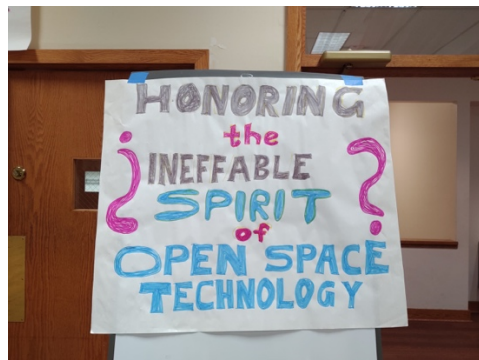




27<sup>th</sup> World Open Space on Open Space  
17-19 October 2019  
Cherry Hill Park, Maryland USA (Near Washington D.C.)  
**Book of Proceedings**



## Table of Contents

<i>Schedule and Open Space Posters</i> .....	5
<i>Attendee List</i> .....	12
<i>OST Posters &amp; Principles in Many Languages</i> .....	14
<i>Definition of OST Poster/Art</i> .....	20
<i>Market Place &amp; Newswall</i> .....	23
<i>Nice Pictures!</i> .....	39
<i>Fri 10am Heart – Let’s Make Sense of ‘Selling’ (ineffable) emergence – Susan Basterfield</i> .....	65
<i>Fri 10am Infinity – Discuss Why we need OST Spirit Ineffable – Audrey Hepburn</i> .....	66
<i>Fri 10am Waves – OS – Spirit of Community Self-Organizing – QingHua (Ms Song)</i> .....	68
<i>Fri 10am Spiral – Inner Open Space – Cultivating Your/Our Practice – Allie Middleton</i> .....	72
<i>Fri 10am Cloud – Communities of Vulnerability vs. Communities of Strength - Stefan &amp; Harold</i> .....	78
<i>Fri 10am Sun – OS for Beginners – What do you want to share with us newbies? – Joy</i> .....	81
<i>Fri 1pm Heart – OST to Redeploy Hands &amp; Spirits Freed by AI/robots – Marc</i> .....	82
<i>Fri 1pm Sun – Moved to a new country. Everything restarts and To Much Surprise – Evie</i> .....	85
<i>Fri 1pm Cloud(Outside) – Being present for what happens (and there’s fun!) – Colin Basterfield</i> .....	86
<i>Fri 1pm Spiral – Continuous Org-Wide Open Space/Agile Beyond Software – Jake &amp; Suzanne</i> .....	87
<i>Fri 1pm Triangle – Walk, Share Stories, Get to learn more of you – Anna Caroline</i> .....	88
<i>Fri 2:30pm Heart – Are things really getting worse, or is this the birth pangs of BETTER? – Marc</i> .....	89
<i>Fri 2:30pm Cloud – Creating a platform for OST Mastermind Groups. Who’s interested? – Myriane</i> .....	93
<i>Fri 2:30pm Spiral – OST Principles Ineffable Across Languages – Translating the Poetic Principle – Tanya</i> .....	95
<i>Fri 2:30pm Triangle – How Might we use OST in Coaching Leaders &amp; Teams – Newell</i> .....	99
<i>Fri 2:30pm Sun – Be Prepared to Be Surprised... Is it true? Working with Assumption – Nancy</i> .....	100
<i>Fri 2:30pm Waves – Beyond Our Thinking Mind - A Copernican Revolution for Open Space – Suzanne Daigle</i> .....	101
<i>Fri 2:30pm Triangle – HMW Coach Leaders + Teams Using OST Principles + Law? – Newell</i> ..	107
<i>Sat 10am Spiral – Feedback is BS (and OS is not) – Susan Basterfield</i> .....	108



<i>Sat 10am Cloud – To Unsettle – Jess Owen .....</i>	<i>109</i>
<i>Sat 10am Triangle – OST w/ Poverty Spotlight (Families Lifting Selves from Poverty) – Marc .....</i>	<i>111</i>
<i>Sat 10am Waves – “Selling” OST (Working as a consultant internal or external) – Myriane .....</i>	<i>115</i>
<i>Sat 10am Sun – Being/Allowing Effervescence in Open Space – Elaine Niederding .....</i>	<i>116</i>
<i>Sat 10am Heart – 10b Happy by 2050 ?? – OE.....</i>	<i>117</i>
<i>Sat 10am Infinity – “Opening” Space In Places/Organisations Where Space is Not “Open” - Gerardo .....</i>	<i>119</i>
<i>Sat 10am Center – What are your questions on Contracting for Emergence &amp; Entry Into Systems – Peggy.....</i>	<i>120</i>
<i>Sat Lunch Center - Continuous Open Space &amp; OpenSpace Agility – Daniel Mezick.....</i>	<i>121</i>
<i>Sat 1pm Moon – Open Space – Research Methods and Experience – Audrey Hepburn.....</i>	<i>124</i>
<i>Sat 1pm Cloud – Diversity Equity Inclusion with Joy? Ineffable! [Using OST with Diversity, Equality, Justice] – Tanya .....</i>	<i>125</i>
<i>Sat 1pm Heart – Touching Ineffable Spirit of the 11<sup>th</sup> Generation – Doug .....</i>	<i>129</i>
<i>Sat 1pm Infinity – The Role of the Body, Movement, and Spatial Awareness in Open Space – Tricia .....</i>	<i>131</i>
<i>Sat 1pm Gazebo – Create/Share A Song/Poem- Joe Brodnicki.....</i>	<i>132</i>
<i>Listening to Snippets of the Wisdom of Open Space A Poem sort of – Tom Brown .....</i>	<i>132</i>
<i>The Ineffable – A WOSonOS 2019 poem – Jenny Hegland .....</i>	<i>133</i>
<i>Sat 1pm Waves – Living in Open Space. On the road, let’s talk! Come visit! – Suzanne .....</i>	<i>135</i>
<i>Sat 1pm Spiral – What does unleashing the wisdom of the crowd look like? – Colin .....</i>	<i>137</i>
<i>Sat 1pm Triangle – Communities Connecting Communities (to OS) – Kevin.....</i>	<i>138</i>
<i>Sat 2:30pm Waves – Practicing Emergence – What exercises/practices can we do/share to experience emergence? – Ron Quartel.....</i>	<i>139</i>
<i>Sat 2:30pm Cloud – Reverence in our work &amp; daily lives – Ben Roberts .....</i>	<i>141</i>
<i>Sat 2:30pm Heart – Mini OST – Han De.....</i>	<i>143</i>
<i>Sat 2:30pm Sun – AFH? Facilitating Open Space all the way to action? Tips?/Tricks?/Faith? – Marc.....</i>	<i>146</i>
<i>Sat 2:30pm Triangle – Opening Space in the Online World – Tom Brown (We will have virtual guests).....</i>	<i>149</i>
<i>Sat 2:30pm Spiral – Progress as the Peace – (a Post-Soviet Space bias!) .....</i>	<i>150</i>
<i>Sat 2:30pm Infinity – Words for Gail West – Unknown Inviter .....</i>	<i>151</i>
<i>Day? Time? Where? – New Connection Experiences only Accessible Virtually – Ben Roberts .....</i>	<i>152</i>

<i>Day? Time? Where? – Appreciative Inquiry and Open Space Technology emergent session (butterflies) Peggy, Tanya, Eric, Thomas .....</i>	<i>153</i>
<i>Day? Time? Where? – Right or wrong way to sound the chime – Barry.....</i>	<i>154</i>
<i>Participant Interviews .....</i>	<i>155</i>
<i>Action Planning – Unknown Invitation.....</i>	<i>157</i>
<i>Action Planning – Bringing OST to the Indigenous Lead Great Gathering in the Amazon August 2020 – Ben.....</i>	<i>158</i>
<i>Action Planning – Flow &amp; Happiness – Luis Gallardo .....</i>	<i>162</i>
<i>Action Planning – OST Mastermind – Myrianne Ouellette .....</i>	<i>165</i>
<i>Closing Day WOSonOS 2019 – Tom Brown .....</i>	<i>166</i>
<i>Closing Circle Process .....</i>	<i>167</i>
<i>Goodbye &amp; Next Year’s WOSonOS in Berlin &amp; Good-bye! .....</i>	<i>168</i>

## Schedule and Open Space Posters

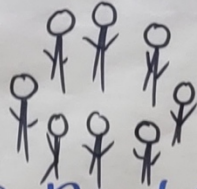
27<sup>th</sup> - ish World Open Space on Open Space

<u>Friday</u>	<u>Saturday</u>	<u>Sunday</u>
8 <sup>30</sup> Gather	8 <sup>30</sup> Gather	8 <sup>30</sup> Gather
9 <sup>00</sup> Opening	9 <sup>00</sup> Morning Announcements	9 <sup>00</sup> Morning Announcements
10 <sup>00</sup>	10 <sup>00</sup>	10 <sup>00</sup>
11 <sup>30</sup> lunch	11 <sup>30</sup> lunch	11 <sup>30</sup> lunch
1 <sup>00</sup>	1 <sup>00</sup>	1 <sup>00</sup>
2 <sup>30</sup>	2 <sup>30</sup>	Gather Closing
4 <sup>00</sup> Gather	4 <sup>00</sup> Gather	
4 <sup>30</sup> Evening News	4 <sup>30</sup> Evening News	
Celebrate	6 <sup>30</sup> OSI Dinner with Harrison	



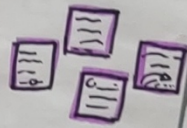
# WOSonOs 2019

8<sup>30</sup> Gather

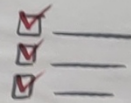


9<sup>00</sup> Morning news

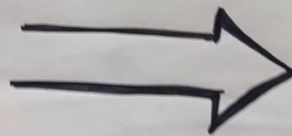
10<sup>00</sup> Reading Gallery



10<sup>30</sup> Welcome Actions



11<sup>00</sup> Next Steps



11<sup>30</sup> Closing Circle

12<sup>30</sup> Lunch

## 5 PRINCIPLES

WHOEVER COMES IS  
THE RIGHT PEOPLE

WHEREVER IT HAPPENS  
IS THE RIGHT PLACE

WHENEVER IT STARTS IS  
THE RIGHT TIME

WHATEVER HAPPENS IS THE  
ONLY THING THAT COULD HAVE

WHEN IT'S OVER IT'S OVER  
(WHEN IT'S NOT IT'S NOT)

1 Whoever  
comes are the  
right people

2 Whatever  
happens is the  
only thing that could  
have

3 Whenever it  
starts is the  
right time

4 Whenever it's  
NOT over, it's NOT over

## Four PRINCIPLES

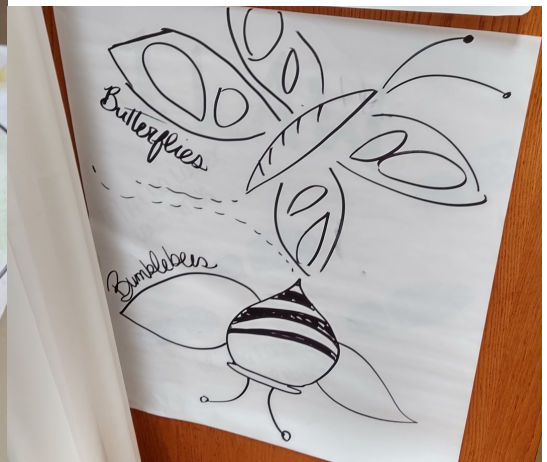
WHOEVER COMES ARE  
THE RIGHT PEOPLE

WHATEVER HAPPENS IS THE  
ONLY THING THAT COULD HAVE

WHENEVER IT STARTS IS THE  
RIGHT TIME

WHEN IT IS OVER,  
IT IS OVER











Friday

10<sup>00</sup> ☉

1<sup>00</sup> ☉

2<sup>30</sup> ☉

10<sup>00</sup> ♥

1<sup>00</sup> ♥

2<sup>30</sup> ♥

10<sup>00</sup> ☀

1<sup>00</sup> ☀

2<sup>30</sup> ☀

10<sup>00</sup> ≈

1<sup>00</sup> ≈

2<sup>30</sup> ≈

10<sup>00</sup> ☁

1<sup>00</sup> ☁

2<sup>30</sup> ☁

10<sup>00</sup> △

1<sup>00</sup> △

2<sup>30</sup> △

Saturday

10<sup>00</sup> ☉

1<sup>00</sup> ☉

2<sup>30</sup> ☉

10<sup>00</sup> ♥

1<sup>00</sup> ♥

2<sup>30</sup> ♥

10<sup>00</sup> ☀

1<sup>00</sup> ☀

2<sup>30</sup> ☀

10<sup>00</sup> ≈

1<sup>00</sup> ≈

2<sup>30</sup> ≈

10<sup>00</sup> ☁

1<sup>00</sup> ☁

2<sup>30</sup> ☁

10<sup>00</sup> △

1<sup>00</sup> △

2<sup>30</sup> △



## Attendee List

- Colin Basterfield, Wellington, New Zealand
- Susan Basterfield, Wellington, New Zealand
- Kevin Blossfeld, Washington, D.C., United States
- Joe Brodnicki, Hendersonville, Tennessee, United States
- Tom Brown, Metuchen, New Jersey, United States
- Hulu Chen, London, United Kingdom
- Tricia Chirumbole, Pittsburgh, Pennsylvania, United States
- Tanya Cruz Teller, Johannesburg, Gauteng, Republic of South Africa
- Suzanne Daigle, University Park, Florida, United States
- Karen Davis, New York, New York, United States
- Gerardo de Luzenberger, Milano, Italy
- Newell Eaton, Albany, New York, United States
- Salah Elleithy, Ellicott City, Maryland, United States
- Luis Gallardo, Chicago, Illinois, United States
- Douglas Germann, South Bend, Indiana, United States
- De Han, China
- Jenny Hegland, Alexandria, Virginia, United States
- Thomas Herrmann, Kungsbacka, Hallands län, Sweden
- Peggy Holman, Bellevue, Washington, United States
- Eric Kapono, HILO, Hawaii, United States
- Carol Daniel Kasbari, Oakton, Virginia, United States
- Chris Kloth, Columbus, Ohio, United States
- Evie Lin, North Potomoc, Maryland, United States
- Buck Maddin, Nashville, Tennessee, United States
- Daniel Mezick, Guilford, Connecticut, United States
- Allie Middleton, Albany, New York, United States
- Elaine Nieberding, Bel Air, Maryland, United States
- Myriane Ouellette, Shediak Cape, New Brunswick, Canada
- Barry Owen, Nashville, Tennessee, United States
- Jess Owen, Boulder, Colorado, United States
- Ron Quartel, Seattle, Washington, United States
- Ben Roberts, Newtown, Connecticut, United States
- Véronique Santos, Caldas da Rainha, Leiria, Portugal
- Stefan Sargent, Canada
- Mark Sheffield, High Point, North Carolina, United States
- Harold Shinsato, Stevensville, Montana, United States
- Artur Silva, Caldas da Rainha, Leiria, Portugal
- Qinghua Song, China
- Zhenhua Song, China
- Joy Spencer, Durham, North Carolina, United States

- Marc Trudeau, West Boylston, Massachusetts, United States
- Anna Caroline Türk, Berlin, Germany
- Nancy Wells, Halifax, Nova Scotia, Canada
- Zheng Xiaoqiong, Beijing, China
- Jacob Yeager, Washington, D.C., United States

# OST Posters & Principles in Many Languages

### 4 PERIAATETTA: FINNISH

- PAIKALLE TULEVAT OIKEAT IHMISET
- KUN SE ALKAA, ON OIKEA AIKA
- MITÄ TAPAHTUU ON AINOA, MITÄ SAATTOI TAPAHTUA
- KUN SE PÄÄTTYY, SE PÄÄTTYY KAHDEN JALAN LAKE!

• Augen auf! Mit Übertragungen ist zu rechnen!

- Die da sind, sind genau die Richtigen
- Was auch immer geschieht: Es ist das Einzige, was geschehen konnte
- Es fängt an, wenn die Zeit reif ist
- Vorbei ist vorbei - Nicht vorbei ist nicht vorbei
- Das Gesetz der zwei Füße

→ Himmeln → Schmetterlinge

### CROATIAN!

TKO GOD DOŠAO, PEVA JE OSOBA!

→ ŠTO GOTO SE DOGOĐI, JEDINO JE ŠTO SE MOGLA DOGOĐITI!

→ KAD POČE, POČE!

→ KAD JE GOTIVO, GOTIVO JE!

LEPITI

### DUTCH

- WIE ER OOK KOMEN, HET ZIJN DE JUISTE MENSEN
- WANNEER HET BEGINT IS HET JUISTE TIJDSTIP
- WAT ER OOK GEBEURT, HET IS HET ENIGE (JUISTE) \* see below
- ALS HET IS AFGELOPEN, IS HET KLAAR

DE WET VAN DE TWEE VOETEN

VUURERS

### Hebrew

כִּי שָׁבָא הֵם הָאֲנָשִׁים הַנִּכּוֹנִים

זֶה מִתְחַל כַּשֶּׁה מֵבַר

זֶה נֶגְמָה כַּשֶּׁה נֶגְמָה

כִּי שָׁקִירָה - הוּא הַדָּבָר הַנִּכּוֹן

שְׁתֵּי לָפִידִים

שְׁתֵּי הַיָּדִים = הַרְגָּל

### ESTONIAN

NELI JUHIST

- IGAÜKS, KES TULEB, ON ÕIGE
- KÕIK, MIS JUHTUB, ON ÕIGE
- KUI JUTT HAKKAB JOOKSMA, ON ALGUS
- KUI JUTT SAAB OTSA, ON LÕPP

KAHE JALA SEADUS:

KUI SA EI ÕPI EGA ÜTLE, LIIGU SINNA, KUS EPID JA ÜTLED

### FYRA PRINCIPER

- VALKA SOM ÄN KOMMER - ÄR RÄTT PERSONER
- VAD SOM ÄN HÄNDER - ÄR DET ENDA SOM KUNDE HÄNDA
- NÄR DET ÄN BÖRJAR - ÄR RÄTT TID
- NÄR DET ÄR SLUT - ÄR DET SLUT

EN LAG: ANVÄND FÖTTERNA!

### KAT PRENSIP

- Lè Li Kòmanse Se Lè Li dwe Komanse.
- Moun ki vini se yomenmki dwe la.
- Sa ki Pase se sa ki dwe Pase.
- Lè Li fini, Li fini.
- Lwa de Pye

PARAYON myel

Ce qui arrive c'est ce qui devait se passer.

Quiconque arrive c'est la personne qu'il faut.

Quand ça commence, c'est le bon moment.

Quand c'est fini, c'est fini

### 四大原則 Taiwan

- 任何時間點都是最適當的時間
- 來的人都是適當的人
- 發生的事都是該發生的事
- 結束的時候就結束了

The Law of two feet. 雙腳法則

### DEN DER KOMMEK GA DE RETTE

DET DER SKED, ER DET ENESJE SOM KUNNG SKF

DET STARTER NÄR DET STARTER

DET SLUTTER NÄR DET SLUTTER

DU HAR TO FØDDER

\* "juist" means "right" and I think it is not about right or wrong; just the only thing that could have happened. So I suggest the following translation instead of "juiste": "dat kangebeuren"





ESTEJA

PREPARADO

PARA SER

SURPREENDIDO !

( PORTUGUES



## 4 PRINCIPER

VILKA SOM ÄN KOMMER  
ÄR RÄTT PERSONER.

NÄR DET ÄN BÖRJAR ÄR  
RÄTT TID.

VAD SOM ÄN HÄNDER ÄR DET  
ENDA SOM KUNDE HÄNDA.

NÄR DET ÄR SLUT SÅ ÄR DET SLUT.

LAGEN OM RÖRLIGHET  
ANVÄND FÖTTERNA

Svenska  
Swedish  
Sueco  
Schwedisch

CHIUQUE

VENGA E'

LA PERSONA

GIUSTA



# 5 PRINCIPI



1. CHIUNQUE VENGA E' LA PERSONA GIUSTA
2. QUALSIASI COSA ACCADA E' L'UNICA CHE POSSIAMO AVERE
3. QUANDO COMINCIA E' IL MOMENTO GIUSTO
4. QUANDO E' FINITA, E' FINITA
5. DOVUNQUE ACCADA E' IL POSTO GIUSTO

LA LEGGE DEI  
DUE PIEDI

BONBO FARFALLA

١. الوقت الذي بدأ به هو وقت البداية

٢. الوقت الذي انتهى به هو وقت النهاية

٣. ما سيحدث هو الشيء الوحيد الممكن حدوثه

٤. الأشخاص الموجودين هم المناكسين

Olelo Hawaii

'O ke Kanaka hele mai ke Kanaka pono.

'O kamea hana'ia kamea wale nō i hiki ke hana 'ia.

'O ke manawa hōmaka ka manawa pololei.

Aia nō apau pau nō.

Ke kanawai o nā waewae 'eha.

Mai pū'īwa i ka pū'īwa!



ʻŌlelo Hawaiʻi

ʻO ke Kanaka hele  
mai ke Kanaka  
pono.

ʻO ka mea hana'ia  
ka mea wale nō i  
hiki ke hana'ia.

ʻO ka manawa hōmaka  
ka manawa pololei.

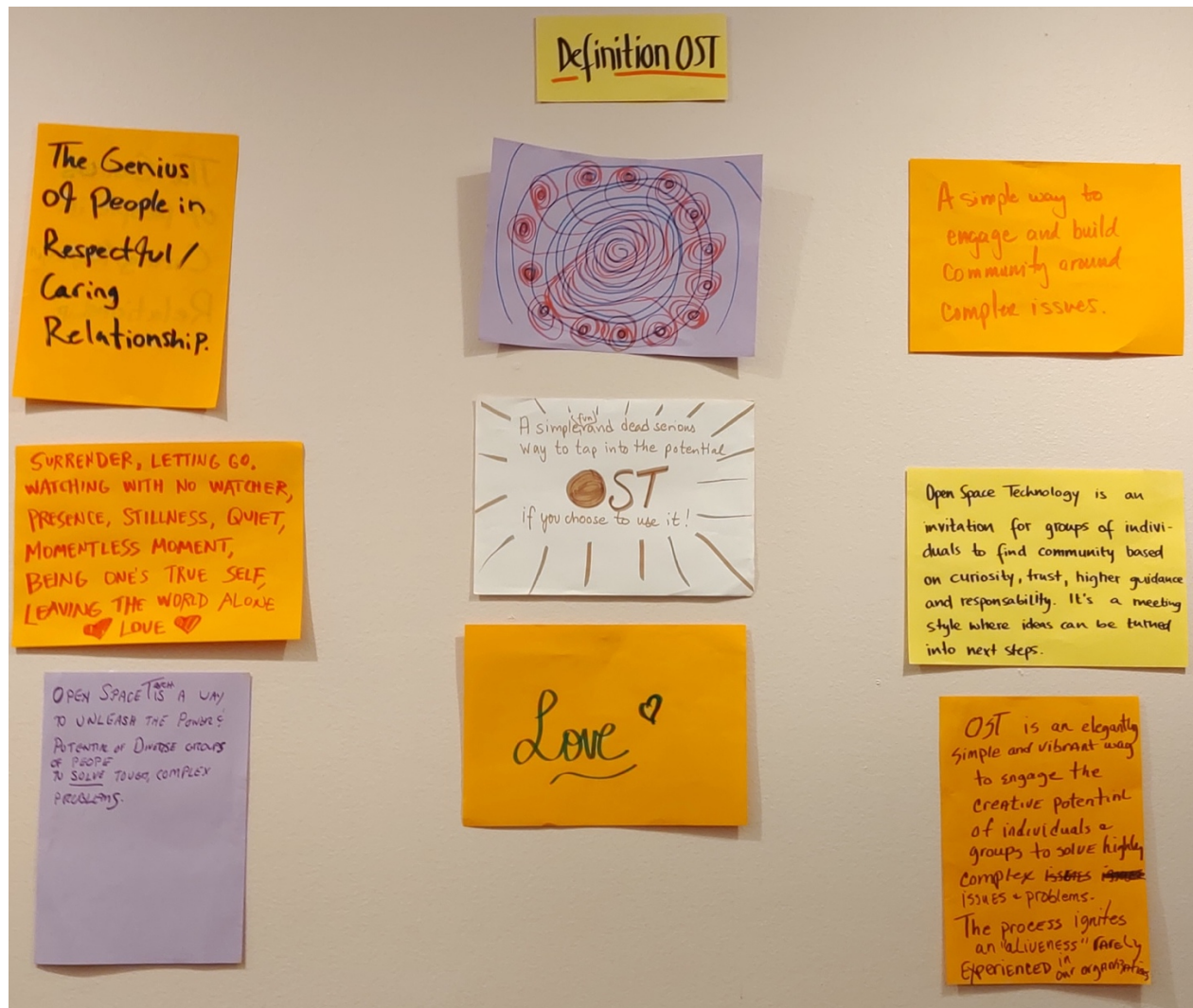
Aia nō a pau  
pau nō.

