cure?

I've wondered about this before! Secure, happy people bring peace and cooperation. . . but we can't have that because the opposite is more profitable. It's not that "peace and cooperation" are NOT profitable, it's that the opposite is faster, easier and more profitable. . . So I guess the greed and deception that goes with it are the real diseases . . .Money is like sugar and cocaine, no matter how much you have, you still want more and it never seems to be enough . . . the lie of the machine, or disease created to perpetuate itself. . . so if you want Structure and Truth, you MUST EAT RIGHT!!! No processed foods, nor GMOs nor Sugar!!!

Sorry to ramble on too long ;-)
.--First Posted By Blogger to Journal2MyGOD at 5/14/2013 11:30:30 PM

and next: and Last, "Neurons that Fire together Wire together"
Posted By Blogger to what's this at 6/02/2013 01:17:00

SESSION #41:   **Time banking: Launch-Sustain**

Initiator: **Jerome Scriptunas (virtual)**

Collaborators: Chuni Li (others)

Discussion Highlights and Ideas for Action:

Launching Time bank:

- any ideas for setting boundaries for time bank: neighborhood, town, interest area, affinity group -- what works?, tips?

- any diagrams-outlines-charts for offline service-time tracking?

- any smartphone apps?

Sustaining a Time bank:

- any ideas for grants?

- any surveys that can be re-used to qualify interest, usefulness, safety?

SESSION #42: "   "   **[silent session]**

Initiator: **Lisa Heft**

Collaborators: Catie Wonders, Krystal Hill, Devon Morris, Hulu Chen,
                      Quinghua Song, David O'Neill, Agustin Jimenez, Jose Garcia,
                      Ri¢h Justice, Keosha Poole, Harold Shinsato, Lizzy Morris,
                      Charlotte Henley, Alan Stewart

Documenters: Lisa Heft and Catie Wonders

Discussion Highlights and Ideas for Action:

This is something I have done at many WOSonOSs – partly because I am
exploring dialogue in different forms (internal, external, graphic, kinesthetic,
relational, and so on), and partly because as a participant in an Open Space
event I become a bit overstimulated with such a high-talk environment so this
gives me (and helps me offer) some nutrition and decompression within the
conference.

This time I did what I often do – I came with little slips of paper, pre-wrote a
few questions on them ("Agenda Creation" and "How to Document?") and many
other blank slips. I also brought multi-colored markers, tape and a flip chart to
our discussion area. I selected an area that was in the main meeting room but
was a bit out of the way of main traffic. Because I find that this is best when not
an isolated break-out group but simply one of the many discussion groups
happening during that same session time.
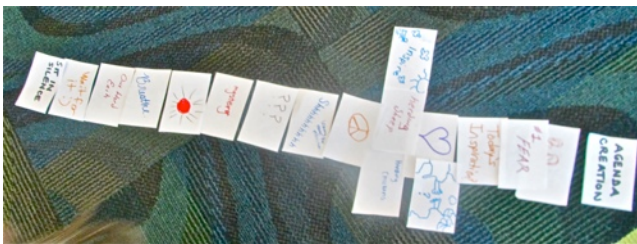
AGENDA CREATION 日程

.... and putting it in order

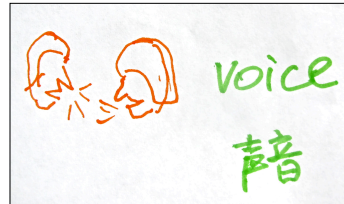... and putting it on the wall for easy reference...
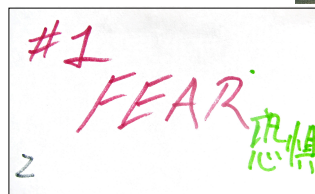

...and adding Chinese translations...
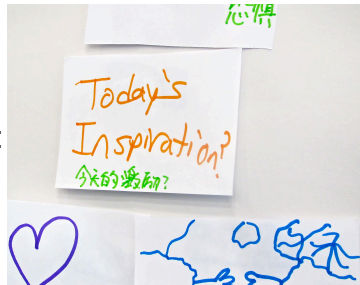
First Agenda item...

Next item...

Next item:

Okay so David's socks are pretty inspiring. Yellow with black mustaches all over them.

See them in the next agenda item:

WITH HOST PARTNERS:

USFSP
UNIVERSITY OF
SOUTH FLORIDA
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BISHOP CENTER
FOR ETHICAL LEADERSHIP & CIVIC ENGAGEMENT

World Open Space on Open Space
In FLORIDA

WOSonOS 2013
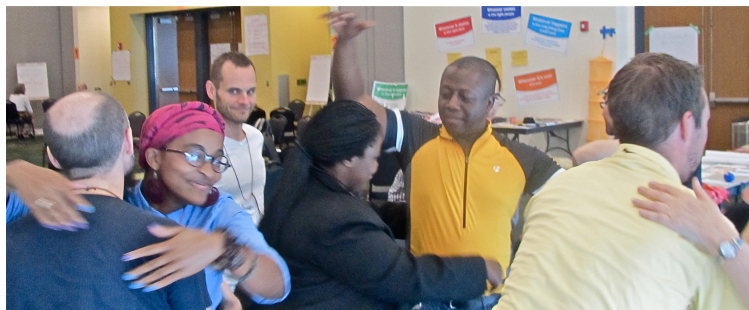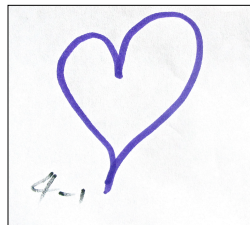
Next: Three agenda items together. One after the other.
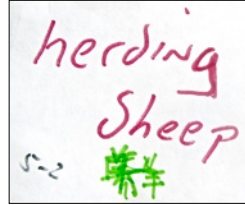
These chickens are pecking at their grain so it is easier to herd them.

WITH HOST PARTNERS:

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Next item. Which could be a peace sign. Or...

Next item:

aaaahhh.... Reflection.   ...which could mean many things....

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… and then of course after reflection....

... there is discovery !

...which turns into...

World Open Space on Open Space In Florida — WOSonOS 2013

And then there was...

mystery 神機
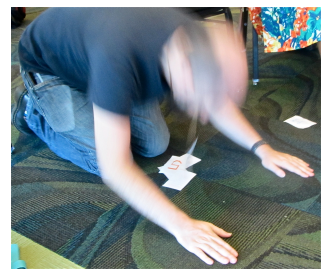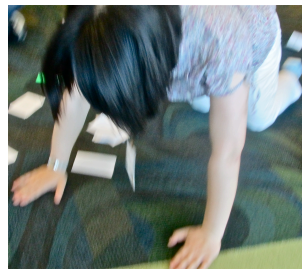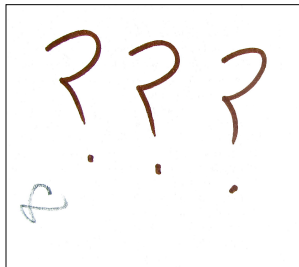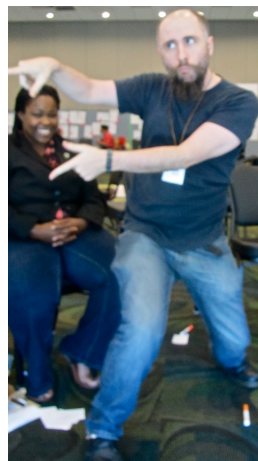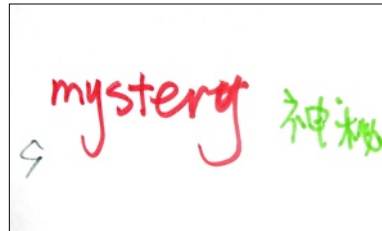
The crime scene.
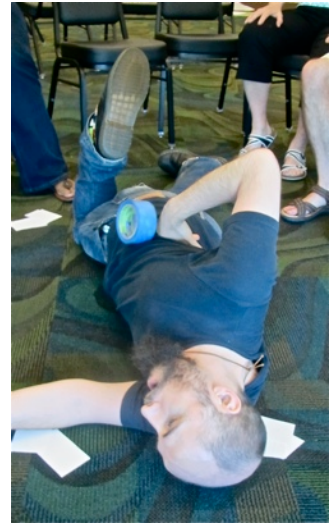
Looking for clues.

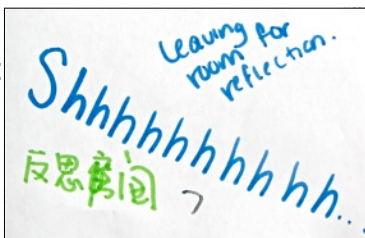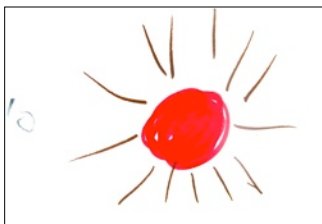We decided to reflect both graphically and verbally.
We used an exercise I have developed called Graphic Window. You take a piece of paper and fold it into four sections, numbering each section 1 through 4. Then you answer a series of questions – one answer to a 'window pane' / quadrant – without using text. Here were the questions we decided to use.

1) How did you feel before we started?

2) How did it feel to communicate in silence?

3) What were the difficult / challenging moments for you?

4) After this experience, how can you use your words (or not) differently?

Here were some of our answers.
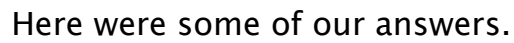
Everything up to this point was done in silence – except for occasional outbursts of laughter. At the end, those who wished to stayed to talk about what they experienced.

Peoples' reflections:

Bringing this to the World Open Space on Open Space... before, perhaps I am against food coming to the US from China. With silent speaking, I feel China is now represented by thoughtfulness and laughter. Even our friends from Haiti came to look. You get this physical connection you cannot ignore. It breaks through spoken language and assumptions.

I was thinking about that. Your group got me addicted. This was so nice – I needed that energy here. I was drawn to you. And then when I participated, all I could think of was 'wow!'. And when I participated, Ihere drew how I was a bit confused. Then I thought, 'Okay – I don't know if we are on the same page – but I got the whole sentence.' I thought about taking this home to use with my kids – using silent conversations to resolve some issues this way.'

It says so much about inclusion and diversity. When I came in, I didn't know 'the code'. Still, it felt like a welcoming place – you welcomed me.

I had one hard moment where someone dragged in someone else to make them participate – that did not feel as respectful as the other interactions.

Yes, I felt that too. As if 'I think this is appropriate so this is what I want you to do.' Which is different than playing to communicate to play.

