A photograph of a park with a paved path, green grass, and several trees. A semi-transparent dark grey horizontal band is overlaid across the middle of the image, containing white text. The text is centered and reads: "OPENING SPACE FOR PEACE AND HIGH PERFORMANCE" in a smaller, all-caps font, followed by "HOW MIGHT — AND WILL WE" in a larger, all-caps font, and "GENERATE GLOBAL IMPACT THROUGH THE GIFT OF OPEN SPACE?" in the largest, all-caps font.

OPENING SPACE FOR PEACE AND HIGH PERFORMANCE

HOW MIGHT — AND WILL WE
GENERATE GLOBAL IMPACT THROUGH THE GIFT OF OPEN SPACE?



**OPENING SPACE FOR PEACE AND
HIGH PERFORMANCE**
schedule

2022

OPEN SPACE INSTITUTE
[HTTPS://OSIUS.ORG/](https://osius.org/)

FRIDAY

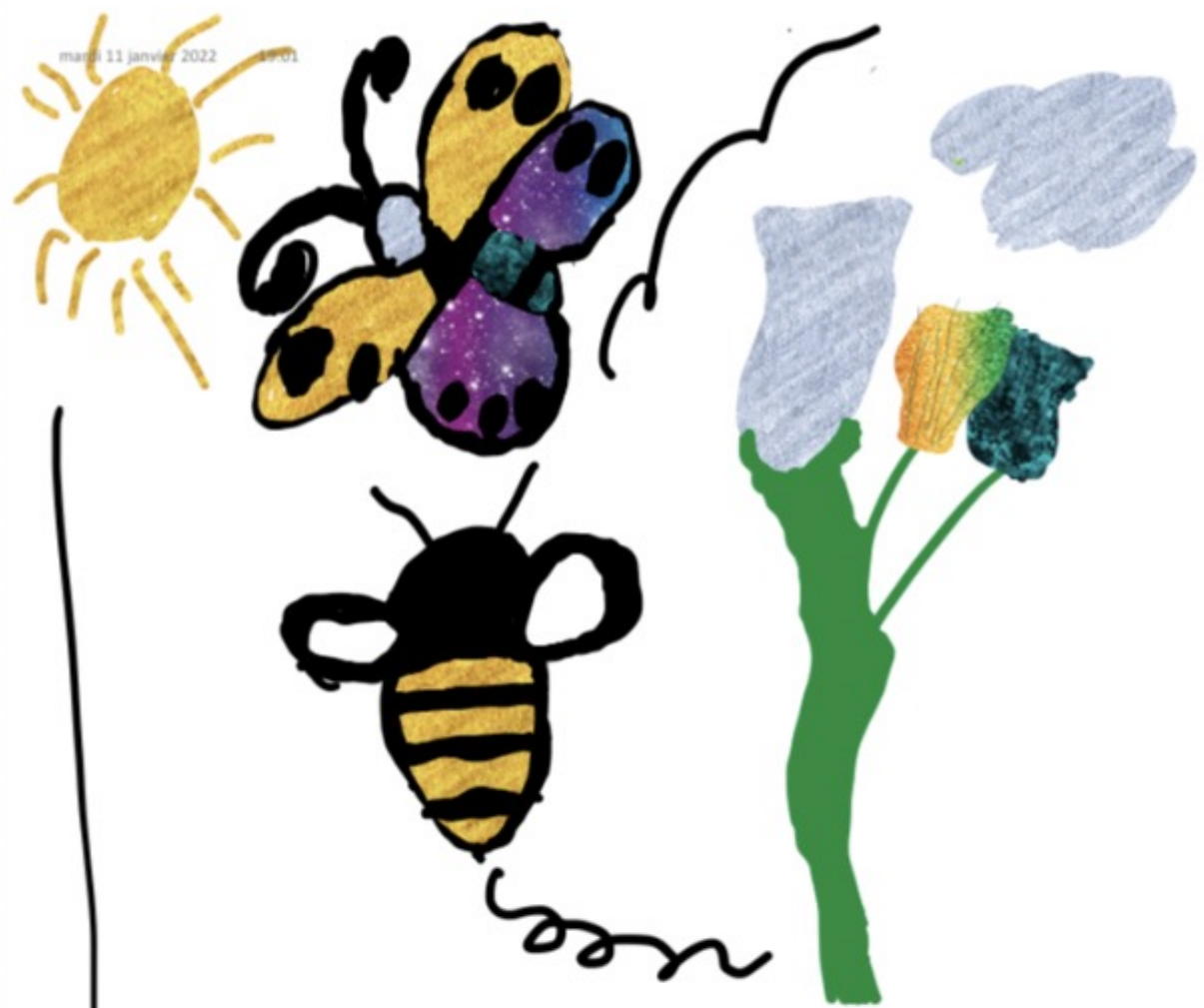
- 9 AM (EST) COFFEE, TEA, AND HELLO
- 10 AM (EST) OPENING CIRCLE
- 11:15 AM (EST) MARKETPLACE
- 2:30 PM (EST) CIRCLE

SATURDAY

- 9 AM (EST) COFFEE, TEA, AND HELLO
- 10 AM (EST) OPENING CIRCLE
- 11:15 AM (EST) MARKETPLACE
- 2:30 PM (EST) CIRCLE

SUNDAY

- 9 AM (EST) COFFEE, TEA, AND HELLO
- 10 AM (EST) OPENING CIRCLE
- 11:15 AM (EST) MARKETPLACE
- 2:30 PM (EST) CLOSING CIRCLE



Drawings : Maélie, age 8

Law of Mobility

IF YOU ARE NEITHER
LEARNING, NOR CONTRIBUTING ...
GO SOMEWHERE YOU WILL BE!

PRINCIPLES

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



Day 1

Bulletin Board

Find my TimeZone

11:00 EST

Exploring a one week open space project.
Christine

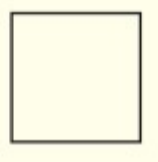
How do we let go of the distress and pressure in working life?
(Lise)

11:30

12:00

let's talk about joy & authentic impulses, baby! (Kaja)

12:30



Sharing the gift of Open Space in these times.
How is it different now?
Suzanne

„Open Space is all about freedom of choice - what is the stance of OST facilitators on mandatory vaccination (around the corner in Germany, soon at a place close to you). /
Marai

1:00

Identifying a focus small enough to do and big enough to have impact. Room 7 at 1pm EST Dan Gottesman

