



24th World Open Space on Open Space

WOSONOS 2016

PROCEEDINGS

The world is shifting.

Come back to the circle. Open more space.

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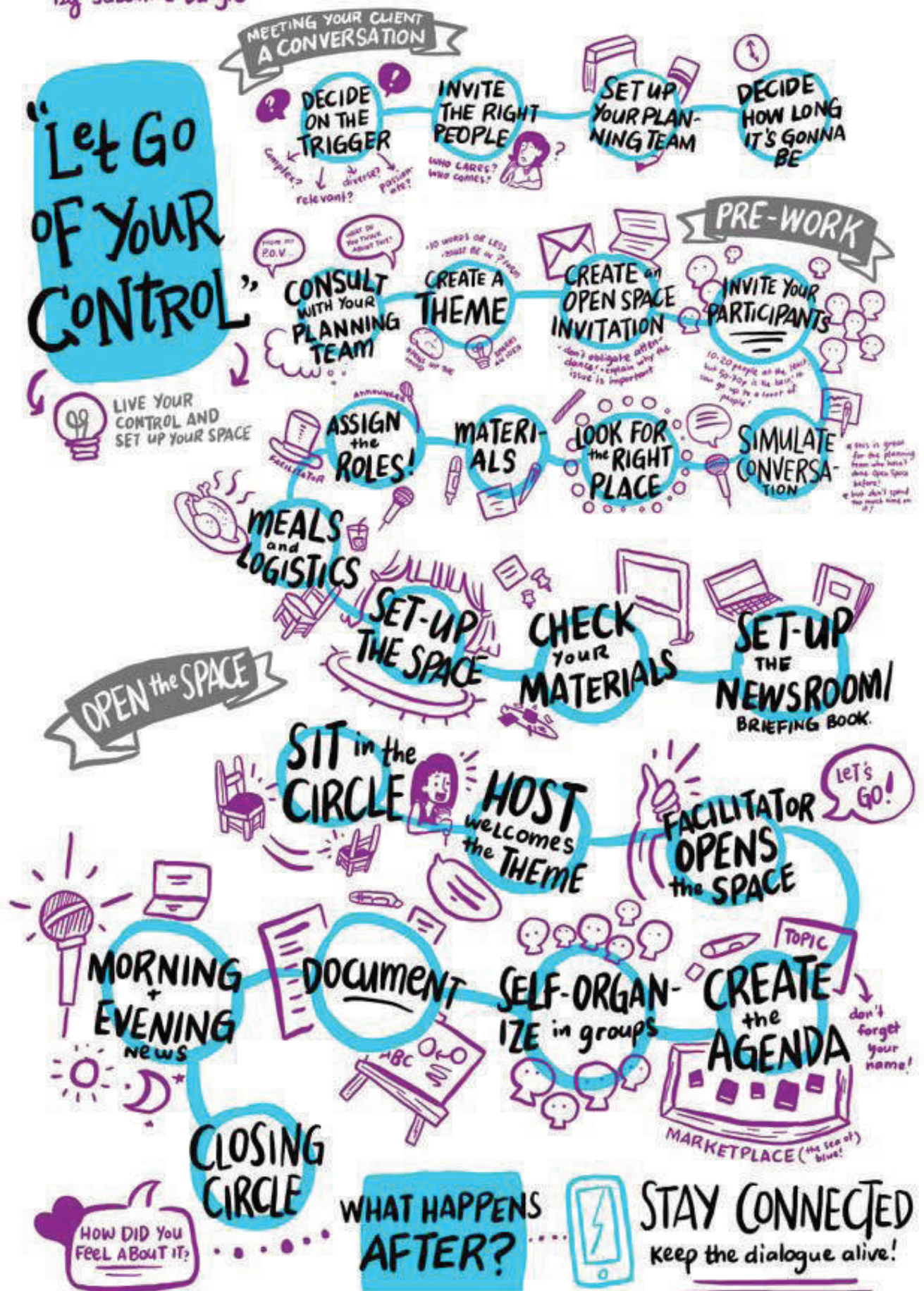


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OPEN SPACE *the* BASICS

by Suzanne Daigle





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**“Open Space is not just about this outside part.
There’s also space inside you need to open.
You need to be open to open it, to check into that space.
See what’s there.”**

.....

CIRCLES&SPACES

DIALOGUE SESSIONS

Dialogue session 1A: **Applied Improvisation** | Dialogue session 4A: **Paper planes exchange/ Applied Improvisation** | Dialogue session 1D: **Word in a Changing World** | Dialogue session 1H: **We struggle with the power of vulnerability and we want to be in a safe circle in open space** | Dialogue session 1I: **Are we ready for this shifting world?** | Dialogue session 1L: **How can we facilitators help schools to transform?** | Dialogue session 2A: **Glow in the dark** | Dialogue session 2C: **A conversation circle for those feeling slightly wobbly/worried by recent global and national happenings** |

| Dialogue session 5B: **Let's share our skills on Open Space** | Dialogue session 3B: **Opening more space on 21st century education** |

Dialogue session 3I: **Should or shouldn't we guard our space?** | Dialogue session 3J: **Interspirituality of the circle or open space** | VOS 3: **How do we truly engage people in a rapidly changing world?** | Mobile Session 11.11.2016: **"3 -Minute Tap" What's it tell us about Open Space?** | VOS 4: **Conversare** |



Dialogue session 8E: **Letting go for yourself** | Dialogue session 2F: **Mindful parenting: tips, habits & mindset** | Dialogue session 4G: **Open Space for Systems Development in the workplace** | Dialogue session 4I: **Building the practice of democracy** | Dialogue session 5A: **Knowing what you do not know** | Dialogue session 5G: **Finding happiness in the midst of dark times** | Dialogue session 5I: **Opening space & facilitating amid current political turmoil** | Dialogue session 5K: **Creating a culture of development** | Dialogue session 5L: **Creating work-life balance** | Dialogue session 7C: **I Ching (Yee Jing) for Decision Making**

Dialogue session 2D: **Breaking barriers for better education services** | Dialogue session 3L: **Knowledge Transfer in Education (Franchising)** | Dialogue session 4B: **Alternative Delivery Model (ADM) Project: The BRAC Approach**

Dialogue session 6E: **How can we open space and invite meaningful, deep interactions amid the fast pace of technology, which sometimes leads only to surface & image-based connections?** | Dialogue session 7D: **What other unstructured methods can we start/create that will facilitate conversations/learning?**

Dialogue session 6J: **How would women's time change if all women are magical feminist witches?** | Dialogue session 6L: **Self-awareness through Enneagram** |

Dialogue session 1B: **Creating a new learning environment around new people** | Dialogue session 1J: **Open space for healthy lifestyle patterns** | Mobile session: **In 3 min. Open Space for the Body** | Dialogue session 2B: **Creating space for inspiring public sector leadership** | Dialogue session 2E: **Open space as practice of peace** | Dialogue session 2G: **Inner peace through open space** | Dialogue session 2H: **Open more space in everyday life** | Dialogue session 2I: **Partnering during exams - Opening spaces as a new approach for better learning** | Dialogue session 5C: **Climate change impacts in aquaculture management** | Dialogue session 2J: **Reviving Indigenous Species towards Sustainable Environment** | Dialogue session 3H: **What other methodologies can we create from OS?** |

Dialogue session 1C: **Brokenness, Peace and the Shifting World** |

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**SELF-AWARENESS,
VALUES, & TAKING
ACTION**

Dialogue session 8D: **Your best self for OST/life** | Dialogue session 1G: **SHADOW** | Dialogue session 1K: **Are there still universal values?** | Dialogue session 4J: **Misogyny and leaders**

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**OPEN SPACE
TECHNOLOGY IN
DIFFERENT
CONTEXTS**

Dialogue session 6k: **Wearing a name tag in Public deliberately** | Dialogue session 4C: **Let's Open more Space at work. Why? How? + \$OST value proposition for companies** | Dialogue session 4F: **Applying open space in a classroom setting** | Dialogue session 4H: **Exploring the Deep Philosophy and Values of OST** | Dialogue session 4K: **OS in organizational development** | Dialogue session 5D: **Combining SLEs with OS technology in learning & development** | Dialogue session 5F: **Continuing the discussion after Open Space** | Dialogue session 6A: **Create/develop an open space in your workplace** | Dialogue session 6C: **OS facilitation as leadership model for the future** | Dialogue session 7A: **Sharing challenges, be open space, be/ live naked** | Dialogue session 7H: **Reaching out to less fortunate children** | Dialogue session 8A: **Opening space in corporate organizations** | Dialogue session 8B: **Open Space in the Philippines** | Dialogue session 8C: **Creating open space facilitator learning programs** | Dialogue session 3A: **Disaster Recovery Practice and Possibilities**

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**PEACE,
HEALING, &
TRANSFOR-
MATION**

Dialogue session 2L: **GIHA (Global Indigenous Healing Associates)** | Dialogue session 3F: **Collective healing** | Dialogue session 1F: **Community Peace Processes**

CONFERENCE THEME

The world is shifting.

Come back to the circle. Open more space.

The succeeding pages documented discussion sessions from six (6) emergent themes.



SHIFTING TO...

DIALOGUE SESSION 1A:

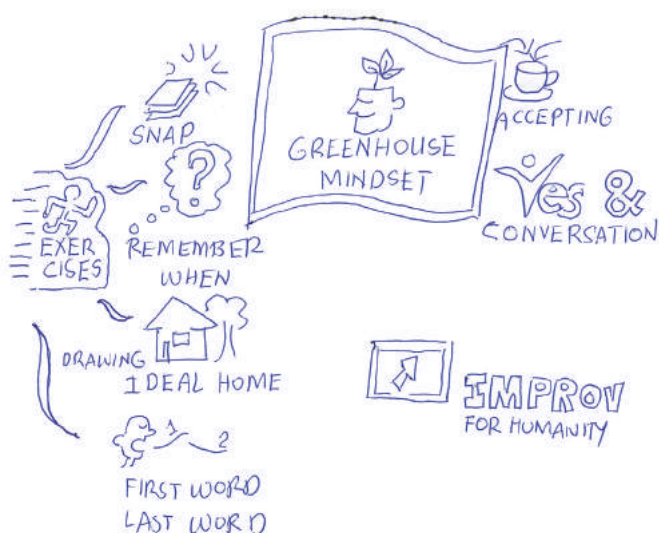
APPLIED IMPROVISATION

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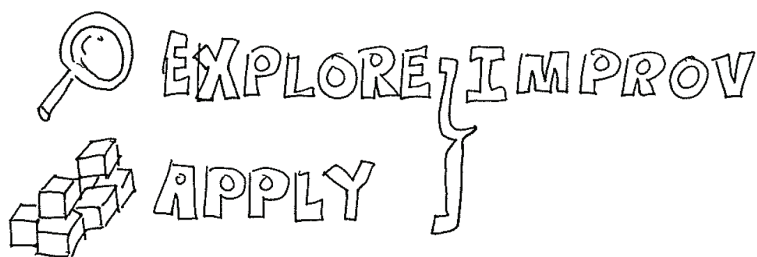
Convenor : Gabe

Participants/bumblebees and butterflies: Carmela, Oliver, Dads, Rem, Mitch, Doris, Jeffy, Dani, Pinky, Edwin, Jenny, Isa, Sharon

Summary of Discussions:



What will we do now? What will happen next?



Convenor : Gabe

Participants/bumblebees and butterflies: 20 Flying Creatures

Summary of Discussions:

- Applied improvisation is collaborating in the moment without a plan or script
- Accepting and building
- Yes, and...
- Applications in business, vulnerable groups

What will we do now? What will happen next?

- See more shows
- Conferences on applied improvisation

Convenor : Cora

Participants/bumblebees and butterflies: Susana, Miriam, Jason, Corazon, Alice

Summary of Discussions:

- The “why” of word and new words
- Who sets standards/acceptability of new words?
- The meaning of a certain word as subjective.
- The influence of words used by the person in authority
- The impact of words is affected by the tone and body language
- Increases tremendously when speaking through phones
- The disposition of the receiver can also affect the words uttered
- 3 POWER WORDS – I am sorry. I love you and thank you.
- “My word is my bond.”

What will we do now? What will happen next?

- Watch our words.
- Do what we say.
- Seek/understand and find common grounds.
- Clarify words.
- Censor yourself.
- Use WORD to connect with people

Open space to understand words in the broadest sense possible.

WE STRUGGLE WITH THE POWER OF VULNERABILITY AND WE WANT TO BE IN A SAFE CIRCLE IN OPEN SPACE

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Convenor : Isa

Participants/bumblebees and butterflies: Sharin, Qinghua, Gijs

Summary of Discussions:

- Honoring your power of vulnerability opens one's self with feeling of acceptance, love, joy, creativity, peace and harmony.

What will we do now? What will happen next?

We continue our work in counselling, coaching and facilitating to share a safe and trusting space for our clients to feel and show their vulnerability and authenticity; assuring them that there is HOPE, you can heal and be whole again.

DIALOGUE SESSION II:

ARE WE READY FOR THIS SHIFTING WORLD?

Convenor : Lyndon

Participants/bumblebees and butterflies: Benito, Glo, and Lilibeth

Summary of Discussions:

- The world has really changed.
- We go with the change although you don't belong
- Change has come and for the better.
- We've been ready for change

What will we do now? What will happen next?

- We have to be proactive.
- We don't wait for change to happen. The best time to act is now.
- "Today is the only time."
- Ergo, a positive change.

Convenor : Shelly

Participants/bumblebees and butterflies: Banwen, Pons, Vina, Mark, Isa

Summary of Discussions:

- Allow students to have disruptive learning
- Paradigm shift to educators
- Start small (e.g. volunteering to tell a story at school)
- Bottom-up driving change
- Help teachers understand learners' (learning)
- Now vs. past (capacity building)
- Work with schools on strategic planning
- Project oriented experiential learning (teaching)
- Use modern/innovative tech
- Understand the level of students to make learning interesting
- Differentiated teaching for slow learners (e.g. more activities, peer mentoring)
- Influence administrator, principals (e.g. principal holds conference theme: what you want to learn)
- Teachers to share with each other (best practice, master teachers)
- Transform change Agile tech (multi-tasking), critical thinking
- Parent's role in helping kid experience learning
- Amount of tools/apps
- Skills needed for facilitative listening learning facilitators - creative
- Teachers have open class for parents to observe
- Parents to take responsibility of teaching (actively involved at school)
- Influence a whole system (leadership team) - simultaneously to make it a system change
- Offer facilitators' own skill/strength (e.g. strength based assessment, parent coaching) to school

Convenor: Glo

Participants/bumblebees and butterflies: Lynda, Susan, Cora, Beth, Arthur, Mayu

Summary of Discussions:

- One needs to be in the DARK to find GLOW or the LIGHT.
- For every problem, there is always a solution.
- Darkness is relative.

What will we do now? What will happen next?

- Let go. Believe in yourself.
- Listen to inspirational stories.
- Keep moving forward.
- Believe in God. He is the Best Teacher. He provides the way, the LIGHT.

Convenor : Susanna

Participants/bumblebees and butterflies: Alan, Luz, Carmela

Summary of Discussions:

- The unthinkable has happened with the election of Trump, Duterte, Narendra Modi and other demagogues like them. There's a feeling of helplessness in the face of the bigness of it all....how do we maintain a vision of change that includes what "they" want and need?
- How can we find the spaciousness in us to have a big embrace of all that is, and show up, be present and open more space?
- Alan shared with us a most beautiful piece of prose by Clarissa Pinkola Estres which we read in full at the end of the session: My friends, do not lose heart...we were made for these times."
- We have the good fortune of being Open Space practitioners, teachers, facilitators etc. in a world that need spaces for authentic conversations to take place.
- In place of our assumptions of others, and our perceptions of who they are, we need instead the opportunity to really encounter each other. Gabriel Garcia Marquez famously said to his wife on their 40th year wedding anniversary: "I've known you for 40 years, but I don't know who you really are." Unless we get beyond the perceptions, assumptions and quick judgements of others we can't tap into the gifts we have to offer to the world.
- We've been living in cocoons, bubbles, where our social fabric has been woven of people who are like us, who affirm our values, who live the way we live and care about the things we care about. We're shocked that Trump, Modi and Duterte are leaders of three large democracies, but we can't know why people voted them in, and believe in them, unless we step out and into lives of people and spaces where there are conversations about the things they care about.

What will we do now? What will happen next?