When I created 'Wait for it' as an agenda item, everyone joining together to put together the agenda was very cooperative – it took us such a short time to reach consensus. This silent session just revealed some of the rich nature of us as facilitators. Some of us need control, some not. There are all different kinds of facilitation, and facilitators. So those behaviors and performing told us of improvements we could make as individual facilitators.

It was interesting for me that when we were in our part of the agenda about love – and showing and feeling love with each other, there were loud words and conversation from the discussion group next to us saying 'Occupy! Occupy!'.

Two years ago when we met Harrison, and when we wanted to host the World Open Space on Open Space in China, he said 'no problem.' We didn't think about the language issues. This session proved that there is no problem for languages. Our hearts are connected.

I agree. Yesterday I met with these two ladies, our Haitian friends and some others – and we thought, is there really a language barrier? We all listen and communicate. I guess this proves there is not anything preventing me from traveling – we communicate by how we act. Now I can travel and just act it out.

I used to think that acting things out was universal – but I realized it is not. For example when someone put a peace symbol on the agenda – but to others it was a car steering wheel. There are cultural differences even in miming something out.

The two sessions I enjoyed the most were the Community Needs Open Space and this session. Because we had to learn to communicate without using big words and jargon and truly understand. This morning I realized that I have been in Open Space and workshop conversations since Tuesday – I realized that talking and listening can be very exhausting. So I came here to listen. And to communicate in such a refreshing way.

That is why I host this session – which I host at every WOSonOS – a bit later in the conference. I need it for my own decompression after being in such a high-talk environment.

It's like we talk too much and feel too less – and when we feel more we are connected in the essence – when you feel this you can be in connection with others. Don't talk too much – it's not necessary.

I was sitting in that (Occupy!) group and looking over towards / longing to be in this group. I had to go. I came, I had no idea what you were doing. Like Open Space, you just do it and people will come. And you didn't know what I was doing. And I had no clue what you handed me there – so I jus said, 'I'm going to help, even though I have no clue and no clarity.'

This is the fourth time I have hosted this silent session. It is different every time. I find it so very interesting – the different nature of each year's group. Last year people were rather destructive and acting out – for example passing around something and then someone smashes it and gives the other person an 'in your face!' look. It was strange for me. Afterwards when we talked about it, some colleagues said they had been so good all the way through the conference and they just wanted to be bad! They wanted to explore the shadow side. They wanted to be a bad child.

When it was time for the agenda item 'Wait for It' – I went into the center and crossed my fists in front of my – I was symbolizing 'wait'. That is how I interpreted it. But then everyone came to play. Some wanted me to do more – to move me in a certain way. With my personality I said 'okay, fine – if you need to do that'. But it was interesting that I had one idea of what I was doing and others had another idea of what to do with me.

And that sort of stuff – making someone move or do something – comes from good intentions. Such as when a facilitator pushes an organization into change, rather than meeting them exactly as they are. You watch these things, you reflect, and you go home a better facilitator. And that has been my journey. I sometimes do things that are different than other people – for example during the big circle here I have been standing in the back and swaying, not sitting in the circle. And people say 'come into the circle – come sit down' – and I usually don't. Because swaying feels better for my body with my health stuff than sitting. So I have been experiencing cultural norms, expectations, and taking care of myself, and in doing so I have noticed that Closing Circle and Evening News do not seem to have an opt-out for the participant. It's a cultural expectation that we are all sitting down in the circle. It's interesting.

[Others talked about what they drew and felt]

I felt really welcome to be in this group. Here is my graphic window. At first, I didn't know what was going on. Then I felt and got involved in the magic. I had no idea what I was doing, but I still felt the invitation – I moved within the group and I was accepted. And no matter who we were, we were just connecting in such a heart–felt way.

We created a language. A new language was created. Then communicating silently was tough for me. I just don't feel like all that extra expression. And that's what made it difficult. And that was okay. If I had been with kids, I might have gone there more with you. When I am with adults, I say, 'What's the point? Let's just talk.'

So when we acted like children....?

But you weren't children, and then that was not my forte and I bumblebeed away.

How to use your words or not? I prefer to use my words. I think there's a beauty to language where you can express things in a multitude of ways – including with your body – to convey your point.

_____

… and then it was time for us to close this session and move into the big circle for Evening News.   And so we said our goodbyes.

Thank you so much, everyone,
for joining me in silent dialogue... – Lisa

SESSION #43:   **How can we use OS for decision-making?**

Initiator: **Livia Olvera Snyder**

Collaborators: Abelard Xavier, Benaja Antoine, Maxandre Bien-Aimé, Sue Micklewright, Aquisha Nedd-Espinal, Charlotte Henley, Alan Stewart, Rich Justice and several bumble bees.

Discussion Highlights and Ideas for Action:

- Sociocracy: Multiple levels of decision making
- Type of decision making: Constant decision making: if no one has a serious objection lets GO FOR IT!
- Where do we go from here and how do we collaborate. We are here let's treat each other well.
- If any idea has life it will live, if it has no life it will fade
- 3 outcomes from facilitation
    - Things to make decisions on
    - Grey areas
    - Mud. Things that are mud need another open space
- The quality of the Champion, which is the person at the top championing the project, initiative or idea will most likely determine the outcome of any decision.
- Small groups make decisions on ideas that have life and passion for the vision.
- Allow conversations to happen and matters will be resolved.
- As a facilitator must help people feel comfortable
- Must show interest in each of them especially when conflict exists
- Every conflict has an origin.
    - need to spend time with each person that are part of the conflict and make them feel safe and protected coming to open space or conversation group
    - each group needs to be ready to be open
    - a facilitator you cannot resolve the problem, just create a safe space and allow discussion to happen
    - Some conflicts may take many conversations
- Conflict in groups
    - Had people, who were sitting around the table with their groups representing each side of the issue, disperse around the table. They were integrated around the table.

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- Had a visual representation of the process
- Established and agreed on group norms
- This allowed open discussion.
- The group learned that conflict was based on assumptions each group had made.

Art of Hosting
   Go from Divergent to Convergent thinking.
   Build trust using appreciative inquiry still questions
   Eventually the group will move into the Groan Zone
   Eventually they will be led to converge and decide.

Question: Are we talking about decisions within the process or decisions about the outcome?

SESSION #44:   **Luminaries & Open Space: What works?**

Initiator: **Peggy Holman**

Collaborators: Diane Gibeault, Jurgen Ahlers, Adriana Diaz-Berrio, Karen Davis, Susan Coleman, Gerard Muller, Thomas Perret, Agustin Jimenez, Ludger Benighaus, Devon Morris, Sharon Joy Kleitsch

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Discussion Highlights and Ideas for Action:

Peggy set the stage with two examples. The first was her years of experimenting through Journalism That Matters and other gatherings with no one organization to set the context. She found that people got lost without some orienting setup. So she began introducing "conversation catalysts", short talks (10 minutes) from 1-3 people chosen because they have thought deeply about something that serves the group and its purpose followed by a conversation in the room and a harvest. That provides a shared context. The other example was a recent experience in which conference organizers had two days of short talks followed by conversations and then opened the space on day 3. The speakers were all older white men. There was a small revolt on the second morning objecting to the homogeneity of the speakers.

She then asked the others present what brought them to the session.

This document is organized with the take aways first followed by a rough transcript of the conversation.

TAKE AWAYS

Gerard: Everyone is a luminary. Sometimes it can be useful to involve luminaries who bring special knowledge. Then consider how to integrate those who speak. Sometimes these people can get things moving. How do we get them there other than their making a speech?

Susan: Stimulation can be wonderful. Luminaries don't have to shut others down. How can u stimulate the entire group?

Karen: From a luminary who wouldn't call herself a luminary, Angeles Arrien, Four cultural forms of healing: movement or dance, silence, music and storytelling. A real luminary may be cognizant of bringing all of these present.

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Lourdes: Silence. I liked it. Changes the way we communicate.

Jurgen: It is important to use our bodies. Changes the dynamic in the room.

Gerard: as facilitator, coach the speakers about their role.

Susan: keep your ego in check.

Harold: They're getting less time than they're used to, expect the luminaries to need some coaching.

Peggy: Use a different name from speaker or presenter.   -- conversation catalyst or lightening keynote. It sets up a different expectationabout their role.

Augustine: Integration, emergence needs time.

****

ROUGH TRANSCRIPT

Jurgen: 2 kinds of luminaries. Those whose light shines from within. Those who think they have something important that everyone needs to hear.

Diane: Diversity. The brain can't take too much homogeneity.

Gerard: I was thinking of TEDx. Usually mixed. No joint processing or building. What could be done in same session?

Diane: Speaker relevance to the purpose of the meeting.

Jurgen : I believe everyone is a luminary. Set the environment for the light to shine. In this group, such a vast, diverse group. To listen, be present, partake. Wow! Everyone was a luminary, had something of importance to say. I see luminary in a context of people feeling safe. The light shines and spreads.

Diane: I came because I was intrigued by ambiguity of the session title. Speakers. Some have insights and it is a gift to have them share. Not negative. It is when person thinks it is the end of it. How do you incorporate people who have found a pearl? There's more than one way to share. Park thinking and open the gate. Have a requirement for them to stay for the OS. That's a rich way to include expertise. How about everyone's light? The climate that's created, everyone has something to contribute.

Lourdes: Example. We used an "expert". He participated and he was amazing, He participated as well. Impact of OS on him. He talked too long at the end.

Diane: You have to coach.

Lourdes: This was first experience.

Diane: Culture, people come only if there's a star. Can they say something at the beginning and participate. One time, he didn't participate. He gave a speech at the end. People walked out. It's an insult.

Couldn't convince the client. Now I treat as a condition. The stories can help convince other clients.

Harold: I was inspired by Journalism That Matters work. I adopted the warm up speaker. Helped. Makes it easy for people to come. Rather than delivering speeches. Something called Ignite in Japan. I combined that. Lightening speeches. 12 of them. 12 5 minute talks. Luminaries and community. I've mixed feelings about it. Not sure about the end result. The community said this guy would be awesome. Guy stayed. The kinds of conversations were great. I don't think he would have come without a bit of the floor. It worked. Don't call it OS until after speeches.

Invite, ask, request. Had luminaries come talk and take off. Had the mayor. Even when he didn't say it was still a benefit.

Lightening keynotes.

Peggy: What I've done. Work with luminaries and be selective. Humble, invite them to come at edge of their learning.