1:30



Training student council in OST in a school. Issues & Opportunities.
/Thomas

2:00

2:30



Circle

Sign-up here to facilitate

Day 1

Day 2

Day 3

Opening circle

Myriane

April

April

Your name
here

Susan L

Myriane

Circle

Myriane

April

Myriane

Your name
here

Patrick
Taiwo

April

Producer

Harold

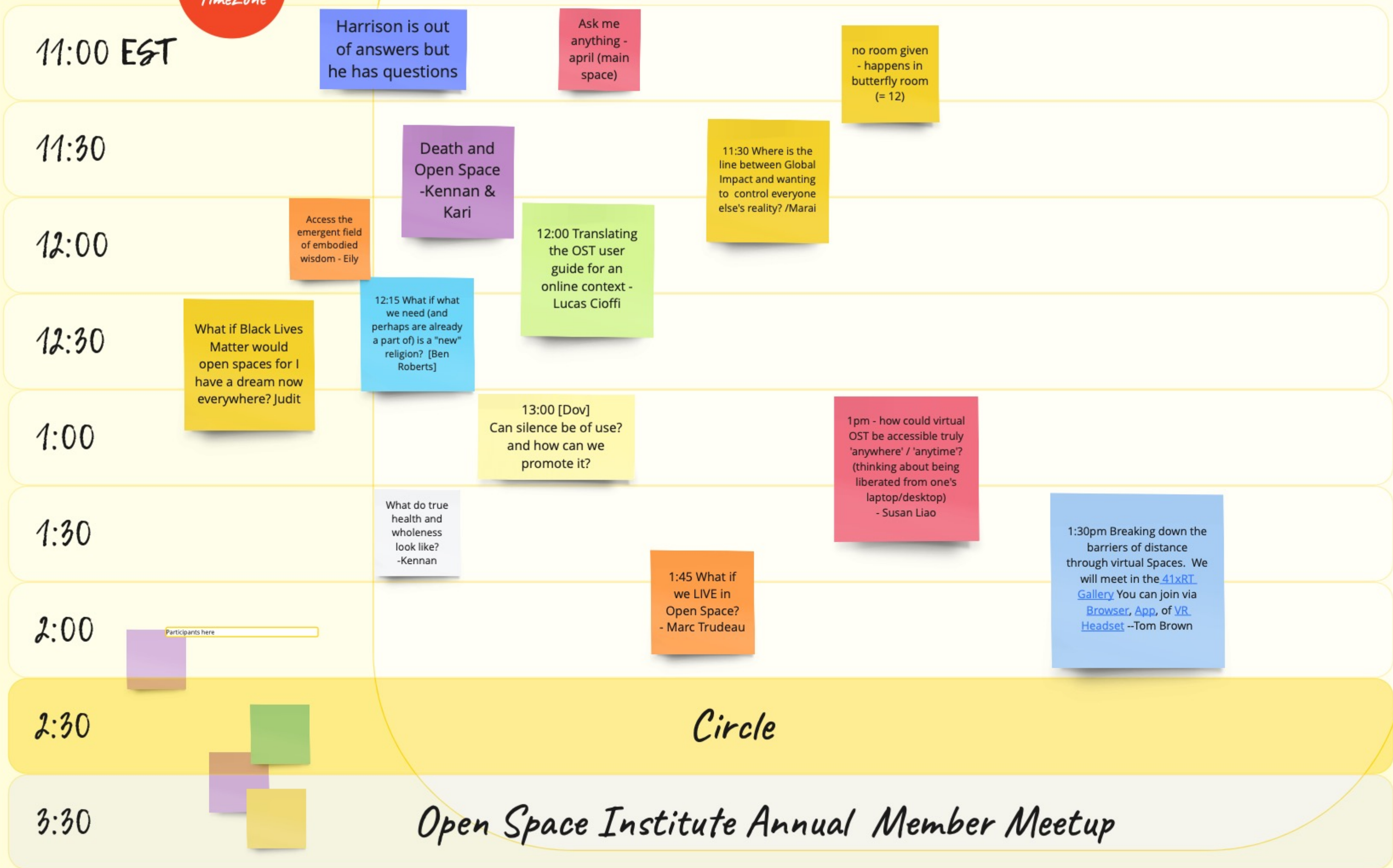
Harold

Your name
here

Day 2

Bulletin Board

Find my TimeZone



Day 3

Bulletin Board

Find my TimeZone

11:00 EST

Harrison Talks :
<https://www.youtube.com/channel/UCBzRRCG8bDms7r1FtUAtzIQ>

How to facilitate Hybrid Open Space Events?
What could be the benefits?
How to best use both the in-person format and the online format in a hybrid OST event?
Helle Skot

Come Share your LOVE story.
Suzanne

"The Love of Classical Open Space" (Annick)

I want to convene a session next week.
How do I post it on the bulletin board?
How do I invite you to participate?
How do I run the session?
Where do I put the proceedings?
Charlie Colpitts

11:30

11:45
What conversation do we need to open space for in Asia? - Kari & Susanna

i have a 90 second story to share any time if you ask me

12:00

What should QiqoChat do as a company to help people create the most impact? - Lucas Cioffi

12:30

Bring openspace to senior population? (DOV)

12:30 - Gifting and Peacemaking to include talkers and monologers
- Farah Lenser & Heiner Benking

1:00

When we heal ourselves, we heal the collective. Is this true or an excuse to engage in narcissistic self-improvement projects when our energy would be better directed outward? Elizabeth / 1 PM

Grief in businesses (Annick Corriveau)

1:30

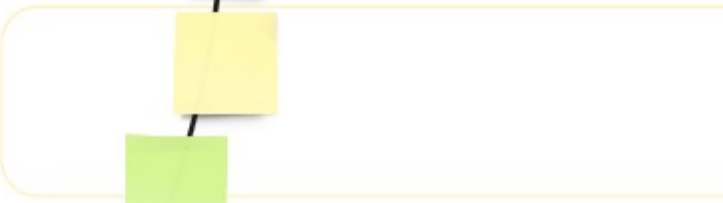
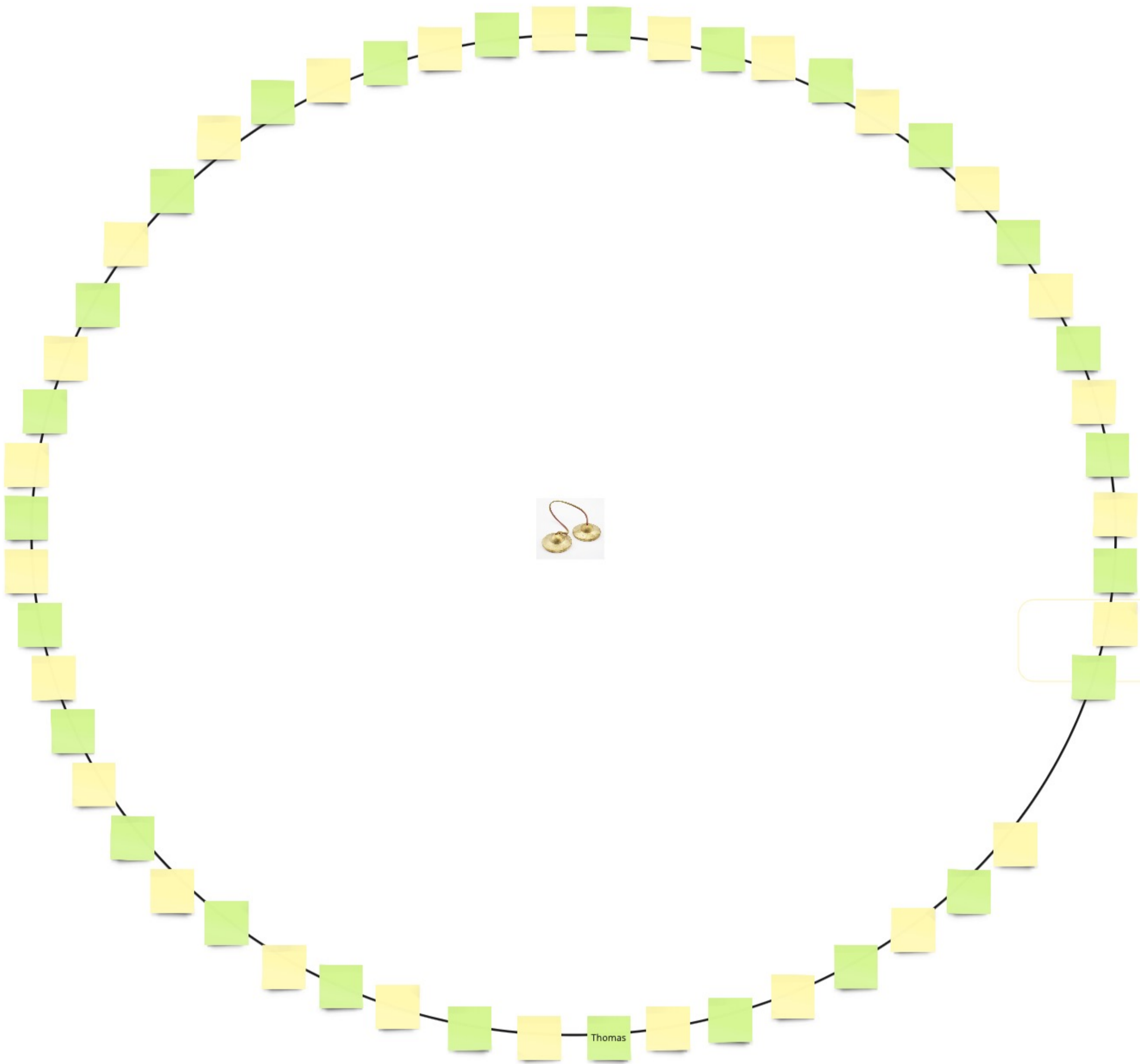
What can we learn from fungi (especially mycelium) about collaborating for global impact? [Ben Roberts]

Who would I/You/We need to BE to generate global impact through the gift of Open Space? (RAIN)

2:00

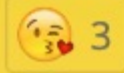
2:30

Circle



and welcoming. My only "wonder" question has to do with note taking. Somehow the post-its can't seem to capture for me the flow and depth of the conversations.

Suzanne



So appreciative of the mycelium of Open Space!

"In a real sense all life is inter-related. All men are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly. I can never be what I ought to be until you are what you ought to be, and you can never be what you ought to be until I am what I ought to be..."

This is the inter-related structure of reality."

— Martin Luther King Jr., Letter from Birmingham Jail

Retro

Some reflections from circle

"In a real sense all life is inter-related. All men are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly. I can never be what I ought to be until you are what you ought to be, and you can never be what you ought to be until I am what I ought to be..."

This is the inter-related structure of reality."

— Martin Luther King Jr., Letter from Birmingham Jail: Martin Luther King Jr.'s Letter from Birmingham Jail and the Struggle That Changed a Nation

I have no clue what happened, but I feel it was significant (Dov)

grand rising beloved Queen of love and light and adventure (Katherine Jennings - Sweetness)

"Revolution is not a one-time event. It is becoming always vigilant for the smallest opportunity to make a genuine change in established, outgrown responses; for instance, it is learning to address each other's difference with respect."

