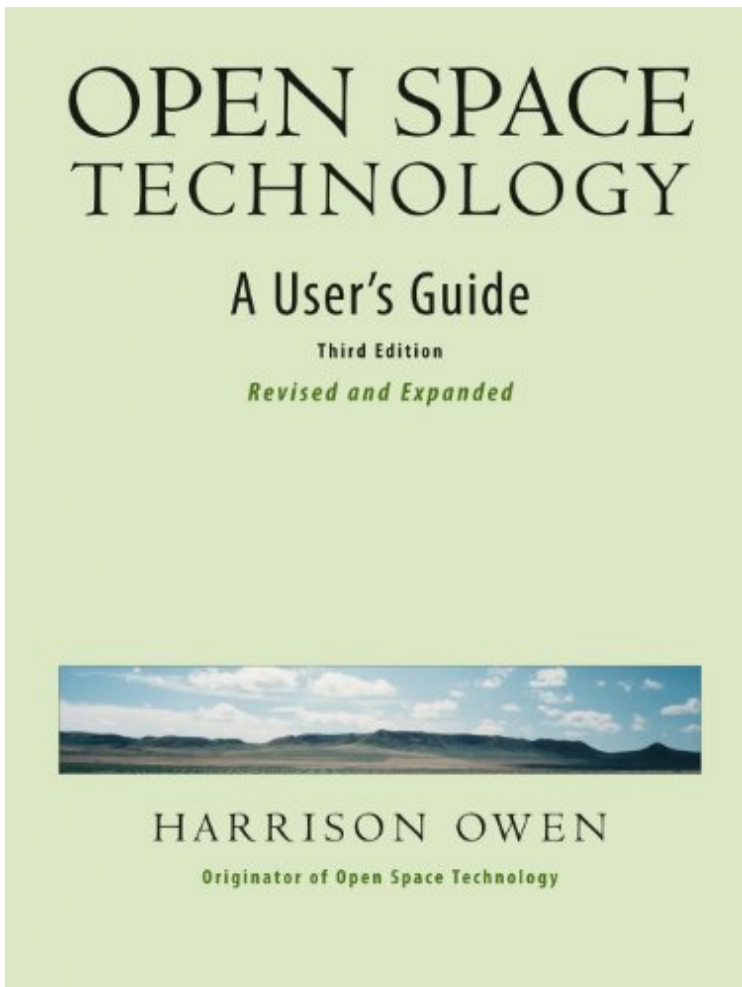


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Open Space Technology: A User's Guide



Par Harrison H. Owen
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Description : Description du produitSummary This booklet gives an overview of Open Space Technology, a change strategy which enables high levels of group interaction and productivity to provide a basis for enhanced organizational function over time. -----

Description At the very least, Open Space is a fast, cheap, and simple way to better, more productive meetings. At a deeper level, it enables people to experience a very different quality of organization in which self-managed work groups are the norm, leadership is a constantly shared phenomenon, diversity becomes a resource to be used instead of a problem to be overcome, and personal empowerment is a shared experience.

It is also fun. In a word, conditions are set for fundamental organizational change. In Open Space, participants are seated in a circle or circles and introduced to the four principles and one law: Whoever comes is the right people; Whatever happens is the only thing that could happen; When it starts is the right time; When its over, its over The Law of Two Feet: If you feel you are neither contributing nor learning where you are, use your two feet and go somewhere else. Then the participants are invited to identify any issue for which they have some genuine passion and are prepared to take personal responsibility. With the issue in mind they come to the center of the circle, write their issue on a piece of paper, announce it to the

group, and post the paper on the wall. When all the issues that anyone cares to identify have surfaced, the group is invited to go to the wall, sign up for the issues they care to deal with, and get to work. No matter what the group size, all this takes somewhat more than an hour. From that point on the group is self-managing. As the groups meet, reports of their activities are generated, and at the conclusion all the issues are prioritized. The hot issues are developed in further detail with concrete action as the goal. At the end, all important issues will have been discussed and a full record of the proceedings from the discussions will be in the hands of the participants. Priorities will have been established, related issues converged, and initial action steps identified. And the people in the organization will have experienced a very different and self-empowering way of working that they can take back with them. Substantive outcomes have ranged from organization redesign to strategic plan development to product