Diane: What about intact organizations? That's the direction the leaders want. Speaker can be interpreted by method of management. Want org to look at itself. If we all have a light to bring, is it contradictory if I bring an expert?

Gerard: **One criteria: does this person have knowledge that is not present in the group?**

Sharon Joy: what about top leaders showing up. May pay prime money. Use for other orgs. Could be global. Share the cost.

Have the OS following the luminaries. They are the spark.

Harold: In Agile open events, software dev. They use OS for 2 days. Don't have luminary invites. A lot of luminaries show up. The moment the floor opens, a lot of presentations. They practice there. Seen a tendency for luminaries getting 40-50 people.

Lourdes: I've been to Agile Coach Camp. People came to learn. It was interesting

H: Agile coach camp. They're moving agile into orgs. A lot of coaches. They're amazing. They're different

Lourdes: I heard about a 6 weeks OS. From Nokia, Boston. Have to transfer his knowledge. They did things. Asked him how do you do things? It worked.

Harold: To learn more about Agile, look up agile manifesto. They've adopted OS.

Gerard: world wiki conf. Lots of luminaries. Knowledgeable and must speak to come. Wanted OS. I started 2 groups. 1 room speeches, 1 room conversations, It worked.

Peggy: I attended a session once where they had pre-set sessions and opened the space to weave in conversations. I thought it worked as well.

Sharon Joy: how do we move to our addiction to action to slow down?

Harold: a session on slow time.

Lourdes: day of slow movement.

Gerard: did it slow down? Depends on type of group. Some cultures people jump to action. If researchers, never get to action.

Sharon Joy: Many who don't have a clue, talk forever.

Jurgen: This morning when David spoke, the world is waiting, my generation is the world. Older generation different than new generation. They won't fly in and buzz out. They want to be more participative. Want to learn. Younger generation. Have become expert but also want to engage. There is a shift.

Harold: The younger generation grown up in dialogue, with Facebook and other technologies

Devon: Different level of power. Don't have to centralize. Can get together across time zones, space. People work to take power when younger. Usually get passed to same type of people. I'm working on seeing that it is passed to others.

Gerard: I approach that by bringing diversity to the OS. For example, at a university: lecturers, management, students. I tell the management that if they don't choose to take your education, you're out of business. Conversation between the generations.

Diane: what happens when conversation is over? What happens after? When they had OS, someone with authority to say proceed.

Karen: I think older white males, or females becoming more enlightened. Looking for deeper meaning. There's a shift like that going on.

Harold: Luminaries from older generation doing change work that I want to know about. Collapsing of time and space if consciousness rides the wave, time and space collapse to zero. I heard a scientist talk about more in mindfulness in slowing down, allows branching and change. That's needed for shifts. Current regime has to collapse. Then people doing change work, happens.

Peggy: Let's try some silence and reflect on what we've learned.

Thomas: I saw cell dividing, one, then two consciousness, then one more complex. Separation and then unity on a bigger place.

Reflections

Karen: Pulsating, butterfly, wings in, metamorphosis.

Thomas: How can we in context of OS integrate new ideas that haven't yet fallen into my body and all it to balance?

Lourdes: experience in London, I want to dance. Needed to move. The organizer said that if you want to dance, you can dance. Then he said that it was now time to open the space. I was frustrated. Not the only one. Had to go for a walk. So I integrated movement inside OS.

Harold: I've seen videos of scrum teams, integrated Harlem shake. There's some improved body integration.

Reflections second try

Gerard: Everyone is a luminary. Sometimes it can be useful to involve luminaries who bring special knowledge. Then consider how to integrate those who speak. Sometimes these people can get things moving. How do we get them there other than their making a speech?

Susan: Stimulation can be wonderful. Luminaries don't have to shut others down. How can you stimulate the entire group?

Karen: From a luminary who wouldn't call herself a luminary, Angeles Arrien, Four cultural forms of healing: movement or dance, silence, music and storytelling. A real luminary may be cognizant of bringing all of these present.

Lourdes: Silence. I liked it. Changes the way we communicate.

Jurgen: It is important to use our bodies. Changes the dynamic in the room.

Gail: I live in a Confucian environment. Hierarchic, male. People who don't fit can't participate. I did an OS in an elementary school. The host invited educators. Did two clever things. We were in small chairs. Had big flower corsages. She set context. Invited luminaries as participants. Told them you have I minute to speak. It reframed the situation. They stayed for the morning. Unusual. As a woman, she was able to do that.

How you reframe and context it.

Jurgen: how important to use our bodies. Changed dynamic with room set up and 1 minute.

Gerard: courage. 25 years ago. Lecture hall, many countries. World bank speaker. After 5 minutes, a big Sudanese man stood up and said excuse me. You are wrong. Like a torpedo, it went through the room. He made three points: 1... 2... 3... Later a delegation of participants self-organized and went to the organizers and said the course isn't what we need. They convened and redesigned the course. The next year were invited as workshop leaders.

Lourdes: always someone speaking for the group, not just the individuals

Gerard: as facilitator, coach the speakers about their role.

Susan: keep your ego in check.

Harold: Speakers are getting less than they're used to

Peggy: different name from speaker or presenter. -- conversation catalyst or lightening keynote.

Augustine: integration, emergence need time.

Lourdes: YouTube video. Drawing of clock in creative way in short time. Now have 15 min. Have to integrate into drawing. Creativity takes time.

Karen: I thought you were going to say the opposite.

Peggy: Me too. My experience is that when I get to a place of inviting creativity, it happens fast. The integration of breakthroughs then takes time.

Gail: if you have a conference with multiple languages, invite specialists to provide what they're speaking on in different languages. That helps context.

SESSION # 45:   Using Technology to Deepen Dialogue Within / In the Room

Initiator: Lisa Heft

Collaborators: Krystal Hill, Doug Germann, Ben Roberts, Dawn Ellison,
Ludger Benighaus, Jose Garcia

Documenters: Ben Roberts and Lisa Heft

- Lisa is doing a conference that has — *prof industry, eg orthopedes*
2 "Super Sessions" on last day - 1 hr.
  - Specifically Themed condos previously, incl *each* subject matter expert - World Cafer
  - Goal = engage peers in exploration — Values, vs. technical *could be ANYBODY*
  - Super sessions in (g. room, ~100 people, incl. expert
  - Can use tech in ANY way we want. (Not using tech in earlier sessions) ⟹ oppty!
  - May be "non-techies" in room
  - Sessions include expert framing, a question, etc. some visual / music show of what happened previously.
  - All being captured by tech team for ongoing review by client
  - End w/ closure & reflection from expert.

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Ideas

Invite ppts to focus on a certain aspect, e.g. "What surprising options? Use many let them CHAS one.

- Twitter stream from audience to get quick mass feedback. Look for patterns, key words, etc.   Storify? Word clouds?

↖ Issue w/ability to display all this info
↙ in a condensed & accessible form. Lg. screen in sm. can't display it all?

Ask for...?
- Key words
- phrases
- questions
- what ppts. gleaned from expert, 1st thoughts

- Text messaging is easier than Twitter. Appl or software can aggregate texts and display on lg. screen.   (NCDD)

- "Collection Plate" for written input on cards   resource for tools to do this

- Have sm. Groups come up w/ questions for expert

- Iterative process to as powerful   have staff input quickly via tech?
  1. indiv. feedback via tech or sticky wall or cards
  2. small groups → patterns & deeper questions
  3. Expert response   ↖ or "brave" or "scary"

- Have something on the walls as a synthesis of the previous days. ~~Maybe~~ There will be a ∧10 min. video ~~too~~.

- Concern about expert's offering. Want things that are not already in journals. E.g. what is she struggling with. (Lisa can "Oprah" with her). She says she will go wherever we want to take her.

One tool for aggregating text messages for real time streaming and word clouds was recommended by both Dawn Ellison and Krystal Hill during our WOSonOS discussion session – http://smsharvest.com/

Jose (I think) mentioned Twitter and collective Twitterfeeds – which is great but what I [Lisa] was really looking for was something all sorts of people could use intuitively, not just those with certain accounts and not with a learning curve for newest user-subscribers.

Dawn had a great comment – to think about asking different audience sections (yes, this is lines of chairs facing forward – cannot change that room set for this particular 1-hour session) to listen for and respond to something slightly different than the other sections – to show more depth and breadth of what people were noticing in what was being said and shared. An example: Group 1) Listen for what surprised you. Group 2) Listen for what challenges you. And so on. Of course our question design will also depend on our technical capabilities and complexities, as everything informs everything, design-wise.

We also talked about sorts of questions such as my favorite opening question, "What questions should we be asking ourselves about x?" and a nice closing or even in-between question: "What does this leave you wondering?" I think we will pre-design opening and closing questions with each of our two subject matter experts (there are two of these sessions), and both are comfortable going with whatever happens in spontaneous thought-sharing in the time between open and close.

And we talked about the environment – how having some folks writing on and holding up comment cards – and placing some of the images gathered from earlier-in-the-conference dialogue sessions on this topic (such as the kinds of clients we are talking about, such as evocative words – phrases – images from these earlier World Cafe sessions) would deepen and enrich the environment – rather than making it all flat-screen / facing forward sensory dynamics. But to not simply put things / images / projections etc. all over the walls as this can be highly enriching to some but highly over stimulating to others in the participant group.

When we talked about scribing during the event itself we talked both about using a 'theme team' and about scribing the word-for-word subject matter experts thoughts and observations – for showing back to the participants –

along with their responses – post-event. Of course it all depends upon the capacity of this client and their (very wonderful) technology team – staff- / task- / complexity-wise. And client-tech team and I agree that everything must be designed not just for the thrill of using technology but in a participant-/dialogue-centered way.

Ben was kind enough to put out the word on the NCDD listserv – the National Coalition for Dialogue and Deliberation – to ask if anyone else had diverse experiences using various technologies to enhance the face-to-face, in-room dialogue. I am listing below some of those responses. Some are actually about in-room dialogue and some for online, some for polling (which is not what we are going to be doing with this client), some for texting, and so on.

With this client, this is more like a spontaneous conversation going on between the wonderful person with a lot of experience in this particular part of the field (in this conference's area of interest) and their audience. The idea is not to have a classic question and answer / audience-to-expert but more of a reflection on the part of the invited expert where she shares thoughts and observations on this subject (and from our World Cafe-style dialogue sessions that have happened earlier in the conference) and asks the next larger participant group what they think, notice, wonder and observe.