Drawing from our ancestors in time of need. -

It's not the camera, it's the lens. Use the lens of your heart, the camera your soul

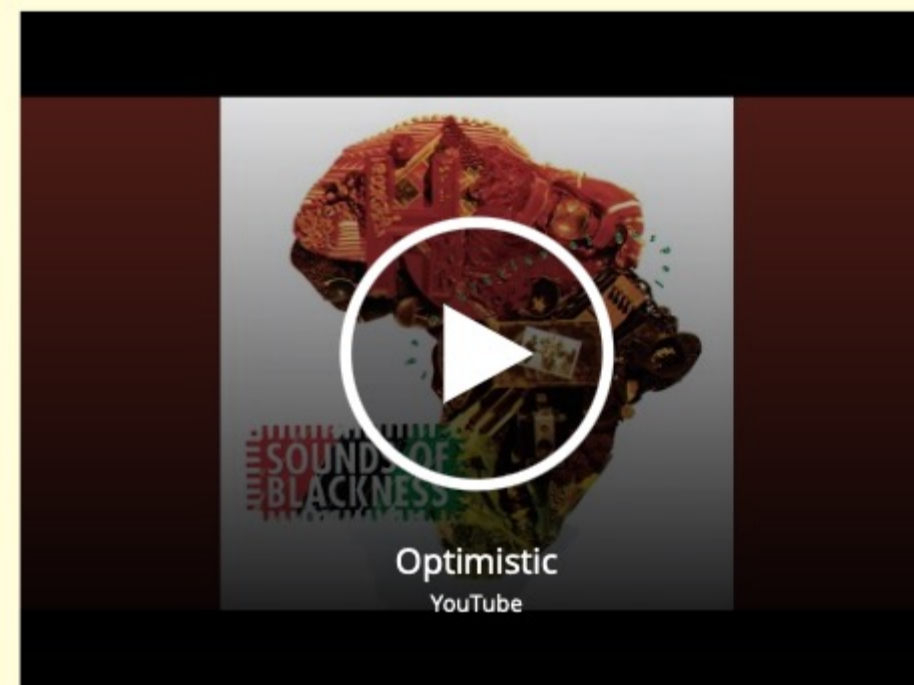
What feeds your soul? What fills up your cup?

"Believe me my young friend, there is nothing – absolutely nothing – half so much worth doing as simply messing about in boats." Ratty talking about Open Space in the book Wind in the Willows

Devorah Gilbert, Open Space Ancestor, acknowledging her contribution.

Sitar Ustad Ikhlāq Hussain-

https://www.youtube.com/watch?v=b4HXF_PuIWU



Session Title :

<Room 22 - What if Black Lives Matter would open spaces for I have a dream now everywhere? Judit

Participants :

April, Patrick, Jaclyn, Francois

thank you
pandemic for
opening a new
reality, now it is
time for you to go

future leaders
engaged - cocreate a
more equitable
future for Asian
Americans, Black etc
communities

There should be no incident
happen, equity, justice
always need to be the focus

Diverse group
of students
could come
together -
unlearning

slavery has not
been
acknowledged,
reparation and
healing needed

How open space can help
to eliminate hatred,
violence? SEPTA hate
crime against Asian
American teenage
woman- Jaclyn asked for
help to intervene

Communities
coming together
and opening
space for I have
a dream



Session Title : <Grief in businesses>

Participants : Annick

The Core Protocols (especially check-in)
<https://mccarthyshow.com/> or book "Software for Your Head" - Jim & Michele McCarthy

Mergers and Acquisitions, Layoffs, Restructuring, Rightsizing: Huge trauma when people fear and actually lose their jobs and colleagues.

Noticing that managers tend to not acknowledge the trauma of, for example, colleagues leaving. How could it be different? Did you have experiences of grief in a business environment?

Courage

How to deal with what we tend to avoid in businesses?

How do we bring humanity in our organizations since Productivity and performance are the focus

Reality is Broken - Jane McGonigal
Facing death promotes mental health - "Tombstone Hold'em pp 197-200)

Leaders seem to only want to move on

People don't want to look at death. Game in the graveyard

How to make it okay to express feelings

bardo The tibetan book of living and dying - everyday is a rebirth

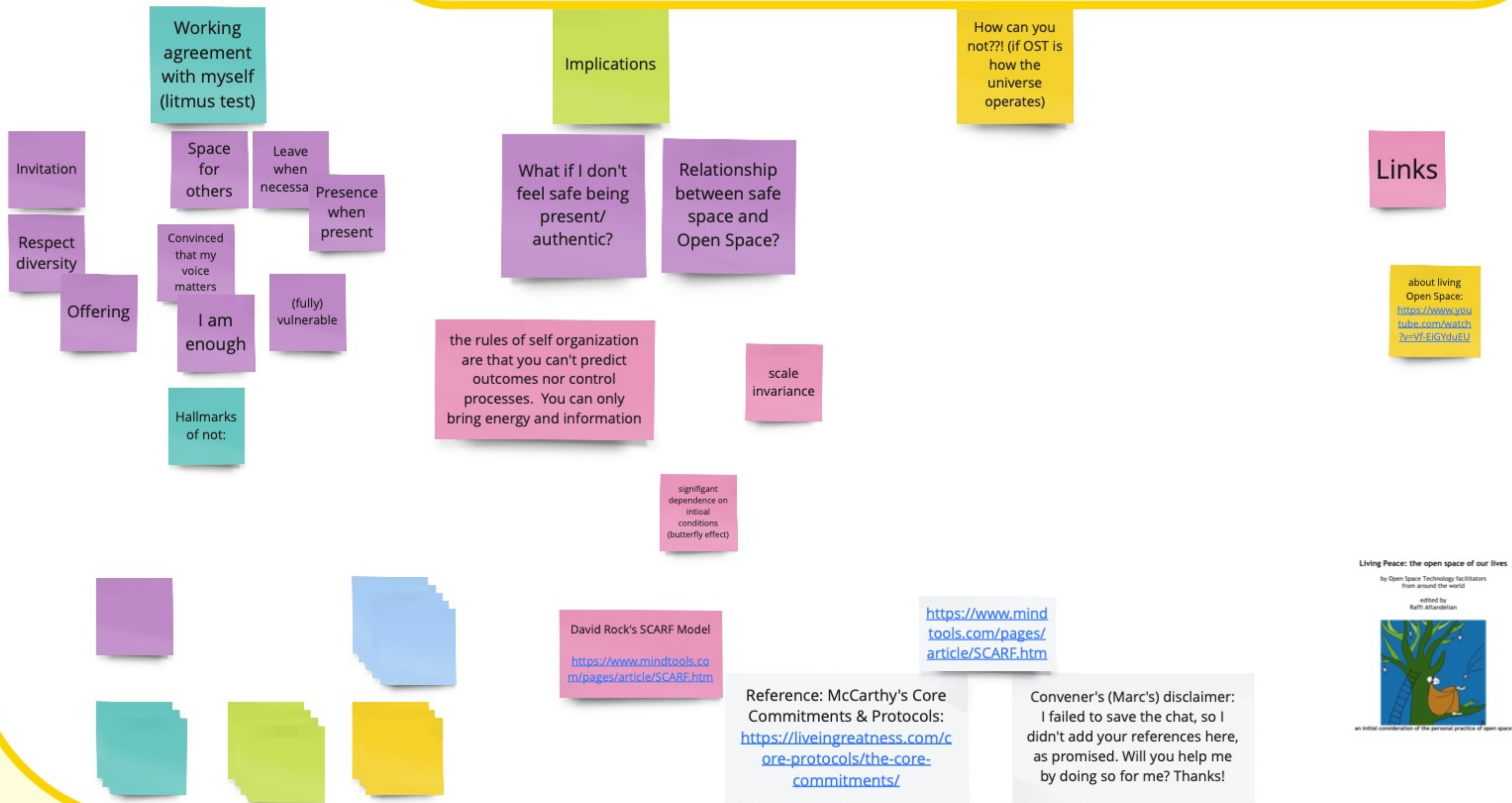


Room 21 - What if we LIVE in Open Space?

Session Title:

Participants:

Marc Trudeau (convener), Charlie Colpitts, April Jefferson, Elizabeth Amrien, Annick Corriveau, Jorge Heras, Tom Brown, Katherine Sweetness, Patrick Taiwo, Kari, Thomas Perret, Susan L., Funda Oral, Kaja Baumann, Dov Tsal