design. ----- Synopsis The Collaborating for Change series offers concise, comprehensive overviews of 14 leading change strategies in a convenient, inexpensive format. Adapted from chapters in The Change Handbook, each approximately 48-page booklet is written by the originator of the change strategy or an expert practitioner, and includes * An example of the strategy in action * Tips for getting started * An outline of roles, responsibilities, and relationships * Conditions for success * Keys to sustaining results * Thought-provoking questions for discussion If you're deciding on a change strategy for your organization and you need a short, focused treatment of several alternatives to distribute to your colleagues... Or if you've decided on a change strategy and want to disseminate information about it to get everyone on board, the Collaborating for Change booklets are the ideal choice. Other titles in the Collaborating for Change series: * Appreciative Inquiry * The Conference Model * Future Search * Gemba Kaizen * Open Space Technology * The Organization Workshop * Participative Design Workshop * Preferred Futuring * Real Time Strategic Change * The Search Conference * The Strategic Forum * The Think Like a Genius Process * Whole-Scale Change * Whole Systems Approach

Prsentation de l'diteurOpen Space Technology: A Users Guide is just what the name implies: a hands-on, detailed description of facilitating Open Space Technology (OST). OST is an effective, economical, fast, and easily repeatable strategy for organizing meetings of between 5 and 2,000 participants that has been used in thousands of organizations in 134 countries and just keeps growing in popularity. Written by the originator of the method, this is the most authoritative book on the rationale, procedures, and requirements of OST.OST enables self-organizing groups of all sizes to deal with hugely complex issues in a very short period of time. This step-by-step users guide details what needs to be done before, during, and after an Open Space event.Harrison Owen details all the practical considerations necessary to create Open Space. He begins with the most important questionshould you use Open Space at all?and examines what types of situations are appropriate for Open Space Technology and what types are not. He then goes on to look at nuts-and-bolts issues such as supplies, logistics, and who should come and how you should go about getting them there.This third edition adds a survey of the current status of Open Space Technology around the world, an updated section on the latest available technology for report writing (a key aspect of the Open Space process), and an updated list of resources.Prsentation de l'diteurOpen Space Technology: A Users Guide is just what the name implies: a hands-on, detailed description of facilitating Open Space Technology (OST). OST is an effective, economical, fast, and easily repeatable strategy for organizing meetings of between 5 and 2,000 participants that has been used in thousands of organizations in 134 countries and just keeps growing in popularity. Written by the originator of the method, this is the most authoritative book on the rationale, procedures, and requirements of OST.OST enables self-organizing groups of all sizes to deal with hugely complex issues in a very short period of time. This step-by-step users guide details what needs to be done before, during, and after an Open Space event.Harrison Owen details all the practical considerations necessary to create Open Space. He begins with the most important questionshould you use Open Space at all?and examines what types of situations are appropriate for Open Space Technology and what types are not. He then goes on to look at nuts-and-bolts issues such as supplies, logistics, and who should come and how you should go about getting them there.This third edition adds a survey of the current status of Open Space Technology around the world, an updated section on the latest available technology for report writing (a key aspect of the Open Space process), and an updated list of resources.Biographie de l'auteurHarrison Owen is president of H.H. Owen and Company. His academic background and training centered on the nature and function of myth, ritual, and culture. In the mid-1960s, he left academe to work with a variety of organizations, including small West African villages, urban community organizations (both

in the United States and in Africa), the Peace Corps, regional medical programs, the U.S. National Institutes of Health, and the U.S. Veterans Administration. Along the way, he discovered that his study of myth, ritual, and culture had direct application to these social systems. In 1977, he created H.H. Owen and Company in order to explore the culture of organizations in transformation as a theorist and practicing consultant. Harrison convened the First International Symposium on Organization Transformation and is the originator of Open Space Technology. He is the author of *Spirit: Transformation and Development in Organization*; *Leadership Is*; *Riding the Tiger*; *The Millennium Organization*; *Tales From Open Space*; and *Expanding Our Now: The Story of Open Space Technology*.