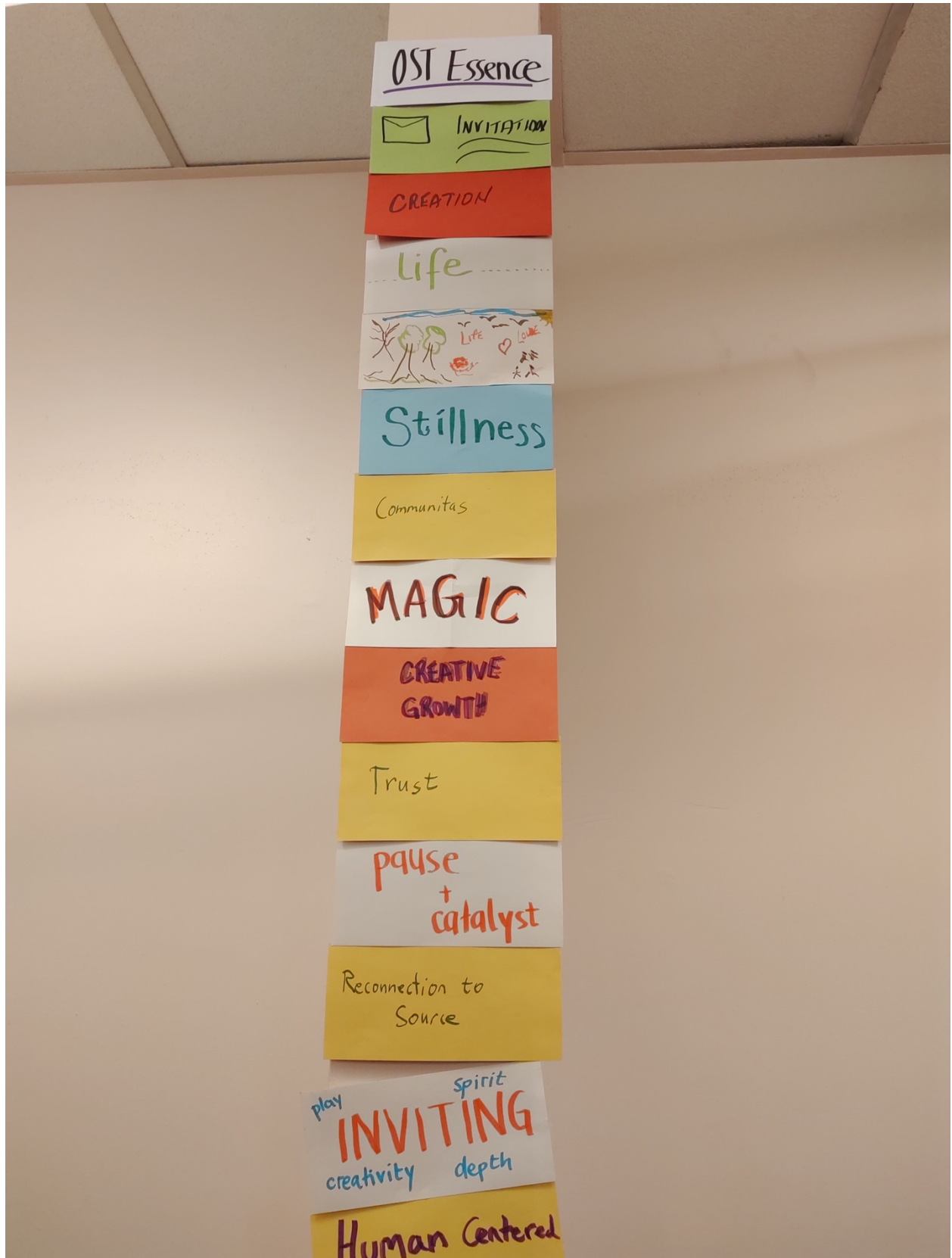


Ke kanawai o  
nā waewae'eha.

Mai pū'īwa i ka  
pū'īwa!

## Definition of OST Poster/Art











## Market Place & Newswall









Communities of  
Vulnerability  
vs.

Communities of Strength  
Stefan Hurd

10<sup>00</sup>



FRI

INNER OPEN  
SPACE

CULTIVATING  
Your/OUR PRACTICE

Allie Middleton

10<sup>00</sup>



FRI

OS - 社区自我组织精神

OS - spirit of  
community self-organising

10<sup>00</sup>



FRI

Qing Hwei

Let's make sense  
of 'selling'  
(ineffable)  
emergence

10<sup>00</sup>

FRI



Susan.

OS for beginners

What do you  
want to share  
with us newbies?

-Joy

10<sup>00</sup>

FRI



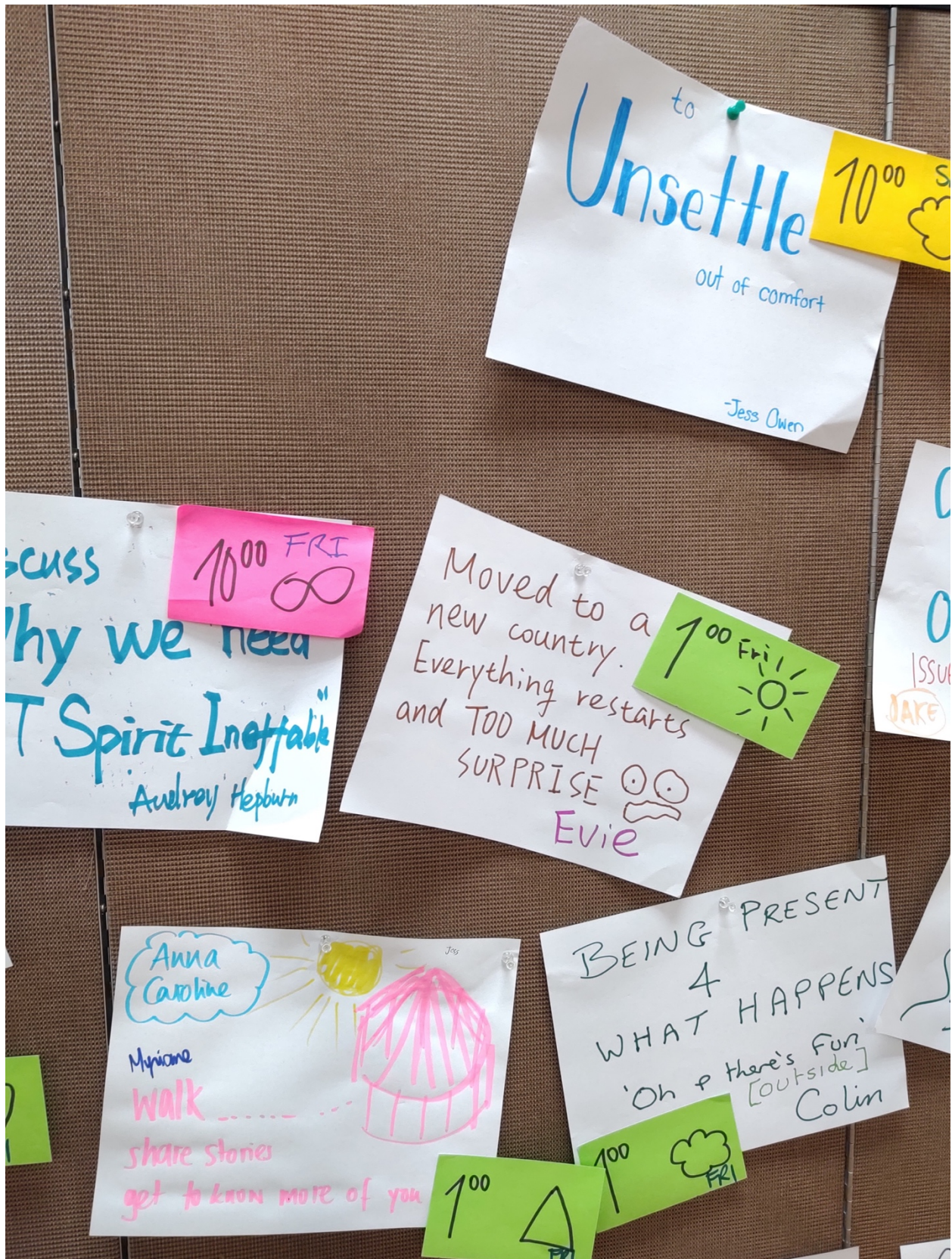
OST to  
redeploy hands  
& spirit

1<sup>00</sup>




FRI





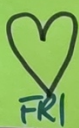


What do you  
want to share  
with us newbies?  
-Joy

1000   
FRI

OST to  
redeploy hands  
& spirits freed  
by AI/robots  
Marc

100



FRI

Audrey Hepburn

Anna  
Caroline

Myriane

Walk

share stories  
get to know more of you

100

HMW  
COACH LEADERS  
+ TEAMS USING  
OST PRINCIPLES  
+ LAW?

230



Newell

Beyond our  
Thinking  
Mind



A Copernican  
Revolution  
for OPEN SPACE  
SUZANNE

230

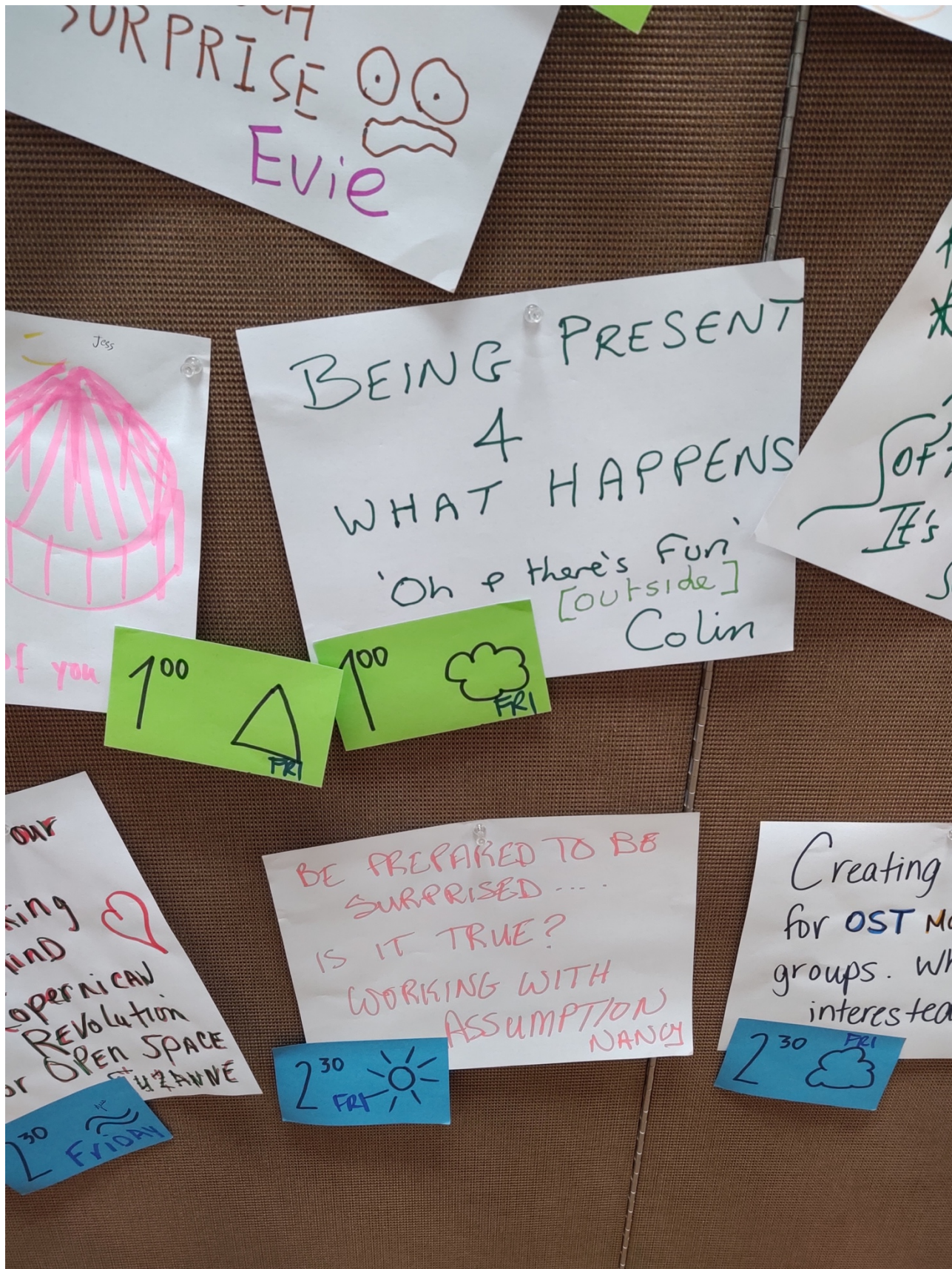


FRIDAY

230

FRI







# The Market Place

100 SAT  
☁

100

CONTINUOUS,  
ORG-WIDE  
OPEN SPACE  
ISSUES & OPPORTUNITIES  
JAKE

100 JOINED TOP  
PRI

TOUCHING  
INEFFABLE  
SPIRIT OF THE  
11<sup>TH</sup> GENERATION?  
(300 YRS)

DOUG

100 SAT  
♥

SENT  
PPENC  
Furi  
[side]  
Colin

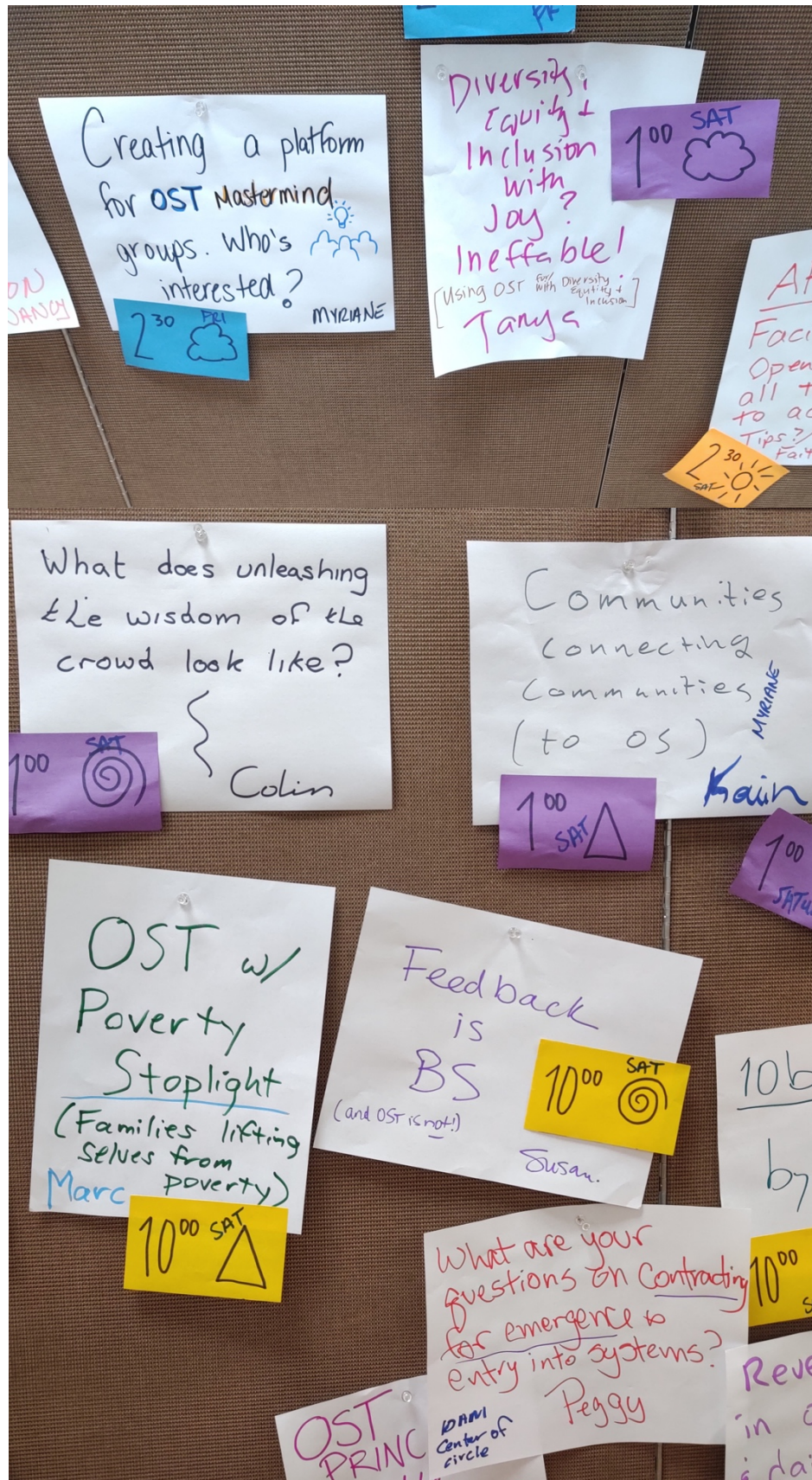
Agile \*  
\* Beyond \*  
SOFTWARE  
It's TIME!!  
SUZANNE  
Ton

Are things  
really getting  
worse, or is  
this the birth  
pangs of  
BETTER?

2<sup>30</sup> ♥  
PRI

Marc



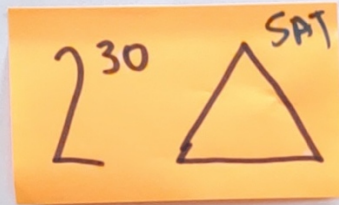






OPENING  
SPACE IN  
THE ONLINE  
WORLD.

FROM YESTER-  
DAY; CAN  
ONLINE  
AFFORD A  
BETTER  
EXPERIENCE?



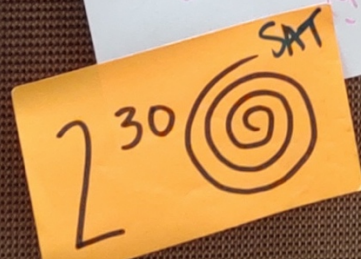
WE WILL  
HAVE  
VIRTUAL  
GUESTS

—Tom

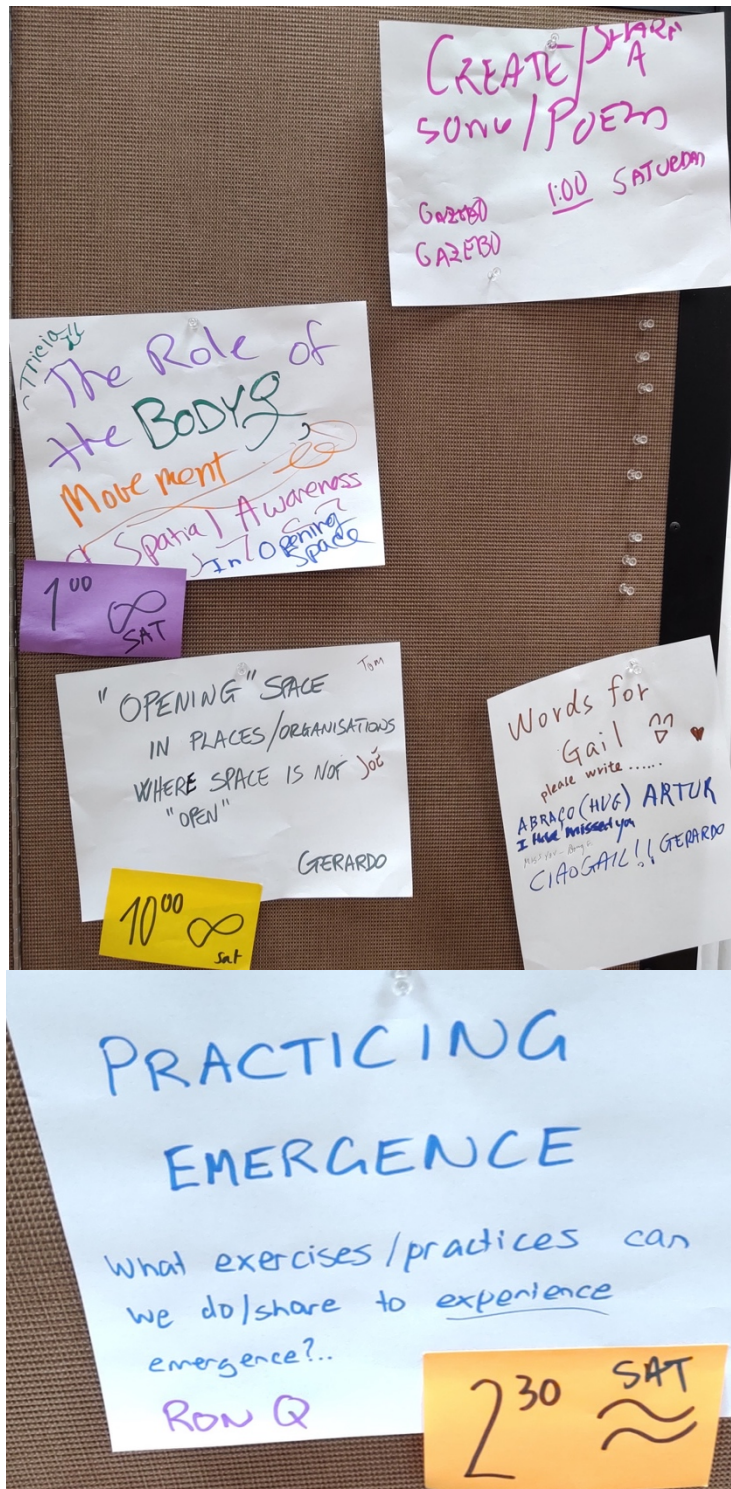
Progress  
as  
THE  
Peace

Kevin

≡ (post-soviet  
space bias)









reverence  
in our work  
in daily lives

Ben R.

10<sup>00</sup> SAT  
≈

OPEN SPACE

Research Methods  
and experience

Andrey Hepburn

1<sup>00</sup>  
SAT

2<sup>30</sup> SAT  
☁

the Poetic Principle

2<sup>30</sup>



FRI

TANYA

AFH? Marc

Facilitating  
Open Space  
all the way  
to action?

Tips?/Tricks?  
Faith?

2<sup>30</sup> SAT  
☀

mini 057

Han De

2<sup>30</sup> SAT  
♥



# CONTINUOUS, ORG-WIDE OPEN SPACE

ISSUES & OPPORTUNITIES

DAKE

Agile

\*  
\* Beyond

SOFTWARE  
It's TIME!!  
SUZANNE

100

© FRI

ENT  
PENS.  
Fun  
side]

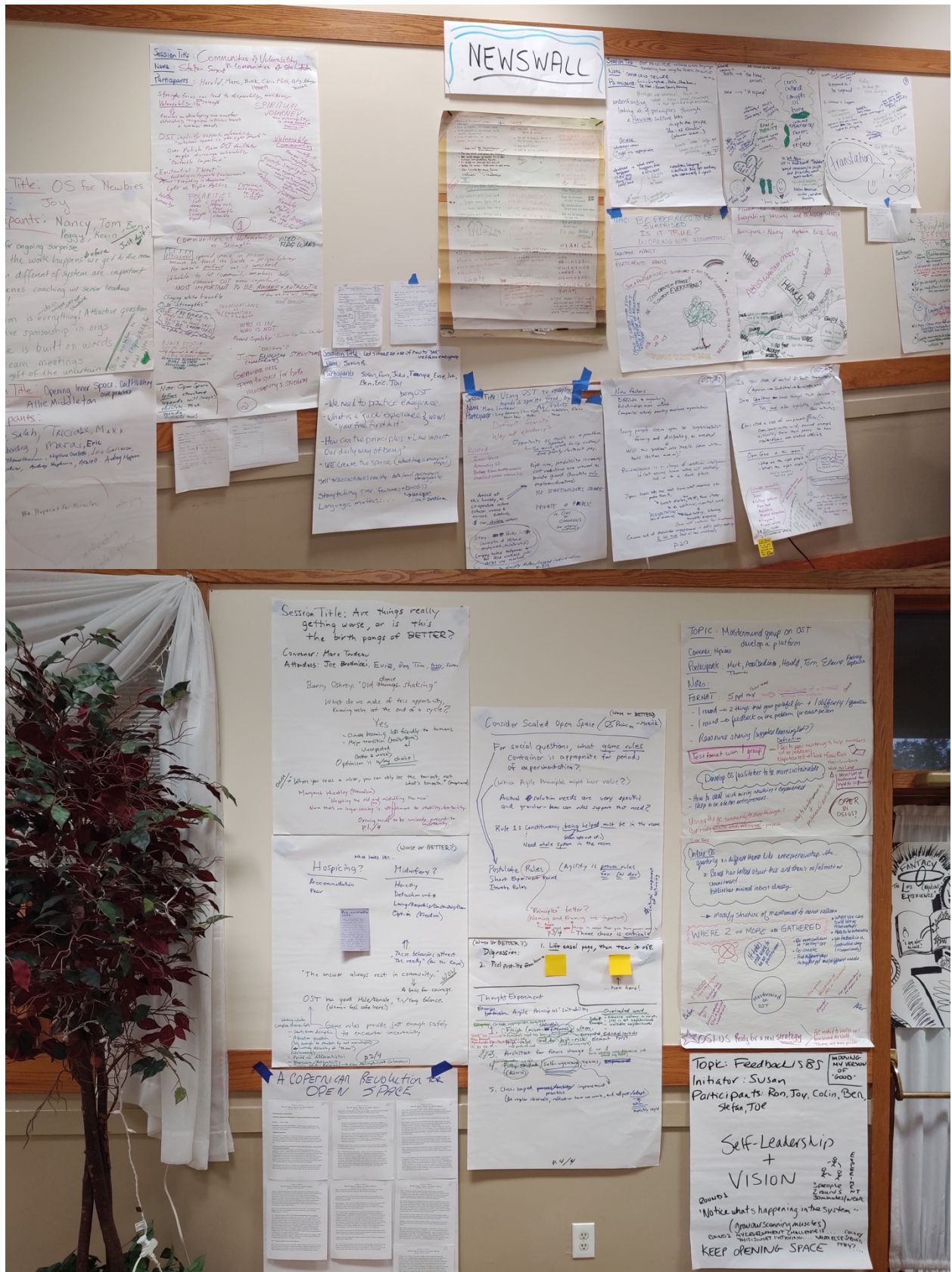


BULLETIN

BOARD











Nice Pictures!