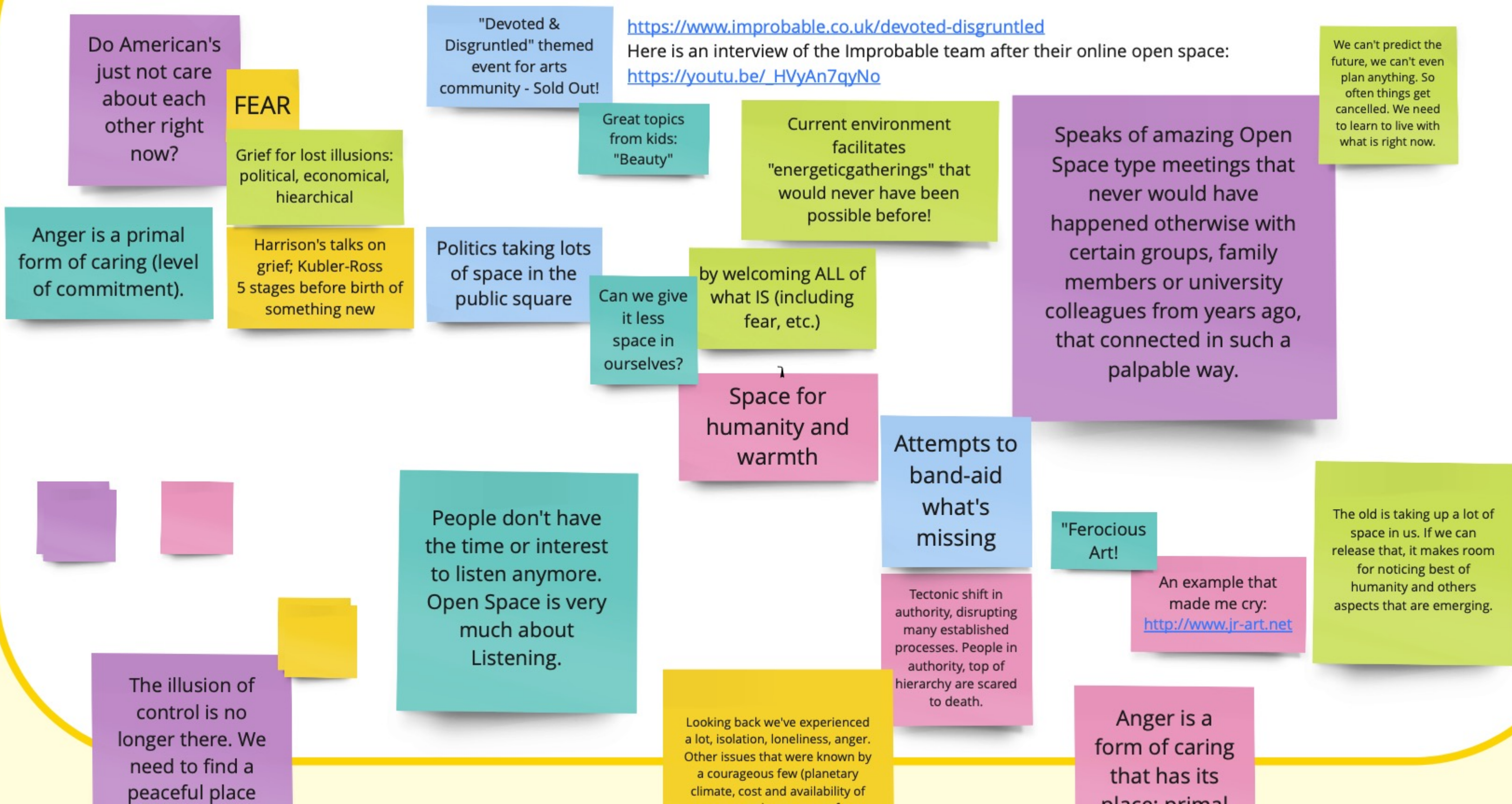


Session Title :

Room 10 - Day 1 - 12:30 - Sharing the gift of Open Space in these times. How is it different now?

Participants :

Suzanne Daigle (convener), Marc Trudeau, Christine Koehler, Kennan Salinero, Lucas Cioffi, Annick Corriveau, Don Youngberg



Session Title :

Breaking down the barrier of distance through virtual Spaces.

Participants :

Participants here

We will be meeting in the 41xRT Gallery

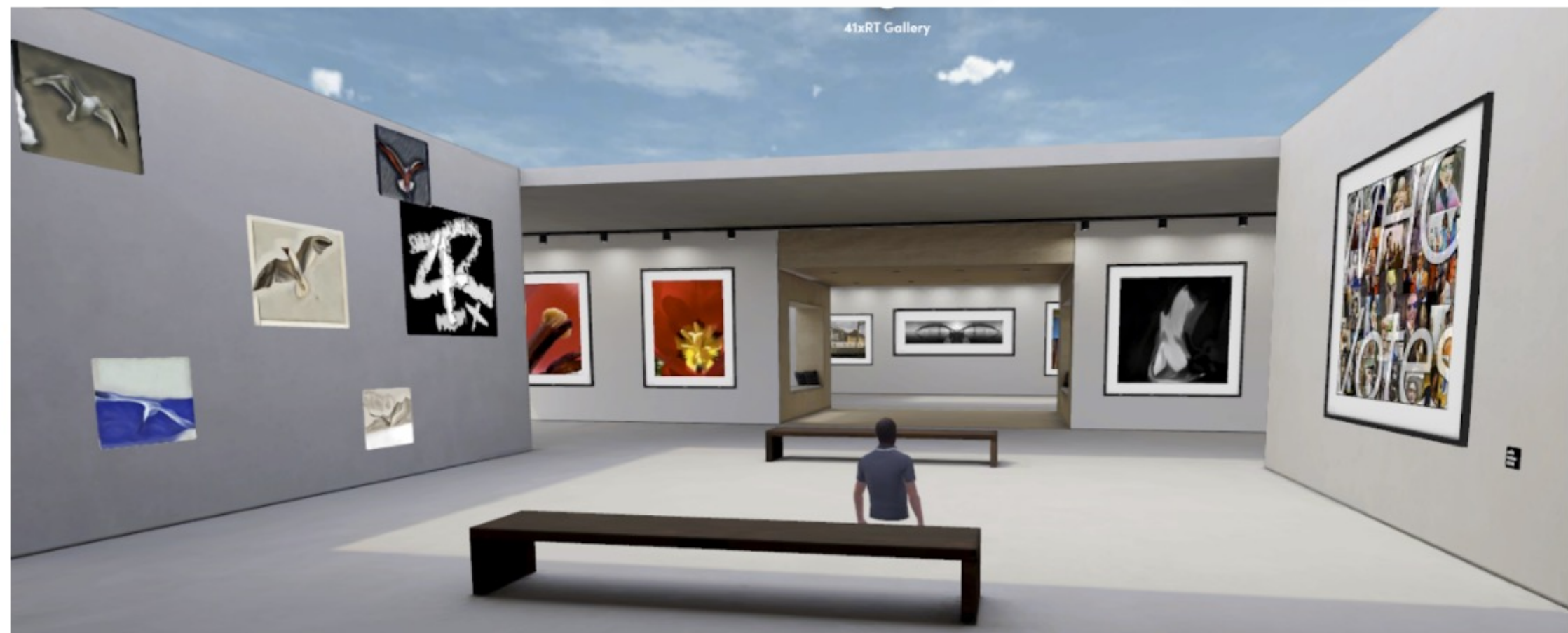
You can connect via browser.

<https://app.spatial.io/rooms/61dcfd2cb4a12e00016330dc?share=543908677769714389>

You can join by Iphone, android using these [instructions.](#)

You can join via VR headset using [these instructions.](#)

Please disconnect and shut down Zoom before you are joining via browser.



Session Title :

<Room 9 - How do we let go of the distress and pressure in working life?

Participants :

Society's definition of success and purpose is no longer true. We are living a shift now that no longer defines productivity and efficiency as the measures to achieve.

Seeking to inspire harmony , getting our body in motion defines our self-worth.

purpose <> money

Not true that the economy is the highest goal of everything. Money can not be the main purpose of our life, of a company, of a society or the world.

We are realizing the illusions of our misguided assumptions/beliefs that we create a plan, that can predict results and the future when in fact it is limiting us to a much better future. We cannot force life into a plan. We need to stop this forced wave to instead surf the wave.

Value of rethinking our true purpose. And feeling ok if we don't feel we have a purpose or questioning our purpose. Understandable in these times. Healthy even.

Lise mentions the Joy that came from COVID giving her time to initiate a Co-creation Project with a team

Disheartening and Inspiring. Life is about being empowered human beings.

Rich conversations around the shifts happening in the world around purpose, being vs doing, the dominance of money as the driver.

Preposterous to expect that any human being or groups of human beings can through their actions, predict, calculate or achieve the changes that are needed.

Yale

★★★★ 4.9 (31K) | 3.7M Students

The Science of Well-Being

coursea

 www.coursera.org

The Science of Well-Being

3,763,900 already enrolled in this course you will engage in a series of challenges designed to increase your own happiness and build more productive habits. As preparation for these tasks, Professor Laurie Santos reveals misconceptions about happiness,...

The real doing happens from

Living life with an Open

Changing the world little



Session Title : <Room 19 - Death and Open Space>

Participants : Kelsey DeGraaf, Amy Chen, Joe, Kari, Joclyn Lee, Francois Knuchel, Suzanne Daigle, Mariane Oullette, Jim Nolan, Don

Embodying "when it's over it's over" re: forgiving and being forgiven: there are mechanisms for this

Completing the traumatic/generational impact of death of ancestors by experiencing the death (through a vision), & laying it to rest for the generations of family

I'm, been busy at work. but

wonderful book of stories from different cultures: Some Folks Say: Death, Dying & Beyond - Jane Hughes Gignoux. Visuals also excellent.