- We need to first create space within ourselves for what is...allow space and time to acknowledge the pain, frustration, anger and hurt that we feed. Only after we are able to do this can we continue to show up in the way we would want to when engaging others
- The power of beautiful, clean questions – let us ask questions that open up possibilities, that are void of our judgements and perceptions of how things need to be...let us ask questions that enable others to explore their thoughts fully and listen with curiosity and not with combat in mind.
- When we are ready, let's get into the state where we can embrace and fully accept the whole world, warts and all, and get ready to bring out the change we want to see. (Joanna Macy was interviewed in Krista Tippet's On Being podcast, and bears beautiful witness about how to love the world)

At the end of the session we read Clarissa Pinkola Estres' piece of prose...Alan had left us by then, and it was just Luz, Carmela and Susanna, and took turns to read one paragraph after the other and absorbing its meaning. It was Alan's gift to us because after we'd read it, we all stood up in a little circle and created a little ritual of connecting with earth, sky, body and source and it was lovely.

Here's the piece that we read:

We were Made for these Times

By Clarissa Pinkola Estres

My friends, do not lose heart. We were made for these times...

I have heard from so many recently who are deeply and properly bewildered. They are concerned about the state of affairs in our world right now. Ours is a time of almost daily astonishment and often righteous rage over the latest degradations of what matters most to civilized visionary people.

A CONVERSATION CIRCLE FOR THOSE FEELING SLIGHTLY WOBBLY/WORRIED BY RECENT GLOBAL AND NATIONAL HAPPENINGS (CONTINUED)

.....

You are right in your assessments. The lustre and hubris some have aspired to while endorsing acts so heinous against children, elders, everyday people, the poor, the ungarded, the helpless, is breathtaking.

Yet, I urge you, ask you, gentle you, to please not spend your spirit dry by bewailing these difficult times. Especially do not lose hope. Most particularly because, the fact is that we were made for these times. Yes. For years, we have been learning, practising, been in training for and just waiting to meet on this exact plain of engagement.

I grew up on the Great Lakes and recognize a seaworthy vessel when I see one. Regarding awakened souls, there have never been more able vessels in the waters than there are right now across the world. And they are fully provisioned and able to signal one another as never before in the history of humankind.

Look out over the prow; there are millions of boats of righteous souls on the water with you. Even though your veneers may shiver from every wave in this stormy roil, I assure you that the long timbers composing your prow and rudder come from a greater forest. That long-grained lumber is know to withstand storms, to hold together, to hold its own and to advance, regardless.

In any dark time, there is a tendency to veer toward fainting over how much is wrong or unmended in the world. Do not focus on that. There is a tendency too to fall into being weakened by dwelling on what is outside your reach, by what cannot yet be. Do not focus there. That is spending the wind without raising the sails. We are needed, that is all we can know.

And though we meet resistance, we more do will meet with great souls who will hail us, love us and guide us, and we will know them when they appear.

Didn't you say you were a believer? Didn't you say you pledged to listen to a voice greater? Didn't you ask for grace? Don't you remember that to be in grace means to submit to the voice greater?

Ours is not the task of fixing the entire world at once, but of stretching out to mend the part of the world that is within our reach. Any small calm thing that one soul can do to help another soul, to assist some portion of this poor suffering world, will help immensely.

It is not given to us to know which acts or by whom, will cause the critical mass to tip toward an enduring good. What is needed for dramatic change is an accumulation of acts, adding, adding to, adding more, continuing.

We know that it does not take "everyone on Earth" to bring justice and peace, but only a small determined group who will not give up during the first, second and hundredth gale.

One of the most calming powerful actions you can do to intervene in a storming world is to stand up and show your soul. Soul on deck shines like gold in dark times. The light of the would throws sparks, can send up flares, builds signal fires, causes proper matters to catch fire.

To display the lantern of soul in shadowy times like these – to be fierce and to show mercy toward others, both acts of immense bravery and greatest necessity.

Struggling souls catch light from other souls who are fully lit and willing to show it.

If you would help to calm the tumult, this is one of the strongest things you can do. There will always be times when you feel discouraged. I too have felt despair, many times in my life, but I do not keep a chair for it; I will not entertain it. It is not allowed to eat from my plate.

The reason is this: In my uttermost bones I know something, as do you. It is that there can be no despair when you remember why you came to Earth, who you serve, and who sent you here.

The good words we say and the good deeds we do are not ours: They are the words and deed of the One who brought us here.

In that spirit, I hope you will write this on your wall:

When a great ship is in harbour and moored, it is safe, there can be no doubt. But that is not what great ships are built for. This comes with much love and a prayer that you remember who you came from, and why you came to this beautiful, needful Earth.

CPE

Convenor : Jane

Participants/bumblebees and butterflies: Alan, Eunice, Brendan, Sharon, Mick, Bon

Summary of Discussions:

Why be here? Find real connection. Make every day happy. Maybe find the answer to why I am here in this meeting. When my energy is drained I look for someone to tap in to. Maybe I can help myself with low energy. I give myself stress and burnout from limitations of space and time. Teach me the gentle balance.

Alan – want to share fast powerful tips/exercise.

Orhiba – a spiritual practice from Indonesia for individuals or groups.

Are you healthy? Are your poos floaters or sinkers. If sinkers, eat more fiber.

3 minute thing –Demo. Observations. Discussion. Sharing.

After: relaxed, at ease, warm, ... joyful. The pain, it's been with me so long, as if it's part of my life. It's a habit. It never occurred to me it might be gone.

Q: What if I can be as natural as she sees me?

I realize it's as if I put on an unnatural face when I go into my work building.

What will we do now? What will happen next?

- Be a child again. Do away with nasty thoughts I put into my own head.
- Because your "you" is so beautiful.
- It's nice to be me and I want to be me ALL THE TIME.
- Everything that's happening is really nice. How can I adopt that mindset.
- Why limit myself? Why do I do this? How can I bring attention to this?
- I think of kite flying. Every kite needs a string.
- A reflection of ourselves in others eyes – when they share it, it's a gift.
- How can I be OK next to the pain of other people?

DIALOGUE SESSION 2F:

MINDFUL PARENTING: TIPS, HABITS, AND MINDSET

Convenor : Susanna

Participants/bumblebees and butterflies: Alan, Luz, Carmela

Summary of Discussions:



What will we do now? What will happen next?

- Practice
- Influence others
- Continuous Improvements/Self-Development

Convenor : Gilbert, Meriam

Participants/bumblebees and butterflies: Gemma

Summary of Discussions:

1. Systems development allows the organization to effectively manage of data and other processes in the workplace
2. Data management system improves operational efficiency and for quick retrieval of data for collaboration and decision-making
3. Development of softwares eases the mismanagement of various data in
4. 21st century challenges organizations to systematize
5. In the gathering of data, especially to on M&E, these are usually acted by Quality Assurance Division
6. Management Information System is very helpful for easy retrieval of data needed
7. Database Management System is a software which will facilitate, organize and systematize data and processes in the workplace
8. Proposal software to be used by teachers in the classroom to efficiently and productively accomplish their work

What will we do now? What will happen next?

- Propose for a policy formulation on relevant concerns on Database Management System that may be used by teachers in the classrooms – DepED, SUCs
- Revisit value-formation
- Political will
- Conduct of action research for policy formulation and other issues which ensure systems development in workplace

Convenor : Mark

Participants/bumblebees and butterflies: Noel

Summary of Discussions:

- Came out of recent experience of democratic decisionmaking such as Brexit and Trump election and wonder whether there are ways of enhancing governance process.
- Singapore had created a national dialogue processes but with limited results. Challenges with expectation from the leaders and processes were often not effectively facilitated.
- Challenging environment in China and Hong Kong.
- Illiberal democracy
- Tom Atlee has recently held a training program on his Wise Democracy process which looks closely at democracy and how to enhance it. Utilizes a lot of facilitated approaches such as Open Space, Dynamic Facilitation, Citizen Juries, etc.
- Other interesting models...
 - Deep democracy based on Mindell's work
 - Occupy movement and non-leadership decisionmaking
 - GCC Model
- Democracy vs Governance as the perspective on our thinking process

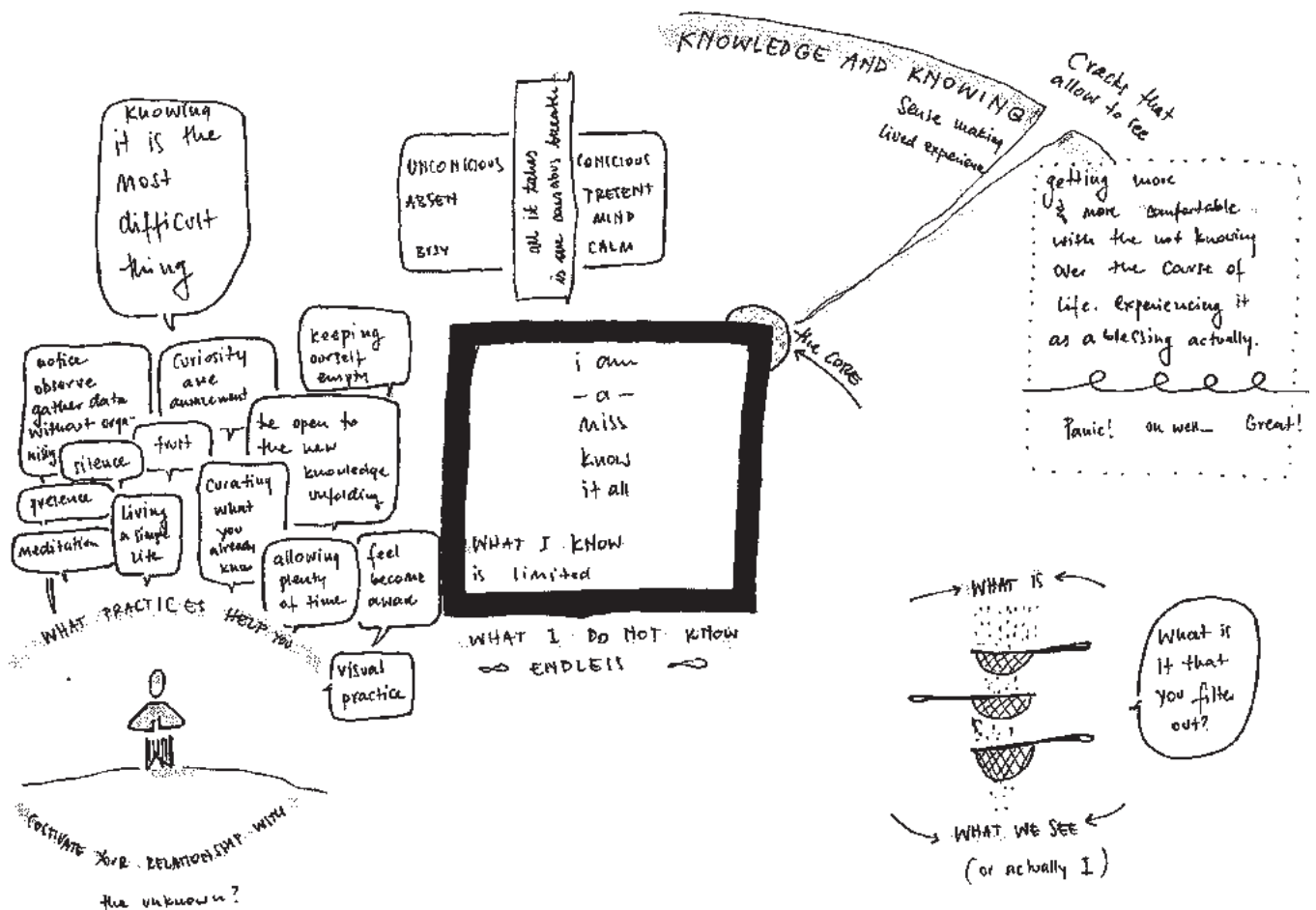
DIALOGUE SESSION 5A:

KNOWING WHAT YOU DO NOT KNOW

Convenor : Karolina

Participants/bumblebees and butterflies: Shufang, Enzo, Luz, Cora, Susanna, Milabel, Omar, Mark

Summary of Discussions:



Convenor : Pinky

Participants/bumblebees and butterflies: Dads, Yumi, May

Summary of Discussions:

- The world will never be the source of genuine happiness
- Happiness is sharing
- Defy the world, change people's view of a successful human being
- It is not the material things that makes us happy
- Building relationships
- Perceived happiness
- Seem to glow
- Accept everything – life has to move on
- Relationship with God – everything has a purpose
- In dark times, look for the small
- It boils down to be the core values and faith in God
- The influence of our parents
- Happiness is forgiveness
- The baggage will help us be stronger
- Simplifying things – lead us to authentic happiness
- We live in a materialistic world
- Setting example – being controlled with what you have
- We can share many lessons to our generation, ie authentic happiness
- Talking about experience – paninindigan
- Happiness is having a concrete output at work
- Happiness is having self-fulfilment at work
- Being able to influence and having an organizational culture – being able to create something different
- Happiness is defying discontentment (you don't burden yourself)
- Be amazed of discovering yourself – process of self-discovery
- You can't please other people all the time (I will not allow other people to define me).
- Defining your work – the kind of impact you make
- If there is no peace, there is no happiness (Find you inner peace)
- Acceptance – acknowledging your fault
- Happiness is contextualizing...
- Happiness is celebrating diversity and respect the uniqueness of everyone
- Happiness is sharing yourself and your time (the gift of presence)
- Happiness is a chemical thing
 - o There's a physiological condition
 - o The environment is also a factor
- Teaching yourself to control your emotions (how do you respond to circumstances)

Convenor : Claire

Participants/bumblebees and butterflies: Cora, Susana, Noel and Fel; Carmela (Observer and occasional participant)

Summary of Discussions:

- There is fear of speaking out for fear of being bashed
- Don't disengage: Engage!
- We are all in this together.
- Hold on to hope.
- Let questions be thrown.

What will we do now? What will happen next?

- Creation of possible FB Group on safe political conversations
- Values formation in kids despite the times (Long-Term Solution)
- Focus on one thing, smaller or single issues like EJK (Extra-Judicial Killings) and ask why it is happening
- Openness with courage is needed in spaces like social media

Convenor : Ric

Participants/bumblebees and butterflies: Franklin, Fel

Summary of Discussions:

- **GNP - measure of development**
- **Happiness Index in Bhutan**
- **Net beneficial product**

What is the best measure?



Social & Economical Processes to modify?



- Amount of gift-giving (i.e. Fiesta in Siquijor)
- Plus side of Fiestas: (1) tourism and (2) consumption

MINDSET

- consumption + spending
*have to encourage saving
- culture of integrity >
people involvement > transparency
- culture development=
involvement of people=
Open Space - Book of Proceedings

What will we do now? What will happen next?

- Training Programs for culture of development = using OS as a tool for governance
- Trainors' Training - with OS structure (Thematic Structure)
- Siquijor Pilot = Provincial Planning Officer c/o Fel
- Highlight development aspects of Fiesta/Leisure

Convenor : Alice

Participants/bumblebees and butterflies: Zhang Ke, Arturo, Dedette, Bong, Yumi, Arthur

Summary of Discussions:

- Work-life balance is a big topic in OS China last year
- Spirituality – prayer is not regular as I used to because of work or sometimes just too lazy to do it. As a result, I feel guilty
- Physical Exercise - know that is important, but lacks discipline, time, and energy.
- Sleeping – developed habit of sleeping late
- As we rise up the corporate ladder, scope of responsibility and work load increases
 - Do a lot of thinking, travel, signing documents, attend meetings, writing reports/plans
 - Too many work and still have to take care of home.
- Seldom take/spending time with yourself
- Two ways to react with people
 - Be composed
 - Personality involve with people is of putting themselves first of lifestyle
- Personal Governance System (Personal Balanced Scorecard)

Professional Goal	Health	Personal	Finance	Social	Spiritual

- ME TIME
- Arrive at home when there's still sun
- Some divisions are manageable, but other divisions have bigger area
- Failed to delegate some work
- This is a new order that you delegate the function of signatory – absence
- Create Boundary- do not bring work at home; Staff don't go to house; laptop left in the office so will not be tempted to do work at home.
- Personality plays a role
 - o Extrovert – gets energy outside
 - o Introvert – gets energy at home
- No more TV at night
- Deactivate Facebook at night
- Discipline self
- Weekend spend time at farm, gets re-energized
- Influence of Social media
- Audit how we spend our 24 hours
- Got wake up call when three (3) former bosses died of cancer
- Walk from home to office, 30 minutes

What will we do now? What will happen next?