So she will share some thoughts, then (probably – design still to be finalized) the audience will (their choice) either think internal thoughts, or text in some thoughts and questions, or write their thoughts and questions on large cards with markers. What you would see visually happening in the room is a combination of these things, with some (probably) curated text information / pattern informing the guest expert as they also look across the room at the cards, for a multi-media audience engagement-response-interaction 'conversation' that will last about an hour.

The reason this is not for polling (in the way it is usually used, anyway) is there will be no pre-designed questions, no choices for the audience to make – instead more of a sharing of thoughts and ideas across the arc of an hour. We will also capture the documentation for the client's use year-round as they continue the conversation across the year in these two key subject areas.

Oh and by the way – I also recommended to this client that they livestream on a huge screen a graphic documenter capturing both the invited expert's and the

audiences key thoughts and phrases in visual metaphor and text. Streaming because this client wants to use technology – and also because it may be more affordable to this client and that graphic facilitator to do it in this way for this particular event.

Here is what Ben kindly asked – and here are some of the responses he / we received – again – some directly connect to what we were asking and some are simply sharing some technology that folks have enjoyed using and exploring...
– Lisa

[Ben said]
The ability to capture texts from a large group and process them in real time came up at the recent World Open Space on Open Space, regarding an engagement that Lisa Heft is facilitating later this year.

[Ben mentioned smsharvest, above]

Does anyone have experience with this platform, or others like it?

[Lisa notes: I have learned to 'curate' word clouds and clustering technologies if they are to be used right there during / in the live conversation. Because just collecting words and phrases being spoken or written and tossing them into a cluster (for example let us say you were using wordle.net) in one or two live situations have resulted in unpleasant surprises. Such as the word 'violence' coming up hugely when a violence survivor's conference conversation is about overcoming / learning a life away from / healing after (etc.) violence). However the fact that this texting technology mentioned above can be used on both older and newer phones is attractive – as we would not have to spend any time 'teaching people' how to respond. They just do it as they know it, on their own device.]

Another live text tool: http://www.socrative.com/

[Lisa says: the Short Answer version of socrative – without the vote – may be of interest for this particular situation's needs. We are investigating.]

[Ben continued...] Many of these tools appear to be survey-oriented, rather than for comments. But that might be something to consider, since survey data is far easier to compile and analyze in real time than text.

Ben also mentioned
https://textizen.com/#how

[Here are other comments and recommendations that came from Ben's request]

Tim Bonnemann tim@intellitics.com said:
I know Luke Closs, the developer behind SMS Harvest.

Nancy White has used it last October with a group of 700 people:
https://twitter.com/NancyWhite/status/259170320487944192

SMS Harvest http://participatedb.com/tools/211
From the website: SMS Harvest lets large groups use their mobile phones to share thoughts, stories and their collective wisdom. How it works
* We set up a field for your harvesting'. * Attendees text in thoughts, ideas or answer questions. * Messages are grouped by tags you set up. * Explore the results to make sense of all the feedback. * Share the bounty with your community!
The tool was developed by Luke Closs and is available as open source on Github under the name Text Cloud:

This is a simple connector which receives SMS messages from Twilio and then stores the messages in a database. The messages can be queried to produce a histogram of common words which can be used to generate a word cloud.
Meta information – Web: http://smsharvest.com Country: Canada
Related projects – A list of projects that have used SMS Harvest:
PMI North America Leadership Institute Meeting 2012
http://participatedb.com/projects/250
———

Colleen Hardwick – colleen@placespeak.com – said...
There is also Sayzu: http://www.sayzu.com/

———

Jason Gershowitz – jason.gershowitz@GMAIL.COM said...
I like polleverywhere for a variety of reasons. Not designed for this purpose, per se, but you could use open response polls to aggregate and then do some analysis (word clouds, export text for sentiment analysis, etc). It also allows for SMS, mobile browser / web based inputs. Just a thought...

_____

Sandy Heierbacher – Director, National Coalition for Dialogue & Deliberation – said...
A couple of years ago, we had a pretty involved discussion here on the discussion list about keypad polling. I had our intern compile a list of keypad technologies and providers and put it up in the resource center at http://ncdd.org/rc/item/3601.

The page also includes the following mobile polling systems...
TexttheMob (http://textthemob.com) – TexttheMob allows you to easily set up your own message boards and multiple choice questions for cell phones, with a free plan available. It is run by Urban Interactive Studio LLC, a technology consulting firm specializing in Web and mobile solutions. (suggested by Chris Haller)

MobileActive (http://mobileactive.org) – MobileActive.org helps organizations to utilize mobile technology with data, tools, and how-to resources and helps people and organizations using this technology for social change to connect with one another. (suggested by Lars Hasselblad Torres)

Poll Everywhere (www.polleverywhere.com) – Poll Everywhere is a text message voting application for live audiences using on-screen presentations. Participants can vote, comment, or ask questions to a presenter through text messages or Twitter. (suggested by Lars Hasselblad Torres)

MobiOde (www.mobiode.com) – Mobiode offers survey and polling services which collect data from users through their mobile phones. Surveys and results are displayed online through the company's web interface. (suggested by Lars Hasselblad Torres)

mClk (www.mclkonline.com) – According to the mClk website, "mClk is the audience response system for 21st Century classrooms and boardrooms." Questions are posted in PowerPoint, responses are submitted on participants' phones via text message, and results are presented instantly. Audience response systems "clickers" are proven to improve student learning and engage workshop participants. Students do not have to have a smart phone or data plan–text messaging is all that is required. (suggested by Rebecca Woulfe)

By the way, some of our very best discussions here on the listserv are themed and archived in the Resource Center. They can be found at the tag http://ncdd.org/rc/item/tag/ncdd-listserv-archive.

———

Tom Murray – University of Massachusetts – tmurray@CS.UMASS.EDU
Hello Ben and others, This is not about an available product, but at UMass we are doing research under and NSF grant to study how to support "social deliberative skills" in online contexts. We are testing how "deep-dialogue" features of the Mediem software lead to more deliberative dialogue, and in classroom dialogues on controversial topics have found that they do. Part of that research involves doing text analysis (LIWC and CohMetrics) and machine learning. We have had only modest success so far in automatically identifying deliberative skill in dialogue text. A final aspect of the project is that we have built a Facilitators Dashboard to give facilitators a bird-eye view of a conversation (or set or conversations). We are hooking the text analysis into the Dashboard. Info on all of these topics can be found in our published papers at www.socialdeliberativeskills.com/SDSKpapers.html.

———

Thank you everyone for this lovely exploration....
– Lisa

SESSION # 46:   **Changing the World through Entrepreneurship**

Initiator: **Keosha Poole**

Collaborators: Keosha Poole, Qinghua Song, Hulu Chen, Maxandre Bien-Aimé, Abelard Xavier, Benaja Antoine, Stephen Strenges, Victor Rivera

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Discussion Highlights and Ideas for Action:

Initial discussion focused on Microfinance and its ability to develop areas.
- Money & infrastructure a prerequisite to support initiatives
- Skills (i.e. farming, education) and capital ($) required for business
- Investing in people through microfinance offer a faster and greater ROI than education and food

Ability for capital ($) and its ability to affect various aspects of life:
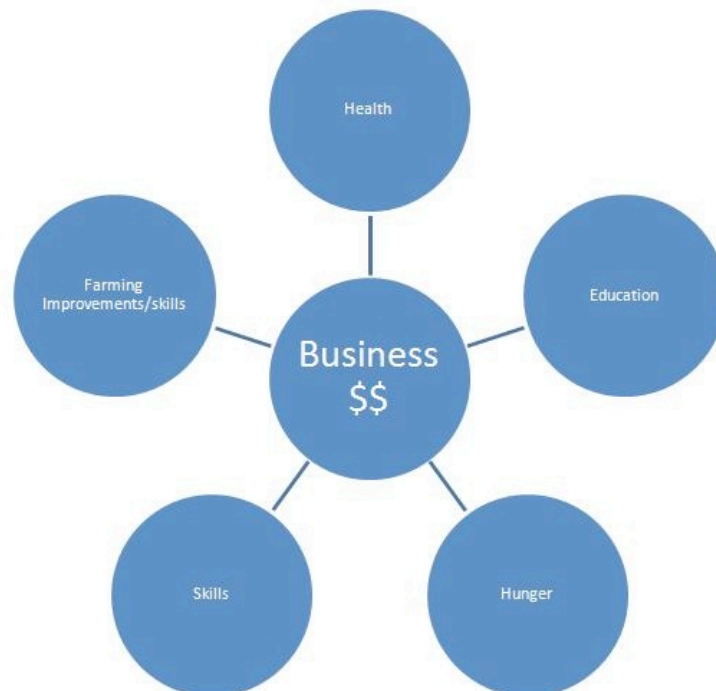
This diagram, which begins with Initial Capital, demonstrates the flow of capital and its progression/potential to affect a local economy/workforce.
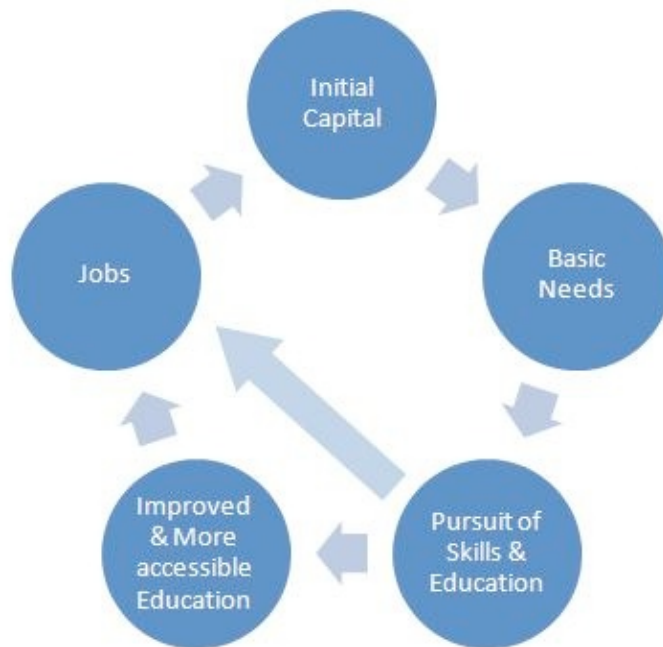
- Initial Capital refers to the initial investment. This capital can be either monetary such as financial capital from a microfinance institution or a company. However, this capital can also be an investment in a country's often greatest asset – people. This type of investment can be the development of skills or trainings in technical skills that can advance the marketability and efficiency of the population/workforce.
- Basic Needs refers to the basic requirements of a society to remain orderly and functional at its most basic levels. These requirements include, but are not limited to: food, safety, security, housing.
- The Pursuit of Skills & Education is the next step and ultimately results in job creation. Skills & Education typically refers to 'blue collar' or technical jobs that form the backbone and structure of an economy.
- Improved & More accessible Education is due to the increase in infrastructure and education system. As a result, education is more readily available and is improved. This results in more advanced and technical careers such as medicine, engineering, and law.
- As jobs are created, more capital is created and ultimately re-invested into the local economy and workforce. This continues in more accessible and improved education which in turn creates more jobs, and ultimately foreign direct investment from multinational corporations.