Every time we have a funeral we should also have an Open Space

I feel love in hearing the retelling of this story - not the hate, fear, uncertainty that may have been "stuck" in your family. It's beautiful to hear/witness and be shared with me. Thank you!
Christine

Living as a process of occupying our whole space with who we really are

When someone dies you don't talk to them in your head the same way; you learn to talk with them another way

Rejecting part of ourselves is part of our pain

Death leaves a hole in our lives where something used to be - this is an 'open space'

Death - closing space and shutting down (decisions based on fear) vs opening space and connecting with who you really are

Death brings urgency, and urgency is one of the building blocks of OST

Testimonials by students of a family elder created new spaces, as the family learned things they did not know about their family member

Post on the OS listserv about holding an Open Space during a burial

The experience of death - the 'state' of death is like being in the womb of the mother/complete

Death of a partner creates an open space for the individual b/c your whole identity changes; almost your own death and rebirth

Lots on the OS listserv re funerals and OS:
<https://www.mail-archive.com/search?l=oslist%40lists.openspacetech.org&q=funeral&x=0&y=0>

Session Title : Training student council in OST in a school. Issues & Opportunities

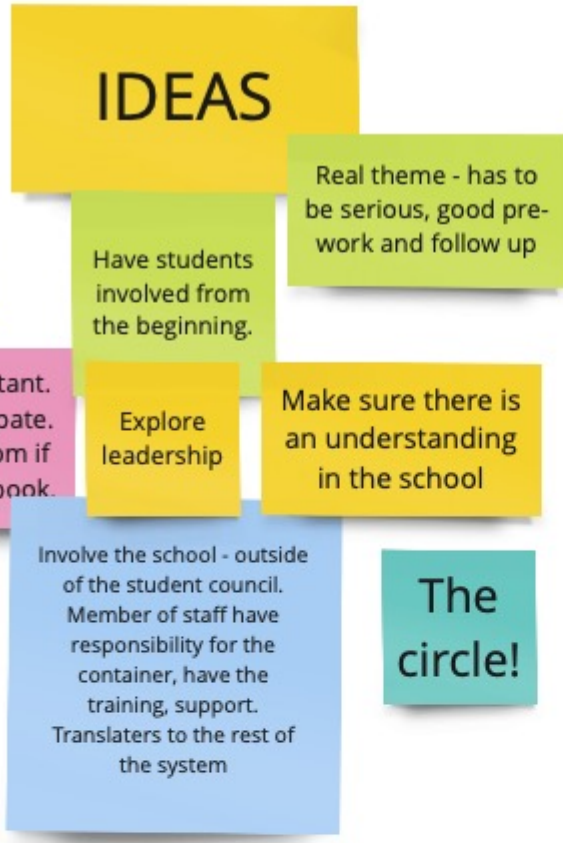
Participants : Thomash

I have an opportunity to do work in a city with many schools finding ways to create space for students to be empowered by teaching skills to interact in more productive ways...such as OST.



My first idea about the schools environment is to invite members of staff to self identify as alliances towards this way of having meetings and working. Thinking back on my Highschool years, when there was understanding about what was happening with some members of staff helped translate what was happening and create security or safety for the vulnerable practitioners

May be a culture of disengagement, May be important for people to keep status. Can be an obstacle to young facilitators as well as participants



Law of 2 feet important. Self select to participate. Have a butterfly room if don't want to be in group

Law of 2 feet important. Self select to participate. Have a butterfly room if don't want to be in book.



Annick created a booklet for youngsters who were in an OST and wanted to use it.

An example from Quebec, had an OST and combine with culture event, ex music from different traditions

Mat's f/teaching LeanCoffee.org to university student project teams (added next day by Marc T)

How to Facilitate a Great Meeting

Who should use this approach?

- with you leading a meeting
- with a facilitator leading a meeting
- with a facilitator leading a meeting and you as a participant
- with a facilitator leading a meeting and you as a participant
- with a facilitator leading a meeting and you as a participant

Where did this approach come from?

As a meeting facilitator using this approach, what, exactly, is my role?

- Prepare for the meeting
- Understand the meeting context and be prepared to act
- Create a safe and open space
- Check in with participants at the start
- Check that each and every participant is responsible for helping the group progress and for working to get what they (as an individual participant) need out of the meeting
- Help the meeting process become authentic - the facilitator - through gentle reminders of the rules, as necessary
- Serve as timekeeper

Best Team Meeting Ever!

Workshop for WPI WinterSession 2020

Marc, Sudbury, 81 Physics January 13, 2020

Marc, was this OST of a different method?/Thomas

Room 18 - how could virtual OST be accessible truly 'anywhere' / 'anytime'? (thinking about being liberated from one's laptop/desktop) - Susan Liao

Session Title :

Participants :

Susan, François, Funda



Session Title :

<Room 28 - 11:45 What conversation do we need to open space for in Asia? - Kari & Susanna>

Participants :

Anisha Susanna, Kari Gunnarsson (Kairui), Funda Oral, Karen Davis, Jake Yeager

FOLLOW UP MEETING TO DISCUSS THE POSSIBILITY OF AN ASIA OSONOS to happen on Friday 28th January, 4-5 p.m UTC +8 For a Zoom invite, please email: Susanna @ anishasusanna@gmail.com

We start at 11:45

count me in: Funda Oral: fundaoal@gmail.com

OST offers freedom, equality and space

Future of Work

my time zone is +8 and it would be wonderful to see +8 osonos

Flourishing Futures event schedule: <https://docs.google.com/spreadsheets/d/1zj0dLhsv7ZK11nMh06FCbC4eZ5Nkw4e1vMrxoFb3XxY/edit#gid=0>

flourishing futures as perhaps a model of how to open space in different time zones - designed exactly like the first VOSONOS

Open Space on Open Space?

Reaching out to young people to let them experience Open Space

topic does not need to specifically be about democracy, it can be implicit in the process.

there are realities in Asia that possibly need a different conversation

extend the invitation to the facilitators in IAF

OS cuts down hierarchy but also the sense of obligation - the freedom it offers is a contribution to families, organisations, groups



Session Title : <Room 7 - A Focus: not too big & big enough to matter>

Participants : Dan Gottesman

- There are so many important and interesting opportunities!
- I find it challenging to choose to pursue one..... or maybe more true, hard to let go of and not pursue others.



The discussion did not happen..... I, Dan, was in room alone 1 - 1:25 & 1:30 - 1:35 alone..... so it goes.

Session Title : <Room 17 - Replace Me With Your Session Title>

Participants : Participants here

Can silence
be part of
the
solution?

How can
we (make
space to)
practice it?



I found this
"silent"
presentation
interesting.

What if every
meeting started
and ended with
30 sec. of silence?



Session Title : Room 27 - Facilitate Hybrid Events? - Helle Skot

Participants : Paul L., Nancy W., Jon J., Dov, April, Jaclyn, Tim, Patrick, Thomas. Christine. Tom B.. Don. Newell. Harold

[One take on the hybrid approach Ben described](#)

[A more general take on the same](#), and the need for some (simple) new tech to support it

If we are only speaking abstraction and not performance (actions) it leads some to go elsewhere.

Only think happening in next few years the tech will get better. Stress has been mitigated through this tech - always staying in hybrid situations. Human feeling, bodies will make adjustments to compensate.

Tech convenience is driving force. Connections possible that were not before.

The betrayal issue - Learn tough life lessons through the hybrid experience in competition for attention (as it is captured by the technology)

Online meetings have opened my world. Feel more and more connected than before.

Meetings suck (Universal agreement)

humans are self-deceiving

resources: welo.space & KumoSpace & omnidirectional mics & laptops & decent speakers

taste before you buy - bigger price in person - taste online first.

One person only knows online open space & finds it useful. Own the online aspect (don't fake in-person)

Funny story about choice - facilitators in Canada & Russia about health care for seniors. Too much choice causes stress.

Bad Meetings Suck (online or offline) & Vice-versa (good ones don't)

One person hates hybrid meetings. So many reasons (bad timing). Forced to do hybrid & managed (it was okay).

fall back on you and your laptop (low tech)

The More Choices: & World competition. HR Covid situation - remote work allows companies to hire all around the world changing the job market. More and more hybrid work & life. And more inequality. Who will still be there when people are working from everywhere?

Start imagining both (not just either or)

Better hybrid? A walk and talk with a physical person using the phone.

Session Title :

„Open Space is all about freedom of choice - what is the stance of OST facilitators on mandatory vaccination?“

Participants :

Marai, Heidi S, Harold, Elizabeth A, Dounia, Thomas H, Dan, Dounia, April, Thomas P, Dough, Katherine, RainWarren, Kelsey, Marc, ...

What's happening in OST community with regards to freedom of choice in the context of vaccination?

VERY PRACTICAL PERSPECTIVE. In person event with people from across the world and choice and safety were guiding principles. Landed on vaccination or recent PCR and rapid test for everyone morning off.

Feeling safe is a range

concerned with mandatory vaccine

show me your papers is a remembrance of slavery

Challenging to accept decisions made by a government that is not fair and just

So wonderful to have this conversation with respect + such divers views!

Concerned about polarization! Story from Sweden with Refugee coming a few years back

long for hugging and shaking hands with strangers

Freedom of Choice in my view has as a constraint that our choices do not harm others.