Next steps:

1. Cut Cable TV
2. Firm decision to create balance
3. Stop TV at night
4. Limit social media
5. No work after 5 PM – spend time at home with loved ones or on hobbies.
6. No office visitors after five
7. Set life priorities and act on them.

"Offline is the new luxury."

Convenor: Rem









Participants/bumblebees and butterflies: Annabs, Carmela, Precy, Sharon, Dedette, Yami, Ric, Jeffy, Gilbert, Dorris, Danni, Karolina, Isa

Summary of Discussions:

WHAT IS I CHING?

An ancient Chinese oracle, 5,000 years old


Eight (8) Symbols or *ba gua*

 heaven	 thunder
 earth	 mountain
 fire	 lake
 water	 wind



YIN YANG

shadow light
broken lines straight line



History
Asking questions
Casting coins
Trigram Readings

How did you find it?

Isa: "I found everything in the I Ching as true.
The images/insights resonated with my present life."

What will we do now? What will happen next?

- Inviting the participants to join the IChing Circle and use IChing for personal and collective decision making. Most interestingly, IChing is an intuitive tool that works in open space context.



SHIFTS IN EDUCATION

Convenor : Heri

Participants/bumblebees and butterflies: Rahmat, Analyze, Edith, Jun, Shelly, Julie, Gilbert

Summary of Discussions:

- Non-formal/community education in selected ADM in Indonesia
- Learning hubs are installed in the community where people can learn some livelihood skills online
- Community survey is done to know what livelihood skills are needed
- No standard for learning facilitators

What will we do now? What will happen next?

- Promote and inform the people about the program, step-by-step instruction on how to use technology with demonstration online
- Blended program- face-to-face + online demonstrations
- Use distance learning-one instructor, once in three (3) months do face-to-face (for learning hub) workshop
- Create team for learning collaboration so they can help each other especially for those with difficulty in technology
- Self-organize into smaller teams
- Need to provide learning materials; simple learning/reading materials to support learning
- Need to know also whether the people are able to apply the skills at home/community. If the strategy is working and if it's not working, why?
- Need to provide support after training so people who were trained can really apply the skills and turn these into livelihood projects.
- Create a cooperative –people helping each other
 - o Develop the enterprise/livelihood project; empower the group through the NGOs first –help develop their skills
- Connect with young people for the university doing community service
- Create a network –students and higher education through their community and extension work
- Connect with the international volunteer organizations and ask for help based on the skills/technology needed by the community
- Connect to available resources/expertise

Convenor : Fel

Participants/bumblebees and butterflies: May, Yumi, Art

Summary of Discussions:

- Teachers should be responsive to learners
- Let the pupils discover things instead of the teachers
- Lessons should relate to the present situation through lesson integration

What will we do now? What will happen next?

- Enrol teachers in SEAMEO INNOTECH's "Guro 21" Program
- Develop the 4Cs (Communication, Collaboration, Critical Thinking and Constructor) of the Pupils

Convenor : Mar

Participants/bumblebees and butterflies: Bert, Omar

Summary of Discussions:

Discussed different specific barriers in the delivery of education services

- Culture. There must be institutional change in culture. Old practices affecting the organization need to be changed. This ensures affirmation to change.
- Leadership. Leadership should provide the kind of direction that the organization should take. Situational leadership is a need. Leaders must be dynamic and pro-active. Leadership differs from management.
- Human Resource. People in the organization should be capacitated and empowered. They work for the organization. They must be given premium attention.
- Resource Gaps. Make the most from available resources. Maximize them.

What will we do now? What will happen next?

- Maximize available resources
- Be creative in leadership
- Make the most in everything we do
- Generate support from others to close the gaps

Convenor : Ralf

Participants/bumblebees and butterflies: So many!

Summary of Discussions:

- Quality assurance in education is necessary.
- Brand name INNOTECH! (e.g. for FLT)
- Budgetary requirements
- Credit points (issuance)
- Conflict of interest (Academe – DepEd)
 - Different models necessary
- Competition between Universities
- Less attractive without international credits
- Minimal involvement for quality assurance and accreditation through INNOTECH

What will we do now? What will happen next?

- Reconsider the franchising manual (marketing brochure)
- Assess willingness of regions/Universities to run courses independently

Convenor : Md. Ibrahim Khalil

Participants/bumblebees and butterflies: Sharon, Analyze, Edith, Art, Fel, Omar, May and Ning

Summary of Discussions:

- The convenor provided brief background about BRAC. BRAC stands for Building Resources Across Communities established in 1972 by Sir Fazle Hasan Abed, KCMG. It is an international development organisation based in Bangladesh with the following major programs: a. Microfinance; b. Health, Nutrition and population; c. Agriculture and food security; d. Disaster Management and Climate Change; e. Social Development; and f. Education. BRAC works for 11 COUNTRIES in Asia and Africa and reaching an estimate of 138 M people. Its current staff strength is 114,000 employees.
- BRAC came into the Philippines in 2012. The organization organized its Alternative Delivery Mode (ADM) Project or a Five-Year Education project funded by the Australian Government focusing in Muslim Mindanao.
- ADM is seen as a response to address key issues in Muslim Mindanao:
 - large number of out-of-school children;
 - limited access to education (594 barangays without schools)
 - low enrollment and cohort survival (68 % and 38% respectively)
 - conflict-affected communities
- Profile of the project's ADM learners
 - kinder: 5-6 years old;
 - elementary: 6 to 9 years old;
 - children who never enrolled or have dropped out from regular schools;
 - 25 to 35 learners in one learning center
- Profile of their ADM Facilitators (Teachers)
 - one classroom-one teacher learning center;
 - educational qualification – at least twelve year schooling;
 - recruit from the community;
 - intensive pre-service and in-service training;
 - intensive supportive supervision.

BRAC ADM Classroom:

- one room learning center-one class (cohort)
- low cost school house (rental/constructed) and put in children's yard.
- measurement of classroom is typically 7x9 metres- conducive for 25-35 children.
- no chair-table/desk for the children (sit on floor mat in small/u-shape formation)

Description of BRAC ADM Curriculum and Instructional Materials:

- follows the Philippine national curriculum;
- the contents and instructional materials are contextualized;
- mother tongue-based instruction is applied
- The convenor presented photos of learning centers in plains, mountain, stilts and even floating learning centers.
- To date, there are about 2,108 learning centers established (1,378 for Kindergarten and 730 for elementary level) and 66,001 learners reached (43,680 for Kindergarten and 22,321 elementary level)
- BRAC initial outcomes are:
 - served over 66,000 children; 7% of armm enrollment;
 - out of over 110 ethnic minority groups we are working with 7;
 - supported most marginal groups (badjaos, t'durays);
 - transition rate - 99%;
 - attendance rate over 90%;
 - strong community support;
 - value for education among parents;
 - created direct employment for over 1,400 in ARMM

BRAC Achievements to date are:

- Philippine Government recognized BRAC Learning Center as an alternative model in formal education;
- BRAC Learning Centers were issued School IDs and learners with Learner Reference Number (LRN);
- Grade 3 learners participated in the National test

What will we do now? What will happen next?

The BRAC ADM Project can be expanded to other communities to include ethnic communities

The program's best practices can be shared with the Philippine Department of Education (DepEd) and other formal schools

Photos of Learning Centers:



in plains



on Mountains



on stilts



Floating Learning Centers



**OPENING
OUR CIRCLES,
CREATING
SPACE**

Convenor : Carmela

Participants/bumblebees and butterflies:

Summary of Discussions:

- Don't voluntarily give your personal info online; don't accept as friends those whom you don't know – there is a risk – as they may use your personal information to harm you offline.
- Know how much info you are willing to share online.
- Open spaces may be applicable in "controlled spaces" like the face to face open space events; however, online, you are not sure who has access to your information.
- Should we disengage from those who are spreading rumors, false or fake news or bashing online, or simply from those who have different views?
 - If we disengage, who will continue to educate others?
 - If we disengage, who will counter the trolls or those who are simply misinforming others?
 - Do pre-work, understand the person first before you reply to a post.
 - When we reply with an intent to educate or enlighten, even if the person we are replying to seems to be a troll, this does not matter because there are thousands if not million other people who may benefit from what you are sharing. You will have missed the opportunity if you just leave the conversation.
- Guard your values and mental health; you need to be clear about where and what you stand for.
- If we only talk with like-minded people, then everything will just be the same.
- Consent plays a role in social media; invasion of personal space should be considered.
- The closer one is to the person, the more hurtful remarks or posts may be.
- We could also practice a "cooling period", when conversations get heated up.
- Be open and willing to embrace people even those whom we do not share our views. This way, we can show compassion and love.
- Both persons may have passion and a sense of responsibility for their opposing views, how do we deal with this? RESPECT is very important.
- There is a space where we can all exist together, but we also should maintain our personal space.
- We need to find the common ground – in the midst of the seeming divide.
- Sometimes, we are so guarded that we do not allow others to come into our space. It is important to find the common ground and find solutions together.
- We must try to meet the other half-way and be open to listen.
- Some people are afraid to open their own space because they are scared to be judged or to make a mistake.
- Address personal needs before others. Be truthful to yourself. But always seek the common good.
- Online presence is making us react instead of think through our responses. The web is so designed for convenience, to instant response, therefore, it prevents people from introspecting. We lose our sense of our own "humanness" as we are making knee jerk reactions and we do not see the consequences.
- We also need to regulate ourselves.

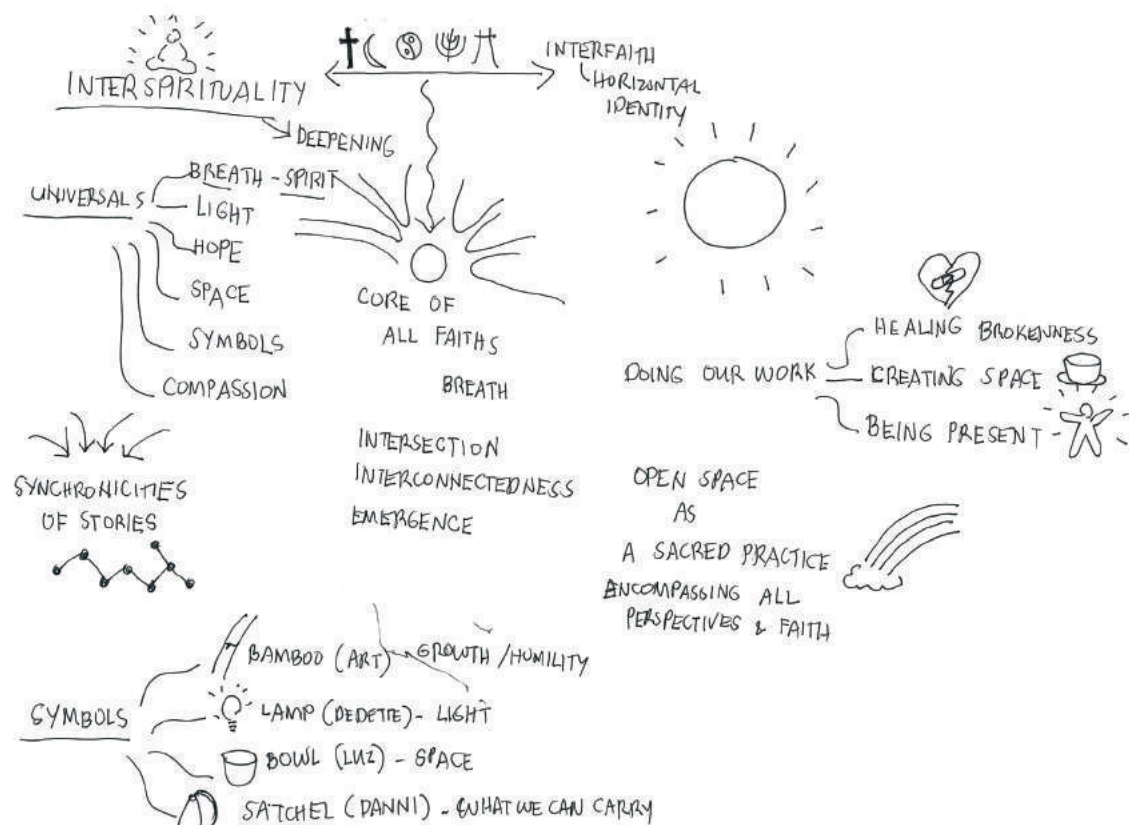
What will we do now?

- CREATE more OPEN SPACES
- Approach things using their language.
- Prime the other person or group. Prepare first. Read their background, their posts, etc.
- Ask a non-threatening, neutral question to help the individual reflect on himself or herself.
- See the conversation through. Be patient. Learning and understanding takes time.
- Apply the law of two feet off line and online. When you need a breather go for it.

Convenor : Rem

Participants/bumblebees and butterflies:

Summary of Discussions:



What will we do now?



INTERSPIRITUAL
OPEN SPACE

clb SHARON



Convenor : Alice

Participants/bumblebees and butterflies: Doris

Summary of Discussions:

- Reinforce my self-worth; confidence
- Rewards: anticipating people's needs; meaningful incentives for people
- Relating with people based on values, i.e. respect, authenticity, transparency, honesty
- Creating connections with people
- Engaging people through the heart not just the mind
- Knowing and understanding what's important to people and finding common grounds with them, i.e. clear vision/objective/goal
- Defining clarity of roles and expectations, performance indicators = clear agreements
- Work for constant/continuing communication
- Posting powerful question to create self-awareness, the foundation of mindfulness
- Total presence during the conversation

What will we do now?

- Clarify our own values
- Practice authenticity – communication, relating, “being present at the moment”
- Value people
- Future collaboration

Convenor : Jane

Participants/bumblebees and butterflies: Oliver, Sharon, Renee, Gemma, Eunice, Jun, Rem, Glo, Maria Fe, Ning, Ruthie, Cora, Dads, Luz, Mirabelle, and others whose names I forgot to ask or write or didn't find in my messy notes! Apologies and love to all for the space we made, together!

Summary of Discussions:

New space makes possible ...

- Space to understand my situation without guilt, with responsibility
- I can do whatever I want to do for me to be free. Most of my time I'm in a box to do what I'm supposed to do. Most of the time I forget myself, just to DO ... 80-90% ... to 95% for others.
- This 3 min gave me a chance to love myself. It seems I'm in a prison cell. People require me to do things for them at work and at home. No matter how I give myself, it seems it's not enough. Now, in a few minutes, I experience I was .. I AM out of the dungeon for a while. Possibly this could be a way forward ... if I can do a few seconds or minutes, why not do it a bit longer?
- Getting your point across in a natural relaxed way. Being able to express self in a comfortable relaxed way.
- Somehow relief. Somehow healing can be done anywhere, anyplace.
- You activated the breathing process, long and free. One thing I didn't even mention, it's soothed, too now.
- The breath is open space. It's always like that. Feel bad? Breath. The whole process you don't need words, just attention to what's present.
- Allowing myself to be aware what's happening in the moment. That means I can be here. I can feel I can be here, in my body. Not lost in thoughts makes me feel REAL!
- OS is not just about this outside part. There's also space inside you need to open. You need to be open to open it, to check into that space. See what's there.
- Please do this as much as you want.
- As if someone is listening to me, feeling everything will be OK, You have survived. YOU can overshadow all this. If you take it into the silence of your heart, you can see, and figure. It's the language - the silence of your heart - that can heal you totally. It's more than words - the expression of forgiveness is limitless.
- I learn that I need time to relax and meditate. I think this will really happen if I say and accept all that happened. It's not always on your lips, ... but the beat of your heart means you can grasp that forgiveness. It has its own time.
- Connect to that space, I can do this alone any time.
- The human touch - you really need that touch. It really makes you feel better. I don't worry now about what I was so worried about before. It's gone away. It filled me before. [The worrisome topic], I trust it will heal in time. I was so eager to just DO, now I don't worry. I am calm.
- No limits for myself, the things I can do, the possibilities. I make sure my body gets the right energy and nutrients, in open space. So I can utilize my body.
- Several sessions later, I still felt good!
- Just hearing the laughs, I somehow feel calmer.
- No expectations. Whole idea of being free. Just allowing things to happen. Just allowing that openness to even be surprised.
- Create opportunities for me to express myself. When I need to go. This provided me a therapeutic use of myself by somebody who shared her space with me. Allowed me to express myself - to look into my inner being. Allowed me to use MYSELF, by sharing space.
- There was magic. I realize you have to open yourself to new experiences so you can fully be in OS. It pays to be, to slow down to be more effective in the things I do.