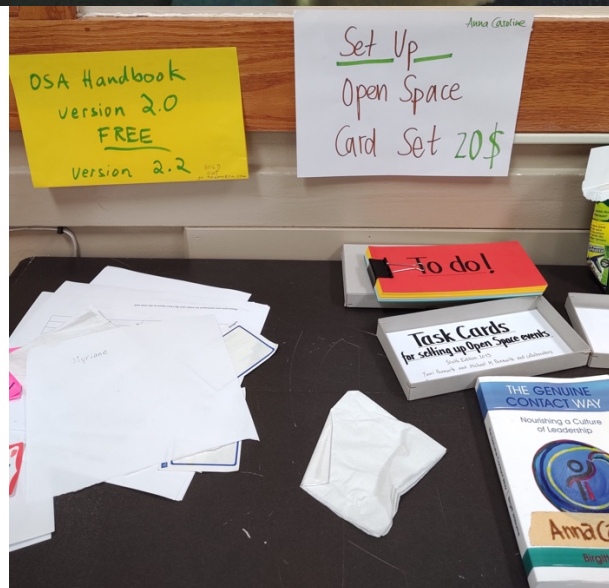








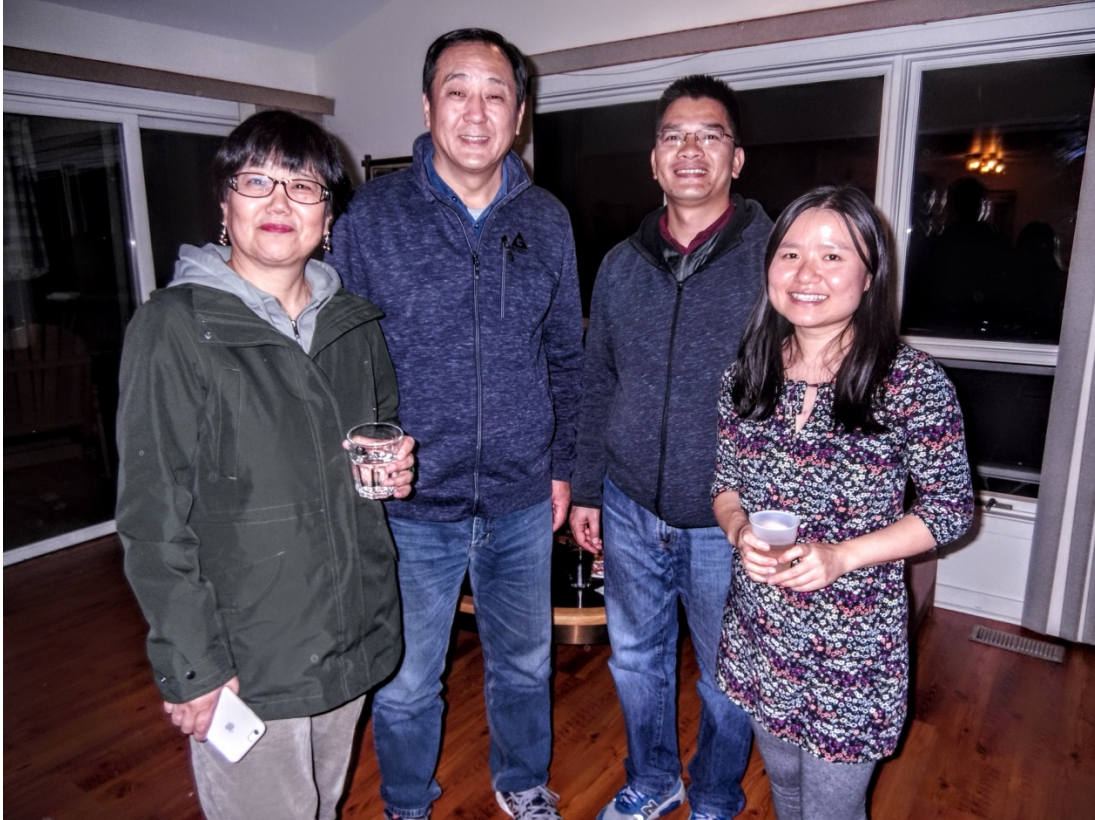
































































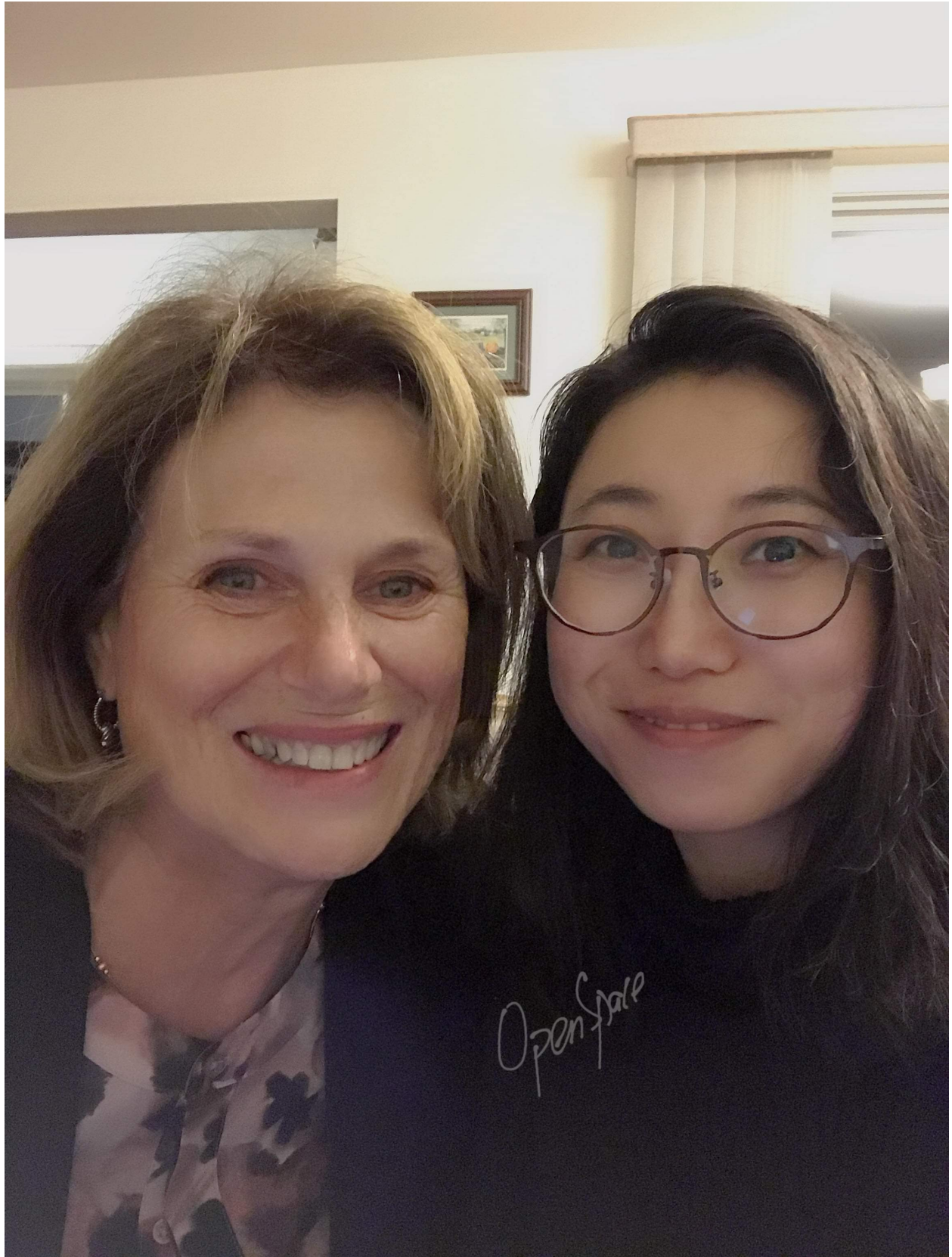


















Fri 10am Heart – Let's Make Sense of 'Selling' (ineffable) emergence –  
Susan Basterfield

Session Title: Let's make sense of how to 'sell' ineffable emergence  
Name: Susan B.  
Participants: Susan, Ron, Jake, Tanya, Evie, Joe, Ben, Eric, Toy  
being OST  
- We need to practice emergence.  
- What is a 'quick' experience } wow!  
"your free first hit"  
- How can the principles + Law impact  
Our daily way of being?  
- WE Create the space (what keeps it at night)  
"sell" transactional reality both/and nature of emergence  
Storytelling over 'features + benefits'  
Language matters: . . . → unique client problem.





Fri 10am Infinity – Discuss Why we need OST Spirit Ineffable – Audrey Hepburn

Session Title: **WHY WE NEED OST**  
Name: <sup>Audrey</sup> Hepburn ~~#~~ **Spirit Ineffable.**

Participants: NANCY ANNA Caroline, Karen ~~#~~ Eric

1. **Spirit Space**

- ★ Spent time
- ★ listen more from the heart
- ★ Being the power of not knowing

**Every thing is Ineffable**

**Remember:**  
 We have time to do with it!  
 choose what to do with it!

**Activities for Spirit & Soul**

- > meditation bike ride
- > yoga ocean, floating
- > silence writing/journaling
- > being in nature

**"young child" spirit**  
 curious open  
 (before it's cultured out of them)

**Audrey's Grandmother:**  
 "Learn more."  
 (It can't be taken away from you.)  
 "Be kind to others."

**holistic view**

**Teacher**  
 warrior  
 show up & choose to be present  
 tell truth without blame or judgement  
 follow what was heart & meaning  
 be open to outcome  
 more attached

**Healer**

**body**  
 mind  
 spirit  
 emotions

**in balance**  
**out of balance**

**Medicine Wheel**  
 Four Fold line with angles Arden

**IDEAS & ACTION**  
 day week month year  
 activity for spirit  
 talk to grandmother  
 nature





## Fri 10am Waves – OS – Spirit of Community Self-Organizing – QingHua (Ms Song)

**Participants:** Hulu, Doug G, Suzanne, Anna Caroline, Harold, Kevin B., Karen, Mr Song, Eric, Tom B., Gerardo

### SUMMARY HIGHLIGHTS

Ms Song describes how Open Space creates a spirit of community in China.

She gives an example of China recently celebrating its 70<sup>th</sup> anniversary and wanting to beautify the exterior of buildings to celebrate and highlight the economic progress that has taken place. They hired architects and invested a great deal of money. The community did not like what was done and the government was surprised and did not understand why. It was suggested that they use Open Space to discover what the citizens wanted. They did and they learned that the people were looking to have more basic things done like sewer systems and other basic infrastructure. As a result of the open space, the government officials understood and some of these issues were addressed and the people were satisfied with that.

Doug describes a situation in his church that involved painting a large room. The church official indicated that the architects would not be consulted for example in choosing paint colors. The small team of people discussed among themselves, came up with a plan, distributed tasks based on individual expertise. Some folks brought materials they had at home, someone else used their credit card and bought paint and in a week, the room was restored. When the pastor arrived, he looked around, and quietly left, not commenting about the architects. What got done took a week instead of months or longer.

Ms Song then gives another example of a community that used Open Space in a certain district in Ningbo city. They were awarded high profile award for the Open Space work they did and now others in the city want to use Open Space.

Suzanne asks Ms Song how they navigate the different levels of hierarchy in government to gain approval on having Open Space. She explains that she usually works at the local level and that the government reps do want to help the people and agree to having the Open Space. Often they attend and the results are positive. Brings people closer together.

Suzanne then expresses the sadness she feels that China is so misunderstood by the US for example and that Open Space seems to be so much more accepted and welcome than people here would know.

Doug asks whether at times there is resistance by the various levels of government or if people in the community feel frustrated if the government isn't provided the services they should. She



says yes, that happens at first sometimes, but afterwards, the principles and process of Open Space take care of that. People take personal responsibility and people work together.

Another example she gives is of government reps being concerned about meeting the needs of their handicapped population. An Open Space was organized. Initially they expected that the handicapped population would want to have more money or services. To their surprise, they discovered that what they wanted most was to be of value, to be able to work, to do small jobs, etc.

Doug then asked about the Hong Kong situation and why Open Space could not be organized around that issue. Ms. Song explains that when it comes to issues of sovereignty which the government believes in, that is not necessarily up for discussion.

That said there are issues that may come up that have to do with similar issues and that other processes may be used instead – for example discovering what the issues are, identifying stakeholders and then perhaps an Open Space on items that people can impact or influence might get organized. It's important that people have an important to work on things that they can have an impact on – often at the local level. Also key to identify action steps and to celebrate successes.

Question about how to help us in the West to open space based on your work in China?  
Anything specific? Anything!

Another example that is complicated because of GUT structure in community six floors in the building want to build an elevator. However it is good for people but there were internal conflicts. People on the first and second floor don't want it. Others higher up do. They go to the government structure, for the building community did analysis – you need to find out why they don't want it. Might not just be elevator.

People didn't like each other. Analysis helped find a solution.

The analysis also helped find out real issues. Also about the funding. ½ paid by the residents, why do the ground floor pay? How much should "household" pay? And also personal conflicts. "I just want you to not be happy so I make things hard for you."

So it is for personal relations, personal conflict resolution to find solution.

Another important factors – original design not for elevator. Adding it blocks lighting of rooms. Affects original structure.

How did you use Open Space?

We did an OST training with the community staff so they use it later. What process for analysis?

Anna Caroline asks about how many she has trained in OS – about 50,000. She doesn't believe that everyone will use it but there may be some moments later where they might think use Open Space. Some will come back with a problem and will say I want to use open space. We will make plans and then decide how to do it.

One of the challenges we have had with local government official is the problem is they do not want to spend 2 days. Then we will negotiate with them and ask much time do you have? They might say 4 hours, we will say that is not enough. It's important to show them what happens in Open Space, to show there can be peaceful resolutions and problems solves and then they want another one. When they see that, they realize it helps. Then we tell them we need one day.

Once Mr. Song did an Open Space for old people (most of them are 80s and 90-year old). In the planning they were worried if it was too long to have a one day – they had 130 people. They had a doctor on standby. It happened in Shanghai. Initially the government said we can do this in 2 hours because usually at events, people leave half-way. But they said it would be 3 hours in the morning and 3 hours in the afternoon. No one left. They identified the services that the government should provide to old people. The documentation was the proof of what happened at the meeting.

How many people are actively working using Open Space, asks Anna Caroline. At the community there are probably 30 people actively facilitating – anyone can do open space, says Ms Song. As Harrison says, anyone can do open space but culturally it's a little hard to let go control. Thirty professional facilitators at the community level but there are much more in the business sector. More people in the business sector are starting to be involved in community work.

Since we are a small group, we start to work with business sector in China and we build partnerships with them.

We have a European Exchange of Facilitators - are you planning to do something like that in China? No, we don't have that.

Gerardo asks if they have any connection with International Association of Facilitators. Yes, says Audrey Hepburn. Ms. Song says she doesn't care about certification. Instead she is interested in Community Development.





## Fri 10am Spiral – Inner Open Space – Cultivating Your/Our Practice – Allie Middleton

Check in- Name where your feet typically touch the ground  
Where do you find movement or opening in the intelligence of the heart

Thomas/love, Eric/curiosity, Mark/curiosity, Allie/intention, Colin/metta, Solam/possibility,  
Luis/connection, Elaine/curiosity, Tricia/belief, Mariah/receptivity, Mirian /joy,  
Joined later  
Marc, Tanya, Nancy

Just listen and you will pick it up

Solam - the idea of the world ineffable, who do you describe something that is indescribable  
Limitations of language, how do you do something without words

Thomas - To be more aware, we have to find words. Mention genuine contact with self, others, the earth, then reflect on what does it mean to me, how do I find my way into that being?

Elaine - the whole discussion in open space leads me to explore ineffability in my own quiet practices and how there may be points of connection in ineffability to help bubble up others  
connections/communication to help others

Our inquiry: is it true that we can open inner space simultaneously with rooted awareness in our shared humanity

Luis - the more we are aware the more we can bring  
Somatic awareness important, whole body awareness, open definition of self to this group here.  
If I am curious and I pose a question of my body, I might register a sensation, a tightness

Individual level inquiry different than collective assumptions about how we interpret meaning passing through

Colin- Impermanence comes to mind - we've all got these triggers..... we all have these kinesthetic responses that we may not be responsible....

Mariah (via zoom) - I come here because OST is a way of living - OST is most juicy when there is a topic that opens more space...when I look at my life as one big open space meeting. At any moment, I am attending someone's else's ost session.... how can I apply, cultivate more ost

Allie; if agreement with something, use the finger wave to acknowledge agreement w what is said



What are the ways you live your life as a continuous open space?

Mariah; I'd I live the OST principles in my own heart, then I can practice this is the only thing that could happen

Maryellena - what are the essence OST principles - how is like yoga? Yoga is similar in that we practice it to cultivate inner peace, like OST

Solam - That resonates with me. the mind space of OST is different than the OST event  
Hard to explain

Luis- the Open Space of the Tao - a spectacular reference to bring embodiment to OST  
Every session, just play with the concept, 5 minutes -talk, then play with a 45 min practice of the concept to reconnect with our inner being so we can really connect with other participants

To go through any transformation we must remember to move together

Gerardo

Talking about inner practice, what I really like about inner practice is about doing the least I can do. I just see it as a practice of life, not separating thinking. it is different or that I can choose. We are just continuously going away with our minds, law of two feet is not a social law, it's a natural law. We don't leave physically, yet we must discover what we are already doing, not try to make a comparison or experience something with different activities.

Thomas. Likes how yoga works as an analogy...there is always a chaos and then open space allows for order to arrive to the beauty of the method of OST

Elaine- what is the practice of the inner observer...up here is all ok (points to head) I love it all, it's going to move, it's going to shift. To tie it back to practice, we must love whatever is.

Solam- this idea of perspective, this place of possibilities is different that coming from place of problems. How do I suspend disbelief, enter the essence of surprise?

Allie- if it's true that the deepening of the experience expands over time, I wonder if a practical question might be posed...what in forms these OST laws operate in your life  
What's the essence of being in the principles of OST and what is our embedded personal experience of them?

Luis- what these laws bring is freedom. The core of all of these is freedom, spiritual emotions evolving... love, peace....connection

Mariah- so much background noise, please bring me closer in with the computer...

Allie- we want you to be fully here ....

Colin- what would make me be more present, in what respects is that ineffable... what inside of me is sending messages that I can trust

Allie- What are our practices of freedom, is it able to be cultivated, does it help others access their practices

Thomas- we are reminded that we always have immense freedom

Luis- I heard from a client that they feel so lucky even with the concern that OST might not work, the fear that 'something might happen' we need more open space everywhere so we can do more

Does cultivation mean going to more Nature, do more OST

Thomas, I've been doing it 20 years, I used to be tired, now I am not. I get energized, I heal myself all the time...that fact that it is a practice, I feel lucky I get paid for it. I attend to my development, my own wellbeing by doing it

Luis- you get more by doing it

Thomas- the world becomes a better place by doing it, I am happy

Elaine- if more self-inquiry is happening, more self-care. Boundaries are dissolving, we are consistently co-creating a field for more experiences such as this. Maybe the field in which this is happening, and supports, expands, also its development, even when we don't see it. We can take credit for the uncovering of the truth, the joy. Every day we make a choice to do our own practice. For me every day is different, I do different things to shed my reactivity and to help bring blessings.

Allie- how do we bring life to this awakening social field of the continuous bio intelligence that invites more relationship.

What is the conscious activation of the ineffability of the spirit that awakens when we engage in OST. How can we invite the many dimensions, the many worlds of our experience in to language?

Luis- language is a trap...every word is understood differently by my subconscious and awakened place. So how do we connect biologically, without language?

How can we understand without words? It's not enough to go fast, yet we must go as fast as we can. the difference is between solving and accepting. We can go faster, yet we cannot go further. Accept vs accepting.

Elaine- solving brings me back to curiosity. I read about a telepathic communication with a recovered extraterrestrial. There was a sentient consciousness from this being. I'd like to



pretend being with a place of radiating meaning from mind, be in an experience of shared radiating shared sentient curiosity, (compassion and courage) sic. It's not a problem to solve, to think our way out of it. Let me put myself in places where I/we can experience .....together...

Mark- you spoke about dissolving boundaries. what are those boundaries

Elaine - everyone has a place where they say, I don't understand yet.

Marc - OST - creates a safe, time-bound container to experience vulnerability. Spending time in that space breaks down boundary, allows me to let go of separation, a boundary. OST alleviates separation .... The topic of strength and boundaries

Thomas - beyond words concept is about weaving flexible ways of experiencing other intelligences. I am working now w a sound healer who comes from other dimensions I do not understand, and she trusts my OST structure....

How can we let go of dependence on language?

Luis- last month in Florida, we had 5 hours with horses, learning how they help us heal. Horses heart is 4x, 80 feet electromagnetic field that helps heal. We saw in action, no words. Horses came to a person and group experienced the change of healing relationship of love from horse to the charged person.

Thomas - the space is there for so many things to happen - music, drawings can help, yet I probably don't invite it in ways I might.

Elaine- like this of 5 mins talk, then 45 mins experience. So much is about talk and words. If I , as OST facilitator allow for the variety of experiences that allows freedom to shift, to offer space for something to go in a different direction. Coming back to possibilities, I feel grateful to be here.

The question of boundaries....

Mariah - what's present with me, this Social brain....what is it that makes me participate with you right now. It has everything to do with tuning in to a group with a shared intention. To be in a social fabric that has an intention a basic trust to be true to who you are. Usually we are asked to be trusting to a condition, not our own self. In the end we are all sitting together in a continuously belonging. I feel that as a relaxation in my body and I feel very relaxed before I belong. Relaxation and safety. So as a proactive, how can I/we do this kind of belonging outside of open space. I don't know if it possible by oneself, or is or when 2 or more of us come together

Marc- Jim McCarthy book, Software for you head. Book mention. You a can behave like team who is already effective. Practicing Presence and safety to be together with that. The book says we are a committee in our head. We need to bring all those aspects of our selves to be present, one to oneself, and then oneself to each other.

Allie- from a social field perspective, how might we activate this present and now, continued aliveness together.

Audrey - I have open spaces w team of 20. opening space with them has created an initiative to create OST culture in the way they operate as a business together. Start-up situation in China, this leader says she wants heart energy from OST, she says OST brings peace in her heart. We all agree in the future that China will need OST for more culture change, quickly...

Allie- let's all take a big breath...can you help us understand what that peace in the heart in China is in a miracle...perhaps.../

Audrey- Open Space creates a responsibility for me as a consultant....the real patience and responsibility is about giving passion

Luis- patience and passion combine

Allie- yes, Social Field development 101, must have passion and patience

Luis- quantum physics has been an eye open opener. Google article in Nature. 1 computer in 1 second now solving problem that would take 10,000 years (sic). The impact is that you can measure energy and matter - time and space collapse and it opens the awareness of how it's all vibration. We just have to get there, and then it all just happens. That's what I heard, everyone got there and it all just happened.

Allie- let's sit silently and listen together before we leave this circle  
Just as we began the cultivation of where are WE now...one word check out....

Flow  
Nourishment  
Connection  
In Nature  
Belonging  
Spirit  
Tentative but hopeful  
Me and we at the same time  
Presence  
Awake  
Emptiness  
Pass  
Aware



Session Title: Opening Inner Space, Cultivating

Name: Allie Middleton <sup>owl practice</sup>

Participants:

Colin, Salah, Tricia, MARK

Elaine Nieberding, Marai, Eric

Marai Kiele, Thomas Herrmann, Myriane Ouellette, Luis Gallardo,

Marc Trudeau, Audrey Hepburn, Newell, Audrey Hegurn

social field

Be Prepared for Miracles.

belonging

bi-local

activating  
bio intelligence





Session Title : Communities of Vulnerability  
Name : Stefan Sargent VS Communities of Strength  
Participants : Harold, Marc, Buck, Chris Kloth, Colin, Nancy, Triac

Strengths focus can lead to disposability, meritocracy  
Vulnerability is <sup>time</sup> strength  
↓  
focuses on developing one another  
vulnerability recognizes intrinsic worth  
+ common needs

OST implicitly supports vulnerability  
"whoever comes is the right people"  
Over Polish from OST facilitator  
might discourage vulnerability  
"Perfectly Imperfect"

"Existential Threat"  
facilitating in Corporate Environment  
"Everything is Awesome"  
Left vs. Right Politics  
hidden hierarchy

POLARITIES  
Left } right  
Haves } Have nots  
Rich } Poor  
Strength } Vulnerable  
Rigid } Flexible

Experiment with equality for 1 day in OST

SPIRITUAL JOURNEY  
learn vulnerability is more honest + owning it

Vulnerable Communities  
How are "the strong" mentally ill  
complicit  
poverty stoplight  
everyone experiences poverty  
even "rich" communities include troubled teens, broken marriages, addictions

AWARENESS - EMPATHY  
Humble  
playful  
"we're all BOZOS on the Bus of Life"

1



# Communities of Vulnerability vs Strength

VIDEO:  
FLAG WARS

Prisoner opened space in prison  
because he found the Guide in prison Library  
He wasn't perfect but it worked

Valuable to let community members help  
convene OST even imperfectly

MOST IMPORTANT TO BE AWARE + AUTHENTIC

Clinging white knuckle  
to "strengths"

BE PREPARED  
Bleeds out the lie  
Putting on the BRAVE FACE  
TO BE SURPRISED  
*can't fake it, ill you make it*

ORGANIZATIONS  
US  
COMMUNITIES  
Diversity + Inclusion

of how we are all "4th poor"  
true humility

WHO IS IN  
WHO IS NOT

Richard Sapolsky "Baboon Guy from Stanford"

NOVA SCOTIA  
SOCIAL JUSTICE  
what happened to the indigenous  
KAIROS BLANKET EXERCISE  
REMOVING BLANKETS WITH  
PEOPLE ON THEM  
REFLECTING INDIGENOUS  
HISTORY

"Efficiency"?

JUST ENOUGH STRUCTURE  
(APPROPRIATE)

Genuine ness  
opens the space for both  
VULNERABILITY & STRENGTH

Note: Open Space  
before structured  
agenda will (may?)  
obscure that  
agenda  
(use Ri tool)

2



**Topic Title:** Communities of Strength + Vulnerability

**Initiator:** Stefan Sargent + Harold

**Participants:** (as per sign up sheet)

#### SUMMARY HIGHLIGHTS

- Open Space dissolves tension between strength + vulnerability
- Strength focus is unsustainable
- Poverty Spotlight ||| - Open space to empower
- Disturbing the comfortable + build communities of
- Appropriate structure vulnerability.  
(just enough structure)
- Being Genuine =  
Being vulnerable + building strength.
- Asset based community development (ABCD)
- Flag Wars

#### IDEAS FOR ACTION:



**Topic Title:** Communities of Vulnerability vs communities of strength

**Initiator:** Stefan Sargent + Harold

**Participants (Please print legibly - First and Last Name)**

1	Mark	10
2	Colin	11
3	Nancy	12
4	Buck	13
5	Chris Kloth	14
6		15




Fri 10am Sun – OS for Beginners – What do you want to share with us newbies? – Joy

Session Title: OS for Newbies  
Name: Joy  
Participants: Nancy, Tom, Ben, Peggy, Kevin, "Just do it!"