Inviting into a space beyond othering

Non-vax + refuse to wear mask. Firmly living in the world where she wants to live in

Who Benefits?

wish for virtual gathering even after the pandemic

leaving with curiosity

Fear and mandate are triggering words

quite a different understanding of what is harming

especially from the fear !

tapping into the ultimate reality

Mass Formation Psychosis
<https://rwmalonemd.substack.com/p/mass-formation-psychosis>

When do you want to hear mask!

Podcast about our human capacity
<https://open.spotify.com/episode/2LNwwgJqOMKHOqdwwmLxqd>

How it is in Germany already: Can't enter the shop where I bought my laptop for support without certificate of being vaxed or officially recovered. Limited essential services available unless showing a vax pass; mandatory vaccination in planning.

Session Title :

<Room 16 - Health and Wholeness>

Participants :

Katharine Sweetness, Jorge, Kennan, Annick

Many middle class jobs pay well but are not meaningful

We are conditioned to work in places that don't make us happy; a lot of people working in places they don't want to be

Skills taught at home and at school for kids are not enough for what's coming up

Children are usually missing in conversations about work...what serves their needs?

Relationship between health and the breath

Stuck in a job b/c you need the pay; Basic Income is one antidote

How do we know what our kids are being taught? Mexico had a 'school for parents' in a previous administration

The things that generate health are things we know; HR seems to think it's just salary



Session Title : Room 26 : Come Share Your LOVE Story

Participants : Susannah Anisha, Christine Koehler, Farah Lenser,

Page 1 - Share your love Story

Suzanne introduces the topic, giving a short history of her love affair with Open Space that began in 2009. It was so impactful that it left little room for anything else in her life. Fast forward 10 years, she tells the tale of how dear colleagues nudged her to romantic love – something she had left little room for, so enamored was she by the purpose, work and community of Open Space. "My love for others and this work left little room, I believed, for anything more."

Somehow the message got through and Suzanne started opening space inside herself for this to happen. That's all that was needed for fate (the universe) to intervene. Many in the Open Space community seemed to intuit the possibilities for her and with her. And indeed at WOSonOS in 2019 in Washington, the seeds were planted with much love and humor from her friends. COVID then intervened and that's all it took for romantic love to enter her life.

Reflecting on this great gift of a partner and someone who seems to deeply understand, respect and support the nuances that Open Space represents, she finds herself rebalancing her life, doing less to make more room for another person. I am learning "self-love", something I had dismissed for my love of others including the great needs of everything that is out there. Now having love in her life has made her a better facilitator, more able to let go without feeling we need to do so much.

She invites others to share their own love stories (personal and work/community related).

Thomas Hermann jumps in talking about how in 1990, he fell in love with Open Space without even fully knowing it. Just getting an inkling. As he learned more, organization he was Open Space Consulting.

Elizabeth shared a love story that began with the Opening Space for Peace and High Performance gathering in 2018. She told of a session she attended in which one of the participants described an ongoing conflict between her artistic ambitions and her (perceived) duties as a mother. She found herself in a situation of denying her desires - as soon as she would find herself wanting to do something as an artist, she would tell herself, no. She described how in 2017 everything in her life changed when she began to "allow herself" to want what she wants. No judgment. She described how allowing her artistic ambitions and nurturing them gave rise to all sorts of opportunities and how her husband's work situation evolved - seemingly miraculously - to allow her to take advantage of them. Elizabeth took this as an invitation to play the same game. She had not been allowing herself to even entertain the idea of love as long as others in her life were suffering. It felt wrong, somehow, to allow herself to be happy. She described how opening herself to love brought love in and the love story she lived in the two years that followed. Even though her story ended sadly, her heart was broken open by the experience, so much so she could take deep joy in Suzanne's love story.

Page 2 - Share your love story

Rain Warren says she was born with Open Space. She always felt the spirit of Open Space, never had a plan or worried about her next assignment. Just before running into Open Space, she chuckles and says she really had an issue with white people but then she met this man with a hat (Harrison) and her life was never the same.

Just by his way of being and listening to him, she was reminded of her grandmother at whose feet she sat under. Shucking peas and just loving being in her presence. No words needed. It was the same with Harrison who she followed. Being in Open Space gave me a context of how I live my life. It ruined my career - she used to do race relations, conflict resolution, etc. Now she didn't want to fix anything or anyone. For her it was not about doing, but being. It led her to working with youth and so much more. I don't want to make people wrong anymore. All the judgments disappear. I was able to listen to people on death row, survivors of genocide in Rwanda.

Susanna speaks of societies and countries like hers in Malaysia that are non democratic and the great gift of Open Space in breaking down the hierarchical structure and the top down control. She too fell in love with Open Space wondering where it had been her whole life. Until then an advocate for social justice causes like the Women's Movement for example, she realizes there is still control and leaders that have the center space who are not truly letting go the reins. Open Space breaks the invisible structures of hierarchy, she says. She mentions on the personal level around this whole love thing, suffering now from a broken heart and how hard it is to tear yourself away from someone you loved so much. By reminding herself of the principles of Open Space, she can feel the power/solace (my words?) of Open Space in her life.

Elizabeth is reminded of a Peace and High Performance gathering in NYC in 2018

PAGE 3 - SHARE YOUR LOVE STORY

Rain remembers the song "What's love got to do with it?" as if questioning the value of love. Now she knows that the ABC's of life is that LOVE has EVERYTHING to do with it. She also shares how Suzanne's wedding story of that elder couple in their 80s getting married helped her in her work of the past few days with an elder community and people struggling with the isolation of COVID in their aging years, As if they have no value or purpose. That story of romance later in life helped in my listening of them and shifted despair to hope for them.

Katherine Sweetness too speaks of not only the power of listening but also hearing. She is increasingly developing the practice of being still and deprogramming yesterday's mind. "What I love about this life is hearing not just others but myself". I am getting in touch with my own divine self, hearing my voice. With relationship with her son, in his adulthood, has evolved where she no longer sees herself as his mom but being her authentic self with him. She feels immense gratitude now living with him in Georgia interacting this way.

She speaks of having the courage to be in circles that nourish her and choosing not to be with others who do not or cannot nourish her. While she is mourning the recent loss of her husband, someone who loved her deeply, took care of her and respected her while teaching her to feel worthy when sometimes we don't feel worthy, she feels that must not focus on missing him (or others) when there is so much in front of me that I can appreciate and embrace.

Elizabeth refers to the word winter, not as a noun but as a verb connected to wintering and taking care of ourselves - self-love
Farah add her story of her love in Open Space (sorry that my notes were not as good as I was preparing to leave).

Closing question to all of us when it comes to life and love:

What OS dose in democratic societies the consultation is r OS dissolves the structures of hierarchy



Session Title : Exploring a one week open space project

Participants : Christine, Nancy, Dounia, Heidi, Karen, Jaclyn, Doug, Dan

Project for an NGO - Older generation leaving, no clear structure, new people coming in (volunteers, members) Only 3 people co-ordinating entire organization and a few 'staff' members.
Between 80-100 people from all over the world
Dates have been set
Broad topic
NGO - working for the very poor
Issues - how to keep responsibility/accountability
Salary has nothing to do with experience, longevity - different value systems - very charged topic
No decision-making places

Identify areas of deep challenge to incubate thoughts

Tom Nixon's book based on Peter Koenig's Source principles has interesting insights on succession planning and the role of money in organizations: <https://workwithsource.com/author/tomnixon/>

Decision making - consider Five to Fold process -<https://leadershipfreak.blog/2014/10/04/the-five-to-fold-decision-making-model/> <https://genuinecontact.net/product/5tofold-self-study/>

The importance of opening the space and really setting the tone

Accountability for the WHOLE >> for open space you need to move into action -Nancy

You never know where the wisdom live

they value representation

Splitting the topics. Yes! Could be! Zooming in from big to specific

What has made us really successful that we want to carry forward?

Is the space open enough that they can have hard conversations

Bellow the big question having the many subquestions really pointing the areas that need to be addressed

people attending have been in the org 5 to 25 years - no more no less...

Give thought to what structure is appropriate moving forward

Dealing with values

See conflict as a problem

Need specific topic

there is frustration



Session Title : Room 15 - 12:15 "A "new" religion?! [Ben Roberts]

Participants : Participants here

12:15 What if what we need (and perhaps are already a part of) is a "new" religion? [Ben Roberts]

The question comes from Kim Stanley Robinson's science fiction novel "[The Ministry for the Future](#)" - what if we need a new religion?

Bedrock question: What is special about religion that is special? What about fandom?

From the discussion of Death and Open space:

Religion is involved with funeral rites, open space for funeral and death anniversary is good

Collaboration as part of the "new" religion

On all scales from local to global

Lots of resistance to the idea of "religion," especially a "new" one

Anti-elitism as a thread or impulse?