- Everything is possible, move to the right thing. I feel I'm in a small house or hut (*bahay kubo*) made from nipa ...and the outer world is beyond me now. This place I found is even more relaxing. I don't need to care about... how I look, how others see me. Just be myself.
- usually when I think about open space, I think about open to the outside world. OS is also how you connect to your inner world. Listen to what I heard at this moment.
- very important talking to people, somehow, if there is difficulty in the body. You cannot talk - express effectively - there is tendency for distraction. Thinking they will be irritated, too. I can not do my work well if I am distracted by discomfort.
- I am relieved. When I am read, I hear other voices like a song from somewhere else. I like the sound I heard, it came from somewhere beyond beyond beyond.
- Having an open space within myself. Think about what's bothering me. When I'm busy I don't have the time to just think about the pain. I just forget about it. Now, it's like I only have to think about it when I feel the pain, when you asked me to really concentrate on my breath. That time I found some space to think about myself.
- It really pays to allow time for your inner self. Maybe OS is like an opportunity to give time to your inner self, not just concentrate on "what we are supposed to accomplish."

Convenor : Alan

Participants/bumblebees and butterflies: Jenny, Isa, Pinky, Bong

Summary of Discussions:

- Recap of Conversare dinner last night
- How was the experience?
- spontaneity
- why and how that person thinks
- breaking the barriers
- Alan shared his journey - open space experience among which he has attended 5 previous WOSonOS, starting at Monterey in California in 1998
- learning to live with no expectations & delicious anticipation
- What I found - I make very good friends at every World Open Space (WOS) event
- What attracted you to my session?
- I wanted to continue the conversation

Conversare - "spiritual & deep, a spiritual adventure" as described by a participant in an event in Padang, Wes-Sumatra, Indonesia

Bong: whatever it is that I hear from you

- a lot of stuff came out
- controlled issues and processes
- can we have the humility to have conversations as human beings
- protocol of society - listening
- my sensing - is a circle of souls, embroidered spirits having conversations with oneself
- the awakening process
- unfolding authenticity
- invictus - "I am"

Alan

- recognize the opportunity to learn
- we have to connect to each other
- the damage that we are doing to the earth reflects how we treat each other
- In Hong Kong, it's hard to start a conversation
- Essence - ask the person - what attracted you to be here, in a deeply, respectful way
- Jimmy Carter - former president of the USA; "I have two loves"
- my God and the person in front of me at any moment

Jenny

- Your instruction last night was scary
- The openness is there, but there is a certain uncertainty
- Being an introvert, I really don't like it
- It is amazing when people take the exercise step by step
- it requires vulnerability
- the whole session is very reflective and much appreciated
- For years, I have fear of handling class, now I am a sunday school teacher, that's openness

Bong

- Shared about gift of empathy
- Visions of healing spaces
- The message: you are a soul group, you are earthkeepers, you meet in time of earth in time barrier, the earth will go to in time transition - things that you've never seen in the past - burning, dry, Siberia, the volcanoes in the Philippines
 - down under have connected their wisdom
- there is no contradiction between joy and suffering
- a new portal is opening - the portal of the heart
- mother earth is in distress
- mother earth is healing itself

Alan

- shared: The Family of Man (book)
- humanity - everyone want the same thing; the idea of them and us is all artificial
 - people on every continent want the same things: a safe place to raise their family

Isa

- same need

Alan

- We cannot survive as a human species
- there is continuous dichotomy
- "We're all us" - we need to listen. Hurting point us to listen. everyone of us is a champion, a winner
- Through open space - we have to contribute
- to give and not to get
- we are deeply connected to the earth
- Image of the earth is like a fabric being woven

Bong

- conversations and draw thoughts - share best practices; deep collective wisdom - cultural roots
- able to listen - to come up with metaphors and put them to reality

Alan

- who wants to practice conversare
 - Isa: I want to give up my job and continue conversare
- there needs to be space
- there should be a host
- whatever happens...
- the law of two feel - listen to your intuition
- for it to happen, there has to be a context and treat each other with respect
- be aware of what conversation really is
 - it starts with questions - and listening
 - the emotion that underpins the word - it is not the word - recognise
 - it takes practice - pick up the non-verbal

Time to converse - At the Heart of Human Warmth - book by Alan Stewart

- whenever we treat each - something good is about to happen
- the golden rule - treating people with respect
- recognize and acknowledge - it makes a difference - with a smile :)
- everybody's got their own stories
- show interest and listen (gift of stories)
- wearing my nametag
- they see you as a person

HOW CAN WE OPEN SPACE AND INVITE MEANINGFUL, DEEP INTERACTIONS AMID THE FAST PACE OF TECHNOLOGY, WHICH SOMETIMES LEADS ONLY TO SURFACE AND IMAGE-BASED CONNECTIONS?

.....

Convenor : Claire

Participants/bumblebees and butterflies: Art (Siquijor), Iza, Omar, Linda, Shu Fang

Summary of Discussions:

- Social media – some positive, some negative
- There are times when it becomes meaningless
- But there can be meaningful interactions
 - o Like old friends
 - o Like people in immediate circle
- Issues: safety also in communication
 - o “malalaswa”
 - o Hacking
 - o Scams
 - o Can be taken advantage of
- Issues: lack of voice and face-to-face
- Issues: Fear of missing out, leading to addiction
 - o Portraying only positive, sunny, and happy personas
- Positive, also negative
 - o You say things online that you don't say face-to-face
 - Can be positive for expression
 - But can be an avenue for attacks (Filipinos hindi prangka face-to-face)
- Need for respect, values formation

What will we do now? What will happen next?

- Meaningful interactions through common issues that interests you – can be a starting point
- Ideas that resonate with one another
- Open space for groups you choose – open space does not mean you open space for everybody
- Reach more people – livestream, etc.
- Face-to-face interactions still important
 - o Maybe bring your advocacies directly
- Begin with what you want to do, work with people who share your vision - if technology solved it, then good. But it's not the open space that's priority
- Start them young for meaningful interaction
- Social media is a good vehicle for starting interactions then can lead, level up to deepen, more meaningful interactions.
- Use it also to strengthen personal relationships
- When face-to-face, put away social media first.
- When away, use social media to maintain thread of connection

DIALOGUE SESSION 7D:

WHAT OTHER UNSTRUCTURED METHODS CAN WE START/ CREATE THAT WILL FACILITATE CONVERSATIONS/LEARNING?

.....

Convenor : Vina

Participants/bumblebees and butterflies: Claire, Gail, Frank, Jenny, Pinky, Shufang

Summary of Discussions:

- Concept of Co-Creation
 - o Collaborative
 - o Are our learners ready?
 - o Open source in it
 - o Convenor concept in Yoga
- Ideas
 - o Online Open Space
 - Discussions - Group
- A Convenor Facilitates

What will we do now? What will happen next?

Remember:

- I am not in control
- Find out what people need
- Allow everyone to be present
- Ask open questions and shut up
- You don't do open space. You be an open space.
- Art of Hosting
- Circle way



**SELF-
AWARENESS,
VALUES, AND
TAKING ACTION**

Convenor : Annabs

Participants/bumblebees and butterflies: Luz, May, Fel, Deddette, Karolina, Isa

Summary of Discussions:

Annabs:

- If I had magical powers, I'd use it to complete all my chores in the morning to get more sleep.
- If I had magical powers, I'd use it to read all the books I panic buy but haven't read yet.

May:

- If I had magical powers, I'd make another me. But she'll only be available in the daytime, not the nighttime. *wink wink*

Fel:

- If I had magical powers, I'd use it to make more time, so I can spend it with my family.

Deddette:

- If I had magical powers, I'd use it to help other women speak up. I'd use it on my staff.

Luz:

- If I had magical powers, I'd use it to change myself, instead of changing the environment I'm in.

Isa:

- If I had magical powers, I'd use it to create a chef, chauffeur, helper, decorator, workers, etc. to divide my daily tasks.

SIMILAR EXPERIENCES / IDEAS:

- Women are now tasked to be good at everything – both at work inside of the home and outside the home.
- Women have been conditioned to have feelings of guilt when they decide to do something exclusively for them.
- The experiences of women are diverse. Culture plays a part in how women respond to their situation.
- Family remains an important issue for women, whether married or single.
- Women's time is more flexible than men. Women work inside the home, outside, and inside again when they go home.
- Society imposes impossible expectations on women. This can cause them stress and anxiety,
- Although everyone agrees that self-care is important, it's the first one women neglect to do for fear of being labelled as selfish (by themselves as well as others).

What will we do now? What will happen next?

- Gift yourself. There is no shame in getting that expensive haircut, massage, mani – pedi, vacation, or nap.
- Realizing that we are multi-taskers, take the opportunity to delegate. The time that you save, use it for yourself. Feel no guilt for being selfish for an hour.
- Be the paradigm shift. Share the paradigm shift. Be the magic that you and the world needs.
- Self-care is not a bad word. Do not forget to love yourself more.

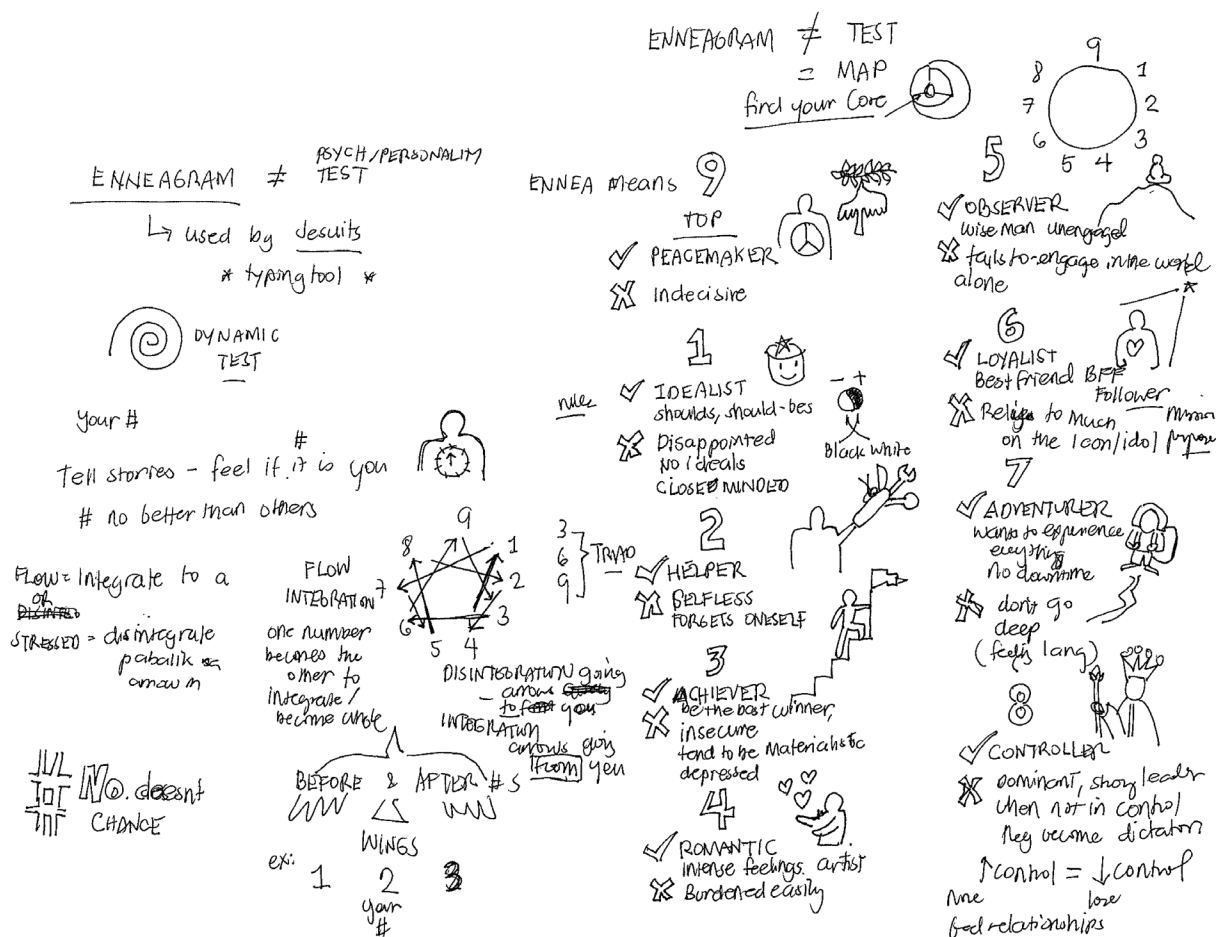
DIALOGUE SESSION 6L:

SELF-AWARENESS THROUGH ENNEAGRAM

Convenor : Oliver

Participants/bumblebees and butterflies: Bong, Art, Cora, Rem, Sharon, Gilbert, Glo, Renee

Summary of Discussions:




What will we do now? What will happen next?


CHECK RISO - HUDSON RHEIN TES

1 ENNEAGRAM INSTANTE

Riso Hudson Type Indicator

RHITO

Accept  you are # then you can move forward here.

BOOK  THE WISDOM OF THE ENNEAGRAM

Convenor : Gijs

Participants/bumblebees and butterflies: Dick, Ralf, Chris, Gail, Qing Hua, Zhang Ke, Karolina

Summary of Discussions:

Reasons for coming:

- Be prepared to be surprised + critical thinking
- My personal self + refreshing topic
- Living OS is my question, living without expectations and open to whatever. Writing down my judgments help me. Living by intention, what is needed I can provide.
- My best self always changes
- Expectations + Delicious Anticipations = Intentions
- Job interview questions: What Can You Contribute to This Organization?
- Judgement is not bad, it's how we use the word. Pay attention to language and body.
- We responsible for our judgements. We create a world with our perceptions.

Methods proposed:

- FEBI – focus your energy in what is needed in a situation. Choose between our driver, our organizer, our collaborator, and our visionary. All are useful in different situations. Awareness and choice can help effectiveness. It is a personal coaching tool.

Convenor : Karolina

Participants/bumblebees and butterflies: Reneecilia, Claire, Gilbert, Susanna

Summary of Discussions & Future Actions:



Convenor : Jaja

Participants/bumblebees and butterflies: Turok, Linda, Surie, Bert, Mayu, Isay

Summary of Discussions:

- Yes, there are still universal values!
- Problem: "Apathy" - Unless you are personally affected
- there is no compassion for others.
- Opportunity to clarify values so that these can be addressed

What will we do now? What needs to happen next?

- Taking action/ making a stand

Convenor : Carmela

Participants/bumblebees and butterflies: Annabs and Karolina

Summary of Discussions:/What will we do now? What needs to happen next?

- (Misogyny is the dislike of, contempt for, or ingrained prejudice against women)

Embracing the dark side
Does not mean
Becoming the dark side
And giving it power
It means
Giving them love
And compassion

No matter how bad the situation is
We are affirmed to do the work
That we do in the women's movements
It is a wake-up call
There is still that job for us to do
We must provide the space to others
To get involved in gender and development efforts
They can come into the circle
We must do a better job at this, and do more
Invite other people to join us
This is not the time for a defeatist attitude
YES, WE MUST CONTINUE!



OPEN SPACE TECHNOLOGY IN DIFFERENT CONTEXTS

Convenor : Mick

Participants/bumblebees and butterflies:

Summary of Discussions:

What are the issues?