Be ready for ongoing surprise  
A lot of the work happens <sup>before</sup> we get to the room  
Allies in different of system are important  
Behind scenes coaching w/ senior leaders  
Listen!

Invitation is <sup>do in unique way not standard</sup> everything! Attractive question.  
Executive sponsorship in orgs  
Culture is built on words  
Use team meetings  
OS is gift of the uncertain

OS in invitation to take responsibility for what you 



Fri 1pm Heart – OST to Redeploy Hands & Spirits Freed by AI/robots – Marc

Session Title: Using OST to redeploy hands & spirits freed by AI/robots

Name: Marc Trudeau

Participants: Doug Germann, Chris Kloth, Allie Middleton, Elaine Karen Davis, Stefan, Tanja

Default: Scarcity

Why not abundance?

Related

- Inner-Space
- Automating OD
- Better Future Society/Humanity
- Unskilled worker communities

Opportunity as much as a problem.  
↳ So much <sup>important</sup> work being undone/done poorly/without pay.

Right now, productivity increases/cost reductions are viewed as private good. (Benefits only employers/investors)

NO STAKEHOLDERS SHARE

PRIVATE vs PUBLIC

vs. CIVIC or COMMONS  
3rd category/constituent?

Arrived at this honestly, as co-operative venture between workers & owners. Suddenly, \$ can obsolete workers

Story: ~~Strike~~ Strike in 1975, (assumption of lifetime employment relationship)  
Company hosted ballgames for idled workers until strike was resolved.  
→ Change to mighty dollar/rugged individualism.

P. 1/3



(OST/AI)

## New factors

Difficult to organize

Relationships more volatile

Companies actively preventing employee organizations

Young people seem open to "organizations" forming and dissipating, as needed.

⇓  
Will this "problem" solve itself (when white-hairs like Marc move on)?

Bio-intelligence is in charge of artificial intelligence.

↳ Can't assume human nature will inevitably lead us to a dark place.

Japan: Robotic baby seal that learns what response you prefer from it,

→ Doesn't displace <sup>care</sup> staff; frees staff to do additional, important work.

"AUGMENTATION"  
(form of abundance)

⇓  
⇒ Hand-holding, listening, thoughtful diagnoses

(Nurses might nonetheless feel threatened)

Concern: Lack of stakeholder engagement in public policy-making.  
I lack trust (that all have conscience)

P. 2/3



(OST/AI)

Is this state of mutual distrust transitory?

(Agrarian → Industrial → Knowledge work)

Does OpenSpace break through trust barriers?

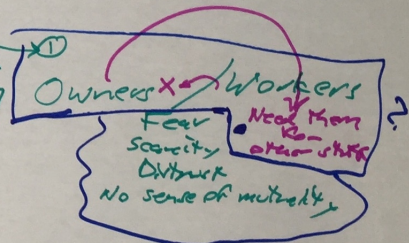
Yes, and also highlights resistance.  
(from authority)

Chris cited a case of non-powerful folks (in  
Open-space-in-the-wild) earned enough  
authority from their peers to have  
real influence over elected officials

Open Space in this space?

- Who are the right people?
- What's the right scale?

Small as possible;  
test and grow



Real Estate Developer/Advertiser?

Vulnerable communities

- Drivers
- \* College professors
- Fast food
- Assemblers
- Medical diagnosticians
- \* Surgeons?
- \* Legal advisors

New Needs

Connectedness offerings

High-intellect/knowledge  
becomes less valuable

(anti-landmark epidemic)  
Maybe results in  
Open Space is  
folks invading  
their own  
business

Start with those who see  
a problem NOW  
... and those who see a  
profit potential in helping  
that group  
(The owners will come,  
too)

P 3/3

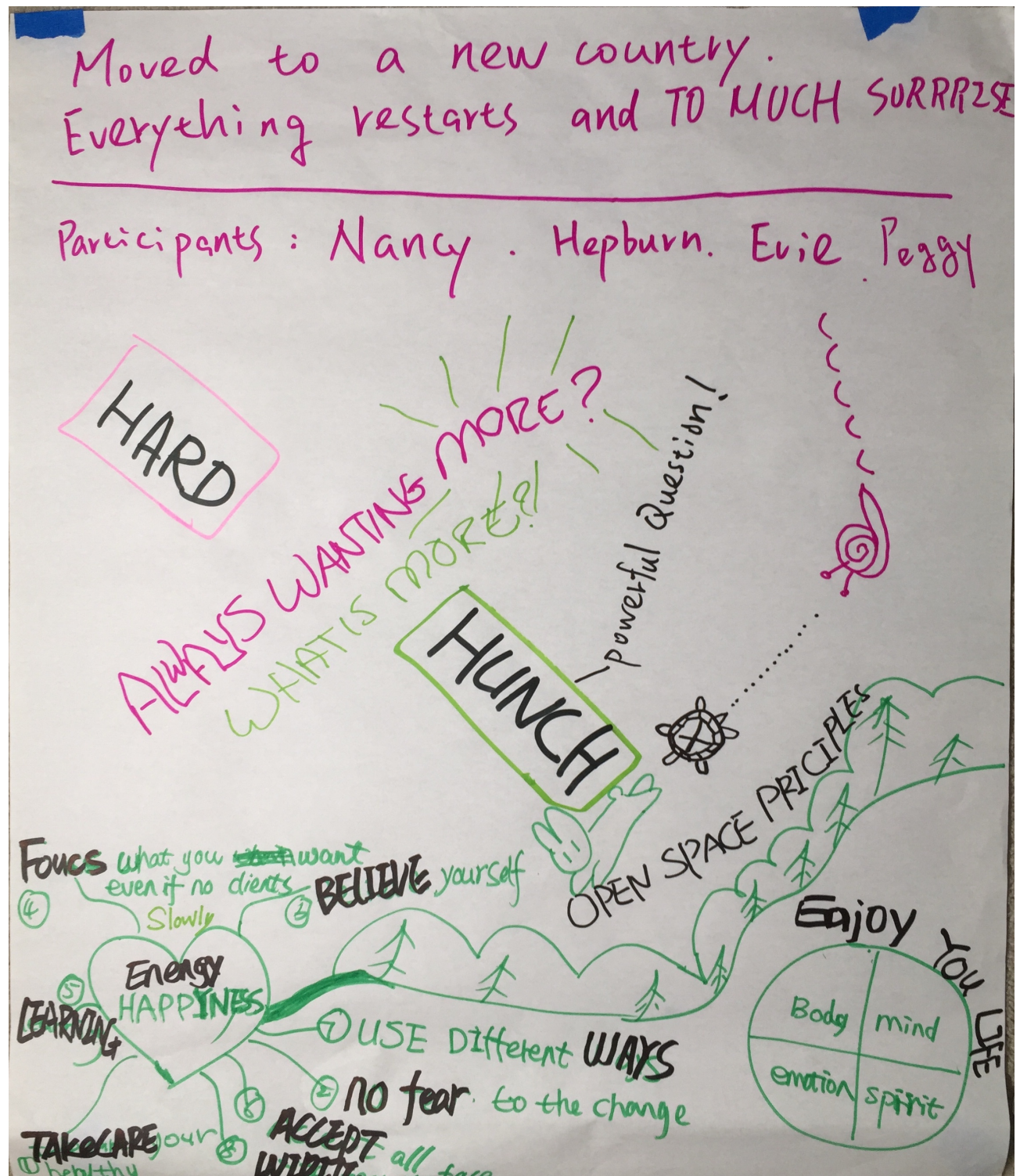
Side Discussion

Do we need  
VR/AR to  
connect. How  
about new  
ways to connect  
virtually?

Post-it says: "Side Discussion: Do we need VR/AR to connect. How about new ways to connect virtually?"



Fri 1pm Sun – Moved to a new country. Everything restarts and To Much Surprise – Evie



Fri 1pm Cloud(Outside) – Being present for what happens (and there's fun!) – Colin Basterfield

Summary Report  
World Open Space on Open Space  
October 25-27, 2019

Topic Title: Being present for what happens. (and there's fun!)

Initiator: Colin B.

Participants: (as per sign up sheet) Ron, Karen.

**SUMMARY HIGHLIGHTS**

In the absence of more people, the intent changed, more to what would have happened...

- Clap circle / Ball Game → Multiple balls in flight passed between people, each colour with a topic attached, e.g. Movie, Food, Sport.
  - Context switching.
  - Teaches listening context switching.
- Shout Your Priority game...
- Coaching vs Mentoring → ICF accreditation.
- Psychology of Fear.

["That's a company ~~at~~ I'm willing to shave my mustache off for..."]

**IDEAS FOR ACTION:**

- What would an ideal job look like for you?



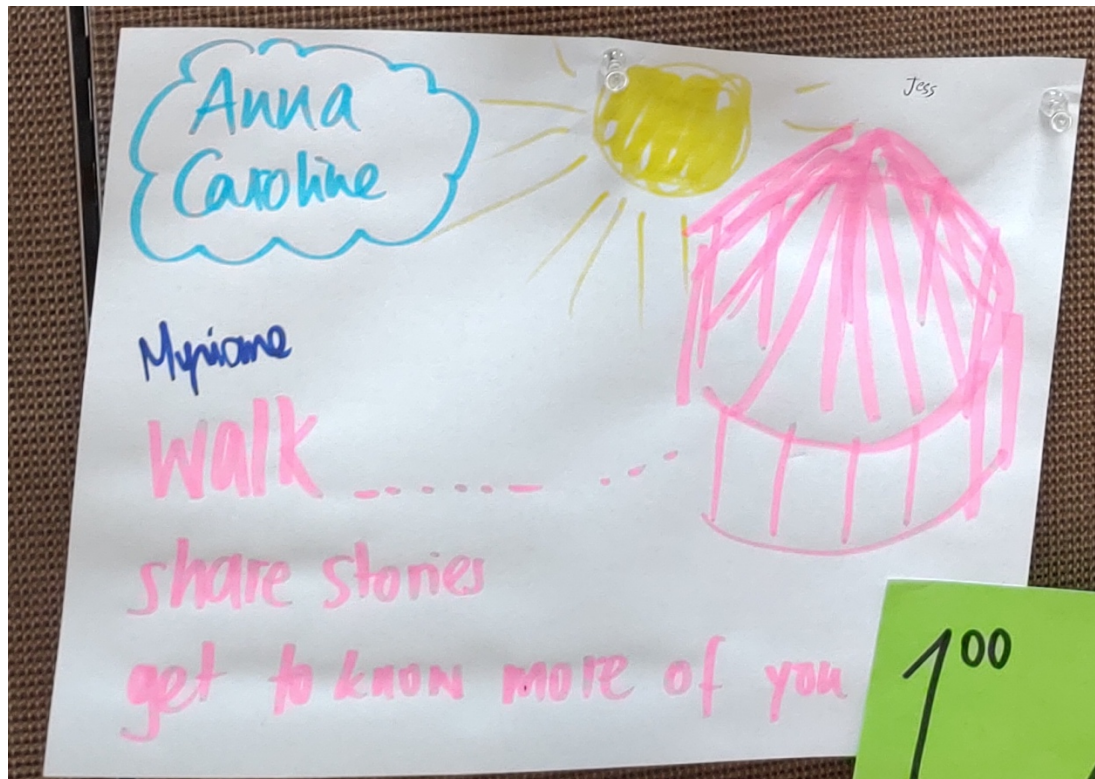
Session Title: CONTINUOUS, ORG-WIDE OPEN SPACE/AGILE BEYOND SOFTWARE

Name: JAKE, SUZANNE

Participants: NEWELL, SALAH, MARK, MARAI, TOM, MYRIANE, GERARDO, HULU, HAROLD, THOMAS, BARRY, LUIS, ELAINE, JOY, KEVIN

- How can orgs become more operationally agile?
- Agile = principles, impacts, + ~~self~~ self-organization
- Agile is a "marketplace" selling structures
- Can't describe the experience of OST/Agile → need to experience it
- Agile ? OS are very closely related
- If you don't include the business, Agile doesn't work
- Big consulting companies circling the wagons around Agile for \$
- When you mix approaches, you have to be clear about purpose
- integrity of principles is what ~~the~~ people resonate with, not "my" process to the detriment of others
- the more you focus on stuff you don't want, the more it expands (and vice versa)
- have to give leaders a taste of OS
- leadership coaching is critical
- do I meet leaders where they are or challenge them? → BOTH!

Fri 1pm Triangle – Walk, Share Stories, Get to learn more of you – Anna  
Caroline





Fri 2:30pm Heart – Are things really getting worse, or is this the birth pangs of BETTER? – Marc

Session Title: Are things really getting worse, or is this the birth pangs of BETTER?

Convenor: Marc Trudeau

Attendees: Joe Brodnicki, Evie, Peg, Tom, Peggy, Susan

Barry Oshrey: "Old <sup>dance</sup> ~~things~~ shaking"

What do we make of this opportunity,  
Knowing we're at the end of a cycle?

Yes

- Climate becoming less friendly to humans
- Major transition (~~death~~ <sup>birth</sup>)

Unexpected  
(better & worse)  
Optimism is a my choice!

choice → When you cross a river, you can only see the torrent, not what's beneath." (paraphrased)

Margaret Wheatley (Journalism)

"Hospicing the old and midwifing the new"  
(vs.)

Norm that's no longer serving is attachment to stability/certainty.

Opening minds to be curiously present to uncertainty.

P.1./4

(Worse or BETTER?)

What looks like...

Hospicing?

Accommodation  
Fear

Midwifery?

Honesty  
Detachment\*  
Loving/Respectful/Constructive/Clear  
Opt-in (Freedom)

Post-conversation  
Note:

Meg Wheatley has changed her view about what is possible now. The idea of maintaining a new paradigm has been replaced by a certainty that we are simply facing collapse, and that the fate of later is to make "islands of sanity." B. A.



"These behaviors attract  
"the ready" (for the future)

"The answer always rest in community." WOW



A basis for courage.

OST has good Male/Female, Yin/Yang balance.  
(Women feel safe here.)

Working in with  
Complex Human Sys's

- Game rules provide just enough safety to encounter uncertainty
- Starts from disruption
  - Attractor question (big enough to stretch by not overwhelm)
  - (Inviting diversity of "them") (welcoming)
  - Period of differentiation
  - Expression/Authenticity
  - Turning Point: Belonging → New Assumptions → Coherence

p.2/4



(Worse Or BETTER?)

Digression:

2. Peel post-its from <sup>here</sup>

1. Lift easel page, then tear it off.

↑  
... not here!

## Thought Experiment

Examining ~~to~~ <sup>high</sup> Agile Principles' suitability

Language Context appropriate language (valuable)

"DONE" 40  
Mike Burrows  
Agendashift.com/Positiv  
CC BY SA

1. Finish (micro-~~put~~ outcomes) often.

Someone's need has been met  
High-value  
most profound need

Integrated, Individual can't do  
high-risk element first.  
most learning req'd

High-value

3. Architect for future change ~~not~~ <sup>not</sup> ~~not~~ <sup>Don't establish roles/structures yet (avoid org debt)</sup>

4. Fully-skilled, Self-organizing teams, ~~empowered~~  
(diverse)

5. Close-looped ~~process~~ <sup>practice</sup> ~~improvement~~

(At regular intervals, reflect on how we work, and adjust/adapt.)

↑  
action  
explicitly req'd



# Post-conversation Note:

Meg Wheatley has changed her view about what is possible now. The idea of midwifing a new paradigm has been replaced by a certainty that we are simply facing COLLAPSE, and that the task of leaders is to create "islands of sanity."

Ben R.



Fri 2:30pm Cloud – Creating a platform for OST Mastermind Groups.  
Who's interested? – Myriane

TOPIC: Mastermind group on OST  
develop a platform

Coowner: Myriane

Participants: Mark, AnnaCandine, Harold, Tom, Elaine, Audrey Hepburn  
Thomas

Notes:

FORMAT: 5 ppl max <sup>1 hour max</sup> → commitment of a small group → longterm <sup>11 months</sup>

- 1 round → 2 things that you grateful for + 1 difficulty / question
- 1 round → feedback on the problem for each person
- Resource sharing (suggested learning list?)

Test format with 1 group

Definition

= Peer to peer mentoring to help members solve problems  
Napolean Hill → Think + Grow Rich



Develop OS facilitators to be more sustainable

- How to deal with mixing newbies + experienced.
- Help to be a better entrepreneurs.

Using the gc. community to shine through?  
Get ready using this with the medicine wheel - purpose.

Way to build community  
& professional development

Meet + Grow Reach  
Work out Loud

⚠ structure of Mastermind too rigid for OS community?

OFFER BY OST-US?



SIDE BAR

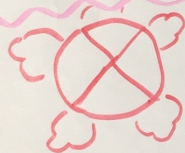
Online OS

quarterly on different themes like entrepreneurship etc..

\* Board has talked about this and there's no/almost no commitment...  
Hotline has minimal interest already

→ modify structure of mastermind to match values.

WHERE 2 OR MORE ARE GATHERED



If takes real work to be an OST practitioner

- Be more confident in "selling" OST
- Co-create
- Find different ways to support ppl w/ different needs.
- Where you can build lasting relationships
- Able to be vulnerable
- get feedback in a constructive way (+compassionate)



★ OSI-US Ready for a new strategy

GC method to involve ppl from around the world  
Thomas will share process...



Fri 2:30pm Spiral – OST Principles Ineffable Across Languages –  
Translating the Poetic Principle – Tanya

Session Title : OST PRINCIPLES - ineffable across languages  
Translating them using the POETIC PRINCIPLE

Name : TANYA CRUZ TELLER

FRI 19:30

Participants : Eric, Qunghua, Huhu, Zhenhua,  
De Han, Karen Davis, Nancy

Principles are universal, they're in  
nature ... name them / translate  
in that spirit and they resonate

understanding  
looking at 4 principles through  
a Hawaiian culture lens

it's up to the people  
"Aia i nā Kānaka"  
(whoever comes...)

Chinese  
whoever comes ...  
"right" → appropriate

Breath - "na'au" belly-gut  
breath into place of  
presence  
Na'auao - "light"  
enlightened

what ever happens has  
a reason  
also used to  
linked  
to the theme

what ever happens  
is the only  
thing that  
could have

"academic language"  
is feedback they get working  
with community + gov't

Buddhism  
Karma,  
Spirit

is everything  
explained on  
some level?



Chinese  
wherever it...

NB: Urban China context

(2)

Starts → "the time arrives"

over → "it is past"

China - arrive early ✓  
US - arrive early X  
linked to your personal credibility

Cross cultural concepts of time

Cultural experience of norms of respect

LAW of MOBILITY

Cultural norms for moving  
relational

help people plan  
not feel rushed  
framing as leaving means you are being responsible to self & group  
if staying that respect is to go?  
US individualistic?

if you give last stay - you're heart left there.  
form of respect and heart to leave.

save face but lose heart



"foot for heart"

In South Africa -  
OST is traditional "Indaba"  
way of convening in circle  
and discussing what most matters

"truth of traditions" in different cultures  
Native American  
circle, wisdom sharing  
Qinghua



Chinese - direct translation of urban/educated China

Be prepared to be surprised

→ Italy - for what you can't imagine

③

5. Whenever it happens...

"Whatever happens is a necessary or a must"

don't use in their work in China however they like naming location as unique

linked to... falls under... principle whatever happens

An example of an OST ~~tip~~ booked in an auditorium. So this principle invites that to be ok.

"We are only limited by our creativity"

😊 relief

translation

the gift of taking time for translation

"this session is a microcosm of what's possible" Karen

Participatory Poetics  
World Open Space on Open Space  
October 25-27, 2019

Topic Title: OST PRINCIPLES - inefable across languages  
Translating them using the Poetic Principle  
 Initiator: Tanya Cruz Teller

Participants (Please print legibly - First and Last Name)

1	Eric Kapon	10
2	Qinghua Song	11
3	Hulu Chen	12
4	Zhenhua Song 宋振华	13
5	De Han 韩德	14
6	Karen Davis	15
7	NANCY WELLS	16
8		17



Fri 2:30pm Triangle – How Might we use OST in Coaching Leaders & Teams – Newell

Summary Report  
World Open Space on Open Space  
October 25-27, 2019

CASE STUDY BOOK  
"TALES OF OPEN SPACE"  
Honeywell

Fri 2:30

Topic Title: HOW MIGHT WE USE (O.S.) IN COACHING LEADERS + TEAMS

Initiator: NEWELL

Participants: (as per sign up sheet) Colin Basterfield, Buck, Salah, JAKE, MARC, Eric Kapono, Elleithy

SUMMARY HIGHLIGHTS

- o SETS STAGES FOR POSSIBILITIES SELF ORGANIZATION

JAKE'S - USE OF OST

① PASSIONATE COMPLEX CONFLICTED URGENT TOPIC - AS MANY THEMES - WILLING TO TAKE RESPONSIBILITY

② PRINCIPLES TO

1. YOU HAVE THE ANSWERS WITHIN
2. BEING PRESENT / LET GO
3. THEY SCHEDULE THEIR OWN SESSION
4. CAN SWITCH THEMES WHEN THEY WANT.
5. IF NO GAIN - MOVE ON.

WHEN TO COACH VS. CONSULT?

DIFFERENT CONTRACT EXPECTATIONS

WHAT TO DO WITH METAPHORS?

- WHY NOT TO INTRODUCE.
- LET THEM DO IT.

IDEAS FOR ACTION:

WHAT WOULD YOU LIKE TO HAVE HAPPEN?

QUESTIONS

OFFER'S DEPTH

FACILITATES INTROSPECTION

USING OPENSOURCE W/ TEAMS - ENCOURAGE PEOPLE TO LEAVE, LAW OF 2 FEET.

↓ AS A MINDSET.

CAN DO IN SMALL PIECES (ARE THE RIGHT PEOPLE HERE) (MAKE INVITES OPTIONAL)

PEOPLE STUCK INTO IN WAY THAT THEY FEEL MADE FUNNY

USE POST-ITS TO HAVE THEM SET AGENDA -

LEARN COFFEE MODEL

UNKNOWN IS WHERE CREATIVE BEGINS

CREATING ENVIRONMENTS WHERE PEOPLE MATTER

BRING HOME FROM WORK POSITIVE MINDSHIFT

CLEAN LANGUAGE

ANDREA DUNBAR BOOK.

(SIMPLE PRECISE) EMERGENT, KATHY WALKER - SYSTEMIC MODELING

TRUE NEUTRAL / METAPHORIC

NONDIRECTIVE

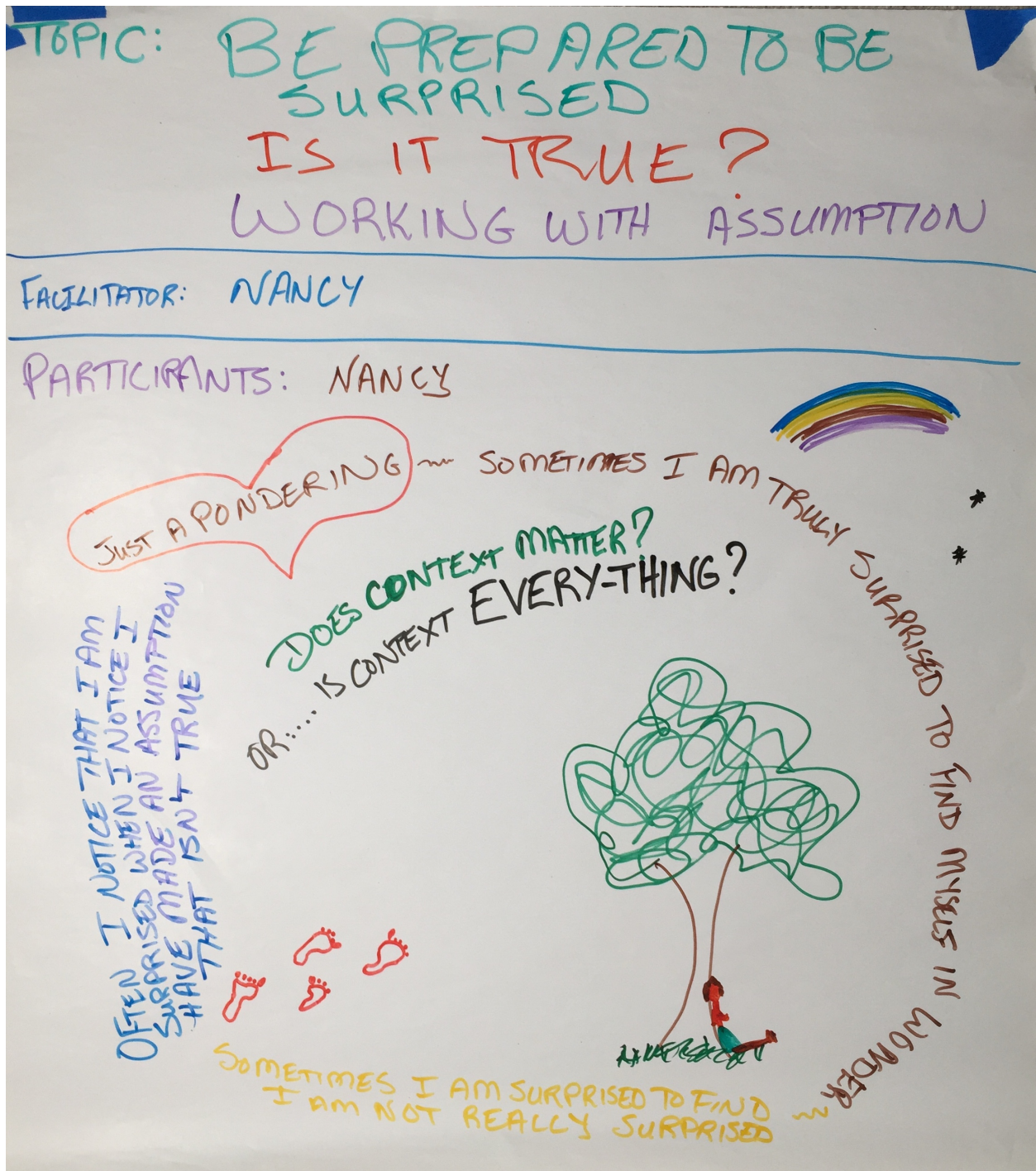
KEEPS POWER WITH THEM

FACILITATOR AS PRESENT LET GO TRUST

TIME LIMITS



Fri 2:30pm Sun – Be Prepared to Be Surprised... Is it true? Working with Assumption – Nancy





## Fri 2:30pm Waves – Beyond Our Thinking Mind - A Copernican Revolution for Open Space – Suzanne Daigle

**Participants:** Ron Quartel, Allie Middleton, Véronique Santos, Doug Germann, Joy Spencer, Artur Silva, Chris Kloth, Kevin Blossfeld, Luis Gallardo, Stefan Sargent, Tricia Chirumbole, Audre Hepburn

### SUMMARY HIGHLIGHTS

A bit of context... This topic of a Copernican Revolution, as it relates to Invitation and Open Space, originated from two Open Spaces during wonderful Genuine Contact training around OS given by Thomas Herrmann and Anna Carolina Turk. The first session was with Jake Yaeger and Joe Brodnicki; the next a solo Open Space session a few days later.