"For her Speak" [An "anthem" for the "new" religion?](#)

A Set of Beliefs - Shared - love, part of a whole, time in a transition

Kurt Vonnegut - creates religion to move humanity

Ben, this MLK quote is worth the price of admission. Thank you! CMC

Hebrews 11:1 Now faith is the substance of things hoped for, the evidence of things not seen

"Resignation is the ultimate act of powerlessness and a stance against possibility. It is a passive form of control. It is born of our cynicism and loss of faith. What we are resigning from is the future and what we are embracing is the past. None of us is strong enough to carry the dead weight of others' resignation or even our own. Resignation ultimately alienates us and destroys community. It is the spiritual cause of isolation and not belonging. Beware of resignation, for it presents itself as

The internet is connecting us to a much greater degree than we have ever been before, and showing us our differences too

[The prophecy of the Eagle and the Condor](#)

OST can be a kind of religion

"self-organizing" as a principle of the "new" religion

How does "trust" fit in? E.g "trust-based" organizing and organizations

Choosing to trust is a spiritual stance. It does not have to only be something we believe must be "earned"

"In a real sense all life is inter-related. All men are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly. I can never be what I ought to be until you are what you ought to be, and you can never be what you ought to be until I am what I ought to be... This is the inter-related structure of reality."

— Martin Luther King Jr., [Letter from Birmingham Jail](#); [Martin Luther King Jr.'s Letter from Birmingham Jail and the Struggle That Changed a Nation](#)

Ben, this MLK quote is worth the price of admission. Thank you! CMC

The importance of grieving, especially doing it collectively. And of ritual more generally.

if data and experience were on its side. Resignation is the ultimate act of powerlessness and a stance against possibility. It is a passive form of control. It is born of our cynicism and loss of faith. What we are resigning from is the future and what we are embracing is the past. None of us is strong enough to carry the dead weight of others' resignation or even our own. Resignation ultimately alienates us and destroys community. It is the spiritual cause of isolation and not belonging. Beware of resignation, for it presents itself as if data and experience were on its side."

Peter Block ~ Community: The Structure of Belonging

Religion is all about the stories we tell ourselves to make sense of the world, and we all do that

LABORATION happens AT THE SPEED OF TRUST

RELATIONSHIP IS EVERYTHING

Collaboration to solve problems? But PB needs solutions - GROWTH POSSIBILITIES get inspired by Possibilities Peter Block CONTINUITY

Religion is about what we make "sacred"

The "business as usual" belief system says that MONEY is sacred (and maybe "truth"?)

The "new"/ancient belief is that LIFE is sacred



Session Title :

<Room 25 - The Love of Classical Open Space>

Participants :

Annick

Why do we tend to
complicate things?
Open Space can be so
simple!

Why should we
listen to a tutorial
in order to be able
to post topics on a
virtual wall?

It is comforting to
say the same
words - (liturgy)

The classical
gave me the
chance to do
short OST

It is like
listening to the
same song. We
get fresh
thoughts on it.



Session Title :

Who would I/You/We need to BE to generate global impact through the gift of Open Space?

Participants :

Rain, Thomas, Tom, Myriane, Judit, SusanL, Farah, Paul, Karen, Katherine, Heiner

We could all have helped to spread the word for this conference more (as an example)

The ultimate coach, Amy Hardison and Alan Thompson

Examples of people doing OST that we don't even know about!

The question is : What is Open Space? Who are the voices, what are the stories ?

How do we start sharing the little stories?

Podcasts exist (Annick)

Who am I being about Open Space? Do I take responsibility?

How can we support OST in smaller communities ?

Questioning Open Space - maybe there are more "right people"

Partering up

Creating momentum for this event, starting the planning as soon as possible to leverage it

Necessary to find the spirit of OS and communicating it

Spirit of Open Space

A lot is happening "under cover"

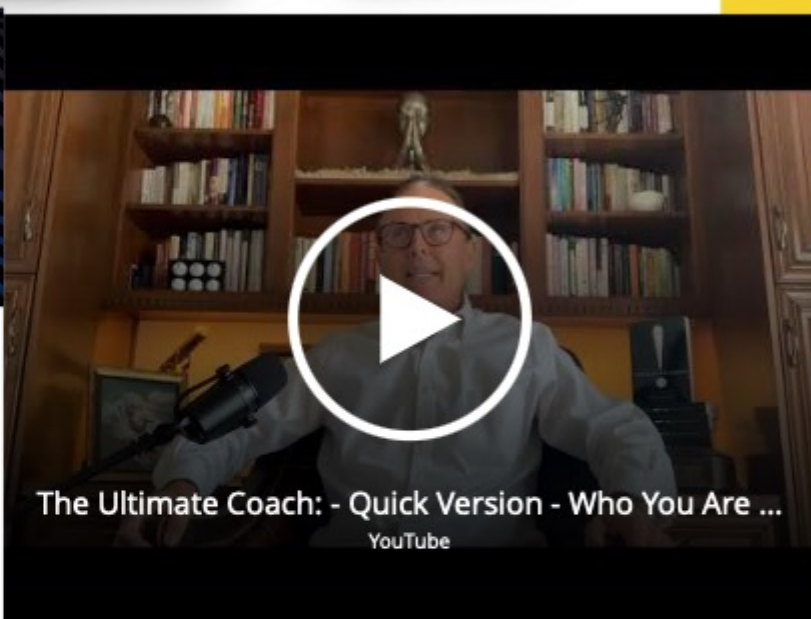
we can be as impactful as 3000 people

Expand the team

How do we harness energy from all of these different pockets ?

Invitation from Susan : OS in August

Aug. 18, 2022 - it's a date!



bangonacan.org
Bang on a Can Marathon - Bang on a Can

The Marathon is a diverse, open and exciting music event. "Imagine Lollapalooza advised by the ghost of John Cage," Vanity Fair wrote. "There are other places to hear new contemporary music, but it is seldom offered with such a potent blend of intensity..."

We have to look at the beginnings of co-creation - embodying spiritual and values - intangible dimensions making them concrete

Open Space: Opening Space - Space is Open - Space is Opening

We have a role to play to communicate what is OST

How to we communicate that communities have a kick ass facilitator in their own communities?

Rain - connecting people at Farmers Market every Saturday

There are OST facilitators all over the world

Session Title : <Room 4 - Let's talk about joy & authentic impulses,

Participants : Kaja, Eily, Andrea, Jon, Kari,

Seed Sailing

The Helmsman and tacktion must work together as a team to keep the boat sailing fast and in the right direction. Collective wisdom of two people together is more effective than a single person calling all the shots.

Michal Brown
Healing

<https://spiritdailyblog.com/healing/god-of-healing>

What is doing the healing is our connection with other people. A space of safe vulnerability - heart sincerity. The experience of being with others (in representation through constellations) was essential for healing. But it is The Wound, and The Healing. For Harold, the most powerful healing was in representing for another.

Healing vs. Integration
Dying vs. transition

The nature of humanity is it grows more when you let go of it.

We are not wounded alone and we cannot heal alone - how can we best hold space for this process?

How do we grief best?
Premature deaths.
Important to give someone something to do. Something to move the energy. Creative projects. Ceremony.



Session Title :

Room 14 - Translating the OST user guide to an online

Participants :

Participants here - Lucas, Susan, Heidi, Paul, Kaja, Charlie, François,

what brought you here?

Hoping to help many more people host great OST events on Qiqo - Lucas

inspirations ?

themes ?

thoughts about the OST user guide? intentions?

"OS online on Qiqo"

Other Questions

self-organizing tool

exploration for new facilitators?

How do we leverage chat as an engagement tool?

who is qiqo for?

what's possible with qiqo?

How can Qiqo be a vehicle for people to learn OST?

What do you need to feel "Oh, I can do this"?

"I can move myself"

How do we help participants brainstorm?

practices for participants on the go?

e.g., a mom dialing in from the car

the pre-work in OST - there are things that would be the same, and things that would be different...it would be good for the guide to emphasize the unshakable core principles of Open Space and then speak of the ways in which the technology supports these.

Need a wizard to help people learn Qiqo

library for what other OS hosts are doing??

Thomas - has a visual of a floor plan with seats

a library of assets? - Susan

helpful to have a guide on how to adapt live spaces -> online

to start: how to translate the mechanics of setting up live containers to the online environment

[OS Circle on Qiqo](#)

[OS mailing list](#)

Encouraging gallery view, minimizing screensharing so that people are visible

How do we recreate the magic of in-person in an online environment?

e.g., how Thomas changes his background to help imagine the physical environment

e.g., using physical cards (holding up to camera) to share each OS principles



Session Title : <Room 24 - I want to convene a session next week...

Participants : Charlie Colpitts Lucas Cioffi, Newell Eaton

I want to convene a session next week
open space community circle on QiQochat
openspace.qiqochat.com
add an event
shows up on a google calendar of everyone who has integrated it
integrate their calendars with google calendar
weekly announcements on qiqo mailing
People need to leave notifications set

How do I post it on the bulletin board?
My own zoom, OS zoom, or QiQO
default google doc
Etherpad
if I'm using qiqo zoom or mine,

How do I invite you to participate?

How do I run the session?

Where do I put the proceedings?

Articles links and files new
Send a message to

Session Title :

<Room 34 - What can we learn from mycelium about collaborating for global impact?