- We want to engage government to use OST to permit us to contribute to the national framework
- We are using open space to help us teach our courses and we want the regulatory bodies to recognise this work
- There are no guidelines on how to be a professional institution from the governing bodies

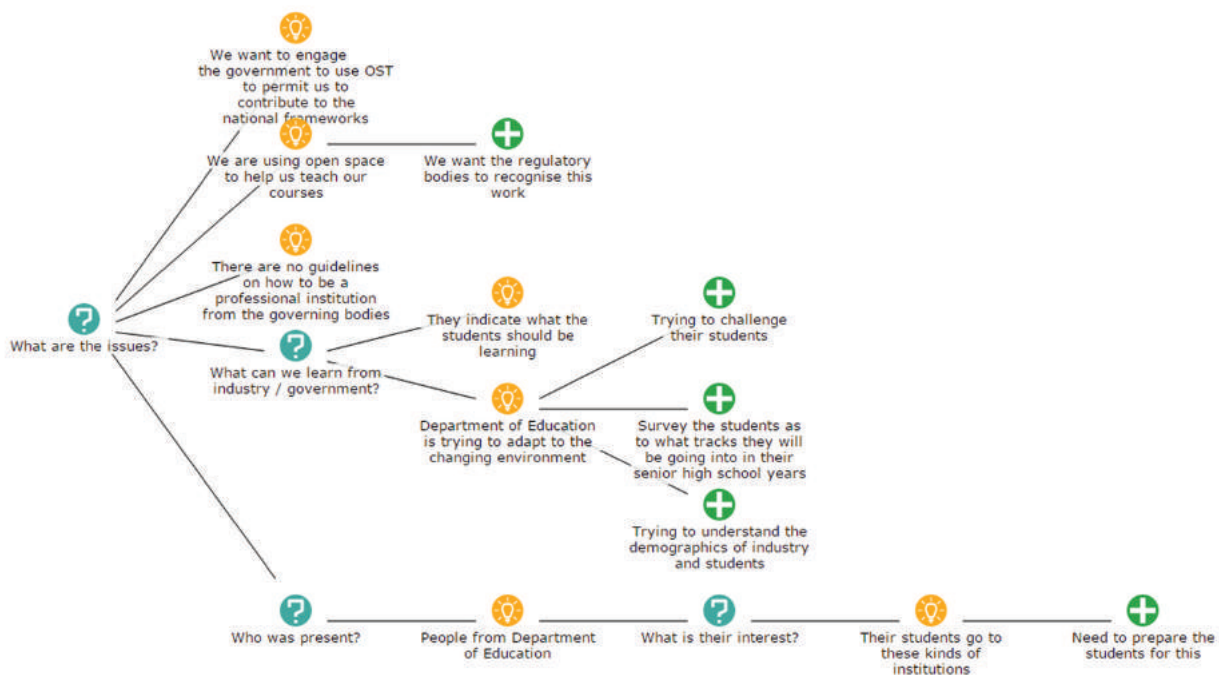
Who was present?

- People from Department of Education (What are their interests?: Their students go to these kinds of institutions; Need to prepare the students for this)

What will we do now? What will happen next?

What can we learn from Industry / Government?

- They indicate what the students should be learning
- Department of Education is trying to adapt to the changing environment
- Trying to challenge their students



To view actual mindmap, please go here: <https://oystcr.co/christomich/WOSonOS-2016/Creating-a-New-Learning-Environment-Around-New-People>

Convenor : Milabel/Annabs

Participants/bumblebees and butterflies: Rosie, Gemma, Annabs, Precy

Summary of Discussions:

- Priorities of daily living
- Note: Everything starts with good health it can't be taken for granted!
 1. Diet
 - menu planning (salt, sugar, fats, cholesterol, and artificial flavoring)
 - vegetables and fruits
 2. Exercise
 - regularity in exercise schedules at least 3x/week
 3. Smoking
 - full implementation of no-smoking as mandated by law
 4. Use/abuse of substance
 - info dissemination to the max
 5. Rest, sleep, relaxation
 - manage time
 - prioritize needs

What will we do now? What will happen next?

- Inclusion of vegetarians in meal planning
- slow down/pace up with activities
 - taking time to smell the flowers
 - take minute vacations
 - live simpler lives

Convenor : Jane

Participants/bumblebees and butterflies: Sharon, Mitch, Grace, Joie, May, Yumi, Fel, Art, Gijs, another Art, Claire, Ric, (many whose names I didn't get. Sorry!)

Summary of Discussions:

What did you experience? What did it remind you of? How does this relate to open space?

- It's really something magic – it clears the mind and focuses the breath activity, which helps us feel relaxed and be healed naturally
- There is power and magic in gentle touch, which released negative vibes from inside
- You CAN help others, you just don't know when / how/ if.
- This allowed my inner strength get the better of me, instead of the demands of the world putting stress on me. Allowing myself the deep breath is already a LOT. When you touch me here and there, it was comforting. It was like water that washed through me.
- Just having another human being take time to be comforting toward me is a lot.
- This pain I've had for a long time, longer than I can remember. I went to the doctor. I had 3 types of medicine I took for 30 days. Actually, they didn't have any effect. The doctor said afterward, "maybe it's stress" so I came here to get insight on stress. Now, instantly, this thing you did made a difference. This is a simple thing I can do. I'll share with my co-workers.
- Maybe because of what I just experienced just now – it's not just the science of medicine – I felt the effect right away. So simple, so easy. It can be done.
- Touch your inner core
- Put me in a very relaxed mode
- A very very short moment, and I can feel empty
- It's really something magic. I can instantly shift into the meditation state. And at the same time my body can become comfortable.
- What I feel is amazing is I suddenly shift into a meditative state, so deeply. At the same time my body is so comfortable

How does this relate to open space?

- There is an integrating factor.
- There's an invitation. Anything a person says they care about, is OK.
- There's spontaneity, Anyone can come and join and observe and give feedback/ observations.
- Openness means acceptance, and accepting things you don't understand.
- This gives a chance to distance ones self from identifying with the pain, emotion, overwhelm.
- This creates a space for the consciousness ... space.
- We can accept "it". IT is not me.
- It's part of open space when you connect with each other.

Convenor : Ric

Participants/bumblebees and butterflies: Franklin, Rommel, Doris

Summary of Discussions:

- Old mindset of having all answers vs. consensus building as foundation of leadership
- With open space, definition of problems becomes richer
- Shared vision
- Realization that listening is key
- Open space – guided by people's agenda, openness and collaboration

What will we do now? What will happen next?

- Civil Service to create a pool of OS facilitators
- Trainer's Training at regional levels
- Engage trainees with actual OS experience
- Create pockets of success among mayors open to OST
- Plan OST at cabinet level
- Revalidate Duterte's 8-point agenda through OS
- Creation of National HR Agenda: Collaboration among PMAP, ODPN, PSTD, and CSC
- Tie up with Smart Cities Program

Convenor : Brendan

Participants/bumblebees and butterflies: Jun, Dedette, Gijs, Shufang, Claire, Gilbert, Julie

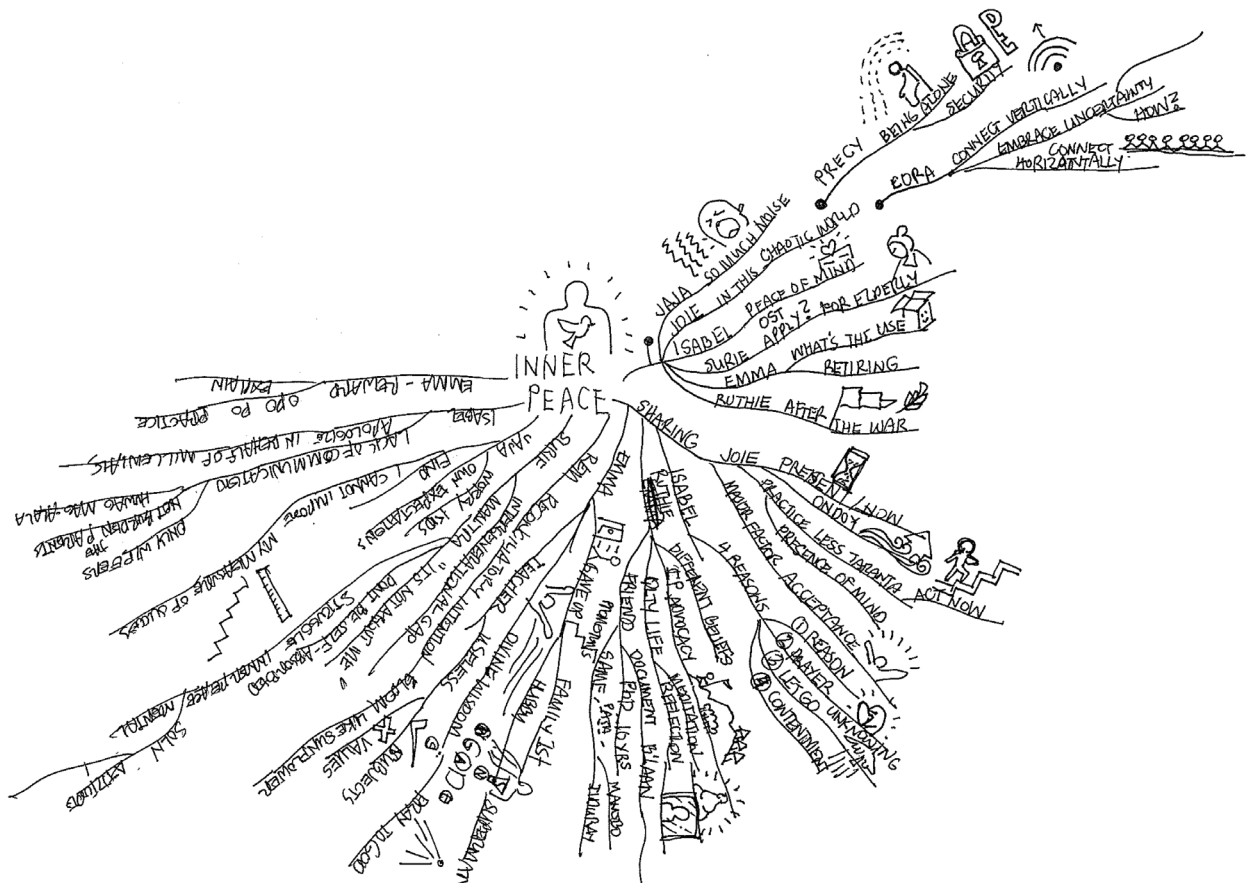
Summary of Discussions:



Convenor : Cora

Participants/bumblebees and butterflies: Jaja, Surie, Rem, Emma, Ruthie, Isabel, Joie, Precy

Summary of Discussions:



What will we do now? What will happen next?



Convenor : Brendan

Participants/bumblebees and butterflies: Jenny, Mick, Shelly, Vina, Pinky, Julie, Edmond, Denis, Miss Song, Qinghue

Summary of Discussions:

Creating context together at the beginning – articulating questions together, wondering and imagining Open Space in everyday life, start with intention and having an open heart, not to expect anything, to be curious means being ready for anything even if something derails.

One participant came up with a topic to discover how Open Space can have a powerful impact in one's life. Sensed that there is something here to discover and share.

In a structured environment like teaching Sunday school, how can I open space?

One participant expresses doubts whether engineers, lawyers, academics, and people working for the government who live and value structure and control can be open to open space. The answer is yes...when open space is about a topic that they care deeply about, space opens.

Hierarchy creates barriers, organizations, clients are resistant, scared to try something new. To open space in our everyday lives, we must free our mind. We do so much thinking...overthinking. It's exhausting, leaves us no space to open space. As a way to kill this habit, before going to sleep, we need to reflect on our day and try to capture in one word how the day went.

The conversation steers towards "intention".

Working as a supervisor in education and after being a teacher for a long time. It is easier to open space with intention of simply having a goal to transfer his love of mathematics to students, appreciating their success in this subject. As a supervisor it is more difficult but not impossible.

Another individual notices as she travels that people are always asking her for directions even though she is not from the area she is travelling to. She senses that it is because as a person she is curious and open which attracts people to talk to her. Again, this comes with an intention to be open.

In a world where leaders set the agenda and expect to be listened to, in an environment where we are not expected to talk to those above us in the hierarchy, it is not easy to imagine how we can open space in our everyday work life. The environment often closes space.

Conversely employees can also be resistant or distrusting if we seek to open space through questions, feeling distrust as to the motives or feeling interrogated. If you are open, you want people to be open with you. There is fear that people will take advantage of you and expect more than you can give.

The response is that we should be vulnerable as we engage, express our fears, speak our courage as equals. This levels the field and can open up huge space.

Again it comes back to intention, seeking to notice and understand those with whom we are trying to engage, being open, expressing interest in the issues they are trying to solve, imagining their struggles or passions as a place to start. To open space.

Opening space in everyday life need not be conversations. It can also happen in action.

Three stories that shifted the community in major ways through action, little conversation.

In Taiwan, young workers renting rooms in a big apartment complex were quite isolated. One of the residents suggested moving some of the furniture in this room to the central entrance of the apartment building thus leaving more space in the room while creating space for people to meet and not be alone. This worked so well that the model multiplied in different parts of Taipei. The person who suggested it, created a business around it. It also led to another solution besides breaking the isolation of workers or students to becoming a place for older people who may have lost a husband or wife. That they too could move into one of those rooms and in effect provide nurturing to those young people with the two groups connecting with each other. First the people living in the rooms were asked if they might welcome the older person, they did and it has provided a new model to solve another common issue in Taiwan of older people also isolated with no place to go and prefer aging in places.

Another example of cigarette butts by foreigners living in Taiwan just being thrown on the ground in parks. The residents were very upset about this disregard of the park. Someone simply setting up large pails identified with the different nationalities, it shifted a bad behaviors.

In China, a parking problem identified the possibility of opening space so the residents could identify potential solutions that need not come from government. What people would do was park their cars and then put locks on them to prevent them from being towed. This became such a problem that one night the government came and removed all these locks with special equipment leaving them on the side of the road. The residents then went to buy new locks. Problem not solved. One of the solutions was to bar any parking by non-resident people, another was to hire a managing company at a cost to residents to address this problem and the third was to open space. For now they have chosen #2 but the offer holds for Open Space if what they propose does not work.

In conclusion, opening space in everyday life can take many forms. First we have to create the intention inside ourselves and then through actions or words, with courage and vulnerability, engage with others. That's what it means to live and be in Open Space, not just about the process of Open Space.

Convenor : BU

Participants/bumblebees and butterflies: Heri, Rosie, Gemma, Eunice, Rahmat

Summary of Discussions:

- Partnering during exams as the METHODOLOGY may be effective for language subjects (specifically Spanish)
- It is currently being done – applied in Spanish classes of grade 9 in Poveda
- It has been introduced that way because Spanish is a non-topical subject
- Looking at Science and Math for example as absolute subjects, will this methodology work for it as well?
- Apprehension: specifically for Math – could this methodology work to avoid cheating?
- Apprehensions on applying it to other courses/subjects which are topical in nature

What will we do now? What will happen next?

EXPERIMENT

- the approach on non-language courses or try viability on its effectiveness
- during math exams, allow two students to discuss the process or strategy in reaching the solution to a word problem

RESEARCH

- Comparing how it could fare in public/private schools

Convenor: Rosie

Participants/bumblebees and butterflies: Lyndon, Gemma, Eunice and Jane

Summary of Discussions:

- Aquaculture management covers aquaculture activities in inland, brackish and marine waters (e.g. fish ponds, fish pens and cages)
- Climate change (CC) have big implication for people who depend on fish for food
- CC is being experienced globally
- CC is natural, which can not be controlled by man
- Expect the unexpected

What will we do now? What will happen next?

- Conduct research on strategies to mitigate sudden impact of climate change (e.g. typhoons, floods, rise in temperature, siltation and water pollution) in aquaculture related activities
- Provide alternative livelihood to affected individual
- Identify existing adaptation strategies and practices of fishermen and aquaculturists
- Identify potential adaptation strategies that addresses adverse impact of climate change

Convenor: Renee

Participants/bumblebees and butterflies: Enzo, Art, Bong, Pons

Summary of Discussions:

- It is essential for indigenous species to be revived.
- Reviving Indigenous species is a manifestation of understanding and appreciation of ecological diversity.
- Indigenous species revival is linked to the community's culture.
- Revive the indigenous species, you help revive the culture that was forgotten some 40 years ago.
- To revive is not only biological,
 - o To revive is something psychological, wherein you have to sell the idea to others.
 - o To revive means you share the idea, show the idea, wear the idea and give the idea.

What will we do now? What will happen next?

- Think of an occasion/ Plan an occasion like "Sabutan Festival" in the community.
- Make a write up and have it published.
- Bring some products and share these to conferences and trainings.

BELIEVE in the cause and fight for it.

Convenor : Jun

Participants/bumblebees and butterflies: Eunice, Jeffy, Rahmat, Heri, Susana, Cora, Pons, Chris, Bu, Shufang

Summary of Discussions:

1. OS serves as an encouragement to teachers and students.
2. OS encourages/engages students to participate without fear and intimidation.
3. OS develops trust to teachers and students in discussing the topics freely.
4. Teacher should be knowledgeable on how to facilitate OS discussions among his/her students.
5. Every participant on OS discussion should have a topic in mind.
6. OS develops the students the HOTS approach.
7. OS develops the students in their critical thinking abilities.