Those earlier sessions led me to this Burning Topic at WOSonOS which I summarized this way as I welcomed the group:

“A Copernican Revolution for Happiness and Wellbeing, using Open Space as the gateway for Invitation. Opening Space everywhere, living Open Space. Going beyond our thinking mind to tap into our other senses, igniting the unique essence of individuals and capturing the collective spirit and energy of groups and hubs. Represents a paradigm shift in consciousness and an invitation within our inner space. We invite not only for outcomes and results from our rational mind, but from a way of being and feeling from our emotional side. Let the intuitive side of ourselves lead with the rational there to support rather than leading and limiting what we can achieve.”

“Meeting people where they are to invite can be a good thing but it can also be limiting because people rarely welcome or are open to something they have not experienced before. Steve Jobs would not have invented the Ipad, Ipad, etc. if he had met people where they are. Perhaps there are other ways to explore as we continue to invite people to ‘experience’ Open Space that goes beyond our thinking rational mind.”

At first there was a bit of confusion with the reference to Copernicus. Perhaps my misinterpretation. It led me to check a bit more. I offer this to our group as part of the notes.

The genesis of a Copernican Revolution alluded to a major shift in thinking – a paradigm shift that invites us to approach something, invent something or look at something in a completely different way. It also conveys the harsh resistance that can occur from others when we challenge a traditional way of thinking or of approaching something.

Copernicus was a mathematician astronomer who dared discover that the earth was not the center of the world. Galileo pursued this one step further. Both of them published works that challenged the views of the Church. They both believed in the geocentric

theory of the universe. ... The discoveries of astronomers like Copernicus and Galileo established that the universe was sun-centered, or heliocentric.

*Following our conversations as best as I could capture and understand them. We went everywhere together, deep and wide, from clarity to confusion, with breakthroughs and much gratitude along the way.*

Artur – Galileo/Copernicus distinction. I think you have a very interesting point – the point you are assuming that Open Space (is a reproductive/replicable thing like in Science). Please believe in this – in companies and in public administration they don't believe. We need a new type of thinking. I don't know how to create a solution. Probably we will need an ineffable spirit of Open Space which is only obtained from an inner space, in connection with himself not just rational but emotional. We need to address emotions and fears. Refers to a book by someone who did work on this around apartheid in South Africa. Where people were killed by others with other people in the room. Addressing not only the intellectual side but emotional. Something in this direction makes sense.

Tricia – work with the body, outside or before thought. Reading about somatic experiences, working with trauma, having an awareness of the body through sensations, kinetics, how/where we process things, when we go to pre-frontal cortex where we place most emphasis. Because of it we are missing a lot.

Kevin – has always wondered why did the Egyptians disregard the brain vs the heart.

Luis – invites us to an exercise try to feel fear and to then release that fear. We stand, think of a fear, clench our fists in front of us, feel that fear deeply and then release and unclench our fears. An example of going beyond our thinking mind.

You don't think to use your rational mind. Emotion – energy in motion. This is part of the challenge in the world, we have a lot of ideologies, we use our thinking mind, unable to release our beliefs. Then we try to convince others and creates communities around that belief which then clashes with others. To go back into peace, we need to let go of a lot of these beliefs.

Kevin –in the 90s and 80s (compared to now) when you take jogging for example, we would have looked like a crazy person if we were jogging. Same with meditation, now gaining more acceptance. Are we looking for more collective shifts in consciousness – business/development are those separate things? When you get to not meeting people where they are... Are we talking 20-20?

Chris – Original framing Copernican Revolution tied to Scientific Revolution where their beliefs could get them killed. Where Ron lives, people could get shot. This topic reminds him of his love and practice of Music/jazz/jam sessions. Where we're creating in the moment.



Ron – Harrison's books, I think talk about work by Rupert Sheldrake— that culture has an invisible feel. You're creating an invisible field; the culture of your company is not created, that's invisible. You're influencing me just sitting next to me. Things happen in pockets in the world. Reinventing Organizations for example – Quebec and UK have the strongest movement in that direction. Why? This collection of invisible fields. Why did music show up in Vienna? Maybe we need to work with invisible fields and make bigger fields. Sheldrake did a lot of experimentations – work around ghosts. Maybe we will use our magnetic field to help change this company

Suzanne - mentions facilitating her first Open Space ever at an international Noetic Sciences conference. She talks about Edgar Mitchell the Astronaut and how affected and in awe he was when returning from the moon. It led him to seek out the great philosophers and shamans in the world, to create Noetic Sciences and to hire Willis Harman (Futurist/PhD in Electrical Engineering) as the first president of Noetic Sciences. Harman's book invite us to go beyond our thinking mind, to a shift in consciousness. Suzanne got to listen to Bruce Lipton and Edgar Mitchell for 7 hours each at this international conference that included open space. There is real science behind this. Is it something we need to explore further.

Kevin – How much of your thinking brain do you need to use? Try to predict your next thought? You can't. If you're going to influence a field, there is an emotive side, different states of conscious.

Luis – Jean Pierre Mallet, Author of the **Theory of the Doubling of Time and Space**

He's considered pseudo-science and science. Has a theory – also an economist. He gets into spirituality, people. Time and Space are double according to Mallet. 99% of the universe is double in matter. He has extended that to Quantum Physics, can also mean that human beings are double and somehow, we can connect to our double. Mallet even knows when we can connect. His second theory is thoughts are energy. The moment you have a thought, it can be yours or somebody else's. You can't predict your next thought but you can create it. So be careful of what you manifest positive/negative. When you think benevolence, that thought is going to counteract so many negative thoughts in the world. Dalai Lama said if we were to meditate and to think benevolence in the world, all the thoughts would be cleansed. 70% of thoughts are negative, 75% are the same thoughts and most are negative. When we cannot understand what it going on, perhaps we can create thoughts that tap into the right energy and vibration. To change the world.

Kevin – Negative thoughts have a lower vibration.

Artur – even if I agree with what I said before with the objective of this session. There is a very great risk, a lot of authors writing a lot of things. I believe we need to make some type of revolution; I also believe it can be more risky that where we are. How are we going to choose which authors to follow? To sell the concept/idea to CEO for Open Space, meeting them where they are. The risk is that the CEO can be a space invader. We are in a phase of humanity where we need to involve a lot of people,

sometimes against the will of the CEO if we want to have a life and a future for our grandchildren. If we want to have a life, we need to do something other than what we have been doing until now.

Bohm dialogue – what is about David Bohm dialogue? For a period, a lot of people were talking about this, now most know nothing No one knows. Artur remembers a discussion on OS list, when Harrison said he imagines a day when there is no need for Open Space because we are living in Open Space.

Allie – I haven't been to a WOSonOS for many years, trained in Bohm Dialogues, also work with body/work, interested in purpose and passion of creating an awareness through language of a quality that is beyond the personal. If is true that we are many all compressed at once (EGO). I am curious about this capacity that we have as humans to remember our origins. What I've learned that has touched me most is working with indigenous tribes who know this thing called connection is still very present. As we sit here together, is it that advocacy might want to have a partner of inquiry. Remembering what it was like going back to the water in the morning, dream. This discussion is reaffirming for me; creates credibility. Also, an invitation to reach back to our ancestral line to remember and how do we do that. This is trying to come through in us.

Kevin – I think it's critical when we share those practices in a tribal sense, bring it into the present because we can't apply the past because many people would be concerned that we are trying to take the world to a different state.

Stephan – this is not a linear path. Studying culture in the last 100 years + archeological evidence, not a single thread.

Luis – We are living in a system, where we think in inputs/outputs. You buy milk, you get latte, we are forgetting the whole chain. We look at the way things are grown and bought. From an economic point of view, we are all objects. To eat cow, you have to kill a cow. My kids they'd rather see people die than animals die. There are simple

solutions to fix ourselves. How do we manage to coach everybody to go inside ourselves? We are programmed, brainwashed about the rules, rituals, conditions. In every country. If kids don't adhere. Kristin Neff has done work around self-compassion. Means you start with yourself, you love yourself. Self-esteem is different. Working with kids on self-esteem might lead to them bullying other kids later. Many things that we need to bring to the world – first must focus on self. The more we become global, the more AI (artificial intelligence) the bigger the opportunity to become human. A lot of complexity. Luis speaks of Suzanne's lifestyle as it relates to Open Space. How she lives is congruent with what she is inviting in organizations and with others. Often, we are doing work where we are asking people to do something but we are not congruent in doing it ourselves.



Suzanne describes how living on the road, in nature, with a lot more time and space has opened up a deeper thinking and connection to Open Space. To what matters in life. Meeting people on the road is inspiring to her. So many good people, ordinary people who are kind. Gives her hope.

Artur – I'm glad you suggested this topic – Yes, I am more confused than when I arrived, but to not be confused is to not be alive.

Luis – this is the first time we have 5 generations living at the same time. Big issue when we go to work. This is something to take into account if we want to impact younger generations. Open Space is so natural for young people. We also have the elders who really want to impact. We need to focus on both. Elders can bring the wisdom. Let's focus on kids – 3 Billion more kids will be born in next 20 years. We will soon have the oldest elders in life – 120 years old, or older. Even longer. Experts talk about Death of Death. If we want to make a big impact, we have to understand who is on earth, how many indigenous, how many blue ocean communities (where they live longer – one of the many reasons, research has shown, is the bonding and feeling that they belong). So many ingredients on the table and we need to cook this with many people. We need to consider the 5 generations.

Doug – we need both the rational and emotional side. The problem is that we have given greater credence to the rational mind.

Chris – We talk about evidence-based, his wife worked in psych environment. Ambulance drivers, police, others, noticed higher intake of patients during p full moon and holidays. There was a direct correlation between the two. Where and how would we start learning about this. They plan for it, expect it but no one is studying this. Magnetic field? Gravitational? What is the invisible field causing this?

Joy – Some minds are more comfortable with the unknown vs accepted, normal. Don't have a need to categorize and control. Accept this as part of being a human being, part of the divine, don't see it as a threat. Other minds understand things that are unknown and fear that. Respond to the unknown with denial. Dismissal, but the question is still there: What is it? Others are more accepting, more at peace. Different ways of masking fear. We try to figure out with our rational mind. Want to control. That desire to control creates the fear. The consequence is that you become afraid.

Chris: Who do we consider credible sources? Books or those like Ambulance drivers, etc. They don't experience resistance to it, don't read all the books quoted. But people don't listen to them. We need to Integrate their information in the work.

Stephane: we don't have scientific consensus. What are the phenomenon that create this? Degree of comfort with uncertainty. How do we select the stories that define. ... reality

Allie – There is a Bohmian feel to this conversation. Fragmentary – aesthetics of the poetry of an Open Space experience, something to lean into. The beauty of being here in this place of not knowing establishes the deep gravity – ties to the dark hole in the universe. Who are WE really? The collection of energy of asking that questions over and over, creates that space. High functioning teams - saying something that can be transformative. Faith... has a quality to .. Creating the capacity in the stories of our own lives to create what's next. That's how Human Beings get to say YES. Bring it on!



Fri 2:30pm Triangle – HMW Coach Leaders + Teams Using OST Principles  
+ Law? – Newell



TOPIC: Feedback is BS

Initiator: Susan

Participants: Ron, Joy, Colin, Ben, Stefan, Joe

IMPOSING MY VERSION OF 'GOOD'

Self-Leadership  
+  
VISION

ROUND 1

'Notice what's happening in the system'

(grow our scanning muscles)

ROUND 2

MY DEVELOPMENT CHALLENGE IS ... COULD THIS BE WHAT I'M TRYING ... WHAT ELSE SHOULD I TRY? ...

KEEP OPENING SPACE

3 people  
2 rounds  
30 minutes/week

EXPERIMENT




# TOPIC: to be UNSETTLED 不安

**PARTICIPANTS:** Jess, Chris, Audrey Hepburn, Suzanne, Harold, Eric, Tanya, TOM, Veronique

How to be comfortable being uncomfortable?

- inheritance
- the jobs that are based on uncomfortable(?)
- change in social/economic/cultural development/issues?
- parents/influence teaching you to turn it around



Internal vs. external unsettle/discomfort

OPEN FAMILY WALL

to see inside rather than outside → NAMING INSIDE + PUTTING IT OUT

- self compassion

NAMING = trusting SYSTEM EVEN IF NO TIME ASSIGNED

## DEFINING COMFORT

Letting go: maybe betrayal of personal self

- affection
- common mode + limit
- acceptance/love

## Unsettled/What unsettles you

- little things, not participating, bad thought
- included, not included, talking, not talking
- future

## OPEN SPACE

- claim topic
- time + space when ready
- CHOICE LESSENS DISCOMFORT

limit

Common mode

Show affection

## Allowing to Name something → Invite to address but not force

## UNSETTLED OST:

Settle = comfort

↳ Law of mobility → unsettled → making choice → did I make right choice

2 types of unsettled

- Organization, MP chaos, figure out how to breathe in chaos
- Misalign of spirit/belief



# TO UNSETTLE VS. TO BE UNSETTLED

- by being unsettled are you unsettling
- by dealing with it will it unsettle

EGO  $\geq$  unsettlement

FREEDOM IN OPEN SPACE  $\rightarrow$  FLEXIBILITY RATHER THAN INTENSE STRUCTURE

Mission is to disrupt/disturb

- OST causes disruption to engage
- Disruption is good w/ purpose

THE BAD IS PART  
OF THE  
GOOD

## RIVER ANALOGY



WATER MOVES AROUND A DISTURBANCE  
OBSERVE MOVEMENT TO MOVE AROUND  
LEARN TO MOVE AROUND

RECOGNIZE THE MOMENT AND WHILE HOLDING the  
MACRO

How to HOLD JOY IN the FACE  
OF TRAUMA?


- choose happiness

*Strength in Happiness by choosing it*

Open Space: fundamentally on approach to step into discomfort  $\rightarrow$  create growth

**Disruption is doorway to Creation**

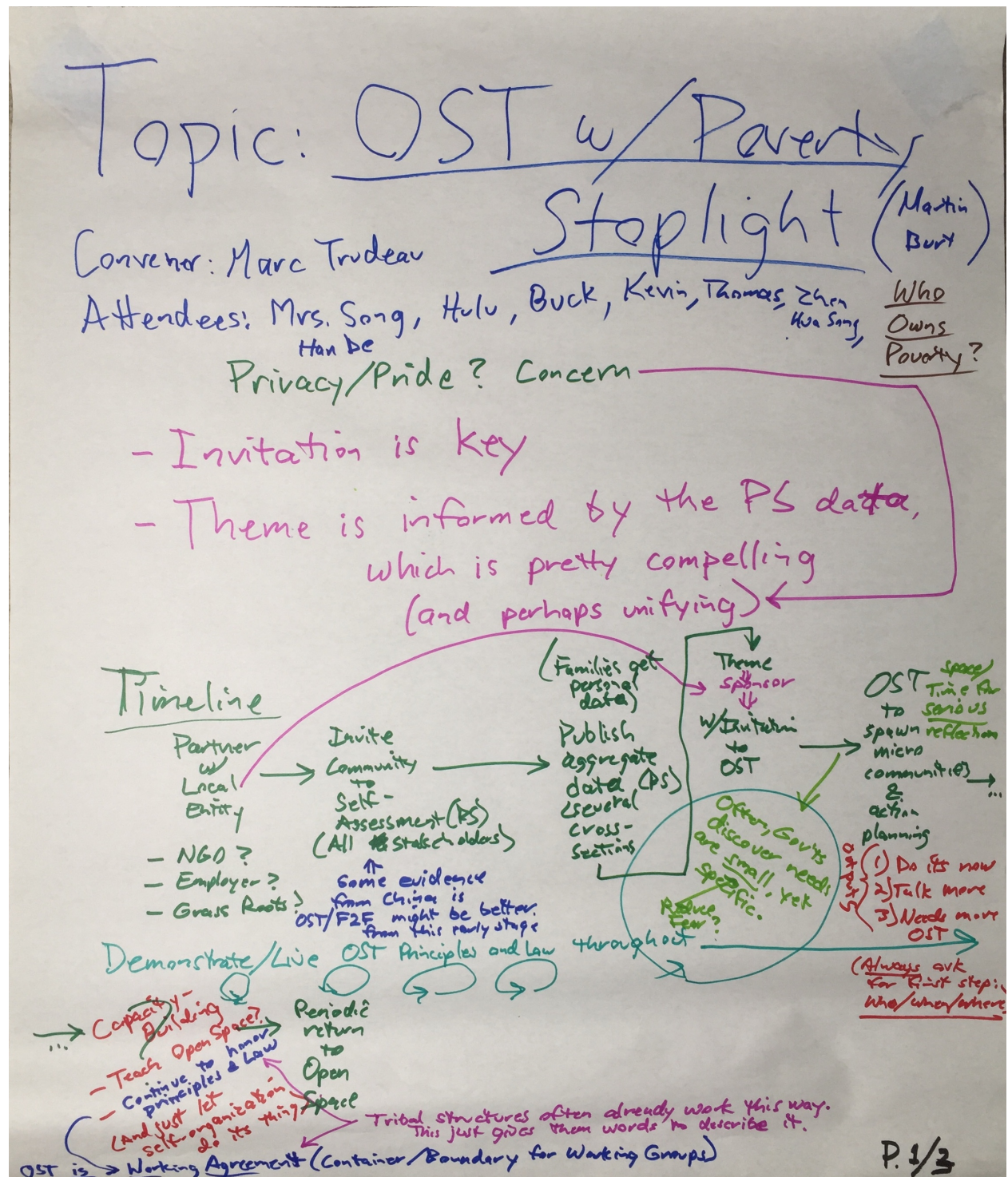
- conditioned to want to belong/conform

↳ create discomfort w/ compassion  
PEOPLE LISTEN TO LOVE 





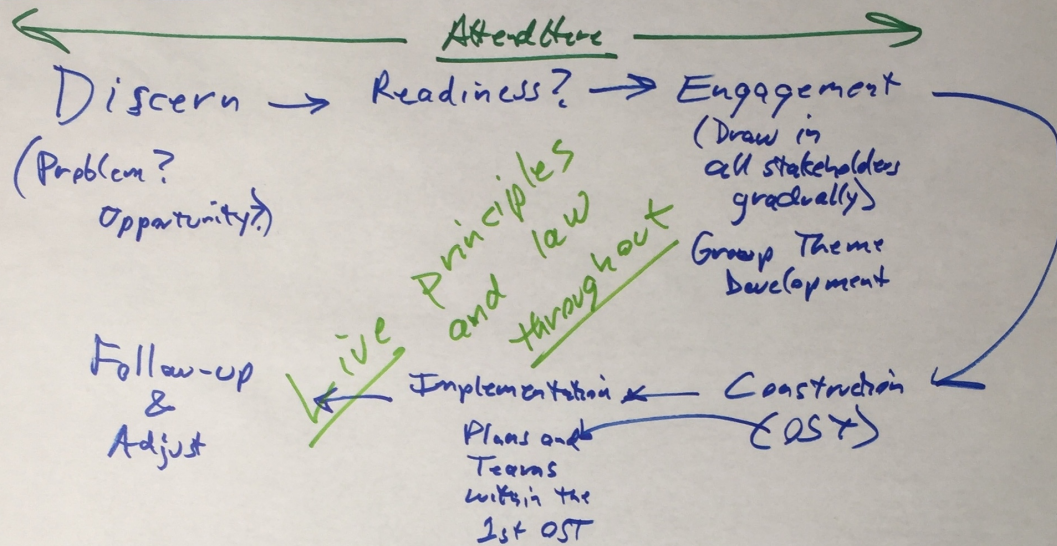
Sat 10am Triangle – OST w/ Poverty Stoplight (Families Lifting Selves from Poverty) – Marc





## (OST w/ Poverty Spotlight)

### Whole Process View (Thomas)

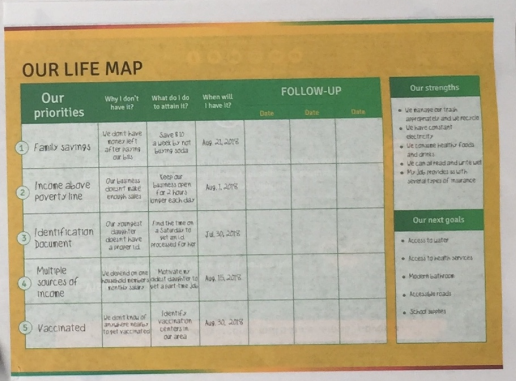
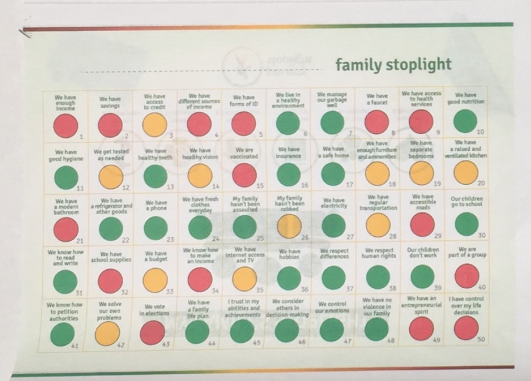
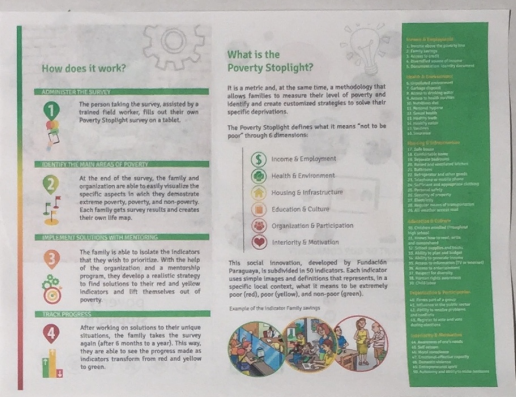


Summary: Just  
Use Open Space! - Honor  
the principles & law (safe  
boundary) throughout.



(OST w/ Poverty Stoplight)

Appendix



St Mary of the Hills Chetty & Justice  
(SMOTH C&J) Baylston, MA, USA  
going to try it!  
3/3

Participant Sheet  
World Open Space on O  
October 25-27, 2019

Topic Title:

OST w/Poverty Spotlight

Initiator:

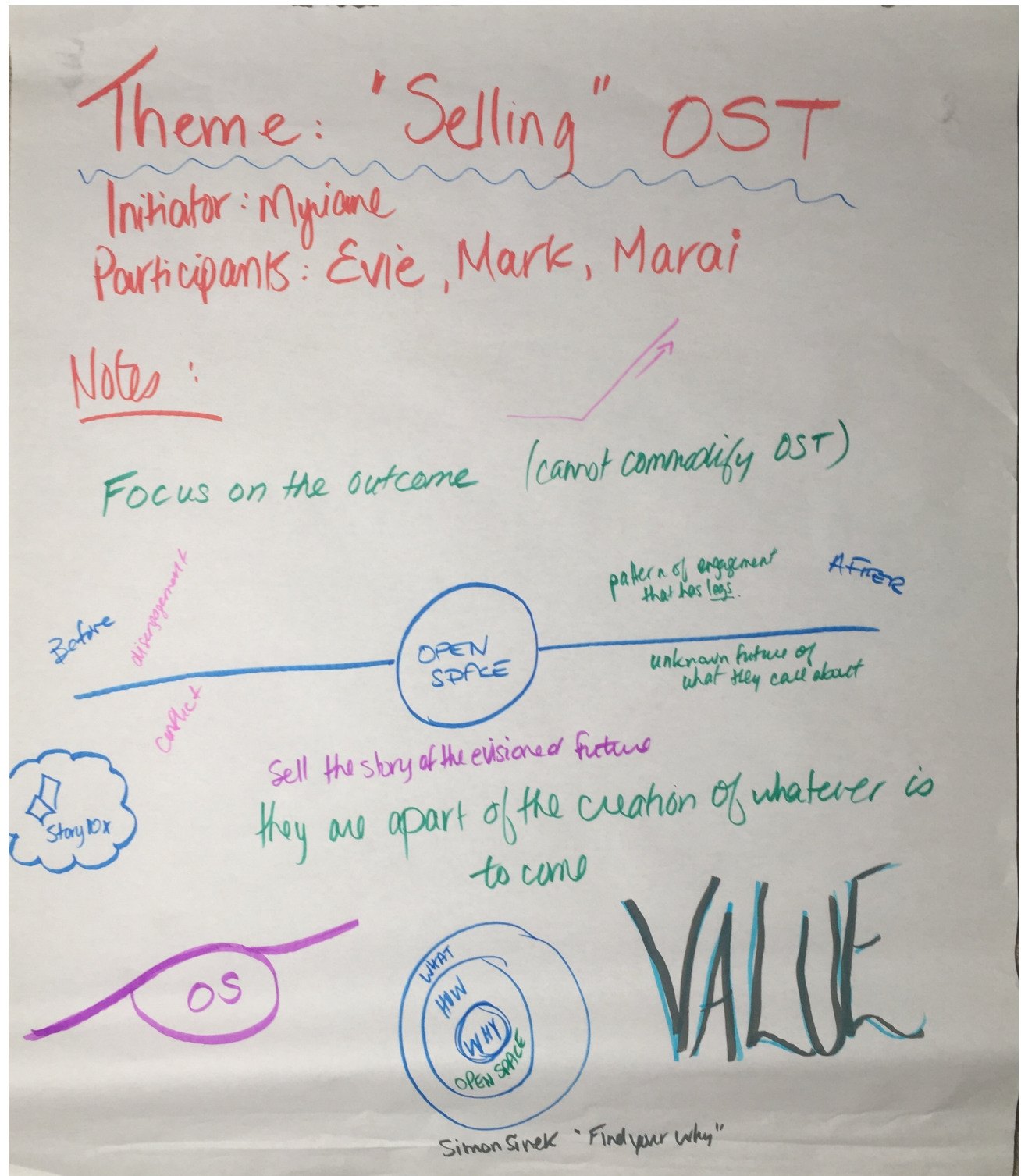
Marc Trudeau

Participants (Please print legibly - First and Last Name)

1	Qinghua Song	10
2	Hulu Chen	11
3	Beck Maddin	12
4	Kevin Blossfeld	13
5	zhenhua song	14
6	Thomas	15
7	Han De	16
8		17



Sat 10am Waves – “Selling” OST (Working as a consultant internal or external) – Myriane





Session Title:

Facilitator:

Elaine Niederding

Participants:

Karen Davis

New Discovery

Saffervescence

slang derivative of effervescence

Safe effervescence?!