** It is important to note that this chart has an underlying aspect to it – Education. In order for all steps of this process to continue there needs to be an adequate education program in place. For example, increased awareness and education about health & wellness, job opportunities, free technical classes, etc.

We concluded that Corporate Social Responsibility or international Non-governmental Organizations (NGO's) could not sustain or ultimately improve a local economy or society for an extended period of time. Ultimately, the economy and workforce must invest into itself and develop a niche or specialty in order to sustain itself in a pattern of growth. One example of this is seen in the economic theory of Comparative Advantage, as illustrated in the table below.

	Country A	Country B
Cars	40	45
Trucks	5	20

In order to explain this concept, let's assume that each country has a limited set of resources and no outside influences/factors. Although Country B has an absolute advantage in producing both cars and trucks it should focus its production on trucks because it has a comparative advantage in it because it is better at producing them. Essentially, country A should focus on cars and country B should focus on trucks because when comparing them they each have their own specialties. Therefore, by taking advantage of their respective specialties these two countries can be more profitable while better allocating their resources.

This example illustrates one concept that was discussed on why the production of a niche for the initial allocation of resources can ultimately produce better returns for re-investment.
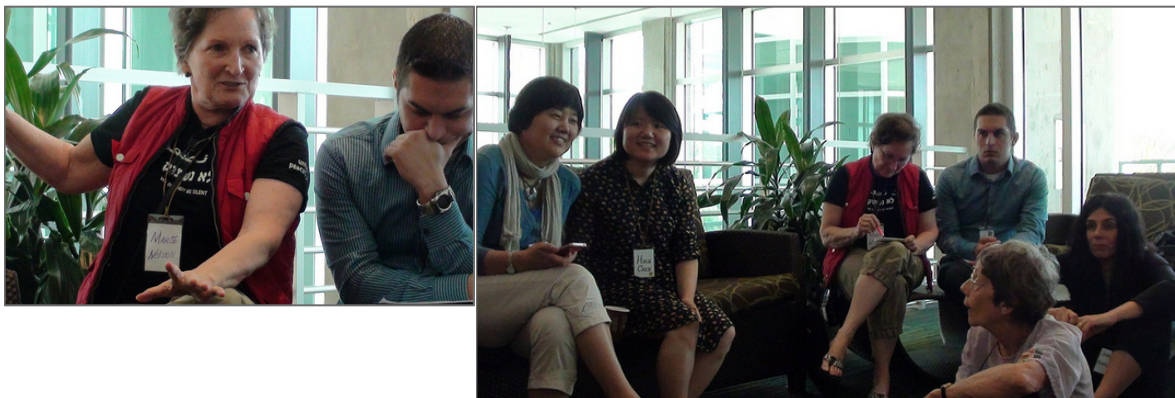
SESSION # 47: Open Space and Global sustainability joint with Disasters Happen, Climate Changes ALL

Initiators: Vickie Plesse and Iwanka Kultschycky

Collaborators: Susan Micklewright, Livia Olvera, Jose Garcia, Elena Feliz, Ben Roberts, Sharon Joy

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Discussion Highlights and Ideas for Action:

Sustainability w/out borders
Jeremy Irons, movie Trashed about how we dispose of trash. Theory of Chaos, butterfly effect. Disparity.

What is Global sustainability? a concept, a practice an awareness…
A pull between comfort, access and sustainability and alternatives and less things or new technologies.
A fear is triggered same as in a disaster.
a lot of really great things get "Green Washing" and their intent diluted or commercialized.

There is not enough being done it's a mish mosh. Where do we really start?
The top is not trying to change and is resisting and pretending to do but on the other hand doing great damage. It's up to the simple citizen to raise our own voice. Create a conversation, create an alternative to get implemented and walk away and get back to their lives letting the institutions do it.

Disagreeing with the last proposal we have given government labor that the society can and should do. like having a large Military in case there is a flood to do flood relief, we need to create a stronger civil society. A breathing society in and out. Become active in creating the change and not trashing.
we are creating an unhealthy environment in many places. Corporations do terrible things. No corporation is created so it can later eliminate itself.
There are some temporary organizations like political campaigns.
Corporations follow citizens as consumers but there are many contradictions in their actions and practices.

Why can't we do both?
some corporations are transforming, there are chief sustainability officer CSO.
How can we make the corporation shit a compost?

Inclusion--- learn the language
There is such power in telling stories, an effective activist is a master story teller
(Marshal Gans on Bill Moyers) stories continue to be told-The power of one is
real

Flourishing and thriving (rephrasing) trying to sell these concepts to companies
Power of the consumer – choose wisely

How do we get to others who do not care?
Education
Wake up call (disasters)
A catalyst
Canadian example – environmental tax
Start small
Try to see the value in the greater good vs. individual gain
It's difficult to change human behavior
Systemic issues are the source and we are focused on individual actions instead
of seeing the big picture.
We need government in order to make political changes and create sustainable
influence.
There are many things being done, discussions but many people remain
unaware, they need to be reached and acquire shared knowledge. Storytelling
can energize people to 'get it'

People are good people, but they don't know what they don't know.
There has to be willingness, an open-mindedness and collaborative
explanations

There's a challenge between preaching and doing in the same direction.
Relationships allow us to understand and forgive based on a perceived caring,
which results in change which open space enables.

Make sustainability sexy. People want to see it as desirable and something they
can own.
Video, green economy.

Open space invites diversity and people to care, passion collaboration and
alternative approaches. Start with people who care.
In Polish culture, they say how you care is what you have.
There is no industry that is not destroying the world and facing collapse or
force to change.

By combining group wisdom, passion, responsibility and action we can achieve competency. Fueled by passion delivers self-organization that can also be taken home.

Sustainability is about the whole. We need to talk about our sustainability locally and consider it globally.

We need to redefine our values, from $ and possessions to people and human needs.

Where do we get that desire, what speaks to me (persons differences) we need to be more systematic about sustainability. Think of all the organizations that have adopted sustainable initiatives.

We need collaboration and sharing of business practices and add group knowledge.

Who are the leading edge, average joe, laggards?

What does a flourishing community look like.

Chris Laszlow (wrote a book about sustainability)

Connect the dots of (best practices)

Invite you to think about what you will do regarding sustainability this year? Personal resolutions?

Be sure to use appreciative inquiry and positive psychology to look at things, be optimistic as a future creator of this world. We are creating changes in our human habitat see how we have come a long way. Corporations have many good people. Green jobs are a growing field and opportunity

LEED (leadership in energy and environmental design) associates and buildings (neighborhoods)

Organizational sustainability

SESSION # 48:   **Health, Culture, and Environment**

Initiators: Stephen Strenges, Kevin Blossfeld

Collaborators: Stephen and Kevin

Discussion Highlights and Ideas for Action:

- Conversation continued with a discussion of paradigm shifts regarding the social acceptance and prevalence of various forms of racism/stereotyping
    - We discussed that we felt a shift occurred where racism in subtle un-detected ways is returning as in comedy/tv shows.
- We continued our discussion by moving into the topic of healthcare.
- The concept of time-banks was discussed which refers to individuals offering services in another field in return for some trackable credit in return for healthcare.
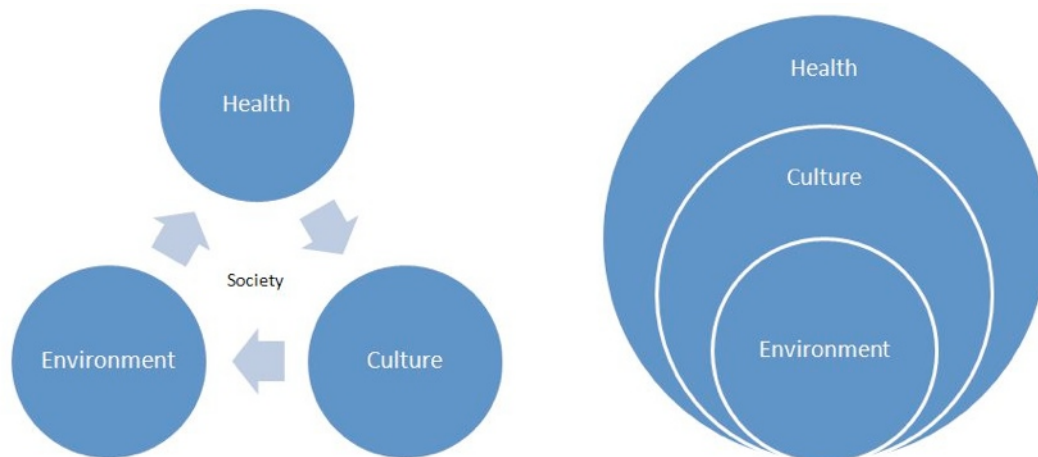
- We determined there is an intersect between health, culture, and environment and the following two diagrams were drawn during our discussion

- We talked about limitations and problems and discussed financial capital and the concept of permaculture.
- We continued by discussing biomimicry – the effort to model systems and processes after those found in nature to improve sustainability.
- Further readings/information that we discussed throughout our conversations are:
    - H.T. Odum (author)
    - Sacred Economics (book)
    - Permies.com (website about permaculture)

SESSION # 49:   **Dialogue in Play**
Initiator: **Aaron Wasserman**
Collaborators: Gail West, Qinghua Song, Hulu Chen
Photo-Documenter: Lisa Heft

Photo Highlights: Here are some photos I took to document this lovely dialogue session. Enjoy.... Lisa

WITH HOST PARTNERS:

USFSP
UNIVERSITY OF SOUTH FLORIDA
ST. PETERSBURG

USF WORLD
UNIVERSITY OF SOUTH FLORIDA

BISHOP CENTER
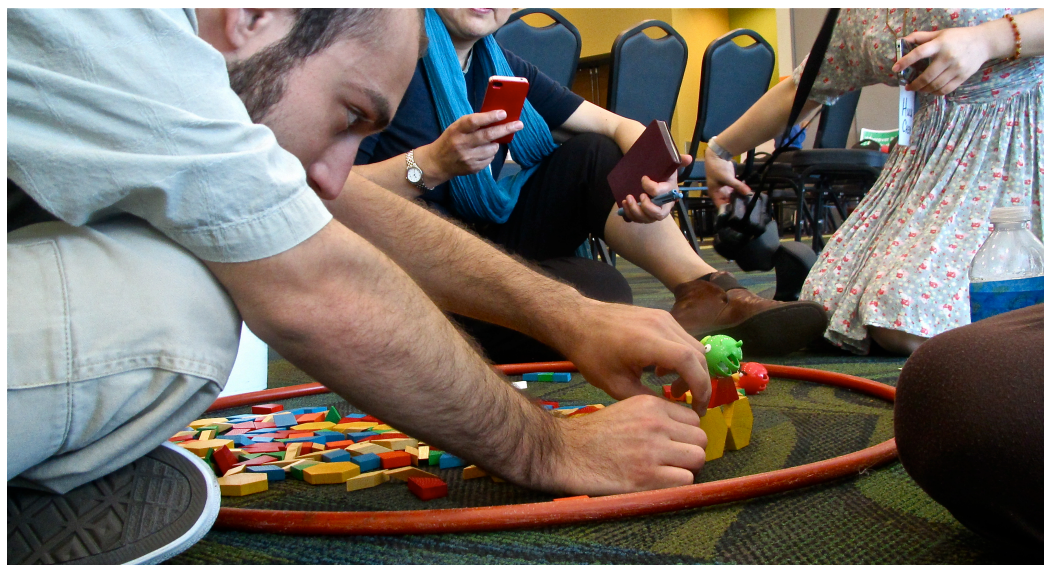FOR ETHICAL LEADERSHIP & CIVIC ENGAGEMENT

World Open Space on Open Space

In FLORIDA

WOSonOS 2013

SESSION # 50: Virtual – Opening Space in (Higher) Education / Building Facilitation into the Curriculum

Initiator: Jane Lewis

Discussion Highlights and Ideas for Action:

[Jane Lewis of Tainan and Taipei, Taiwan noticed my inviting the participants of my pre-conference Open Space Learning Workshop to share thoughts on this topic as I was in the final stages of completing their Book of Proceedings. This topic was convened first in the Open Space meeting that is within the workshop. Jane wanted to join us in this part of the conversation – and in this way, to be part of WOSonOS 2013... – Lisa]

[Jane writes...]

When first introduced to OST about 10 years ago I was a university faculty and I regularly had OST modules in science courses I was responsible for.

"Big questions" were asked. Hot topics were invited. Small groups were formed. People jumped right in. The room buzzed. Rarely did we have a proceedings, instead most was shared in checkout time at the end.

I remember that one year my very first meeting of the semester was offered as OS.
I never repeated that format as it seems they were unnecessarily shocked.

At the same time I was special assistant to the university president, thinking it would be a somewhat easy sell to introduce OST kinds of things.

Short story is that a couple years later I left the university.
This week a scholar at the top research institute in Taiwan is inviting an OS get-together on the future of education. I see a turning point coming up, where people demand this kind of space. It's all about inviting, yes?

Each faculty tends to have power to format their courses the way they wish ... perhaps a university-wide could start by having those who wish this type of environment, just creating it.

SESSION # 51:   Global Village Marketplace and Silent Auction
Initiator: Lisa Heft

Summary Highlights

For each year's WOSonOS I carry forward a tradition of helping those of our colleagues who just need a little bit more to join us at the face-to-face event and in doing so, enrich us with their diverse experiences, observations, viewpoints and contributions. Here is a little report from me in my "Access Queen" role. – Lisa

Here is the message registered participants received a week or two before they arrived at the WOSonOS:

——

At the World Open Space on Open Space in Florida this month, we will have 3 kinds of resource-sharing activities. So if you are coming to the WOSonOS or know someone who is, you may want to know about the following –

§   **Global Village Marketplace** is where we set up some tables and sell to each other folk crafts from our various countries, books about Open Space, things we or our neighbors or friends have made -- poetry, jewelry, knitted items, scarves, shawls, favorite rocks for use in Closing Circle – whatever we feel inspired to pack into our suitcases and bring along. You can sell your items to raise money for your own travel expenses, or you can donate some or all of that money to the Access Queen project *.

§   **Silent Auction** is where we have tables with items on them with little cards next to them – you write your name on a card plus an amount you are willing to pay for an item you wish to purchase. Towards the end of the WOSonOS whoever has bid the highest amount gets the fabulous item, and the money raised goes to the Access Queen project. So you may wish to pack along some interesting piece of folk art, fabric, food from your country, offer of services, book or other lovely item to contribute to the auction.

§   Additionally, Be Prepared to Be Surprised: **Random Acts of Generosity** and playfulness happen at a WOSonOS, all in the support of the Access Queen

project. Who knows what else may pop up? In past years WOSonOS participants have announced dance lessons, hikes, massages, music making, writing coaching – all as little ways to raise funds for the Access Queen project. Maybe you, too have something to teach and share with us while at the same time supporting the project and our Askers and ourselves with your generosity, expertise and playfulness.

So: have fun thinking of what you might bring along, and thank you all for your warm support of Access Queen and her little project of sharing resources, energy, belief and mutual support. I will see you at the WOSonOS!
Lisa (also known as Access Queen)

* The Access Queen project is something I started at the 2001 WOSonOS as a way to help people wishing to join us at a WOSonOS to be able to do so. They will have creatively raised most of the money they need to attend but perhaps they just needed a little extra support or resources to make the difference. We have been helping many people behind the scenes, including some of you, as you know. This action of caring for each other creates many non–monetary resources such as shared housing (got a hotel room to offer as a share?) and flexible registration fees – plus tiny funds such as pocket money for some of our colleagues with low financial incomes so they can afford a meal, a book or a bus ride during the conference. Anything raised this year for the Access Queen project that is not spent to assist current Askers remains in the project to assist next year's Askers. Join us as we celebrate community and support access, inclusion and each other.

——

So one part of the Access Queen project is to work with each year's Host Team to help identify resources to share – such as housing, home–stays, flexible registration fee structures, rideshares, language buddies... and to work in partnership with each Host Team for both whatever they may need or want to ask – and with people interested in and / or registering for the conference. This can include – for potential and registered participants – help understanding how to access information on a website, questions answered about cultural issues, ideas for lower–cost resourcing (as we cannot provide airplane tickets and such), introductions to other participants or homestay hosts, and so on.

Also before the WOSonOS a few really wonderful colleagues who could not get to this particular WOSonOS contribute whatever they each can afford as small funds to support colleagues unknown to them but in whom they believe.

And during the WOSonOS, Access Queen carries a bit of pocket money from the project and looks out for any individual participant who may just need a tiny bit of support in order to be able to afford to buy a book, or ground transport, or dinner with their colleagues, or something they love that is in the Silent Auction. I also make myself available to anyone who wants to ask questions, process how they are feeling, or let someone know how they are doing.

During this WOSonOS the Access Queen project was able to help several people with registration support, some with housing, some with local transport, some with pocket money, and many with questions and assistance before and during the event.

——

At the event, I / Access Queen hosts the Global Village and Silent Auction – as referred to in the message to participants, above.

Here is a photo of our lovely 2013 WOSonOS Silent Auction tables – where throughout the conference, if you crave one of these lovely items, you keep re-visiting the tables to make a higher bid on it. At the end, the person who bid the highest gets the honor of receiving the item and paying funds into the Access Queen project for this and future years' Askers.

WITH HOST PARTNERS:

USFSP UNIVERSITY OF SOUTH FLORIDA ST. PETERSBURG

USF WORLD UNIVERSITY OF SOUTH FLORIDA

BISHOP CENTER FOR ETHICAL LEADERSHIP & CIVIC ENGAGEMENT

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WOSonOS 2013

Just a small sampling of the amazing things in this year's Silent Auction:

Marilyn Anderson's incredible handmade jewelry

The Haitian national flag

That lovely indigo blue table cloth you see in the background, brought by our Chinese colleagues

Original art by Anya Ovchinnikov, age 3.5

Books, videos, music CDs

Teas from Taiwan and Malaysia

The colorful vest that Alan Stewart wore

Coconut guava candies from Colombia

A lovely woven mat from Chiapas, Mexico

Maple sugar from Canada

.... and more. Lots of action happening over in the Silent Auction tables, all throughout the conference.

Here are some pictures of the Global Village Marketplace, also mentioned above – where colleagues were selling items to pay for their own travel expenses:

...including these lovely butterfly magnets from Chile...

... and these beautiful embroidered blouses from Mexico....

... and everything from camping gear to home-grown tomatoes to homemade gluten-free cookies and brownies.

And then traditionally after the conference – after all bills are paid – the Host Team also 'pays it forward' – anything extra is traditionally given to the Access Queen project, as each year we generate awareness and community into the next year. Access Queen also invites the Host Team to add their wisdom and lessons–learned to an ongoing Wisdom from Past Host Teams letter that is given forward to each next Host Team.

A deep Access Queen bow to all of you Askers and Givers who contributed to our wonderful awareness and inclusion project, and to the 2013 WOSonOS Host Team for their support of, partnership in and contribution to this year's Access Queen efforts and together, our 'seeding' next year's Access Queen resources and activities.
_____

And a closing message from Suzanne to Lisa and to all the future Hosts and planning teams of WOSonOS..

****
"You will never know the abundant heart and generosity of this wonderful friend and colleague...our beloved Lisa Heft.

Her way of being and doing (so calming and serene) multiplies and skips from one heart to another, quietly and invisibly behind the scenes, with such love and wisdom. I could never have imagined all that she did, all that she was and I know that when we, in Florida, and all those who came this year, say thank you, it's knowing that those two words can never even begin to convey our appreciation and heartfelt gratitude!"

SESSION # 52:   **Conversation about inviting WOSonOS for future years, future countries.**

Initiator: **Harold Shinsato** (from a posting on the OS List)

Collaborators: OSLIST members, Jane Lewis, and Lisa Heft (documentation)

Discussion Highlights and Ideas for Action:

Conversation about inviting WOSonOS for future years, future countries.
Started during the face–to–face invitation and dialogue process that was held at the WOSonOS before we shifted into Closing Circle....