What will we do now? What will happen next?

1. Establish the culture of OS in the school organization, students' organization, parents, and stakeholders.
2. Establish on a policy level of promoting OS.
3. Start first with a Semi-structured OS then eventually to a full OS strategy.
4. OS should be piloted/modeled in some schools and later good avenues for benchmark.

Convenor: Allan

Participants/bumblebees and butterflies: Rommel, Rahmat, Franklin, Heri, Shufang

Summary of Discussions:

- Wearing ID – first name – makes you a human person (Alan)
- Fear or afraid of being hypnotized (Indonesia)
- National ID system – idea of control
- Helps to remind you of people in the office
- For female (Taiwan) – People will not mind/get curious; no fear of danger; wear name tag write invitation “what’s your name?”
- One issue which arose is that of whether it will be acceptable by senior managers to use just their first name on their public tag when the usual custom is to have their junior staff address them by second (family) name, or as Maam.

What will we do now? What will happen next?

- Wear ID to be called by your first name in your organization/department (Rommel)
- Place name tag at the entrance/exit of the mall – experiment
- Exchange ID with other participants until 5PM (Rommel/Brendan)
- Set the initiative to ask people to wear their ID

Who will take action?

- Rommel – at his office
- Franklin & Shufang – in public
- Alan – do this with friends and seek media support

Convenor : Suzanne/Gijs

Participants/bumblebees and butterflies: Shelly, Dedette, Emma, Cora, Mick, Frank, Jane, Qing Hua, Zheng Ke, Renee, Oliver

Summary of Discussions:

- Two (2) Minutes to make a connection
- OST = supply, Why = \$ for client
- Dignity, inclusion, engagement
- Cost-Benefit is Price of the Pain: What happens if (this) improves = numbers
- Connect to unseen emotional need
- Perception of Leadership in China: If we open space, they will bring troubles to us but after they are always surprised at the simple requests with reasonable outcomes.
- Do not talk or sell the process
- It is not about \$ but value.
- Make a mental selfie for inclusion. Warm up circle connection.
- OS used for strategic retreats for example including a broader group to participate in preparing for the next leap forward in the organization.
- World Café:
 - o Why are we here?
 - o Where are you most yourself?
 - o Where would you be if you are most yourself?
- Use a planning team for the pre-work of open space
 - o Invite different perspectives
 - o Prepare organization for independency of facilitator
- Ask for conditions are met to determine if OS should be used:
 - o Complex topic
 - o Urgency
 - o Diversity in stakeholders
- Planning team to role play and become inviters/ambassadors.
- Who am I to lead an Open Space? Open Space was given to us by Harrison free of charge. He felt that anyone can learn Open Space just by reading the Guidebook. He believed that we should just jump in. All who are here have this opportunity. Experienced facilitators share how nervous they were the first time. It did not matter if they forgot some things, open space always works.
- How much does it cost?
- So how much may I ask? For peace= \$0; For company= \$s!
- Cost convinces the CEO/manager
- Many questions about how to invite Open Space in structured environments, with higher education for example. An example given from China, 350 students came together on the topic of environmental protection, five projects came up and got realized. Same happened in Florida involving students, community and faculty. It led to important outcomes including the construction of a Campus building that became the location for WOSonOS in Florida.
- Inter religious OS in Mindanao

What will we do now? What will happen next?

- Cora will do one in May 2017! Hooray!
- Others plan to try in the near future, fast.
- We will use each other as a resource group
- Try an open space at your Christmas Party!

Convenor : Jun

Participants/bumblebees and butterflies: Eunice, Jeffy, Rahmat, Heri, Susana, Cora, Pons, Chris, Bu, Shufang

Summary of Discussions:

1. OS serves as an encouragement to teachers and students
2. OS encourages/engages students to participate without fear and intimidation
3. OS develops trust to teachers and students in discussing the topics freely
4. Teacher should be knowledgeable on how to facilitate OS discussions among his/her students
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6. OS develops the students the HOTS approach
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What will we do now? What will happen next?

1. Establish the culture of OS in the school organization, students' organization, parents, and stakeholders.
2. Establish on a policy level of promoting OS.
3. Start first with a Semi-structured OS then eventually to a full OS strategy.
4. OS should be piloted/modeled in some schools

Convenor : Susanna

Participants/bumblebees and butterflies: Linda, Brendan, Enzo, Isa

Summary of Discussions:

Susanna introduced her reason for convening the session – she has for the past few years been wondering if OST principles only worked if the group of people were in some ways acculturated to Western ways of being – she wanted to know for herself that it did work in the context of Malaysia, and did work for people who were not Westernized in their thinking, and who lived in the margins. She recounted a recent experience of opening six (6) different two-day OST consultations with some of the most economically and socially disadvantaged people in Malaysian society – and it worked like a dream. So the question was: Why does it work? What are the elements and the philosophical underpinnings of OST that allow it to keep working in every single situation it's applied in?

Following are the summary of our discussions:

- Whether it is senior academics in a Western university or the poorest of the poor in Malaysia, both groups have never experienced the frame of belief that OST represents. Whether we've opened space hundreds of times or a dozen times, we will without a doubt have a tiny seed of anxiety as we open space.
- What is important is that we have a full and strong conviction in the process and a belief that it will unfold as it needs to.
- The technique of OST is simple and can be learned in half a day...it is embodying the philosophy and the values of OS which is a journey of a life time.
- OST is about bringing forth change in society...and that passion for social transformation is a part of being an OS practitioner
- The basic elements of OST are: i) the right invitation ii) self-organizing; ii) divergence; iv) complex problem the needs a solution; v) the solution lies in collaboration between a set of people, none of whom has the solution or the "right" answer; vi) emergent design.

What will we do now? What will happen next?

Following are some of the key elements of OST as they were discussed in our group:

- i) You are not in control of the outcome of the meeting
- ii) Anxiety/uncertainty increases the energy of a group to come up with solutions – it is okay for there to be tension and anxiety in a room – it means that people care
- iii) Embodied experience is the best way to learn about OST – experience OST escalates the level of confidence in the process, and this is a journey and not a destination.
- iv) Forward looking Theme that tap into the passion, commitment and key issue of the community you're dealing with is the best way to set up a process for the greatest potential outcome
- v) OST harnesses the principles of complex adaptive systems – CAS – OST often has multiple stakeholders, a multiplicity of perspectives, interconnectedness of all the elements in the system, and the system is at a point where it needs to adapt to survive. Harnessing/Embracing change is the opportunity for a CAS to adapt to a higher level
- vi) Attending to divergence provides the opportunity for a dialogue that can lead to the co-creation of shared meaning in the group.
- vii) OST enables the principle of Differentiation/Integration (D/I) to happen through its self-organizing nature...Differences in the room are not brushed aside and hidden and covered over by the safety of the assumption of commonality. Rather differentiation is encouraged and then a group can move forward to integrating and coming to consensus/common agreement.

DIVERGE TO DIALOGUE – CONVERGE TO CONNECT

Convenor : Doris

Participants/bumblebees and butterflies: Dads, Rommel, Ric, Lyndon, Bu, Julie

Summary of Discussions:

- OST and Organizational Development share similar values; they complement each other
- Both are philosophies and could also be strategies, methodologies
- OST is counter intuitive to the control function in management, but the helpful perspective is the 'not either/or' mindset
- Use of technology helps
- In the corporate set-up, OST can be used in a modified way, i.e. set agenda for burning issues.
- Use of technology can be a form of OST.
- OST is a powerful tool for engagement/engaging employees; getting ideas
- OST could be complemented by other methodologies to follow through on results.

What will we do now? What will happen next?

- Try it in our respective context
- In the corporate set ups, expose leaders to OST
- Train trainers
- Bring it down to the employee

Convenor : Doris

Participants/bumblebees and butterflies: Mark, Rommel, Qinghua, Sharina

Summary of Discussions:

- Open Space is both a mindset/philosophy and a technology/method
- It can be used as a starting point, especially in generating ideas/identifying problems/change learners want to happen, and possible solutions/steps to achieve change, by engaging the learners
- It can be used to complement other methodologies depending on the context, objectives buy-in of sponsors/players
- It is most powerful in generating ideas/engagement especially in starting learning sessions as it taps participants' passion and sense of responsibility. Once specific decisions/actions have been identified, other methods could be adopted.
- Documentations as an important part of OS including follow through on next steps/commitments.

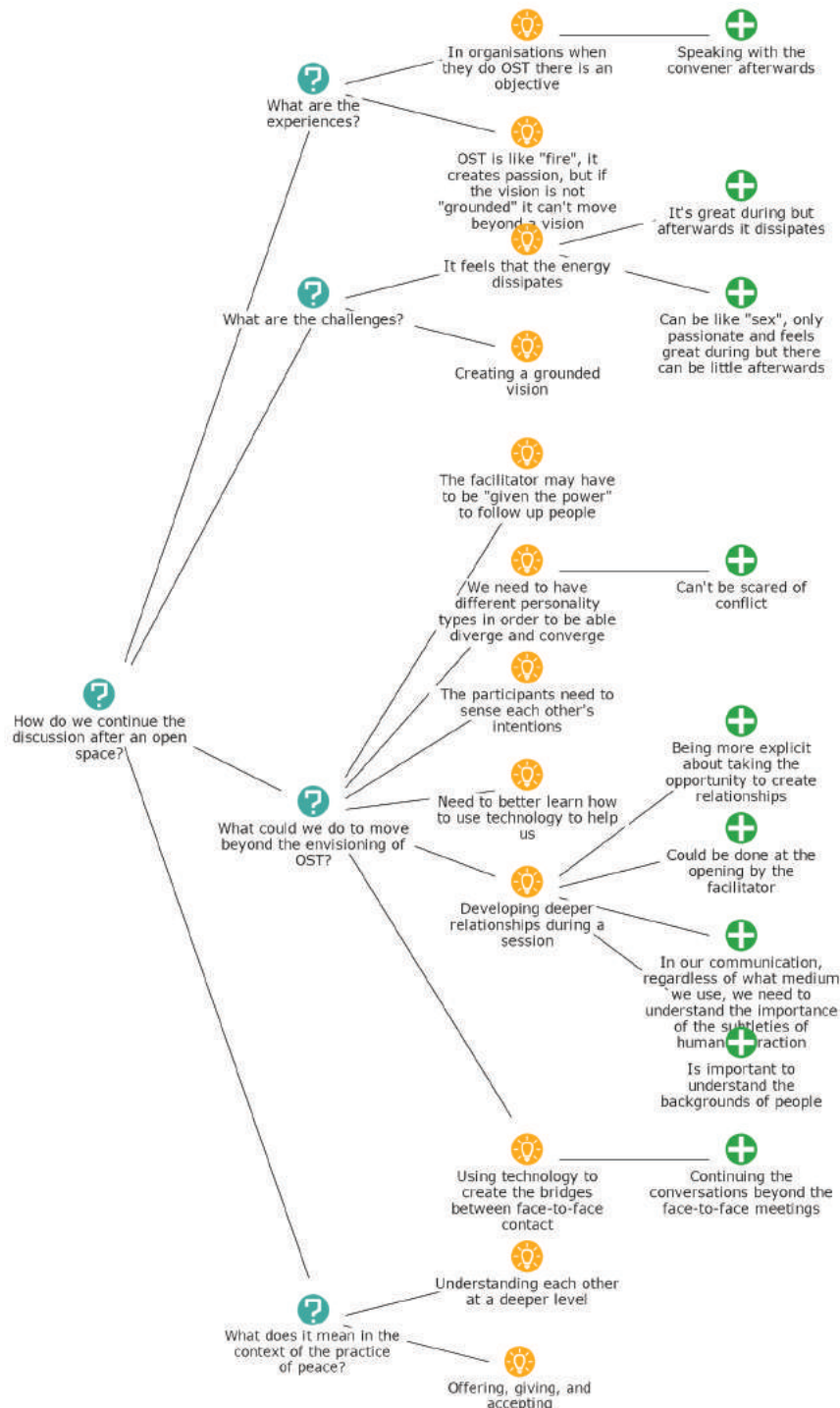
What will we do now? What will happen next?

- Have a better understanding of OS
- Attend a trainers' training on OS
- Apprentice with a master facilitator in running an OS in the corporate setting

Convenor: Mick

Participants/bumblebees and butterflies:

Summary of Discussions:



Convenor : Jun

Participants/bumblebees and butterflies: AG, Ning, Dads, Pons, Mick, Bert, Frank

Summary of Discussions:

- Post-it
- Discourage use of name
- Norming
- Grouping
- Giving your CP is already creating space to the public
- Review prioritize/plan
- Facebook
- Additional tool – When do I use this?
- Start small
- Can be a qualitative tool
- Apply in the region - for the employees to have a voice
- Organization – structured intimididity
- Change paradigm
- There should be a planning team
- Apply open space in parties/outings/socials/team-building
- Clarify terms of reference
- Set-up formation of chairs
- Applicable also to families, friends, etc. not only organizations
- Not only used in conversation
 - o Seating
 - o Systems
- To appreciate you need to have three to four sessions
- Can use in Learning Action Cells

What will we do now? What will happen next?

- Start small/start implementing in a small scale
 - o Experiment in FGD, parties, strategy planning
 - o Sharing of experiences
- Change paradigm
- Pool of facilitators
- Try one session training/in open space
- Do it yourself first
- Acculturation
- You can start with your friends, families
- Explain/invest on the process

Convenor : Susanna

Participants/bumblebees and butterflies: Khalil, Vina, Shelly, Jenny, Alice, Surie, Jaja, Pinky, Noel, Jun

Summary of Discussions:

Susanna's own life journey from tyrannical leader model to facilitative leader model inspired her to name this topic.

The group made and discussed the following key points:

- We are most familiar with the "leader at top" model as society's dominant paradigm.
- OS facilitation, as a process, and OST as deep philosophy offer a different paradigm for thinking about leadership in groups and organizations;
- Each one of us has a different model of leadership that we operate from, and this depends on the experiences of leadership we have had.
- For example, whoever comes is the right people, might reframe the idea that there are talents that need to be focused on and managed to the exclusion of others – everyone is regarded as the right people for the job.
- OS as a process and OS as a set of principles should not be conflated. There is a role for control and hierarchy in an organization, and sometimes leaders can't set it up and then step out of the way.
- The world still operated by the belief that leadership is about influence – thus the idea of leadership as facilitative ie. Leaders focusing on creating the conditions that bring out the best in others is one that will need much more deep reflection to be integrated into other leadership stances.
- While there may not be so many moments when a leader can act more as an OS facilitator, a leader can embody OS values and philosophies ALL the time. So maintaining an inner landscape that is guided by OS philosophy is a choice that leaders have.
- The conversation shifted into discussions about the script, the set-up, pre-work and consulting with the client, as there were several people in the group who were encountering OST for the first time and wanted a greater understanding of OST, both process and principles.
- OST can also be used effectively in research and used as a data-gathering methodology (and is compatible with other data gathering methodologies like climate surveys) to inform a consultant in proposing a organizational/process/system design intervention

What will we do now? What will happen next?

Each of us could start reflecting upon the ways we can integrate OST principles into our leadership practice – OS needs to happen inside of us, and we need to find time to open inner space before we facilitate space outside of us.

Leadership is a series of stances....we don't open space to decide what needs to be done when there's a house burning down...we just get to action. But when we do, whoever comes are the right people, whatever happens is the only thing that could have and when it's over its over...

Convenor : Gijs

Participants/bumblebees and butterflies: Chris, Isa, Rommel, Frank, Enzo, Shufang, Oliver

Summary of Discussions:

- Outer world (open space) – translated to inner world
Tool to manage complexity
Ex. Entrepreneur or fixed job; voices of comfort; judgementalist; purist
- We are not born with these voices or are we?
- If many voices, I go to a counsellor - comfortable, freedom, and content voice
- Another perspective of external facilitator to help inner process
- Right or wrong?
- Voice: Is he one of ours or them?
Survival voice emerged from lived experience
- Dilemma of father: my children were offered a stolen phone (voices were cheap, moral, cautious)
- Calling OST sponsor - ego as facilitator (consciousness)
- Subject from dreams, subconscious message when repeating characters or situations show up – we have choice and can choose:
 - a. Self-resolve
 - b. Go to counsellor
 - c. Go to church
 - d. New option: Apply OST principles
- Job offer dilemma – money is good, prestige is good but need to conform and wear suit. Driving to interview and car crashed; Lesson: Should have done my inner work
- Victor Frankl's book – there is space between stimulus and response; use space before (re)acting vs. responding
Ex. Brothers growing up – inner voice of anger. Resolved by quite time, meditation and breathing. Name it to tame it. Familiarity to yourself and inner voices.
- Active imagination – giving the voices names. In OST, whoever comes... but what happens if the unhurt and frustrated voices don't show up
- Envision a positive outcome

What will we do now? What will happen next?