Awesomeness given off by one and only one interaction designer extra-ordinaire

"It is a feeling hard to describe, but you know it when there is a certain

"Aurified Air" Use: "He walked into the room and Saffervescence filled all of

the available space. The air felt electric."

Do you consciously UNCORK your bubbly?

Do you need others to celebrate drink bubbly, be bubbly, allow bubbly?

Nada, nope, neight, No!

appreciate all the conversations

Lamokay with being Surprised.

I LOVE Audrey Hepburn's Bubbly.

all is well

everyone is bubbling their own way. I got to bubble through this beautiful open space ink and paper in my hand and no one knows how to stop on saying here.

Is there a person whose effervescence you wish you could Dottle??

Elaine's person-the Grandmother Mary, a free spirit, lived to age 97. Oh, did she contribute to Elaine's bubblyness, free-spirit-ed-ness? Oh yes!

Laughter and crying are oh so healing. Can you let them bubble up, + free stuck energy.

The Laughter fountain meditation will help you experience your natural capacity for ineffable joy.



Sat 10am Heart – 10b Happy by 2050 ?? – OE

Summary Report  
**World Open Space on Open Space**  
October 25-27, 2019

**Topic Title:** 16 billion happy by 2050


**Initiator:** Wis GACALPO

**Participants:**

**SUMMARY HIGHLIGHTS**

1. Concern for future generations
2. Media news fear based  
    ↳ end with no hope, making people feel disempower.
3. building trust, learning to each other.
4. Open Space

**IDEAS FOR ACTION:**



+ OST

let's work together to  
open space around the world  
towards + happiness  
— Mi 2017

Participant Sheet  
World Open Space on Open Space  
October 25-27, 2019

Topic Title: Job. by 2050 - OS.

Initiator: Luis GARCIA

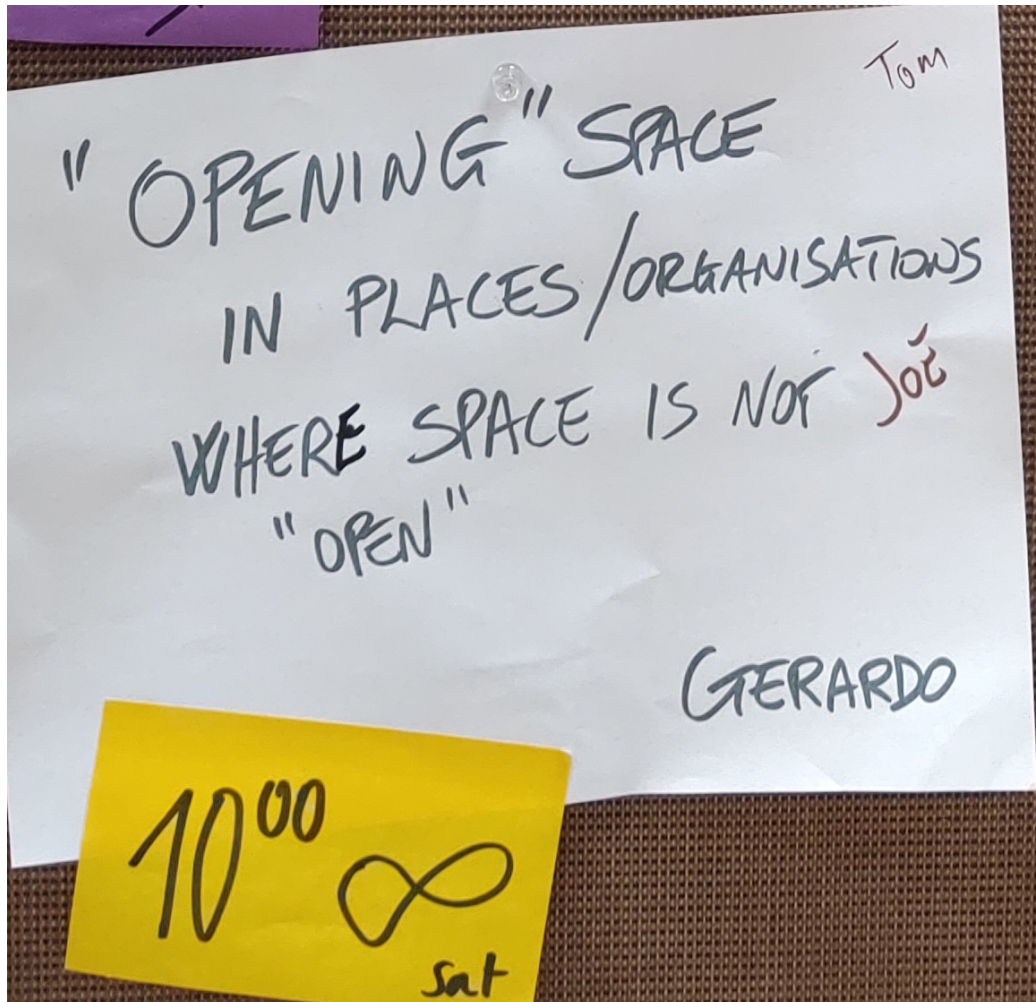
Participants (Please print legibly - First and Last Name)

1	Vénus J. S. S. S.	10
2	Newell Eaton	11
3	Anna Caroline	12
4	DOUG GERMAN	13
5	Thomas	14
6	Gerardo	15
7		16
8		17
9		18

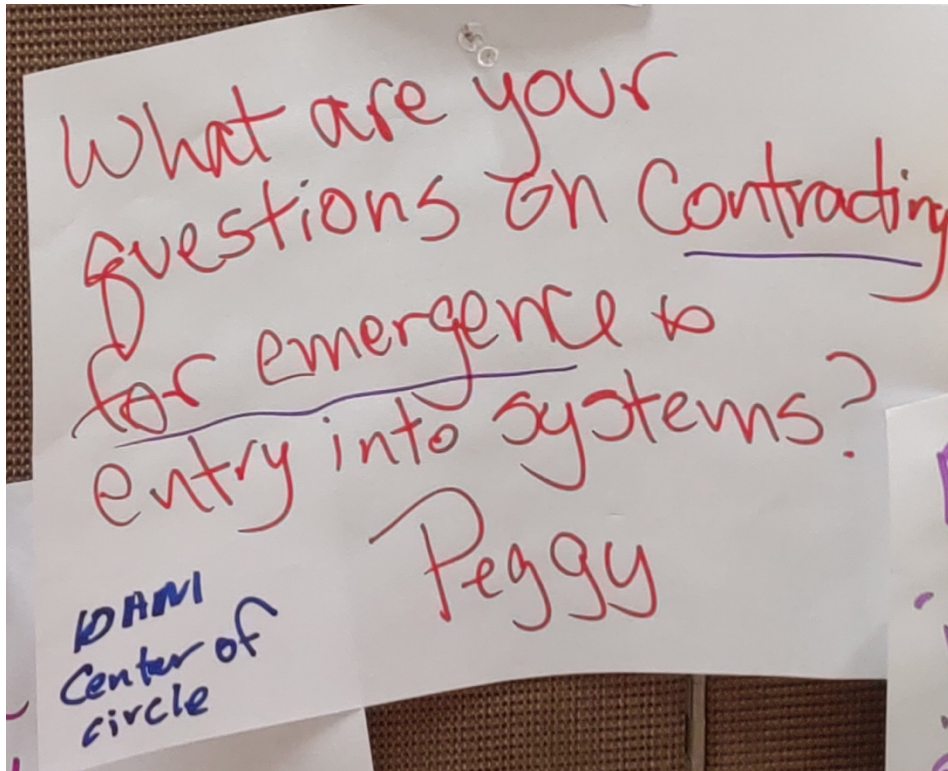
Please post your participant list under your flip chart report on the news wall



Sat 10am Infinity – “Opening” Space In Places/Organisations Where Space is Not “Open” - Gerardo



Sat 10am Center – What are your questions on Contracting for Emergence & Entry Into Systems – Peggy





## Sat Lunch Center - Continuous Open Space & OpenSpace Agility – Daniel Mezick

Summary Report  
World Open Space on Open Space  
October 25-27, 2019

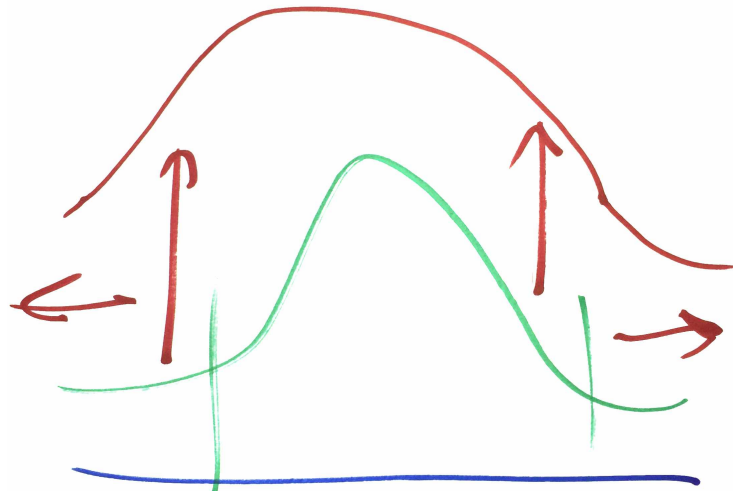
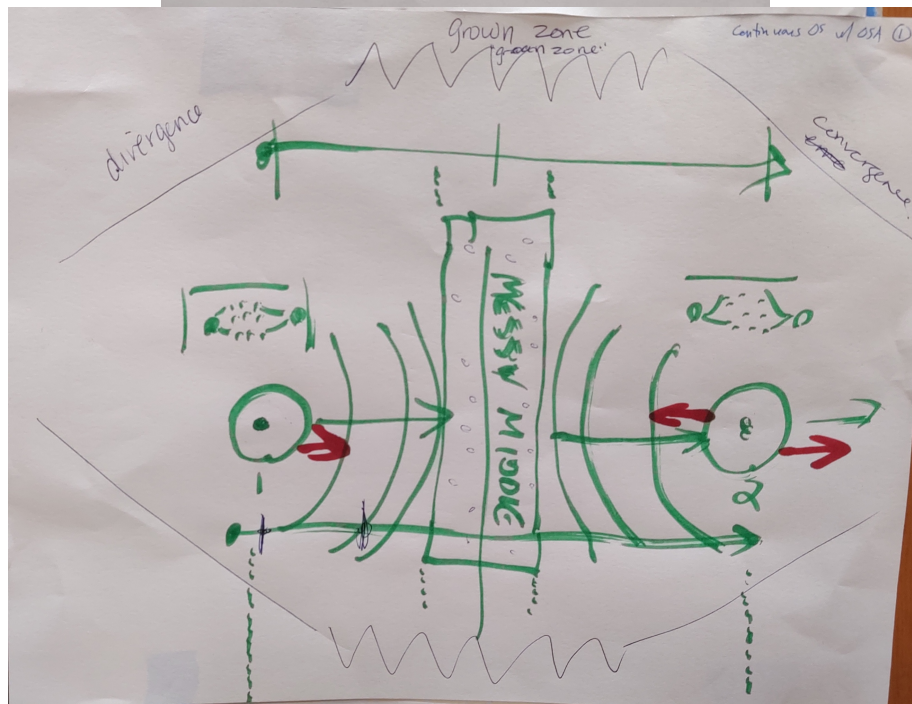
Topic Title: Continuous Open Space - w/ OpenSpace Agility

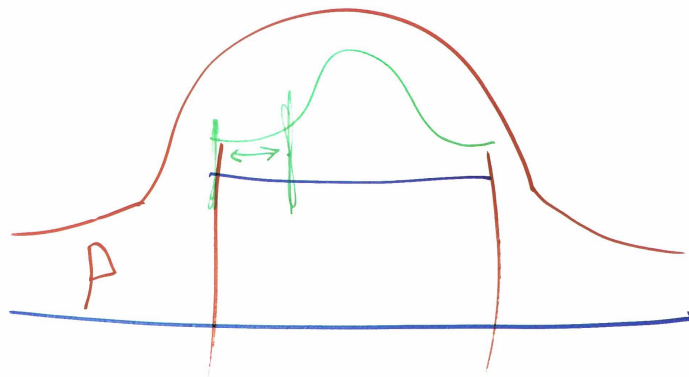
Initiator:

Participants: (as per sign up sheet) Dan Mezick, Peggy, Thomas, Jake, Anna Carling, Myrienne, Mark

SUMMARY HIGHLIGHTS

Attached





WOLITZKAS.COM

Link between employee engagement +  
+ positive business results.

WOL-OS-7W18

FROM RITUAL TO THEATER  
VICTOR TURNER

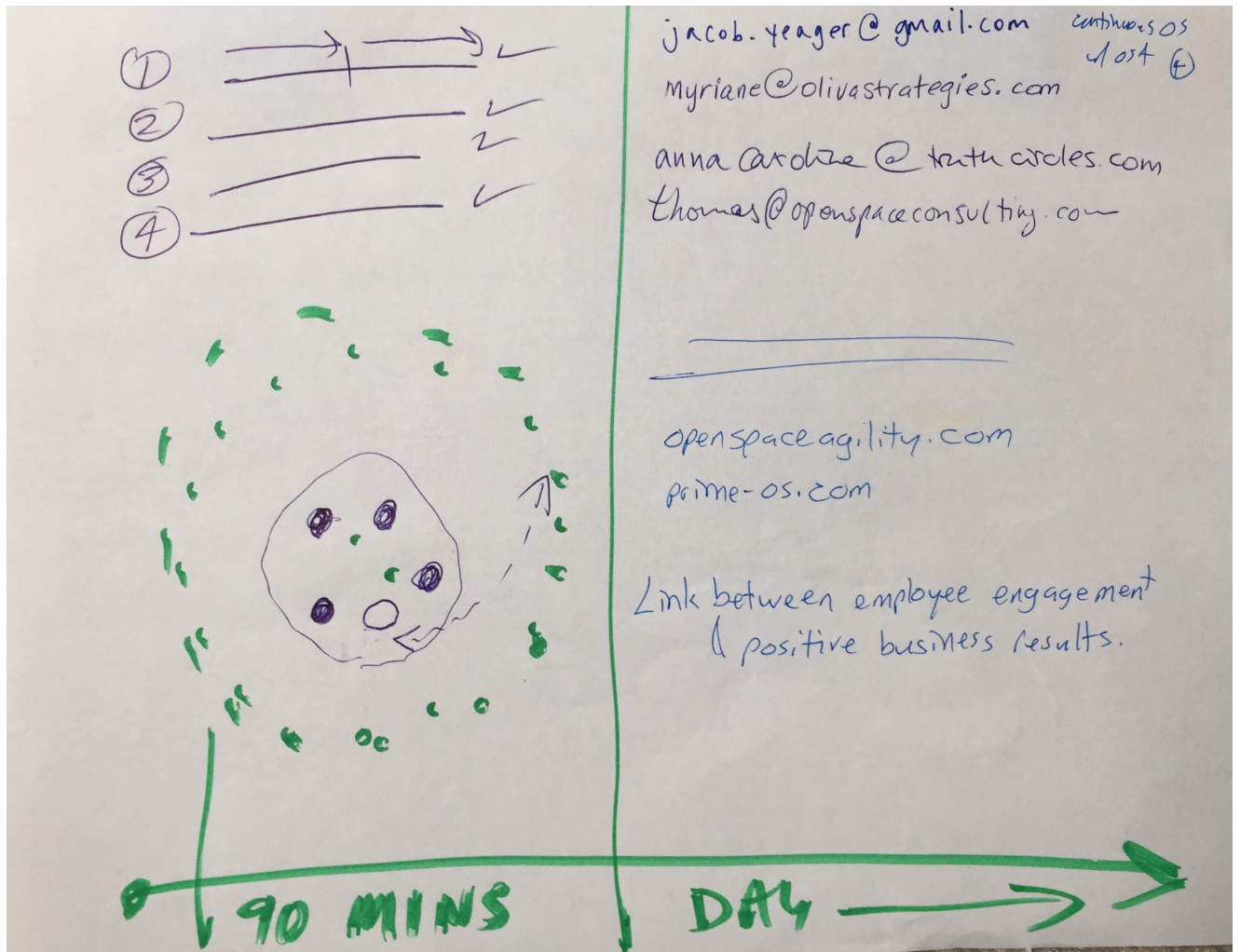
RATIONAL RITUAL

"EUSTRESS"

"INCREMENTALITY"

EUSTRESS | DISTRESS







Sat 1pm Moon – Open Space – Research Methods and Experience –  
Audrey Hepburn

Session Title: OS. Research Methods. and Experience  
Name: Auder Hepburn  
Participants: Carol Daniel

★ Carol has done the ~~research~~ researches  
and focused on "keep space carry on"

★ Sharing the Questions and give the

Email: Carol.dkas@gmail.com  
Web: Carol Daniel kasbati

If another people want know more

CHINA OPEN SPACE CASES

please email to me:  
openspace\_china@126.com  
Audrey Hepburn



Sat 1pm Cloud – Diversity Equity Inclusion with Joy? Ineffable! [Using OST with Diversity, Equality, Justice] – Tanya

Topic: Diversity, Equity + Inclusion with Joy? Ineffable!  
(Using OST with DEI)

Name: Tanya Cruz Teller

Participants: Tom, Chris, Karen D, Qing Ha, Hula, Mark, Ben, Julie, Alice, Carol, Peggy

Born Indoneass <sup>CHINESE SPANISH</sup> Philippines Catholic Hungary Black (Austrian) Jewish ... Guatemala ... US ... Life of Arts + Pieces

HOW CAN'T CREATE WHOLENESS IN ME + IN PLACES WHERE I AM ... Tensions ... Joyful Happy Person since birth ... HOW DO I HOLD JOY WHEN CONFLICT IS PART OF SETTING ... DEI Elders/OST Facilitators ... JOYFUL + WHOLE + CONFLICT

HOW DO WE DO THIS HARD WORK IN THIS TIME W/ JOY

DIVERSITY THE DIFFERENCES AND SIMILARITIES THAT MATTER EQUITY: (INCLUDING PEOPLE WHEN HISTORICAL + STRUCTURE EXCLUSION ... THE LOOKING OVER THE FENCE

OST: CONTAINS DIVERSITY, INCLUSION, EQUITY ... SO DO WE NEED TO DO THE WORK INEFFABLE

(SOME) DISABILITY NOT VISIBLE

ARTS + CULTURE SESSION on DEI - impactful as community not as diverse

OS provided space to name the visible & courage to bring out uncomfortable topics

... A journey to trust" conference theme

Silence, presence in DEI

Willingness to use joy (considered too) in orgs. flakey in US

OST Work w/ migrant workers + urban citizens on equal rights surprised at end with understanding each other

"we were all happy"

online platform opened + proposals for actions came about

"joy" + "love" such important words in our OST work but not used enough. people stay away from it.



invitations for involvement, leadership  
greeting with evening passion show most ineffable  
not just visible diversity. Also can up the inclusion  
through music + visuals. Not enough but important  
not just white spaces.

juvenile system macho + social work system feminist  
neutral facilitator <sup>some</sup> prejudices <sup>some</sup> aware + <sup>some</sup> blind to  
live in joy so stay playful with - what am I blind to

1st OST for Syrians in Jordan - got caught in the conflict in the  
conflict in the conflict. OST can take place in <sup>minimal</sup> conditions.  
Kids they created their own agenda. Prioritized  
7 key actions. Felt school is theirs, joy.  
Did school implement? No and... continue kids joy

HABIT CHANGING - sometimes takes multiple times  
to be permanent change, but knowing it has happened  
how can we do more of it. "ENOUGH"

Caring for family with mental illness.

"make my not enough, be enough" and let me find my joy in  
that <sup>Jesus' love of bread miracle</sup>  
welcoming OST + my methodologies - let them be enough. Joy

daughter wearing inappropriate top. Why? distracts boy. Daughter  
then standing up delicious powerful & manifest. Laughter Joy

Communities finding little tiny bridges to step across to each other  
food - FEMA - <sup>stories of family</sup> laughter then open into experiences in trauma



A  
H  
A  
S

Enoughness  
of  
Kryptonite

JOY  
LOVE

③  
DEI +  
JOY  
Ineffable

is  
OST  
"enough"  
is appreciating  
"enough"

emergence

can savour ineffable when we scan for moments of joy in our work

• laughter erupting as sign of meeting on track  
~~emerge~~

• Monster Inc. - switching from ~~powered~~ by screams to laughter

• Activity: skydiving <sup>instructor</sup> instructions for elephants ASK NEWELL "Expert interviewer"

• Engaging not just verbal in OST space  
all modes show up with the  
OST artists children  
INVITATION (it's 90% of DEI in OST)

decoration of room  
- multi cultural  
- multi modal

"bring an instrument"  
"art included"  
neutral language

committee  
that's diverse to  
be part of invitation

<sup>Session</sup>  
our process: being explicit in our storytelling and how that brings in the diversity, equity & inclusion. And explicitly inviting people to seek + discover the joy and ineffable in their stories. This helped create our story.  
individual - group - larger world. personal, vulnerable, relatable, connecting in the tears + hope.

people's stories  
are metaphors +  
most powerful  
ways of  
creating  
relationship  
to self +  
each other  
the world  
start here,  
how it's  
will come  
out  
self discovery  
live this  
most creative

Participant Sheet  
World Open Space on Open Space  
October 25-27, 2019

Topic Title: Diversity Equity + Inclusion with day? Ineffable! (using OST)  
DEI

Initiator: Tanya Cruz Teller

Participants (Please print legibly - First and Last Name)

1	Carol Daniel	10	Allie Middleton
2	Tom Brown	11	Evie Lin
3	Karen Davis	12	
4	Qingma Song	13	
5	Hulu Chen	14	
6	Chris Kloth	15	
7	Ben Roberts	16	
8	Marc Trudeau	17	
9	Newell Eaton	18	



## Sat 1pm Heart – Touching Ineffable Spirit of the 11<sup>th</sup> Generation – Doug

Topic Title: TOUCHING INEFFABLE SPIRIT OF THE 11<sup>TH</sup> GENERATION?  
(300 YRS)  
Initiator: DOUG GERMAN

Participants:

SUMMARY HIGHLIGHTS PLEASE SEE  
FLIP CHART / MIND MAP

Participant Sheet  
World Open Space on Open Space  
October 25-27, 2019

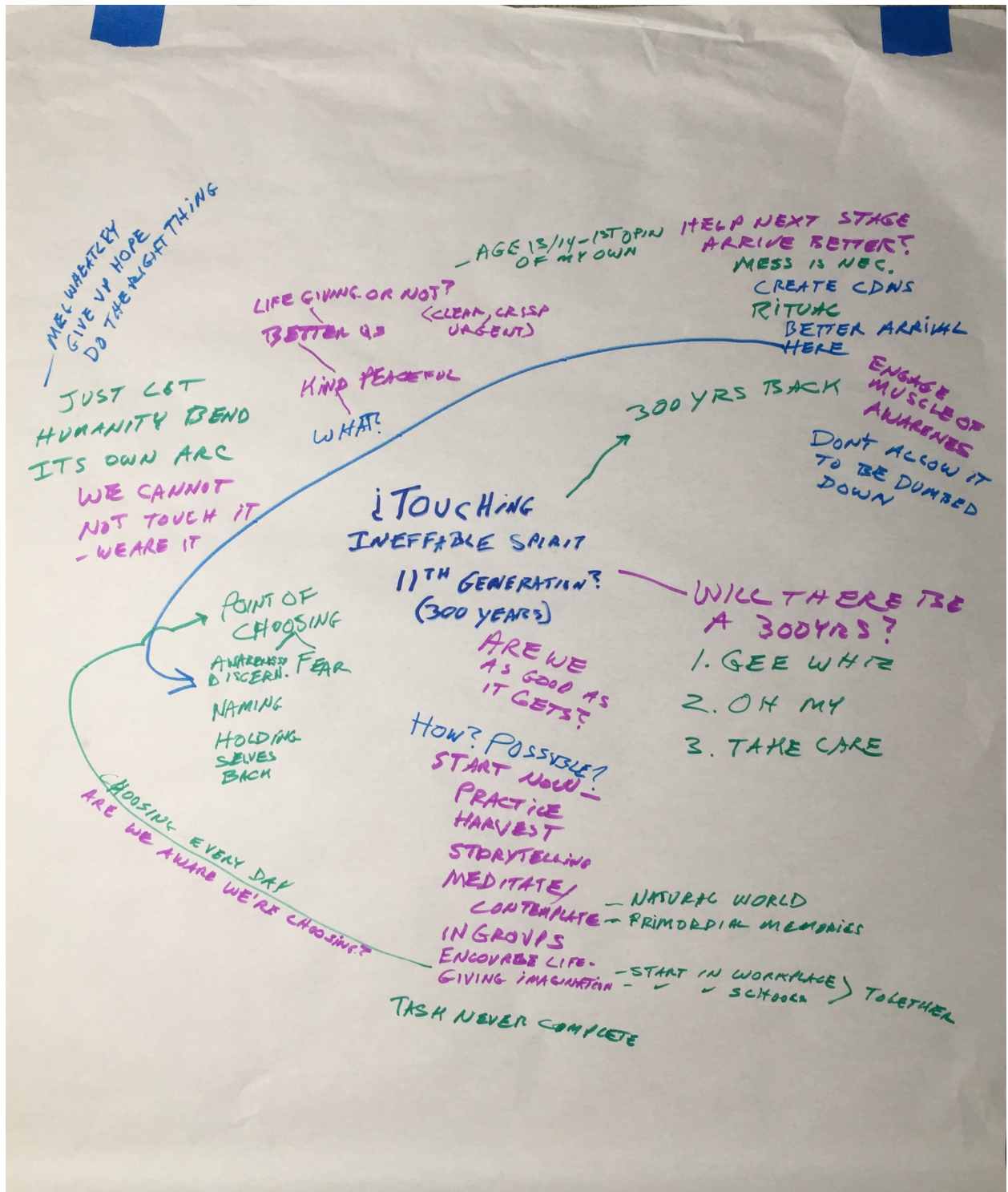
Topic Title: TOUCHING INEFFABLE SPIRIT OF THE 11<sup>TH</sup> GENERATION? (300 YRS)