On May 19, 2013 – at the end of the 2013 World Open Space on Open Space in St. Petersburg, Florida USA,
our friend Harold Shinsato posted on the OSLIST....
http://lists.openspacetech.org/listinfo.cgi/oslist–openspacetech.org
————————————————

Harold Shinsato (USA) wrote...
This might be crazy – but I thought I would post the invitations.

Serbia – 2014
Spain – 2014 or 2015
Mexico – 2015
China – 2015 or 2016
Dallas, Texas, USA – 2019
Chicago, Illinois, USA – 2020
Virtual WOSonOS – 2025

If you have input on this – you might try to post it to OSList but you might also check into the live streaming as a comment. http://www.ustream.tv/channel/wosonos
————————————————

Michael Herman (USA) wrote:
interesting, thanks, and... got names to go with these, Harold?

————————————————

Harold wrote...
Michael, If you want to track the online happenings right now – there are posts to twitter with tag #wosonos2013.

Serbia, Jasmina Nikolic
Spain, Ian Barber
Mexico, Lourdes Adriana Diaz–Berrio Doring, Livia Olvera–Snyder
China, Qinghua Song, Hulu Chen
Dallas, Texas, USA – Devon Morris
Chicago, Illinois USA – Devon Morris
Virtual WOSonOS – Devon Morris

The conversation continues.

On the floor from St. Petersburg, Florida, USA – WOSonOS 2013.
Love, Harold

———————————————————

Galina Tsarkova (Russia) wrote...
Thanks friends, for such long perspective for WOSONOS!

———————————————————

Lisa Heft (USA) wrote...
Galina – not only that, but one of our Millennials (a person of a younger generation) invited for 2060!

These are invitations, not decisions. Serbia in 2014, yes.

In the past, some people have invited for several years in a row (being at a WOSonOS themselves, or working with someone who was there who could represent them) – until whenever it happens is the right year.

We had a very interesting and not always comfortable time thinking and talking in the big circle at the WOSonOS where to go next year. There were several invitations – and as you know from your own experience at a WOSonOS – if there is one country inviting, they tell us their story and we all celebrate. If there are two or more inviters, traditionally we sit in the big circle and have a

conversation that can shift and move and get stuck and flow and become uncomfortable and shift again and flow again... until something is sensed and felt, together.

It is how we have done it in the past. However it is not how we have to do it in the future.

Our fabulous co-convener, David O'Neill noted that this – decision, deciding, 'vote' – does not reflect Open Space.
So how else could it be done.

I was in a delightful evening butterfly conversation with Peggy Holman, Alan Stewart, Chuni Li, Karen Davis, Doug Germann, Jasmina Nikolic (our host for next year), Harold Shinsato, Tricia Chirumbole, Linda Stevenson, Gail West, and did I forget anyone?

Perhaps you dear colleagues who sat in this particular conversation would like to share some of the places we went in the conversation about invitation, prepared invitation, emergent invitation, what-if's of process for invitation, support for invitation, and more – as we experienced at the WOSonOS and then reflected upon that evening...

Traveling homeward after the WOSonOS, and looking forward to the next regional OSonOS' and the next WOSonOS,

Lisa

_____

Phelim McDermott (United Kingdom) wrote...
Hi there,

Sounds like WOSonOS was fun! Maybe those who are interested in inviting can call a session about it DURING the open space and those who have an interest can go to that session. Even if the decision doesn't get made there a lot of the issues and questions will already have been processed in some way.

I have to say this part of WOSonOS is the most difficult bit as a host and it does currently feel very UN open spacey

Best regards, Phelim McDermott

_____

Bhavesh Patel (Moldova) wrote:
Does your "UN open spacey" mean that it feels like a United Nations open spacey...

_____

Phelim wrote...
Aah a missing hyphen methinks... UN-open spacey. And nothing to do with Kevin either.

Best regards,
Phelim McDermott

_____

Lisa wrote...
Well that is an interesting thing to think about, and something we brought up in our own conversation last evening.
(By the way the fabulous Suzanne Daigle was part of our conversation last night and you see my brain is fried by so much juicy interaction I forgot one of the most important people of all, our gracious WOSonOS host!)

So I love thinking of the 'devil's advocate' questions when thinking of design.

So there are some people who cannot make it physically to a WOSonOS, but they can ask someone attending to represent them – as Arturo and I did for the London Team when we were at the Chile conference.

If technology was available, and if it worked, and if those not-physically-with-us colleagues had their own access to technology, and and....
... then perhaps yes someone who felt so inspired (like who knows – Access Queen gets inspired all the time to hold space for inviting) could post that session sometime in the conference.

And then there is the emergent inviter. The one such as Jasmina who felt called and perhaps surprised that she sprang to her feet and walked into the middle of the circle to invite.

(Jasmina of course you can describe your own thoughts and feelings – I am describing a little of what I saw).

It is oh-so-easy when there is only one inviter. It becomes more complex when there is more than one (country) inviter.

So my thoughts turn to many things.
– in our other work, what are other processes for feeling – sensing – sharing what is invited, and exploring it to see what calls?
– is there a New Games / creative process that can offer this? An Agile / Scrum process?
How to hold and welcome invitation and sit with it?
How to center the conversation on the inviters, and not our thoughts about what should or could happen? (after all, it is the passion and responsibility of the inviting country persons that is stepping into the circle, and then we get all in our heads about it, and still... the ones who stood up and invited are the ones who had the passion and responsibility. How to hold that and not get all 'discuss-y'?

I was asked to host the process for invitation / imagining and then sensing as a face-to-face group (and we had some of you watching and commenting virtually) – so I used the process I have experienced in the past 11 or 12 WOSonOSs I have been to. But I was not thinking. I did not think of how it had felt to me in all those past years. It felt not full of life. Not as vibrant as the discussion sessions.

On the other hand, people have written or mentioned that that sitting-in-the-fire-see-what-shifts process was a really interesting experience. Not so much 'and now we are going to do this.' 'and now we are going to do this.' But truly – my body goes crazy, it can go on for hours, and yesterday I realized while doing it was just like those 'consensus' processes which feel to me like ' the last person standing / with the stamina to stay in this conversation remains / gets to make the decision'. Because it is as nutritious as it is exhausting.

So my thought is – and I had said this in Closing Circle – there are some WOSonOS traditions I really love over the years. You can guess that one of my favorite traditions is Global Village and Silent Auction and all the Access Queen seen and unseen actions and relationships. But other traditions may be meant to be released, eh?

Such as this way of invitation and decision.
Call it what you will, decision or otherwise – it helps us travelers and those with less financial abilities to know in advance where the next one will be, because for many people it takes quite a long time to generate the relationships and resources that will help us get there – whether 'it' is in our own country or across the world.

And of course there are and can be OSonOS all over the place, whenever they want to happen. But there is something special about this particular coming together, shared back and forth and across the world.

It is morning as I leave Florida for home.
Just wanted to share some of the thoughts playing in my head this morning. What do others think?

Lisa
(see you in Serbia! – if I say it, I know it will happen...)

_____

Harrison Owen (USA) wrote:
Discomfort usually comes (in my experience) when discussion gets stuck at either/or. Everything resolves as soon as both/and shows up. It is called the Law of Two Feet! Who says there can only be one WOSONOS? Anywhere it happens is the right place – and as often as folks care to make it so. I do find it somewhat amusing that the 75 odd souls who showed up in St. Petersburg feel called upon to "decide" for the "whole" community. Funny.

_____

Lisa wrote...
Thank you for that thought, as well, Harrison...
Lisa

Harrison wrote...
Lisa – Hate to say it, but you know I will. I think you are working much too hard! And I'm not really sure it is a question of "design" ("So I love thinking of the 'devil's advocate' questions when thinking of design.")—Just do it, just like we always do. For example, when it comes to invitation time just open the space for Invitations. Kind of an offshoot of "action planning." Whoever cares stands up with a sign (Spain, Serbia, wherever), Goes to a corner of the room, and waits until all other invitations have been made. When all the invitations are "posted" everybody else is invited to journey to that part of the world they feel drawn to. Time to discuss practicalities of location and date – and not incidentally put together an initial Host Team. People can wander from place to place, and after a short time (45min?) somebody with a mike passes from group to group for a "report." Report could be: Your invited to Serbia, Spring of 2014. Or maybe there are several. Wonderful! Or maybe a group concluded it is a wonderful idea, but not now. Done. No Sweat, no Strain. Alternative: Place a hat in the middle of the floor (my hat would do) – Anybody who cares deposits a folded piece of paper with the place specified and their name. Just before the Closing Circle, the names are drawn – We have the winners: EVERYBODY!
Harrison

Artur Silva (Portugal) wrote...
Hi Harrison:
In a previous mail you said:

I do find it somewhat amusing that the 75 odd souls who showed up in St. Petersburg feel called upon to "decide" for the "whole" community.

This suggests me two questions:

First: is not that what is always done in the end of a WOSonOS? Why putting the question this time?

Second: Is not there a contradiction between your [quote in your previous email] and the detailed description of "how to do" that you provided in this post (above)?

Warm regards
Artur

PS: I suspect that you missed my heteredox contributions, so here it is a new one ;-)

_____

Kari Gunnarson (Iceland) wrote...
Invitations full of wonder. Perhaps we have the cart in front of the horse.

I do not see the invitations to next year's WOSonOS as some resolution from our current discussions, but more of an invitation to continue the celebration of our common growth from the years past and future.

Is it essential to do the next years invitations at the end of the event? We could just as easily do it at the beginning and use the Open Space to work with our hopes and sorrows where we can sleep on it and open more discussion in the morning news of the second day if needed.

_____

Harrison Owen wrote...
Artur – Consistency is a virtue I have never been accused of...J
ho

_____

Paul Levy (United Kingdom) wrote...
There are traditions...
... And there are habits.

_____

Ben Roberts (USA) wrote...
I'm curious what David meant when he suggested that our process was not representative of Open Space, and have copied him on this reply in case he would like to weigh in, as I don't believe he is on the list serve.

For me, it was a prime example of self-organizing, so while we may not have "done" OS to have the conversation, the spirit of OS was very much alive. And in that conversation, the group discussed all the issues and questions raised in this thread, e.g. having more than one WOSonOS in a year, asking what sort of "voting" we were going to use, asking if we felt it was important to make the

decision in that room and much more. And I'd say we got clear "answers" to all those questions, usually right away.