- Go to higher power
- Go to the bar for beer
- Set sacred place and time
- Internal breath

Convenor : Mr. Khalil (Main Convenor), Art (Co-Convenor)

Participants/bumblebees and butterflies: Fel, May, Omar

Summary of Discussions:

My topic is basically all about reaching less fortunate children and I was lucky when I met Khalil because his topic is somehow a solution to reach people.

In reaching people, there are several factors to consider (financial/funds, risk, time, peace and order especially in Mindanao Area, etc.), but for BRAC organization (where Khalil is connected) all of these factors are not really a hindrance. BRAC organization is providing a “project-based” education for indigenous people from ARMM. The organization provides school supplies, community learning centers, trained people to become facilitators by sending them to special training in some universities, etc. So, all in all, the project is really a great help in reaching less fortunate people, and I concluded that it is better to have a support from NGO to reach and help less for fortunate people.

What will we do now? What will happen next?

We should act now. Another open space for this issue. I would love to try to bring this issue when I go back to my place. Sit with all concerned people, talk about it, open a space for it and let us see what plans we could create.

Convenor : Mark

Participants/bumblebees and butterflies: Vina, Alice, Noel

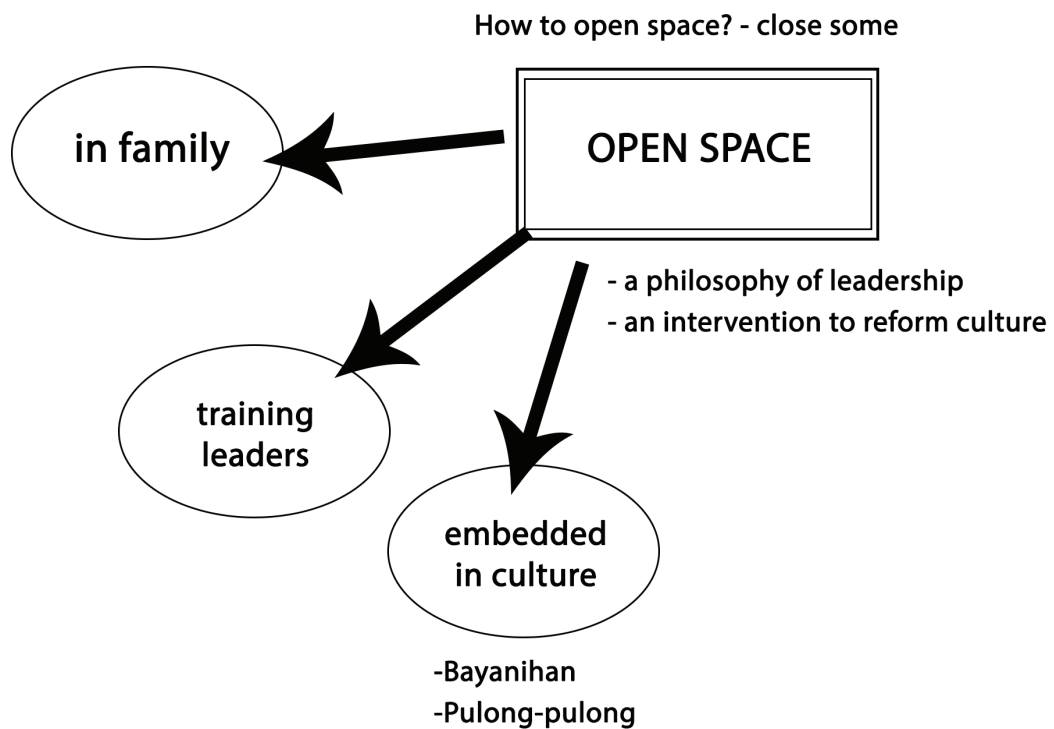
Summary of Discussions:

- OST in strategic plans – complement with strategy formulation and planning
- OST and facilitating renewals in organizations
- In restructuring
- Gathering collective energies
- Planning for outplacement
- In facilitating innovation/ideation
- Discussing issues and opportunities
- Transformation and possibilities
- Creating an environment for things to happen

Convenor : Ric

Participants/bumblebees and butterflies: Lyndon, Khalil

Summary of Discussions:



What will we do now? What will happen next?

In Private Sector

- Implement OST - Multi-level - from Ground to top level

In Government Sector

- Advocate Use - Pilot in Cabinet
- Use OST as tool for citizen participation
- CSC to train facilitators

Convenor : Brendan and Sharon

Participants/bumblebees and butterflies: Shufang, Julie, Jenny, Dedette, Ning, Mitch, Miss Song, Enzo, Susanna, Luz, Jason

Summary of Discussions:

- It's easy and simple to teach OST but how do you prepare the person?
 - Embody presence of the facilitator, this is the heart of OST
 - What elements do you focus on in the person?
- How would you say that what we do is open space?
 - Are there boundaries?
 - What's an open space?
 - Are you really truthful?
- How to create open space facilitator learning program?
 - Small intimate/deep conversation on OST and in developing people on OST
 - Usually, two-day program (why did you come? What's your experience on OST? etc.)
 - Include training handouts, videos, short version of Harrison's Brief intro on the User's Guide
 - Not an expert but specialist in OST
 - Show Harrison's 10-minute clip (youtube) in Australia
- How to interact with sponsors?
 - First meeting with sponsor (clarification)
 - Simulation is done (e.g. talking with sponsor)
- Generate topics from the topics
 - What theme/question can be crafted? Theme: (sleep on it/is the theme good enough?)
 - Sponsor comes to the circle first/ OST commences
 - Participants involved in setting up the room
 - Have flexible catering (lunch can be simple)
 - Sponsor welcomes and introduces the facilitators
 - Small groups (20 minutes to 1 hour)
- Do closing circle
 - The sponsor is the last person to speak
 - Facilitators walk the circle by referring to the principles
 - When ready turn and walkout of the circle/that signals that OST is over
- OST event is over: Ritual
 - Start with sponsor opening
 - Over with turn and form circle
- Within the training
 - What did you notice?
 - What did you learn?
 - What do you wish to learn more of?
- Find a partner to share your answers then come back to the circle
- What they want to talk about the next day

NEXT DAY

- Co-learning in a circle
- Open space ideas/groups (borrowed from Liza Heft)
- One homework question
 - o Describe your first sentence
 - o What have you been doing? OST-what is?
- Do morning news
 - o What you like to say to each other

- Prepare Agenda in themes and not on specifics
- Co learning – between facilitators and learners
 - o What is OST? What is not?
 - o Sponsor Preparation (orientation) and Pre-work (invitation, theme, venue) – Is sponsor willing to let go?
 - o Facilitators preparation in terms of logistics
 - o Internal preparation/mindful of service
 - o Event logistics – how many breakout spaces? How long is time slot?
 - o On-going learning – how do you keep learning?
- OS ListServ
- WoSonOS
- Mentoring
- OS Community
- Can you use OST with another method? (e.g. Ai (Appreciative Inquiry) + OST or Art of Hosting)
- OST Combos or Parallel Conference with Keynote – speakers and workshop + Open Space
- Go into the homework and ask people to reflect in their answer
- OST is so complex that your first question can move or push people
- Afternoon
 - Some people might want to craft invitation or do their script
- Closing the Circle
 - o Send participants with book of proceedings
 - o Send blank templates or report/action planning
 - o OS ListServ (How to join)
- What is the essence of OST?
 - o OST event that has proper pre-work (space, ritual opening/closing)
 - o Mix event (combo), don't use OST, instead use conversation circle
 - o OST is a highly structured process to deal with complex issues
 - o When to use/not to use
 - o What are the premises?
 - o What does OST guarantee? (There is likelihood of it showing up)

Some useful reminders

- o A helper/an assistant that could take care of logistics
- o Have you got the right shoes, comfortable clothes or dress?

Importance of Virtual

- o Facilitator needs to who walk the circle not seated
- o Feminine + masculine energy
- o Walk slowly around the circle and complete the walk and insert yourself in the center of the circle
- o Cue Cards – perhaps you're not ready yet to facilitate.
- o Walking a hero's journey – can we be brave enough to walk the circle

Mitch: Introduced to OST in 2012

- o Embraced OST – talks OJT
- o Not a technology but holding the space
- o Had to let go
- o "What I have is what I have"
- o Circle makes you feel vulnerable
- o So much experience
- o Mitch is the hero that walks ahead of everyone
- o Loving energy of holding the circle
- o Comes from the heart/words are powerful

Convenor: Mark

Participants/bumblebees and butterflies: Shelly, Shufang, Heri, Rahmat

Summary of Discussions:

Introduction of the Global Facilitators Serving Communities (GFSC), an international NGO which utilizes facilitation to assist in the psycho-social recovery process after a major disaster.

Major events in Asia include:

- Training program in Taiwan after Major Earthquake
- Translation of GFSC books into Chinese
- Online Training program at SEAMEO INNOTECH
- Service Learning project in Ilollo
- Training program at ICA Nepal

Shufang introduce some of the efforts she has undertaken in Taiwan to help the disaster recovery community including recent Open Space program for Government and NGO community.

Mark introduced the current structure of GFSC with active programs in South American, including Columbia, Ecuador, Chile and Peru, a strong history of activities in USA and recent project in Asia.

Some recent projects include:

- Preparing a GFSC book with case studies of facilitating disaster recovery.
- GFSC Global Conference to be held in Bogota, Colombia in March 2016.
- Exploring fundraising activities.

There was also discussion of the GFSC Model for disaster recovery and online funding possibilities.

For information on GFSC: www.globalfacilitators.org



PEACE, HEALING, AND TRANSFOR- MATION

Convenor: Franklin

Participants/bumblebees and butterflies: Alan, Brendan, Rommel, ShuFang, Ric, Suzanna, Luz

Summary of Discussions:

What constitutes brokenness? Different reasons were discussed—brokenness in the family, community, country—that leads to resource conflicts, the lack of psycho-social support, etc. Brendan introduced the work of Renee Gerard on Social Violence and the theory of mimetic-self desire comes from seeing others—the need to imitate. Blaming others for what is not working. Historically citing the need to appease the Gods by sacrificing the innocent, the ridding of the “bad people”—the bad things so things can return to harmony. The need to create common enemy’s as a reason to band together. All based on the idea that it’s all part of survival as a human motivator and the need to belong. The use of God/the Divine to justify killing or ridding of the identified bad. A theory that attempts to explain the concept of “us and them”.

Shared Meanings

The use of the word “brokenness” was questioned. Brokenness is often used to justify the oppression of women and the blaming that women are not doing their share in keeping the family, marriage, community together in traditional ways thereby contributing to the brokenness. Search for a better word led to the idea of using disconnect to replace brokenness. This led to the discussion of wholeness and what does it mean. Self-awareness leads to transcending. Wholeness however is not perfection but accepting the imperfections in the quest for wholeness. Creating a construct that goes beyond tribal instincts of us and them. Disconnect leads to connection and connection to others leads to empathy and understanding...

What will we do now? What will happen next?

The use of open space as an experiences in processes, coming to an understanding that we cannot always change others or a situation but we can change ourselves. We can come together to create a process towards peace. Brendan used the example of his work with Sudanese migrants in Australia where he is designing a program where the participants are able to design how they come together, define the terms, and address the need of how to sustain them even as the horrors continue. In sing their cultural context to look at the radical non-violence of Jesus and the spirituality of non-violence. The creation of Open Space to create Learning Circle.

Peace is a process—a process that can make use of Open Space concepts of:

Always join by invitation

Create Safe spaces

Define shared meanings

Engage in collaboration because it’s meaningful—identify what needs to be done—co create

Different leadership intention

A warning --- we cannot create artificial communities, there needs to be a common issue.

“Given what has happened—what is possible”

Convenor: Oliver

Participants/bumblebees and butterflies: Oliver

Summary of Discussions:

- Steps in Healing
 - o Truth-telling
 - o Publishing
 - o Forgiveness
 - o Healing
- Importance of Closure
- What it means to “HEAL” or MAGHILOM

What will we do now? What will happen next?

- Write a CONCEPT PAPER and collaborate and offer to help in PEACE PROCESS efforts

Convenor: Edwin

Participants/bumblebees and butterflies: Jeffy, Annabs, Alice, Analiza

Summary of Discussions:

- Bridging the gap between two opposing belief systems (technology vs. tradition/ esoteric vs. science, etc.)
- Healing can take on many forms (spiritual; health, holistics, physical, etc.)
- Welcoming an alternative as a form of resistance (natural vs. neoliberal)
- Wellness + Well-being from a divine Feminine Energy (women's work, women's time, rhythm, rituals)
- Taking out healing from the realm of the isoteric (legitimizing, normalizing, etc.)
- Healing transcends to political, economic, cultural issues (valuing, cultural sensitivity, profit, etc.)
- Commercialization of healing (profit vs. gift, ethics)

What will we do now? What will happen next?

- To quote Joey Ayala, "We should learn how to party again."
- Dance. Dance. Dance. To get our natural rhythm work.
- Global healing should happen.

Convenor: Franklin

Participants/bumblebees and butterflies: Analiza, Enzo, Jun, May, Emma, Ruthie, Edwin, Lilibeth and Isa

Summary of Discussions:

Community-based peace process / Local NGO based in Basilan / Nagdilaab Foundation:

- Human Security Framework - Freedom from fear, basic needs
- Enzo - Action Learning Coach / Institute of Reproductive Health - bring some page, team and people reflection
- Emma - 4a / Community Services from Rizal - improve the quality of life, cooperativism and oneness
- Ruthie - DepEd Region 12 - schools established; left learning, each of government support and aspiration
- Jun - DepEd Region 12 - Indigenous People (IP) and marginalize / IRIDO
- May - DepEd Region 13 - IP Schools in 75 communities
- Edwin - Artist from NCIP and National Culture and Arts; promotes cultural interventions to marginalized IPs and creates new space of understanding
- Analiza promotes learning and training in the formal and non-formal sectors

Peace > Culture and Evolving > which of the Culture create peace

Human Security > governance and basic needs provided

Out of School Youth (OSY) > alternative learning system, TESDA, Skills for life

Part of educating people and serves as a guide

Working with military / MNLF / MILF

Tokhang > child warriors / drugs program

Terrorist

Presence of Police

Addicts (drug dependents) for Rehabilitation

LGU will take charge

Marginalized > IPs and Poor

What will we do now? What will happen next?

There must be a program in place

Health and Societal Values (Community based processes)

Lifetime

“Sacred Anger” - Spiritual crisis / needs anchoring

Collapse of Meanings / Lamentation / Ranting

Create a culture of healing (poets)

Pain - accepts the cross - stop crucifixion, resurrection

Culture of Redemption

BRAC - Learning Centers (ADM)

Strengthening of Culture

Credibility as an NGO - intervene to real needs of the community

Strategic Planning - address real needs; mainstream agenda with LGUs

Programs - Collaboratively developed with stakeholders

Is there people steering the planning process

Partnership / Coordination (Multi Stakeholders)

LGU empowered culture bearers - IPs "Extreme Centered"
DepEd - work with stakeholders + LGUs + NGOs + State Universities
 Influence + Funding
 Let the institution see the "value"
 Commitment of LGUs
 Bridging Leadership
 Institutionalize activities
 Identify people who have influence - mapping informal leaders
Different outcomes of stakeholders must be reconciled



ANNEX 1: CONFERENCE NOTES & DOCUMENTATION

Day 1 (November 10, 2016)

Greetings from Harrison Owen

Harrison Owen, founder of the Open Space Technology (OST), gave his opening statement via Zoom. He thanked all the conference participants for giving him the opportunity to be with them. According to him, we are now experiencing a world that is “different” and full of surprises. He said that, “things we thought would happen did not happen. Hence, OST would be an opportunity to give people a chance to see something different and new.”