Participants :

Ben, Charlie, Christine, Anisha, Nancy, Harold, Kari

The butterfly metamorphosis story that is inspiring Ben to want to tell this story

This butterfly story is famous in systemic transformation circles. It is also one that implies a rather linear theory of change, as opposed to what we might learn from a story based on mycelium

We don't know most of what's going on

↑

It's a separate kingdom

↓

Mycelium can change species

"The wood wide web"

Mycelium connects the whole forest invisibly, in the soil, moving resources and information around the ecosystem, even between species

Mycelium is very light-weight and fast growing

Different functions that we might emulate: symbiotic (moving info and resources throughout an ecosystem), parasitical, composting dead matter, casting billions of spores to the wind (to make more mycelia)

Uses of mushrooms: Food, mind-altering, poison

Books

Entangled Life by Merlin Sheldrake

Finding the Mother Tree Suzanne Simard

Poem Galway Kinnell about "the bud"

An alternative to thinking about ourselves as individuals, or even a single species, versus part of a system

Mushrooms pop up when conditions are right, and are unstoppable when they do

We must resist the urge to be better than we used to be. The way we are has always been good enough. No god, no father, no family, no teacher, no boss, no version of ourselves should convince otherwise. The way we are has always been good enough. We must invent for ourselves a universe that convinces us of that fact.

Atlanta, Charlie Colpitts 5/2018

A metaphor for rethinking hierarchy, versus the tree

Networking as a core principle for how everything works

The internet is like a massive mycelium - a new thing for humanity

We are connected as part of some deeper set of creative, life-affirming principles and structures

Implications for "having an impact"

We are part of a much larger system, including the more-than-human world

We can interpenetrate large structures through many small connections, and serve, feed off of, or kill them

Complexity makes cause and effect unpredictable

Appreciate the small, fragile, light-weight, easily grown

Mushrooms as a powerful and TRANSIENT phenomenon - appreciate that as a pattern in our own organizing

Connecting as the most meaningful thing we can do

Also, that mushrooms' emergence is very unpredictable and hard to manage or control—it happens when the mycelium senses that conditions are right

Trust that we are part of something much larger and it might be (is!) enough

Just live our simple little lives well, and have that be OK (even if we are not seen)

Session Title : Room 3 - Harrison is out of answers but he has questions

Participants :

I've learned
that people
are open

"How do we
best assist
self-
organization
[as it occurs]?"

"Hard to do
useful things
quietly" in
open
societies"

"What's
happening in
Washington
DC is ALL
Open Space."

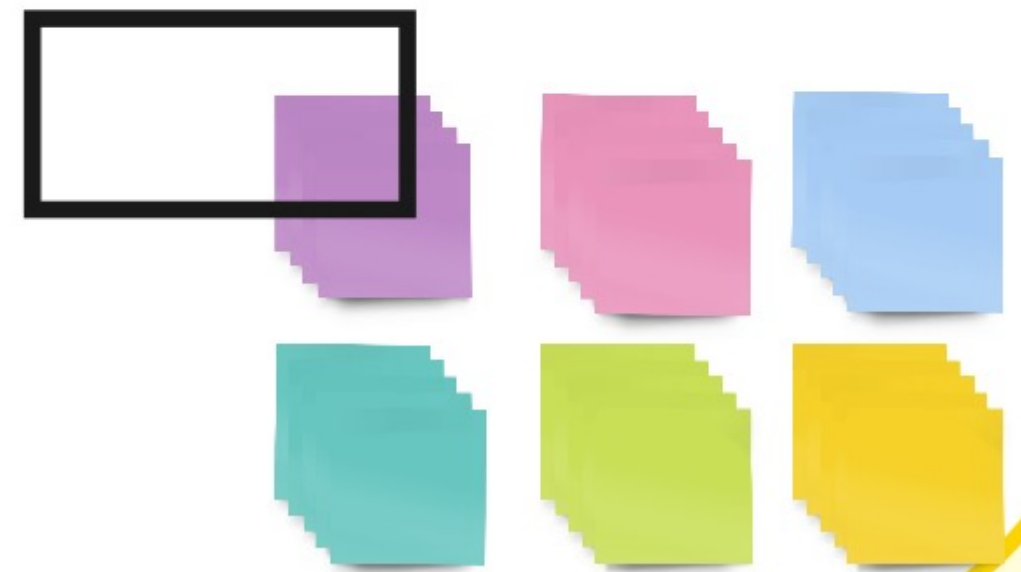


Session Title :

<Room 23 - OSI-US Annual Member Meetup

Participants :

Harold Shinsato, Line Morkbak, Karen Davis, Myriane, Todd Brown, April Jefferson, Susan Lio, Barry Own, Charlie Colpitts, Tom Brown



Session Title :

Room 33 - When We Heal Ourselves, We Heal the Collective?

Participants :

Elizabeth Amrien (initiator); Jake, Kennan, Harold, susanna

The universe will come to meet me where I need to be met.

Gratitude practice not working for someone. Surprising: Made diving experience work despite huge difficulty. A natural environment and space to be happy in. It fed her.

up/in community.

Is it Okay I am happy in difficult times. Our own okayness is an offering!

Both/And solo helps group helps solo. Solo healing through group healing. Individual healing through group healing

Climate Change - really warm weather - surrendering into deeper recesses of self (to forces larger than me that animate me).

One of the questions I've been living with this year, witnessing so many lives up-ended, whether by illness, or fear, or external restrictions, is whether it's really true that "when we heal ourselves, we heal the collective." I have long believed - and practiced - this, but this year I've found myself wondering if my energy and attention would not better be directed outward? I guess it's just hard for me to witness pain ... I would rather take it on myself, as I have ways of processing my own pain, but I haven't developed very good ways of being with others' pain. ... Anyway, I'm curious how others who are drawn to or engaged in practices of inquiry, self-development, self-improvement, etc., are navigating this moment.

Concern: Constraints of Newtonian View. Post-newtonian cosmology - it's not so easy cause & effect.

Carl Jung - Find the things where you lost track of time in childhood to heal in adulthood.

Every human being who has found a modicum of peace and well-being on the inside is an offering to others.

Important to keep doing the inner work when supporting others.

Should I be doing more???

Already doing so much - but it seems a speck

Leaders and super class - societal construct/ontology. Barbara Tischman A Distant Mirror (about the 1300's) Ancient roots to Sleepwalkers (Otto Scharmer) how WWI manifested childhood experiences of the leaders.

Some use to projecting our stories onto others (leaders, stories, neighbors)

Taking more of an inner approach - the distinction of inner and outer is false. Outer world changes with inner work.

Laurie Anderson - book "Everything I Lost in the Flood" - privilege and loss. Allow deep pain. Getting to be in the pain.

My Pain seems small in comparison to everyone else's pain today at same time as this is my life I want no other. Who Am I???

Struggling the last two years - soaked in anxiety hard to see what we're doing for the world. My contribution is to just live and make it through every day.

Sometimes it about getting to the right place (physical)

Just go with what brings you joy.

Look at the collective story (Harrison Owen's idea of Mythography)

The story of the shadow

Hindu Traditoin - Karma Yoga. Doing inner work by doing outer service.

"Every human being who has found a modicum of peace and well-being on the inside is an offering to others."

Finding inner peace is an offering to the world.

We don't spend enough time in play going outside finding the joy,

Nobel Laureate Louise Glick - We don't get to choose what feeds us - but we can starve.

Facilitation Day 1

Item

PRODUCER

Welcoming & Presencing	4 directions dance	Karen	Harold
Building connection	To generate global impact is like what? (come up with a metaphore in chat) Short break-out (triads)	Together	
Why we gather (what is OST) & theme	Give reflexion time to brainstorm topics	Myriane	
principles, law, roles	seek from audience	April	
Agenda	explain how to post topic, etc.. share screen	Myriane	
Final business & reconvening	Explain how to sign up to facilitate, Roles, navigating space, etc.	Myriane & April	

CLOSING CIRCLE

Announcements events add to sharing wall	feedback on retro like to see, loved, suggestions	Share reflections, learning, gratitude, takeaways	Meditative Movement
Patrick	Patrick	April	April

Facilitation Day 2

Welcoming & Presencing	sam cooke change is gonna come and sidney poiter Quote	April	
Building connection	People people what challenges do we see for this beautiful world we imagine - plenary	How might we generate global impact around those challenges. Invite each to share in breakout questions we might ask to move forward as a individual as a collective. Round Robin stating challenge and questions with commenting.	Circle
Why Open Space	So why Open space to explore the challenge of how might - and will we generate global impact?	Circle	
principles, law, roles	So how did it look like in practice yesterday?	Circle	
Agenda	what would you offer around our theme? challenges, insight, opps, questions, calls to actions	explain how to post topic, play imagine while brainstorming then others share topics	Circle
Final business & reconvening	Notes, navigating space, when we reonvene	April	

Facilitation Day 3

Welcoming & Presencing	Susan	an invitation to move & "shake things out"
Building connection	Susan	an invitation to reflect on last 2 days - what words or themes are you carrying forward with you today?
Why Open Space & Theme	Myriane	
principles, law, roles	Susan Myriane	an invitation to share one word that describes how the principle evokes meaning for you
Agenda	Myriane	explain how to post topic
Final business & reconvening		