Personally I found it stressful because I had a plane to catch, wanted to stay for the entire closing circle and also have time for some good-byes. Instead, because it took more time than "allotted," I left with the closing circle about 95% complete, which wasn't so bad. And, had I used my smart phone to check on the status of my flight (can you tell I'm not a Millennial?!), I would have found that it was delayed 35 minutes and I could have stayed to the very end. Lessons on many levels!

One thing that was interesting for me about the process was how uncomfortable I felt suggesting that we should try to bring it to a close. My sense is that I was far from alone in that discomfort, and that even folks who were not under time pressure might have been censoring themselves. This speaks perhaps to a set of unexamined social agreements around making sure we have thought through every single possible dimension of something before moving into a decision-making phase in order to "honor the group" and avoid being hierarchical. I would like to suggest that this tendency might not always serve us. As I tweeted, quoting words I heard Erwin Chemerinsky speak many years ago, "all decisions are made based on 'insufficient' information."

A clear preference did emerge in the room and once we accepted a process for discerning it, we were done. Perhaps, my point above notwithstanding, we waited to move into a process of taking the temperature of the room until we all knew intuitively that something had coalesced. Seeing that display (I would estimate about 80% of the room standing on the Serbia side of the carpet), Gerard, who was acting as a proxy for Spain, more or less immediately accepted Serbia's invite on their behalf. I felt completely satisfied that we had honored everyone, and was surprised by David's comment to the contrary in the closing. I also think we made an excellent choice for many reasons. Not that I would have had any problem with Spain either (as I expect was the case for most people in the room, and that may also have been a source of our slowness).

One final note about Harrison's questioning of the decision being made by the people in the room (and here I thought he was the one assuring us we were the right people!). In fact, it was not just us. Not only were other people participating virtually, but one of the prospective hosts wasn't there himself (Ian from Spain). What struck me, as I made clear in speaking to the circle at the

time, was that Ian could have done any number of things to make his invitation more compelling had he wanted to. He could have Skyped directly into the room--something I had let the OSlist know was possible on several occasions over the previous days. He could have written a letter for Gerard to read. He could have recorded a video, as the Chinese group did to offer their 2015 invite, etc. etc. The fact that he apparently chose not to do anything like that (and that his proxy, Gerard, seemed rather ambivalent about the whole thing himself) stood in stark contrast to the passion and energy that Jasmina was communicating. That made it a no brainer for me, once I let go of my fear of "making the wrong choice."

So all in all, I would say that what happened was the only thing that could have (fancy that!) and that it was a valuable and thought-provoking experience on multiple levels.

Peace, Ben Roberts

_____

Artur Silva (Portugal) wrote...
Ben and all (including Ian and Gerard, if they are in the list),

I watched the closing session via the broadcasting through the Internet, but the sound was very bad, and I could understand almost nothing. Anyhow I have putted a question to Harold via the OSLIST, asking him to put it on my behalf, but my question arrived too late… Anyhow, I profit from a part of your post to ask it again.

If I understood well, Gerard presented Spain on behalf of some "Ian". Now, Ben, you have confirmed that, when you wrote:

« Gerard, who was acting as a proxy for Spain, more or less immediately accepted Serbia's invite on their behalf »,

and

« Not only were other people participating virtually, but one of the prospective hosts wasn't there himself (Ian from Spain). »

The questions I would like to see clarified are the following:

– Who is this "Ian, from Spain"?
– Is he Spanish?
– Is there in Spain any community of facilitators that I never heard about? (the only people in Spain that does OST and that I have heard about is Eleder – but he is from the Basque country – and, of course, there was Florian near Seville some years ago)
– On the other hand I am often contacted by Spanish people that would like to have an OST training or learn to facilitate OST (two from Madrid some years ago, one from Valencia quite recently…).
– And who is this Ian? Is he an OST facilitator? I can't find any post from him to the OSLIST, he is not in the NING, I don't remember any comment from him in the OST Facebook group (which I don't follow regularly) nor even in MP's World Map (that I have consulted this time, even if I consider it unreliable, and easy to replace by the free world map at the NING)?

The main point is that we always said that a strong community of practice is a prerequisite to propose (or select) a country as the host for a future WOSonOS.
So, where is that community in Spain, which I am so close to and can't discover it?
Regards
Artur

_____

Eleder BuM (Basque Country) wrote...
Hi Artur, as long as I know,...

There is no community of OS facilitators in Spain, nor has there been an OSonOS.

There are 8 folks in Spain in the Worldmap, and it´s mainly me who, around here, nowadays posts reports in the Worldscape.

Nor Gerard nor Ian are present there, but this means very few, as you say.

There are much more people doing OS around here, and I know about some 20 people that have facilitated OS meetings in the Basque Country. Some of them have even been in touch with Lisa Heft in SF (W?) OSonOS or trainings,...

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Extrapolating, and knowing that the Basque Country sticks to and likes still specially strongly community work and the so, I suppose there must be some more 50 people in Spain that have facilitated OS, and I know just about some 10 of them.

Two weeks ago I was invited to share my OS experiences for 2 hours (here a briefing in Basque). It was wonderful. In fact we did and opening, a closing, and held some conversations about OS in between, as usual. Kind of micro-OSonOS :-)!

I think that an OSonOS would be great now around us to wave the community, as there are more and more people knowing and loving OS, and many that want to know and learn more.

This OSonOS would probably be bilingual (Basque/Spanish) or open to more languages, as we have gained much experience and learning in doing so within the last year,...

Thanks, Artur, for reviving this intention inside me,...

We'll let you all know.

Best wishes from rainy (siri-miri) Bilbao,
laugh, love, live :-)!

————————————————

Lisa Heft (USA) wrote...
Yes lovely Eleder - at least 6 of our Basque OS colleagues have learned, shared knowledge and wisdom, played and celebrated community in my Open Space Learning Workshops - so far.

Enjoy hosting any OSonOS you feel called to do. And if you do not already know the same OS facilitators I know I can share their names and contact info with you.

And if life happens this way, I will be there with you. Either in person or in spirit...

With the challenges to and spirited re-emergence of Basque language, culture and identity in very recent times, I bow to you and your community...
Lisa

_____

...and so the conversation continues, on the OSLIST:
http://lists.openspacetech.org/listinfo.cgi/oslist-openspacetech.org
I will see you there....
Lisa Heft (also known as Access Queen, which is why I wanted to send out this conversation to those of you who cannot or have not yet accessed the OSLIST...)

Oh, and one more thing: Here is a photo of our lovely WOSonOS 2014 Serbia Host: The fabulous Jasmina Nikolic...

The Talking Stick will soon leave Florida on its way to Serbia!

Final Images of Special Times at USFSP for WOSonOS 2013

With Host Partners:
USFSP UNIVERSITY OF SOUTH FLORIDA ST. PETERSBURG
USF WORLD UNIVERSITY OF SOUTH FLORIDA
BISHOP CENTER FOR ETHICAL LEADERSHIP & CIVIC ENGAGEMENT
World Open Space on Open Space
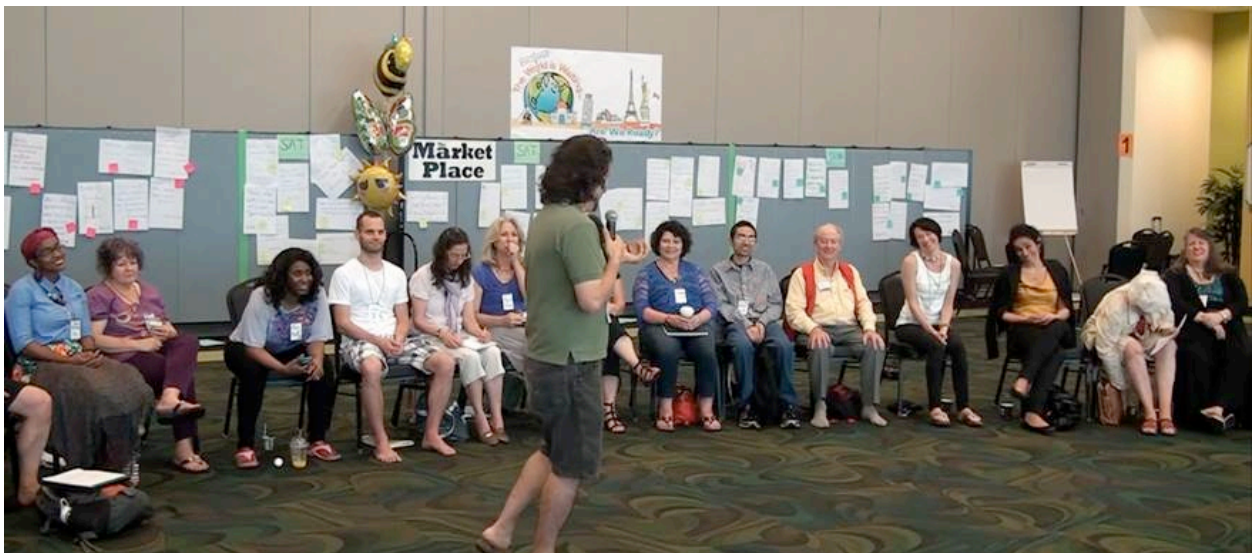WOSonOS In FLORIDA 2013

Fun times at DeSoto Beach

Bitter sweet ending…

Final Clean-up after a long and fulfilling week
Thank you Aaron Wasserman and David O'Neill

USFSP and our co-host Millennial Planning Team
WE could not have done it without you!

A Day's Work is never done…**our wonderful Millennials partners were busy indeed!**

Year-end at the University, for some it was exams and so much more, then WOSonOS started.

First it was the Open Space training with Lisa Heft…2 intense days

After WOSonOS 2013…3 very packed days

And finally an offer that some just could not refuse:

- 2 days of Agile/Scrum Technology Training that invites shared leadership and ways to "take action" on priorities. Scrum is a natural extension to Open Space and many trailblazing technology professionals blend the two in their large systems implementation work.

- This training was offered as a gift by Devon Morris who was at the Open Space training and the WOSonOS conference helping us with live streaming while also participating.

- Devon has been a leader in the Agile community for many years and is one of approximately 150 Certified Scrum Trainers worldwide authorized to teach Scrum Alliance certified Scrum courses. What a gift to a very deserving group of Millennials, our co-host partners for WOSonOS 2013.

As Official WOSonOS 2013 Host David O'Neill stated it so well in his Welcome Message:

"The World is Waiting and We… the Millennials are Ready!"

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