Word from the Convener Host and Chair

Sharon Joy Chao, 2016 WOSonOS Convener Host/Chair and Manager of SEAMEO INNOTECH Learning Management Office, welcomed all the guest and thanked everyone for joining the 24th World Open Space on Open Space. She encouraged everyone to open more space and take this opportunity to connect with one another. She finished her remarks by introducing this year’s conference facilitator, Miss Michelle “Mitch” Sarabillo.

Opening of the Circle / Agenda Generation

Mitch Sarabillo opened the circle, explained the theme further, and discussed the concept and practice of Open Space Technology. She stated that despite the chaos in this world, we are assured that everything that is happening are interdependent and interconnected.

“Now is the time of breakthrough ideas!” She continued that OST is an opportunity to revisit our individual thoughts, feelings, and dreams. It is an empowering opportunity to interact with people. Moreover, it is an approach of interaction that is beyond the traditional methods of dialogue.

According to Mitch, one does not have to be an expert to raise an issue. What is only required is taking full responsibility of the issue that one is surfacing.

Mitch gave the mechanics of OST. She mainly focused on the approach’s four principles and one law. These principles are: (1) whoever comes is the right people; (2) whatever happens is the only thing that could have; (3) whenever it starts is the right time; and (4) when it is over, it is over. She also explained “The Law of Two Feet”, which states that, “if you feel you’re not contributing (to the discussion or issue at hand), feel free to go somewhere else”.

She encouraged the participants to take a moment and think of a topic or agenda to discuss and write down issues they want to tackle using the materials placed in the resource center.

The participants finished announcing their topics or issues of interest. First, they introduced in plenary their topic(s), chose a schedule or session number and then posted their topic(s) on the bulletin board at the back of the session hall.

Day 1 Sessions (Dialogues 1 to 3)

Dialogue session 1A: Applied Improvisation
Dialogue session 1B: Creating a new learning environment around new people
Dialogue session 1C: Brokenness, Peace and the Shifting World
Dialogue session 1D: Word in a Changing World
Dialogue session 1F: Community Peace Processes
Dialogue session 1G: SHADOW
Dialogue session 1H: We struggle with the power of vulnerability and we want to be in a safe circle in open space
Dialogue session 1I: Are we ready for this shifting world?
Dialogue session 1J: Open space for healthy lifestyle patterns
Dialogue session 1K: Are there still universal values?
Dialogue session 1L: How can we facilitators help schools to transform?

Mobile session: In 3 Minutes Open Space for the Body

Dialogue session 2A: Glow in the dark
Dialogue session 2B: Creating space for inspiring public sector leadership
Dialogue session 2C: A conversation circle for those feeling slightly wobbly/worried by recent global and national happenings
Dialogue session 2D: Breaking barriers for better education services
Dialogue session 2E: Open space as practice of peace
Dialogue session 2F: Mindful parenting: tips, habits & mindset
Dialogue session 2G: Inner peace through open space
Dialogue session 2H: Open more space in everyday life
Dialogue session 2I: Partnering during exams - Opening spaces as a new approach for better learning
Dialogue session 2J: Reviving indigenous species towards sustainable environment
Dialogue session 2L: GIHA (Global Indigenous Healing Associates)

Dialogue session 3A: Disaster recovery: Practice & possibilities
Dialogue session 3B: Opening more space on 21st century education
Dialogue session 3C: Opening healing art villages
Dialogue session 3D: Work environment in a changing world/ Open Space at work
Dialogue session 3F: Collective healing
Dialogue session 3G: Open space for systems development in the workplace
Dialogue session 3H: What other methodologies can we create from OS?
Dialogue session 3I: Should or shouldn't we guard our space?
Dialogue session 3J: Interspirituality of the circle or open space
Dialogue session 3L: Knowledge Transfer in Education (Franchising)

Evening News

Mitch invited all the participants to come back to the circle. She then asked about participants' experiences of today's sessions. Participants, some of them attending Open Space Conference for the first time, happily shared their thoughts and experiences. One participant particularly inspired everyone to not be afraid of the 'shadow'. He further shared his idea of a safe space where people can authentically come together and share their anger.

Experiences on conducting conversations through VOSonos Virtual Open Space on Open Space (via Qiqo Chat) has been mentioned, saying some had problems convening online conversations. Mitch ensured that they will find a better place tomorrow for the VOS sessions. She also encouraged other participants to conduct their conversations through VOS and/or join the VOS sessions. She also mentioned about the possibility of Harrison's presence in VOSonos session tomorrow.

Mitch reminded the participants to come in by 9 AM the next day as they have a full schedule, with more than 40 sessions left to be convened. She also reminded everyone that Silent Auction will close at 10 AM the next day. She encouraged everyone to visit the Silent Auction room to bid for the available items.

Lastly, she encouraged the participants to use the hashtag #WOSonos2016 on their social media posts so that everyone can easily see it and be updated on the WOSonos happenings in the Philippines.

Everyone was invited to stand-up and form a big circle. Rachel Declaro of SEAMEO INNOTECH's Instructional Design and Development Unit, graciously introduced Allan Stewart who explained the concept of "Conversare", a new way of socializing by pair during meals. He asked everyone to choose a perfect stranger and converse with that person over dinner for about 30-45 minutes and possibly discuss matters of interest and significance. Dinner was served at around 6 PM at the Pearl Hall Garden, al fresco.

Day 2 (November 11, 2016)

Mitch began the second day of the conference by introducing the Director of SEAMEO INNOTECH, Dr. Ramon C. Bacani. Director Bacani expressed his regret in missing the first day of the conference, as he had to attend to a prior commitment. He warmly welcomed everyone to the conference and wished for everyone to have a lively and fruitful conversation.

Before the start of the dialogue sessions, Mitch invited the participants to visit the Silent Auction at the Hernandez Hall. She also clarified that there are no changes in the topic and their schedule. Moreover, a participant raised a concern that text should accompany the visuals in the session reports. This is to aid understanding of people who were not part of that particular session.

Day 2 Sessions (Dialogues 4 to 7)

Dialogue session 4A: Paper planes exchange/Applied Improvisation
Dialogue session 4B: Alternative Delivery Model (ADM) Project: The BRAC Approach
Dialogue session 4C: Let's Open more Space at work. Why? How? + \$OST value proposition for companies
Dialogue session 4F: Applying open space in a classroom setting
Dialogue session 4G: Open space for systems development in the workplace
Dialogue session 4H: Exploring the Deep Philosophy and Values of OST
Dialogue session 4I: Building the practice of democracy
Dialogue session 4J: Misogyny and leaders
Dialogue session 4K: OS in organizational development
Dialogue session 4L: Generation diversity in the workplace: Expanding the circle

Dialogue session 5A: What you do not know
Dialogue session 5B: Let's share our skills on Open Space
Dialogue session 5C: Climate change impacts in aquaculture management
Dialogue session 5D: Combining SLEs with OS technology in learning & development
Dialogue session 5F: Continuing the discussion after Open Space
Dialogue session 5G: Finding happiness in the midst of dark times
Dialogue session 5H: Modernization: Infrastructure development at the cost of indigenous peoples' displacement (CANCELLED)
Dialogue session 5I: Opening space & facilitating amid current political turmoils
Dialogue session 5J: Open Space for an effective and efficient public servant (CANCELLED)
Dialogue session 5K: Creating a culture of development
Dialogue session 5L: Creating work-life balance

Dialogue session 6A: Create/develop an open space in your workplace
Dialogue session 6B: Creating leaders as transformative change agents in a changing world by being the change (RESCHEDULED as S7K) (NO TOPIC)
Dialogue session 6C: OS facilitation as leadership model for the future
Dialogue session 6D: Role of school leaders in introducing & institutionalizing OS to learning institutions
Dialogue session 6E: How can we open space & invite meaningful, deep interactions amid the fast pace of technology, which sometimes leads only to surface & image-based connections?
Dialogue session 6F: Sharing our ideas beyond an open space
Dialogue session 6G: OS for children and teachers values formation
Dialogue session 6I: Despite pain, make sure to heal
Dialogue session 6J: How would women's time change if all women are magical feminist witches?
Dialogue session 6K: Wearing a name tag in public deliberately
Dialogue session 6L: Self-awareness through Enneagram

Dialogue session 7A: Sharing challenges, be open space, be/ live naked
Dialogue session 7B: Opening space for a fulfilling and happy life
Dialogue session 7C: I Ching (Yee Jing) for Decision Making
Dialogue session 7D: What other unstructured methods can we start/create that will facilitate conversations /learning?
Dialogue session 7E: How open space can improve my leadership
Dialogue session 7F: Establishing a sustainable leadership and mindset amidst change (in an organization)
Dialogue session 7G: Open yourself to the world
Dialogue session 7H: Reaching out less fortunate children
Dialogue session 7K: Creating leaders as transformative change agents in a changing world by being the change

Evening News

Mitch called the participants' attention for the evening news. She asked for the participants' thoughts on and experience of the sessions.

"I see you, I hear you, I feel you." One participant said as he expressed his thought on the day's conference.

One participant talked about misogyny. She encouraged everyone to be involved in the issues happening around us.

Suzanne Daigle shared that she had the opportunity to interview some participants of the conference about various topics. She expressed her gratitude to all the people whom she had deep conversation with and promised that the interview clips will be uploaded and be shared to everyone. She finished her remarks by saying that, "the world will finally self-organize with us, having so much energy." (Note: Suzanne's Blog, "Open Space on the Open Road – with Suzanne" url: <https://openspaceontheopenroad.com/>)

After the participants have shared their experience for the day, Mitch expressed her gratitude to everyone. She also reminded all that the Silent Auction is already closed, and encouraged everyone to fill out the evaluation forms. She also said that photos from the conference will be posted on the Facebook page of the conference.

Mitch asked for a show of hands of who will stay until the end of the conference. The last day will start at 9 AM, and will close at 12 NN. She also asked for suggestions on how to proceed with the following day's session and reminded everyone of the conference theme: once we step out of the circle, how do we open more space? The group agreed to continue the discussion on the following day and go by the theme of opening more space while being mindful of the current changes happening in the world.

Day 3 (November 12, 2016)

Mitch opened the circle once again. Before the sessions started, she asked if anyone wanted to share anything about their reflections on what happened the previous day.

The following participants shared:

- Alan shared the book “The Family of Man” and invited the participants to have a look at it.
- Bong shared his thoughts on the dialogues on healing and how it helped him personally.
- Jane, who facilitated a mobile session, thanked her co-participants for approaching her to do the mobile sessions with her. She specifically shared how she was touched while transcribing the conversations she had with the other participants.
- Rem recited a poem entitled, “Our Agenda”/ “Ang Layunin Natin”. This poem reflects his thoughts on his experiences in WOSONOS. He recited the poem in both English and Filipino.

AGENDA

*Our agenda
is a blue ocean
and we are meeting
in small boats
with small sails.
We learn
to use paddles
properly,
not by hitting each other,
but to steer
in one direction
on the wide
and deep waters
we still
do not know.*

LAYUNIN

*Ang layunin natin
ay isang karagatang bughaw
at nagtitipon tayo
sa maliliit na bangkang
may maliliit na layag.
Natututuhan nating
wastong magamit
ang mga sagwan
hindi upang paluin ang isa't isa,
ngunit upang lumayag
sa iisang tunguhin
sa malawak
at malalim na tubig
na hindi pa rin natin
nalalaman.*

Open Space practitioners and experts also announced sessions that they would be handling for the day. All of them shared a little about their expertise and invited the participants to join them to their particular sessions.

Additional dialogue sessions:

- Opening space in corporate organizations
- Creating open space facilitator learning programs
- Your best self for OST/life
- Letting go for yourself
- Childhood games
- Basics of open space

Closing the circle

Mitch closed the circle, thanking everyone for the three-day conference. A short video documenting the past three days was then shown. She also thanked the following sponsors: Neuland, Qiqo Chat, Open Space Institute US and PushPin Visual Solutions. She particularly thanked PushPin for the graphic and visual documentation of the conference. She invited all to form a big circle and as a closing, asked everyone to share to the group his/her thoughts about the conference and how useful it has been for their personal and professional experiences.

The whole experience to some helped them to open their eyes, hearts, minds and spirit, and find inner peace and healing. To some, the conference gave them a new perspective on facilitating meetings, helped them realize that listening is a way to connect and love. To some, WOSONOS was like a breath of fresh air, a source of energy. The conference revived old beautiful and carefree feelings, answered any unsure feelings, gave the platform to play and grow.

There were those who committed to applying OS in their offices/organizations, schools and personal lives. Some were looking forward to the next OS event.

One thing was clear, everyone enjoyed their time and were happy and grateful for the experience. The participants were hopeful of continuing the relationships and journey they started in WOSONOS 2016. Dr. Ramon Bacani thanked everyone for the privilege of hosting WOSONOS 2016. He witnessed mutual respect in the conversations where everyone shared regardless of age and background. He said that the wonderful experience felt by the participants during the conference was because every individual contributed. The three days, he mentioned, have been worth the time. He then thanked the SEAMEO INNOTECH family, co-organizers, sponsors and everyone who have participated in the event.

Mitch then gave her thanks to everyone for the opportunity. She expressed her love to all. She led the "Walk the Circle" and encouraged everyone to embrace and live the five principles of OS.

Mitch also mentioned to contact Sharon for anyone interested to hold WOSONOS 2017.

As a finale, the group sang "Whole Wide World" while walking the circle.

ANNEX 2: EVALUATION

The conference was evaluated through consolidating and summarizing the feedback forms distributed and linked during the last day of the conference. The evaluation can be accessed by scanning the QR code shown on the right, or you may go to the link below:

<https://drive.google.com/drive/folders/0B5gJ6MU6FlxWZTV2Y0lOQnBpMGc>



ANNEX 3: LIST OF PARTICIPANTS

1. McKeague, Brendan
2. Stewart, Alan
3. Tomich, Christopher
4. Khalil, Md Ibrahim
5. Pixley, Mark
6. Song, Qinghua
7. Van Wezel, Gijs
8. Xiao, Sharina
9. Iwa, Karolina
10. Martono, Heri
11. Gunarja, Rahmat
12. George, Susanna
13. Tan, Noel
14. Chang, Suhua
15. Lewis, Jane
16. Lin Ban Wen
17. Tsai Shufang
18. West, Gail
19. West, Richard
20. Wu Chia Ling
21. Daigle, Suzanne
22. Abadesco, Enrique
23. Abalos, Rosie
24. Alip, Paz Resurreccion
25. Aglipay, Maribel
26. Aguirre, Lyndon
27. Agustin, Amy Joie Minerva
28. Ancheta, Rommel
29. Arguelles, Angela Isabel
30. Ariza, Carmela
31. Armovit, Enzo
32. Armovit, Luisa
33. Azor, Jeffrey
34. Bayocot, Arturo
35. Bermudez, Mario
36. Biol Jr., Isidro
37. Dela Rita, Meriam
38. Dela Torre, Bong
39. De Vera, Gemma
40. Doblada, Eunice
41. Doble Jr., Angel Arthur
42. Dui, Antonia Guia
43. Eclar, May
44. Escalera, Corazon
45. Estacio, Ruth
46. Estigoy, Susana Teresa
47. Ferrer, Marielle
48. Florentin, Arthur
49. Gayrama, Gilbert
50. Gervacio, Fel
51. Hartshorn, Pinky
52. Ho, Milabel
53. Jimenez, Priscilla
54. Labor, Gloria
55. Lanao, Joselita
56. Linga, Emma
57. Madarang, Rhea Claire
58. Martinez, Luz Maria
59. Mendoza, Edmund
60. Mendoza, Evelyn
61. Menguito, Ponciano
62. Mercado, Gabe
63. Millare, Michelle
64. Montero, Roberto
65. Morilla, Corazon
66. Obas, Omar
67. Orozco, Jason
68. Paglicawan, Vina
69. Pangan, Oliver
70. Pefianco, Erlinda
71. Quijano, Franklin
72. Rebonfamil, Baguio
73. Paz de Leon, Reneecilia
74. Romero, Doris
75. San Antonio, Diosdado
76. Sanchez, Anna Belle
77. See, Jenny
78. Serna, Alicia
79. Soliven Jr., Crispin
80. Suacito, Miriam
81. Tanauan, Ryan
82. Villanueva, Marie Danielle
83. Villanueva, Maria Paz "Bu"

WOSONOS 2016

The world is shifting.
Come back to the circle.
Open more space.

SEAMEO INNOTECH
November 9-12, 2016
#wosonos2016

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