Initiator: DOUG GERMAN

Participants (Please print legibly - First and Last Name)

1	Susan	10
2	Ron	11
3	Doug	12
4		13
5		14
6		15
7		16
8		17
9		18

Please post your participant list under your flip chart report on the news wall

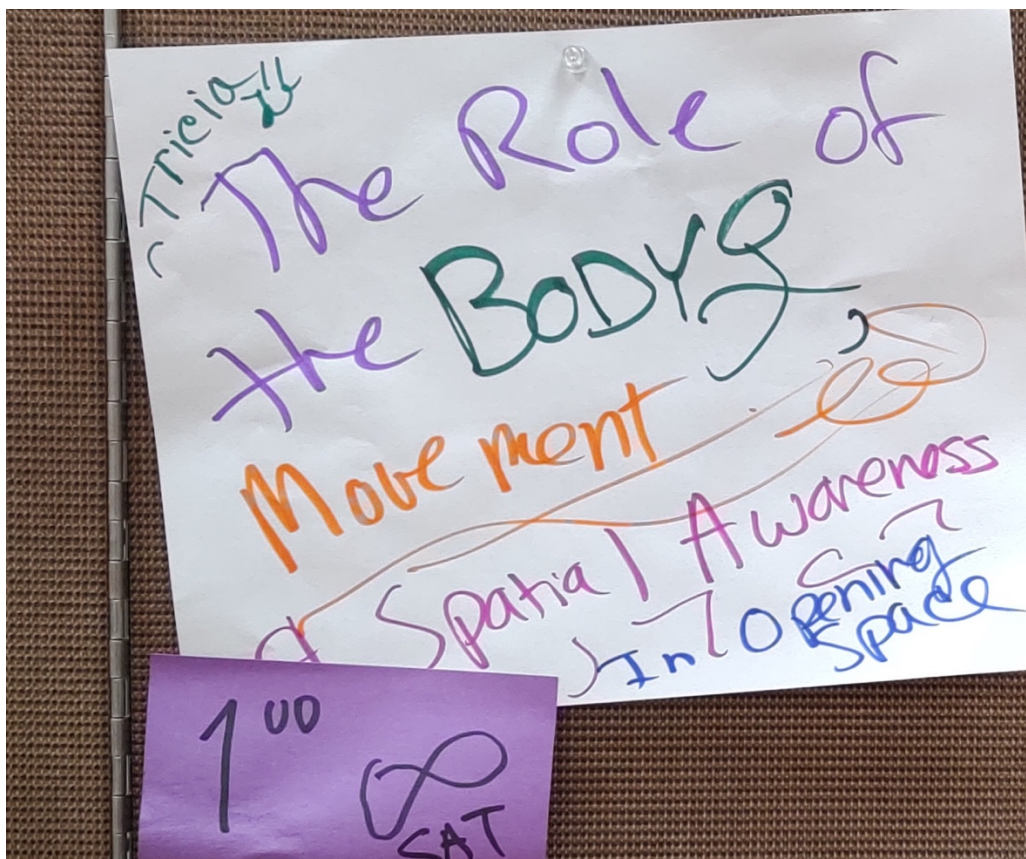




## Sat 1pm Infinity – The Role of the Body, Movement, and Spatial Awareness in Open Space – Tricia

This session was attended by Harold, Eric, and Jenny. Tricia warmed us up with a number of exercises that helped us listen and move via different parts of the body and ways of moving and then she let us dance to music and gradually invited us first to make gentle movements in place and gradually into other body awareness and more full use of the space.

We also experimented with a Social Presencing Theater exercise (from Theory U - <https://www.presencing.org/aboutus/spt>) where we tried to execute a single movement of the system representing Open Space facilitators, the Shadow of the facilitators, Movement, and the World. The beginning posture was of the Open Space facilitators boldly pointing forward towards the World trying to ignore and look past the Shadow which was right in front of the Facilitator as Movement was dancing around the side. The ending after the movement was the Shadow and Facilitator holding hands with arms outstretched, Shadow embracing Facilitator from behind and to the left, and both facing up on the floor. Movement and World looked down on either side with arms spread towards them. All experienced this as very meaningful somatically.



## Sat 1pm Gazebo – Create/Share A Song/Poem- Joe Brodnicki

SESSION: Creativity break: Write a song or poem about OS, OST or WOSONOS

Convener: Joe Brodnicki

Participants:

- Nancy Wells
- Stefan Sargent
- Suzanne Daigle
- Elaine Neiberding

### SUMMARY/LESSONS

- The more detailed or complete the outcome you desire, the more you need to allow the time for that to emerge.
- You have what you need to be creative. Look, listen, be aware.
- Let the voice of the creative work (e.g., humorous, beautiful, sad) emerge as you write.
- Especially on a short time frame, borrow, adapt, (steal) from past experiences. You can always go back and improve it, but you must start somewhere. Don't let perfection stymie your work.
- Have fun!

## Listening to Snippets of the Wisdom of Open Space A Poem sort of – Tom Brown

Thanks, This Goes to...Choice What it is?

Together

Sooooo, many Talk

I Love, the Idea

Laughter

That's so Hard, the Tears Run

And She started Walking Now, we are really laughing

I should have a cork

It comes down

Some Got it, and a Lot did not get it.

Yes

Thinking about....



I Love, the Share of Stories

That is **A** way  
Laughter, Laughter, Laughter, Laughter

Feet, Moving Across, the Room Morning and Noon  
Kindness  
Paint a Picture of it

It's All about Me

What are people saying? What are they doing? You tell me, He'll tell me  
I struggling to Understanding  
It seems to be that people are always....

In a weird way  
To Manipulate Dictionary Definition.

### The Ineffable – A WOSonOS 2019 poem – Jenny Hegland

A salute,  
a celebration,  
and  
a hug

For the unsung heroes,  
for opening space in the heart,  
and  
for walking around the center

For the wisdom of the elders,  
for the experiences of relief,  
and  
for the gift of healing

For joy,  
for movement,  
and  
for the found poem

For laughter,  
for welcoming,  
and  
for the “professional development tool”

For weeping,  
for the extraordinary,

and  
again, for the joy

For the grief,  
for the white,  
and  
for the blessing

For meeting heroes,  
for the breath in,  
and  
for the breath out

For the heart-to-heart hug,  
for the hug hole,  
and  
for the Chinese hug

For grace,  
for the freedom to choose,  
and  
for the song of miracles

For love,  
for the Tao,  
and  
for Spirit moving

For friends around the world,  
for soul mates,  
and  
for coming home.



Sat 1pm Waves – Living in Open Space. On the road, let's talk! Come visit! – Suzanne

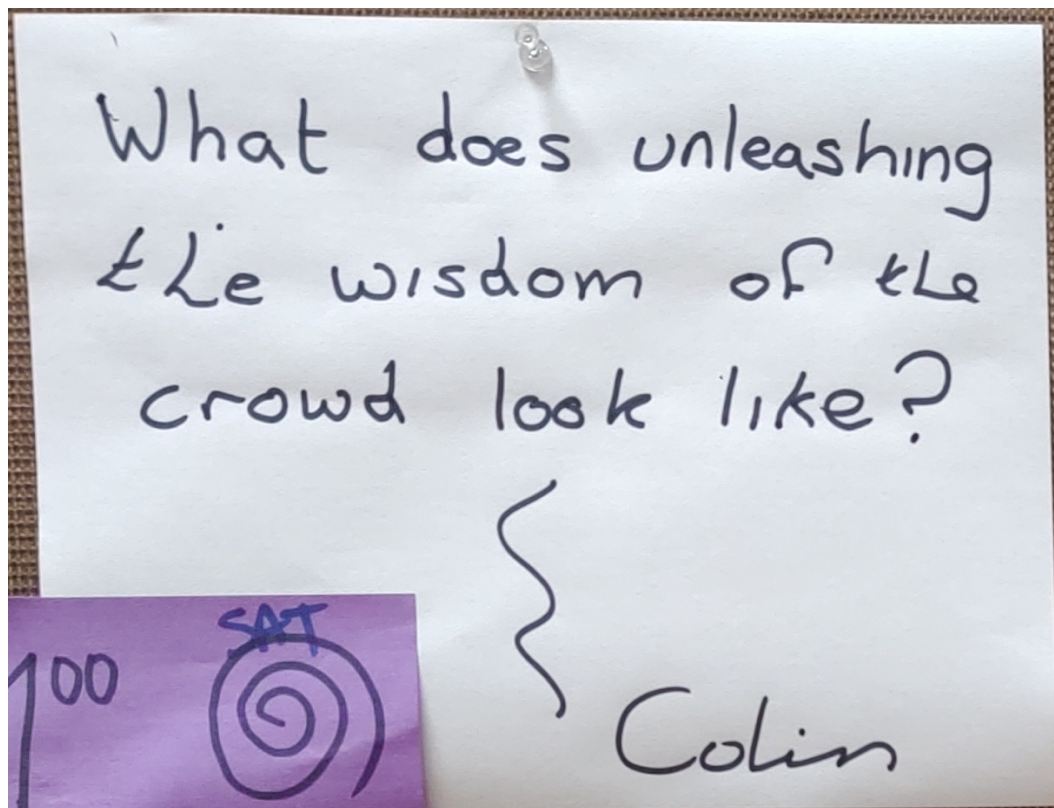




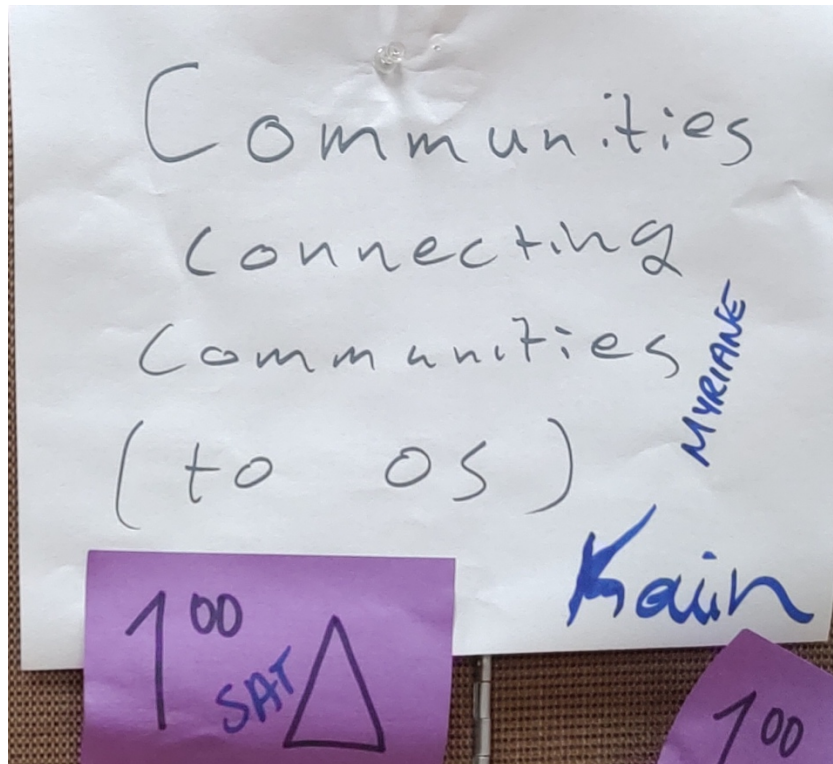




Sat 1pm Spiral – What does unleashing the wisdom of the crowd look like? – Colin

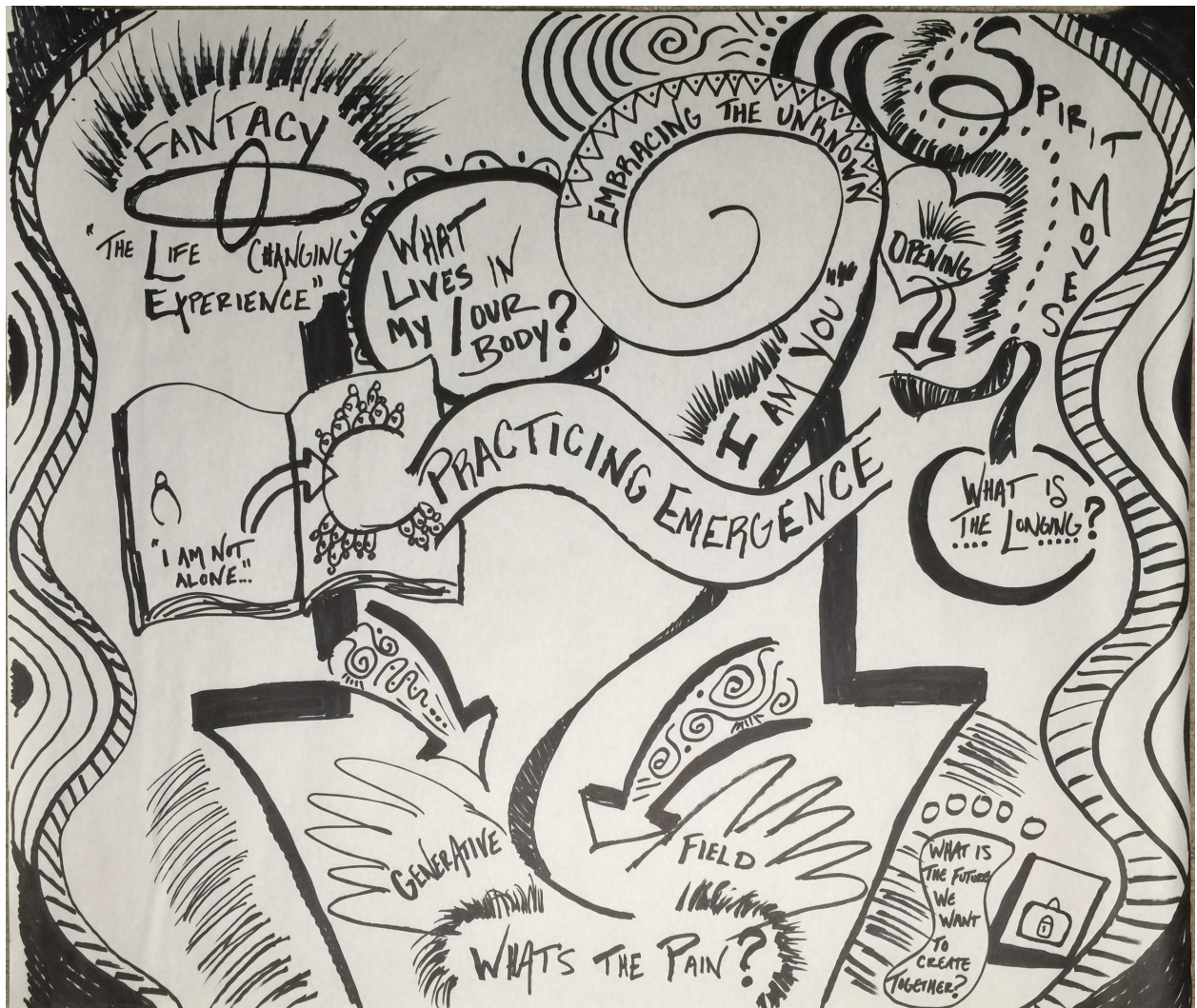


Sat 1pm Triangle – Communities Connecting Communities (to OS) – Kevin





Sat 2:30pm Waves – Practicing Emergence – What exercises/practices can we do/share to experience emergence? – Ron Quartel



RON QUARTEL

# PRACTICING EMERGENCE

What exercises can we  
practice and/or share to  
experience emergence?

(Deeper experience or first time experience?)

Topic Title: Practicing Emergence Exercises  
Initiator: Ron Quartel

Participants (Please print legibly - First and Last Name)

1	Eric Kapon	10
2	Peggy Holmes	11
3	Jenny Hyland	12
4	Allie Middleton	13
5	GERARDO DE LUZEMBERGER	14
6	DOUG GERMAN	15
7	Triara Chirumbe	16
8		17
		18



Reverence in our  
work and daily lives

Attendees: Audrey Hepburn, Anna Carolina, Harold,  
Doug Germann, Eric Kapono Initiator: Ben Roberts

Hop: prophecy: "We are the  
ones we've  
been waiting for"

Every act is a ceremony.  
Every word is a prayer.  
Every walk is a pilgrimage.  
Every place is a shrine.  
~Charles Eisenstein~

Braiding Sweetgrass  
Robin Wall Kimmerer  
NOWWHAT2019.~~com~~com

ho'olohe "the enacting of the sound"  
hearing that sinks in  
in Hawaiian

We recited the Haudenosaunee  
Thanksgiving Address  
danceforallpeople.com

We recorded a short video that can  
be found on the YouTube channel for  
Now What?! at nowwhat2019.com/harvest

Participant Sheet  
World Open Space on Open Space  
October 25-27, 2019

Topic Title: Reverence in our Work - Daily Lives

Initiator: Ben Robert

Participants (Please print legibly - First and Last Name)

1	Audrey Hepburn	openspace-china.com	10
2	Anna Caroline		11
3	Harold Shinsato		12
4	DOUG GERMAN		13
5	Eric Kapon		14



Topic: Mini OST

Convenor: Qing Hua (Mrs. Song)

Participants: Huhu, Peggy, Arthur, George, Allie, Eric, Kevin, Chris, Myriane, Jake

①

2hr?

IDEAL. VS REALITY

1st day open  
2nd day consensus  
3rd day action plan

Impossible...  
china - don't like  
gathering w/ a lot of ppl.  
= 1/2 day  
no consensus or  
action planning

How to do OS in 1/2 day?

②

After a 1/2 day

- participants want more time
- sponsors understand
- You (facilitator) can now tell them that this was just 1/3 of an OS.

Speak their feelings during closing circle

Opens the door to more OS.

Opens the heart

- Always document
- Need more time to do action planning

Sessions x 2 @ 40min } 60 ppl  
opening 30min

Paul Levy → openings in max 10min...

1 less thing to do → what is the minimum that you can say...

ex: not going over the principles

Most important - establish rules in the conversation

↳ there's no right or wrong, only difference

Principles are descriptive, not prescriptive  
 does the law naturally arise from the OS? <sup>no</sup>  
 Needs to be clarified that you can NOT participate.

Mini OST  
 TIME VS. NUMBERS  
 depends on:

- 1) Existing culture
- 2) Familiarity with method.

Too many topics?  
 Space is expensive.  
 We can invent new  
 spaces...

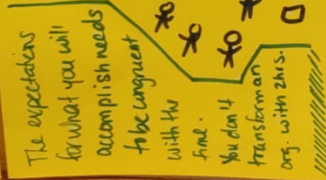


To leave is  
 your respons.  
 because you  
 go to other group to contribute.

LAW of 2 fee +  
 does not apply  
 in Chinese culture

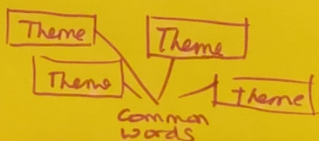
There is a report +  
 back (oral) because  
 they would not read  
 the reports.

When groups are used to  
 OS, they "call circles"  
 naturally.



Decide a theme in OS

Small representative sample  
 do OST to set the theme



Request:  
 keynote on giving an experience of OS in 1.5 hrs  
 for 300 ppl. in OD world

? What would it look like if it were possible

- 15 min opening
- 3, 15 min rounds (to give the experience of moving)
- 15 min close - 1 word or phrase
- 15 min Q + A on their experience

would ONLY  
 do this in  
 a setting  
 of students  
 curious  
 to learn a  
 process

In 1/2 day or 2 hrs...  
 You can get a taste of it.

Experience w/ gov. 4 officials  
 1/2 day, they brought up only 4 topics  
 because of their closed desire

Does opening  
 space more  
 often lead to  
 less fear?  
 No more OS  
 with just  
 gov + officials

2h. OS kick-off  
 meeting, but giving  
 enough time for more  
 time slots off-line.

Experience of  
 the people  
 coming in.  
 (readiness)

These lead to  
 more OS...



Short meetings, regularly, same place, same time ⑤  
in OS... = **SIMPLE, SELF-ORGANIZED**  
(You don't introduce the principles + law)

ONLY IN CHINA? → short OS wanted everywhere  
**BE A VOICE FOR LONGER OS.**

community  
liberation  
first step  
first

ONLY 1 day?  
do PM afternoon  
first day +  
morning next  
day.

(they keep OS  
at night)

waiting  
dreamtime  
honour  
the neuroscience  
that prevades  
the OS

0006  
Dreams  
help  
process

Sat 2:30pm Sun – AFH? Facilitating Open Space all the way to action?  
 Tips?/Tricks?/Faith? – Marc

Title: OST AFH all the way to

Convenor: Marc Trudeau Action?

Attendees: Newell, Nancy Wells, Joe B. <sup>Pre-work: System or authority for holding folks accountable to find commitments</sup>

Theme is Critical Prework (PH)

Sponsor or opens w/ boundaries Example: ① Gather Data in ~1/2 day OST

- Evening News is "What'd we learn?"
- Dot voting for priority (Convergence)
- OR... <sup>sign up for idea</sup> ~~sign up for idea~~ teams (also yield popular priority) <sup>next morning</sup>

② Ideate for potential action - 1/2 day OST (or actively divergent brainstorming) <sup>(2nd afternoon)</sup>

③ Form action-planning groups - 1/2 day OST

Closing Circle: Commitments  
 or  
 Commit to commit  
 or  
 Decide to abandon

(4) Small group de-briefs

Circle around what comes through  
 Principles/Law applies throughout  
 What Sponsor hopes to happen  
 What Sponsor hopes not to happen

In Invitation Keep reminding

\* Marketplace w/ degrees of openness

Try mashups to support alternating divergence and convergence.

The Circle IS Convergent!

↓ w/care - Clarity critical → Purpose

Choose mashups, if any, to enhance Clarity for attendees

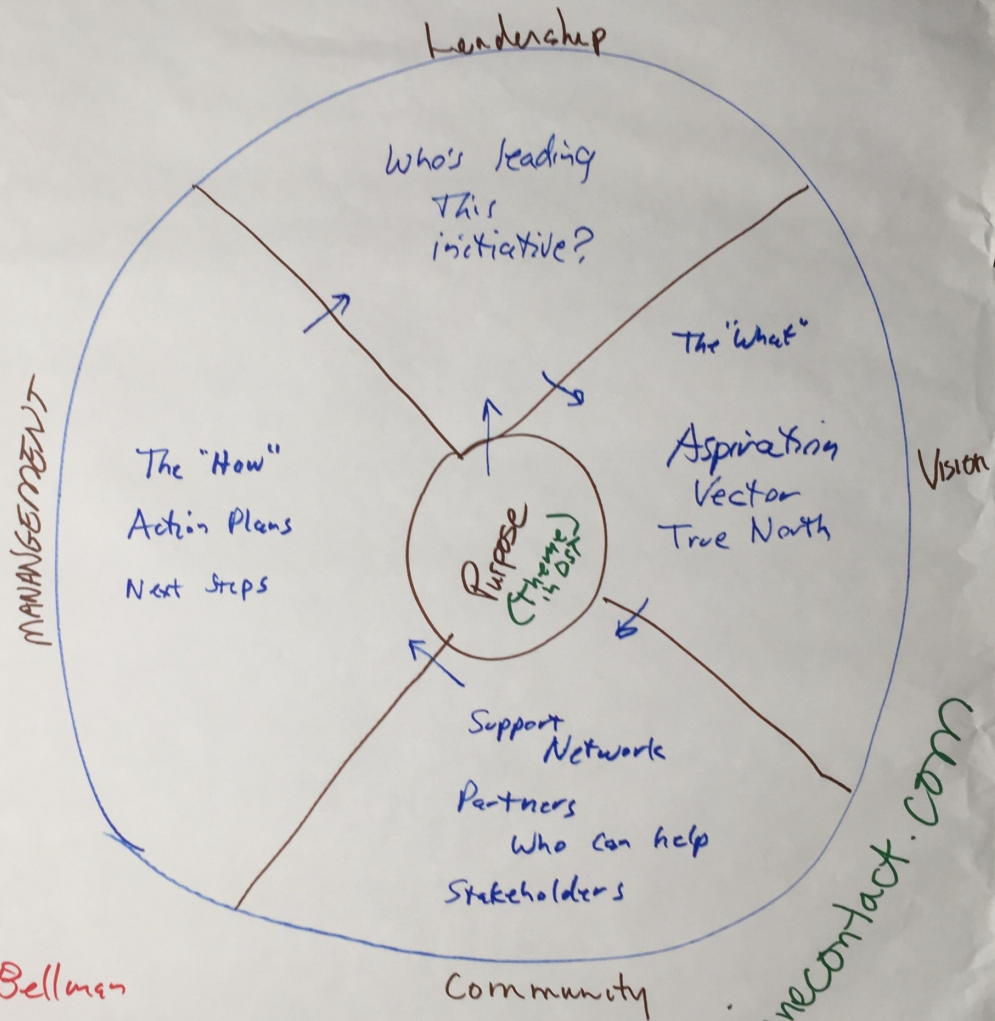
P. 1/2

Summary Report  
 World Open Space on Open Space  
 October 25-27, 2019



(OST to Action?)

# Medicine Wheel Tool



Jeff Bellman

Extraordinary Groups

- Very Successful
- People love being in them

Features

1) Just enough structure (MVS)

2) (How close can I get to open space)

3) (What does this group need out of this experience)

p. 2/2

Galax

(to feel OK about themselves)

Summary Report  
World Open Space on Open Space  
October 25-27, 2019

Topic Title: Ask B-Help (AFH): How to Facilitate  
Open Space All the Way to Action

Initiator: Marc Trudeau

Participants: (as per sign up sheet)

SUMMARY HIGHLIGHTS

1. OST mashups with other <sup>frameworks</sup> Tools is possible
  - a. Choose mashups to enhance clarity
2. Pre-work is critical!
  - Theme
  - Boundaries
  - Sponsor Expectations (~~Active~~ <sup>Included/Excluded</sup>)
3. Honor Principles and Law throughout
4. Modulate relative openness of Marketplace and by returning to the circle.

IDEAS FOR ACTION:

Now have enough sense of in/out of bounds to experiment with some confidence. Thanks!  
M.T.

Participant Sheet  
World Open Space on Open Space  
October 25-27, 2019

Topic Title: AFH: How to Facilitate OST All the Way to Action?

Initiator: Marc Trudeau

Participants (Please print legibly - First and Last Name)

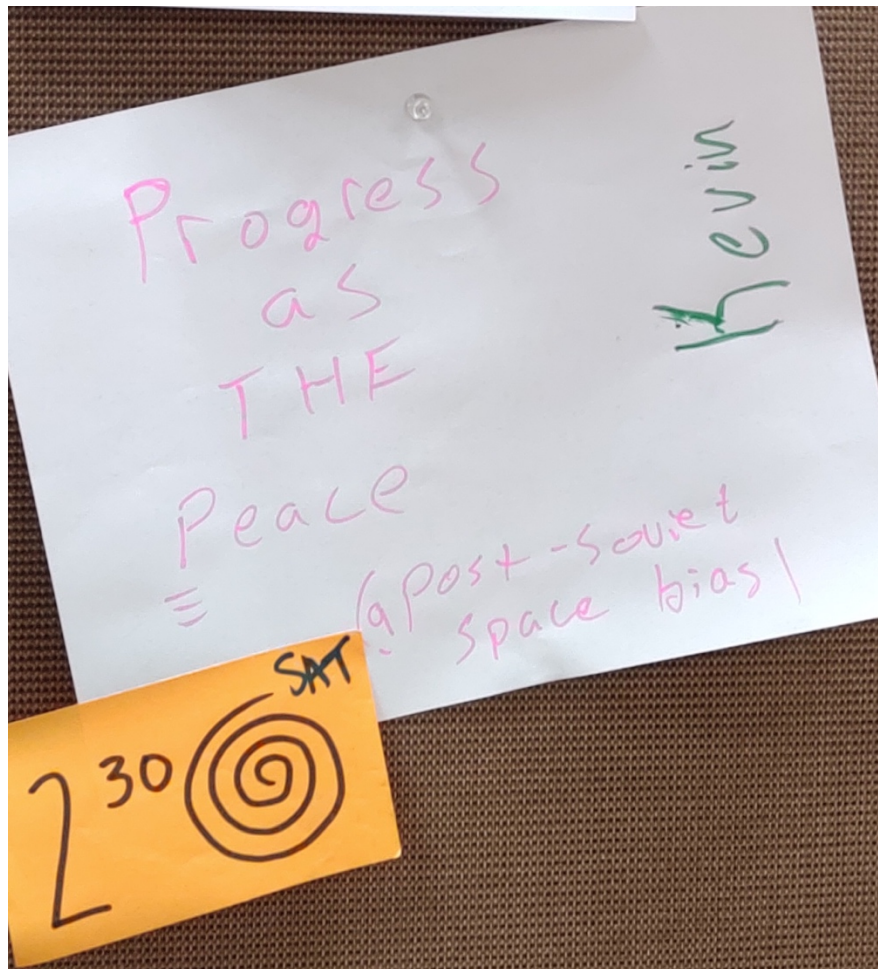
1	Newell Eaton	10
2	Nancy Wells	11
3	Joe Broome	12



Sat 2:30pm Triangle – Opening Space in the Online World – Tom Brown  
(We will have virtual guests)

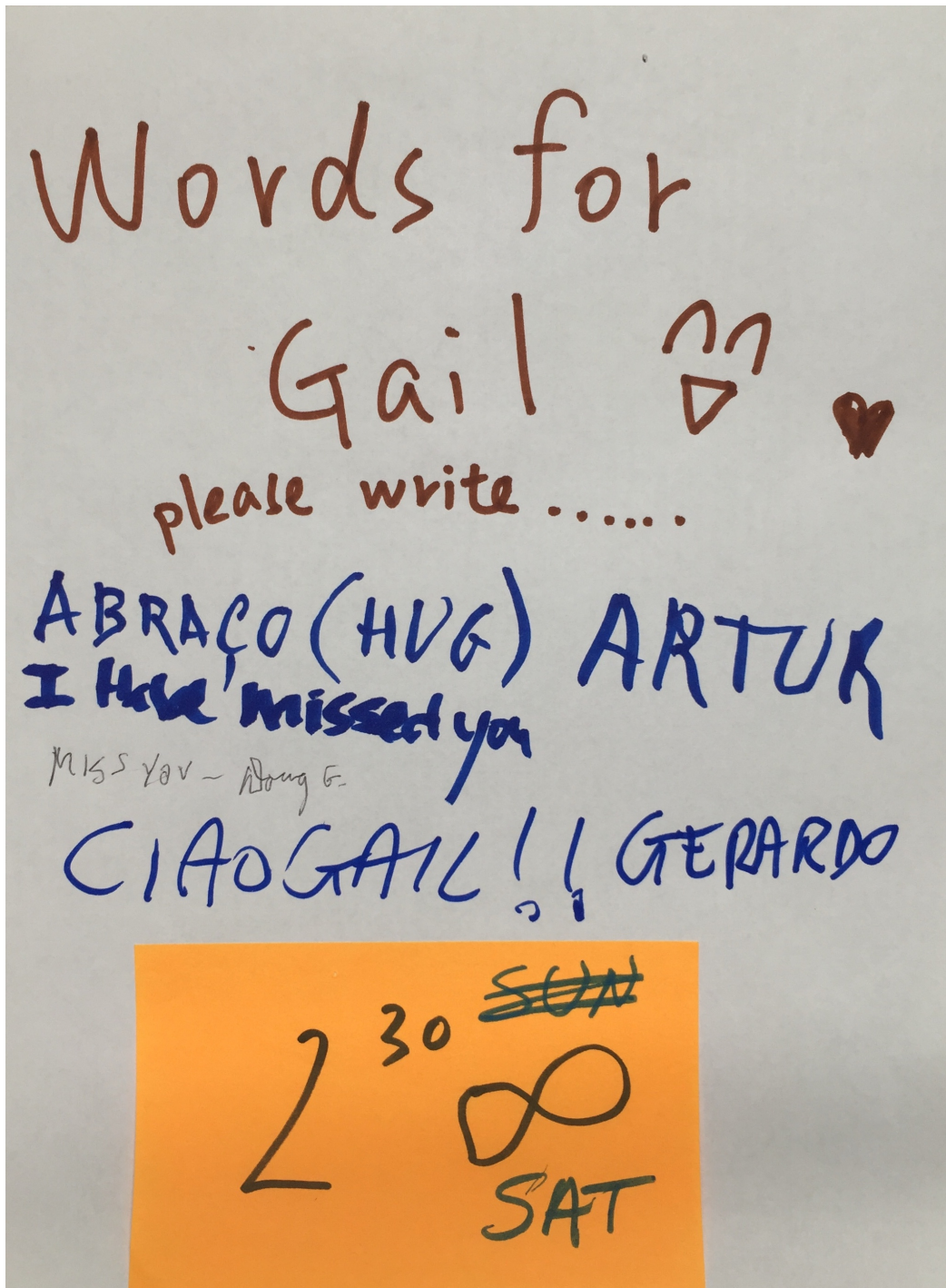


Sat 2:30pm Spiral – Progress as the Peace – (a Post-Soviet Space bias!)

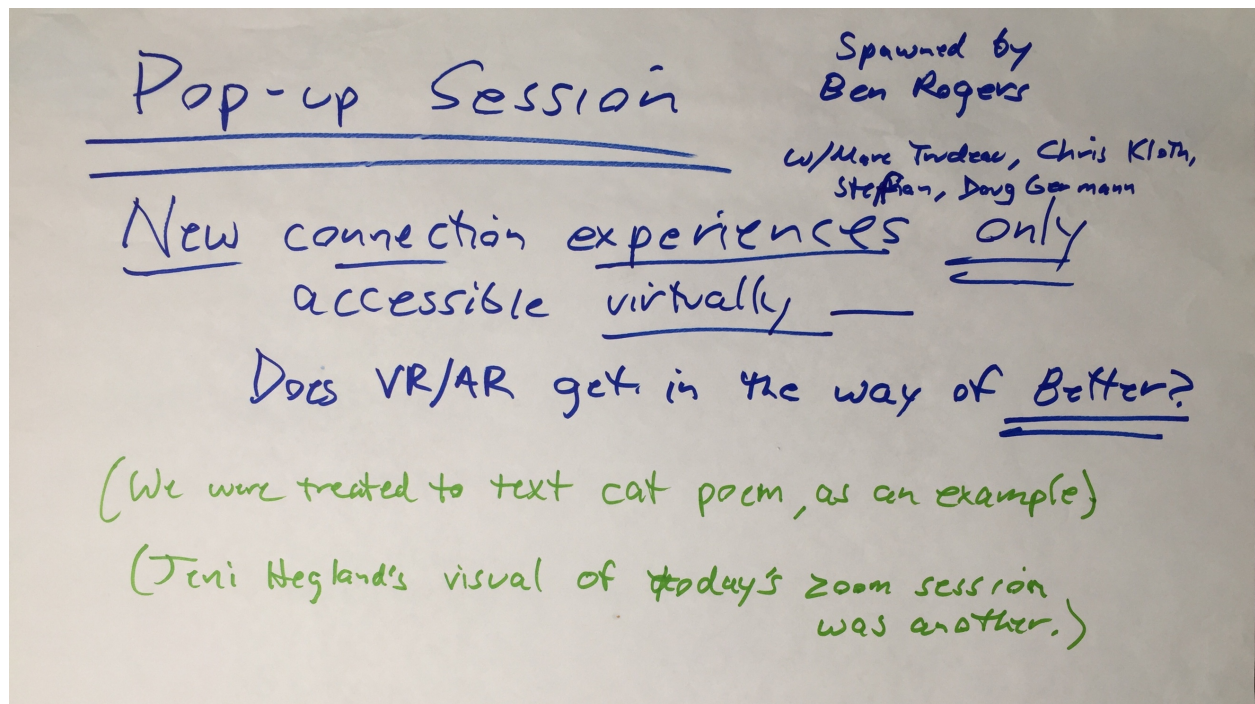




Sat 2:30pm Infinity – Words for Gail West – Unknown Inviter



Day? Time? Where? – New Connection Experiences only Accessible  
Virtually – Ben Roberts





## Day? Time? Where? – Appreciative Inquiry and Open Space Technology emergent session (butterflies) Peggy, Tanya, Eric, Thomas

AI, like OST, is a deeply emergent process that is best experienced

“Understanding” AI is often limited by explanations and even the academic structures that it was born in (Case Western)

Appreciative Interview can feel like being in ‘school’ which can be alienating and oppressive in some traditional cultures. The interview is however a practice of storytelling so practitioners can actually remove the interview protocol as a formal structure and invite people to tell their stories in their parts: peak experience, what they valued about that experience, what they wish for going forward.

Practical Application discussion: Maunakea. Wisdom: broaden the inquiry, open the space to many more stakeholders than just focusing on the topic that is completely intractable/polar. On Maunakea protestors have blocked construction of the TMT telescope since July, and this has inspired protests against other development on other islands. Resolution may seem a binary of build or don’t build the telescope. However, when Peggy asked Eric what a broader inquiry might be, he thought maybe “How do we love Hawaii?” to find the common ground. Another example of this was an OST in a township in South Africa outside of Johannesburg where the initial request or need was to engage with taxi drivers shooting each other for critical work routes but the OST theme became Economic Prosperity for all of Thembisa. This broadened the invitation, conversations and solutions and shifted what was previously felt intractable in the community. (As shared by Harrison Owen to Tanya). Peggy shared example in the Pacific Northwest in which a conflict between Pacific Northwest tribes and the National Oceanographic and Atmospheric Administration (NOAA) were in a 2-year conflict around their shared responsibility for marine waterways. During an Open Space, a tribal leader welcomed everyone then left saying he had another commitment. Peggy did the opening and was standing up waiting for someone to step in to write a session when someone in the circle asked what I was going to do. She stammered something about picking up coffee cups. After some more push back, she sat down seeing this might take a while. As soon as she sat, people jumped in to post sessions. It was a lesson in understanding power. After the first round of sessions, the tribal leader returned. He and the leader from NOAA sat across from each other surrounded by almost all of the other participants. After 20 minutes, they got up and shook hands. An agreement was reached. They ended the day early, canceling the last round, with calls to “circle up” following that session. During the closing circle, someone from the Bureau of Indian Affairs said it was the most productive and respectful meeting between native people and a U.S. government agency he’d ever attended. It was a lesson in creating space for meeting as peers.

## Day? Time? Where? – Right or wrong way to sound the chime – Barry

Initiators: Barry Owen

Participants: Tanya Cruz Teller, Suzanne Daigle and all

Topic: Right or wrong way to sound the chime

Following description on how to use the chimes, Suzanne asked if Tanya might put in writing what she had described to us all in circle. She gracefully obliged!

In Tanya's words:

Barry asked an intentionally provocative question during Evening News: is there a right and wrong way to sound the chimes? He invited me to share my reply during the following Morning News. In my experience that depends what cultural context you are in. When I clink the chimes from top to bottom, my Indian South African colleagues delight in how it's their practice of using the chimes in prayer and dance. When I clink the chimes from side to side my colleagues who are in a practice of meditation connect with in their mindfulness ritual. Knowing these different cultural practices moves can move us from the binary of right or wrong into the richness of cross-cultural understanding; it's an opportunity to be aware of how I'm opening up space and with whom.

Chimes are also an invitation to be clear on what my intention is for ringing the chimes. If I want to disrupt the space, I clink from top to bottom. If I want to call in the space, I clink from side to side. If I want to weave us together with sound, I clink from side to side with a chime that is built to hold its ring for a minute.



## Participant Interviews

### Questions asked:

1. How did Open Space come into your life?
2. How did it affect or change your life?
3. Can you share a story or experience of facilitating an Open Space?

Suzanne Daigle interviewer, **Anna Caroline** at the camera seen here testing the microphone



Luis Gallardo



<https://www.youtube.com/watch?v=EHWKAMdEdSc&feature=youtu.be>

Chris Kloth



<https://youtu.be/wZV23oearH4>

Thomas Herrmann



<https://youtu.be/rzHSSg67V7M>

2 Qs?

Suzanne & Anna Caroline

Share your story

3-9 Minutes  
Video Interview

» When did you first  
experience OST?

» How did it change your life?

» Share a story - a moment in OST  
- an event you facilitated

YOUR Name ... we will find you :)

Tanya Cruz Teller

Susan

Thomas

GERARDO

CHRIS



## Action Planning – Unknown Invitation

**Next Steps**  
Summary Report  
World Open Space on Open Space  
October 25-27, 2019

**Action**  
Topic Title:

Initiator: **contact person & info:**  
Participants: (as per sign up sheet) **who wants to join?**

**SUMMARY HIGHLIGHTS**

---

**What? When? How?**

**IDEAS FOR ACTION:**

**ACTION**

**DATE**

**con**

**What?**

**When?**

**How?**

*He more concrete & is, the better it is. 30 min, we want everyone to involve*

*very good next steps*

**Stand.** - Look around + drink in the gifts of the past, the present and the future. You get to take all these people w/ you. Remind yourself of the journey you've been on.

**end** \* Remember all of the people who are now with you. When you turn around, I invite you to take your first step into the future.

Action Planning – Bringing OST to the Indigenous Lead Great Gathering in the Amazon August 2020 – Ben

Bringing OST  
to the indigenous-  
led Great Gathering  
in the Amazon in  
August 2020  
BEN





# Great Gathering in the AMAZON

Ben  
Tang Susan  
Don David  
John Eric  
with address note

- Invite a delegation from Rainbow Gathering  
2020 Gathering in Idaho July 6-7, 2020

Juan Lopez - CA OST (Tanya)

Kuntanawa tribe

If another 6-7% of the forest disappears,  
the whole forest will probably die. This  
will destroy the global climate as well.

Rob de Laet has a vision for this gathering,  
and he wants it to emerge...

All stakeholders coming together -  
connect deeply to forest & create a spirit of healing

amazon: journey

- The forest is worth more standing than as agricultural land or timber
- Spiritually guided by Kuntunari:  
Carlos Noble (leading scientist)
- End w/ Ceremony in the forest
- NAOs, diplomats, etc. come together
- Process is not decided
- Peace Corps connection (Kevin Blossfeld)  
alumni assoc. contact
- Jeff Bezos (Ron Quastel)
- Catholic bishops gathering now in Rome for Synod on Climate & Forests  
(and key role of indigenous) Marc Trudeau
- Sandra Chemin & Lucas Tauldefreitas - English  
(Susan Basterfield)  
Archivists in Amazon & Guaraní



- Who is holding the center of the circle?
- Concern about the source of \$ and their motives, conditions, strings, etc.  
The money can drive everything. For marketing purposes.
- Billionaires have to donate anonymously?!
- When is it OK to use the tools of the current system, if ever?
- The pre-work, theme, and invitation is 90% of what matters

The image is a collage of various items related to the World Happiness Fest. At the top left, there are three handwritten questions in blue ink: "Action:", "Convenor:", and "Who wants to join?". Below these are three circular buttons for the "WORLD HAPPINESS FEST" with the tagline "be creative". To the right, a piece of paper has "Flow & Happiness" written in orange cursive. In the center, a large blue diagram shows three overlapping circles labeled "Collective", "Convenor", and "Cons". The "Collective" circle is divided into "Subs" and "Users". The "Convenor" circle contains a central vertical line with a circle at the top. The "Cons" circle contains a horizontal line with an arrow pointing right. To the right of the "Cons" circle, there are several horizontal lines with arrows pointing right, and a vertical line with an arrow pointing down. Below the "Cons" circle, there is a large circle containing the words "Rituals", "Rules", and "Love". To the right of this circle, there are several words: "love", "Comm.", "For", and "Em". At the bottom left, a "Participant Sheet" for the "World Open Space on Open Space" (October 23-27, 2019) is shown. It includes a "Topic Title" of "World Happiness Fest + O.S." and an "Indicator" of "Luis GARCIA". Below this is a table with 18 rows and 2 columns. The first column lists names and the second column lists numbers. The names are: Elaine Nicabeding, Tereza Churumbale, Stefan Surges, Eric Kopono, Tanya Cruz-Teller, Gerardo de la Cruz-Rivera, Kevin Blackfield, Harold Shinsato, and Ardue Hepburn. The numbers are: 10, 11, 12, 13, 14, 15, 16, 17, and 18. At the bottom of the sheet, it says "Please post your participant list under your fly chart report on the news wall". At the very bottom, there is a handwritten note in blue ink: "contact person:".

Action:

Convenor:

Who wants to join?

WORLD HAPPINESS FEST  
be creative

WORLD HAPPINESS FEST  
be creative

WORLD HAPPINESS FEST  
be creative

Flow & Happiness

Collective

Convenor

Cons

Subs

Users

love

Comm.

For

Em

Rituals

Rules

Love

Tec.

contact person:

Participant Sheet  
World Open Space on Open Space  
October 23-27, 2019

Topic Title: World Happiness Fest + O.S.

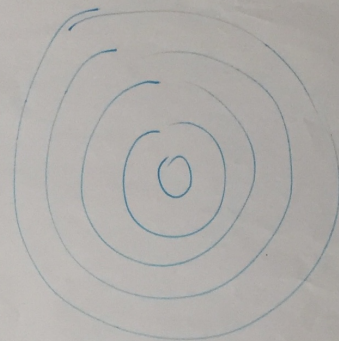
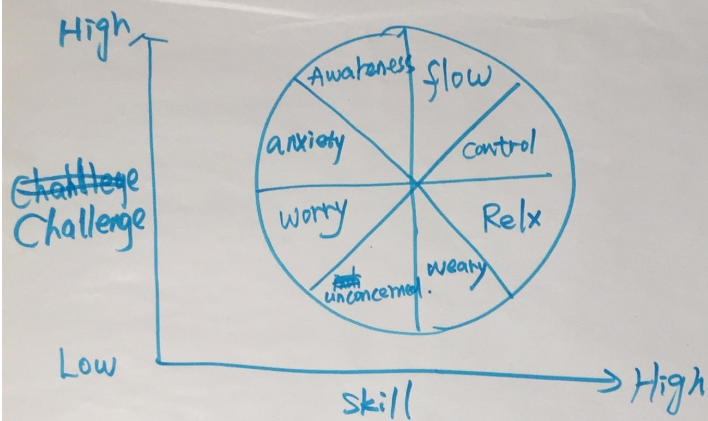
Indicator: Luis GARCIA

Participants (Please print legibly - First and Last Name)

1	Elaine Nicabeding	10
2	Tereza Churumbale	11
3	Stefan Surges	12
4	Eric Kopono	13
5	Tanya Cruz-Teller	14
6	Gerardo de la Cruz-Rivera	15
7	Kevin Blackfield	16
8	Harold Shinsato	17
9	Ardue Hepburn	18

Please post your participant list under your fly chart report on the news wall



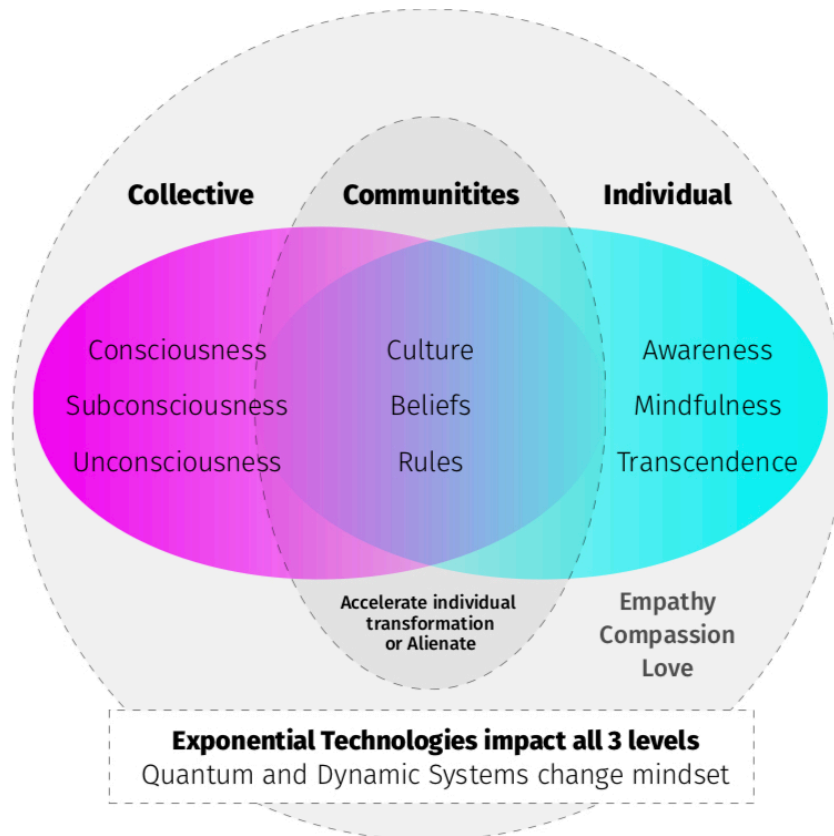


Open Space create Organization flow,

Creating  
Human  
Flourishing

All  
Flowing by  
DSO

## The Exponentials of Happiness & Well-being



© Luis Gallardo



## Action Planning – OST Mastermind – Myrienne Ouellette

Name	INITIATIVE	Who wants to join?
Myrienne Ouellette	OST Mastermind group	JAKE

This initiative included interest from participants, Jake, Harold, Tricia, Anna, and Tanya, and it has been launched since the WOSonOS 2019.

## Closing Day WOSonOS 2019 – Tom Brown

Hi, Hello Impossible, Simple Harrison...., I know. lighter

Attended

A Million dollars A network

A Beautiful River

Psycho-Emotional

Chinese, is a fussy language

Until Next Time

I'll set the stage Connected to

Very Well Thank You Laughter

How the different context... Feet Walking

Initiation

OOOO....

Appreciate Abstraction

My self involved Laughter

One of the things that happened

And we shared common experiences Feet walking

I saw..... I have.....

OK

I want. Change Yeah

I'm worried,

I don't know why Walking feet slow

A meeting without food, should be an email Laughter

A warm presence sitting next to me. We need some more.

We can talk

The Tingshaw rings... and rings... and rings...

and fades to silence.



## Closing Circle Process

Peggy, our facilitator at the close, asked, "In a word or phrase, what were your learnings regarding, 'Honoring the Ineffable Spirit of Open Space'?" We answered...

Synergy

Don't have to have the answer

Connections

Ready to let my heart speak

Can't sell OS, but can "sell" (dance) it.

Keep on respecting the spirit.

The music of human conversation

Ineffable connection between trauma and joy

Power of not knowing

Takes lots of energy

Hear each person's offer of self.

Being unsettled

process of invitation

is it time?

is passion strong enough?

boundary of genuine invitation

In this together

responsibility to inner work

to fuel *our* work

I only do things if they're fun.

Open heart/Humble/Possibility

In presence in my body

with divine feminine

with divine masculine

Happy accident

Fullness

High, joyful play

## Goodbye & Next Year's WOSonOS in Berlin & Good-bye!





