

## About Us:

**The Change Initiative** is a new consulting and facilitation company based in Bangkok that is committed to facilitating social and organizational change. Our expertise encompasses a large number of methods and innovative approaches for facilitating meetings, conferences, trainings and seminars regardless of the topic or number of participants. The methods used at The Change Initiative have been proven to be highly effective in generating essential dialogue, commitment and collaborative action. One of our key strengths is facilitating multi-stakeholder meetings with 20+ participants. We have worked with political foundations, international non-governmental organizations (NGOs), corporate companies and private and public institutions.

The Change Initiative is about maintaining a large network of facilitators, trainers and consultants from all over Asia and beyond to meet the specific facilitation and training needs of client organizations. Besides tailor-made trainings, we offer a number of open trainings in Bangkok or other accessible locations. Topics range from Foundational and Advanced Facilitation, Project Cycle Management, Organizing Multi-stakeholder Processes and specialized courses on various large group facilitation methods.

If you would like to learn more about our trainings and facilitation services, please visit our website at [www.change-initiative.com](http://www.change-initiative.com) or contact us via email at [training@change-initiative.com](mailto:training@change-initiative.com).



Images in this brochure were created by Jim Clark and Laurel Doersam and generously shared on the Open Space World facilitators' resources web page at <http://tiny.cc/OpenSpaceResourcesGraphics>.

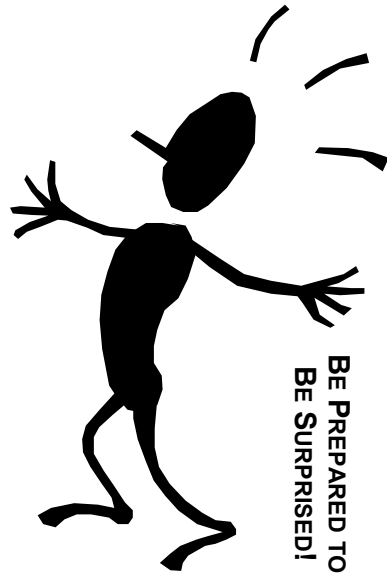


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Open Space Technology

Bringing the  
Whole System into  
One Room

# Open Space Technology



## What is Open Space Technology (OST)?

In the growing field of facilitation, the term “technology” actually refers to an approach or method utilized by professional facilitators. Essentially, OST has been described as a meeting with no pre-determined agenda, relying instead on the commitment brought to the meeting by each attendee to spearhead and lead sessions on topics they truly feel passionate about. Furthermore, OST is a multi-stakeholder process and also one of the central tools used in change management for people working in the public, private or non-profit sectors.

## How does OST work?

OST was first developed in 1985 by Harrison Owen in the U.S. and is now one of the most well-known facilitation methods in the world today due to its **versatility**. The approach has been used by all types of businesses and organisations, from the World Bank and BBC, to Pepsi Cola and IBM, to peace promotion/conflict mediation work and community rural healthcare centers.

Since each Open Space event is driven by the passion of its attendees, no two meetings will be the same except for the Four Principles which underpin each OST event:

- **Whoever comes are the right people.** This reinforces that the wisdom to achieve solutions is present in the room and the group is not to worry about who is not present nor to panic about who is.
- **Whatever happens is the only thing that could have.** This keeps the attention on the best possible effort in the present, not worrying about ‘what we should have done’.
- **Whenever it starts is the right time.** This reminds people that creativity cannot be controlled.
- **When it’s over, it’s over.** This encourages people to continue their discussions so long as there is energy for it. Some sessions will finish well within the anticipated time. Others will run longer than the time allotted.

OST works best when the people invited to be involved in the OST event come from diverse backgrounds and the issue to be tackled is complex, urgent and important to the participants.

## What makes it so successful?

OST is a self-organizing system that requires minimal advanced planning yet accommodates from 15 to 2,000 people in a one- to three-day workshop. Its structure eliminates the usual hierarchy in a meeting and empowers leadership in an environment that promotes everyone’s equal contribution.

OST works best when the people invited to be involved in the OST event come from diverse backgrounds and the issue to be tackled is complex, urgent and important to the participants. Perhaps the important factor however is that the client desires to introduce a culture of dialogue and collaboration to their organization or business.

## How we can help you

At **The Change Initiative**, we have applied the Open Space approach to meetings and conferences with anywhere from 20 participants to several hundred participants. Our expert facilitators have successfully applied the method in all kinds of situations and countries.

Often, we mix OST with a number of other facilitation approaches in order to achieve specific aims. We will work in close collaboration with our clients to assess their needs and jointly develop the ideal design to meet their objectives.

If you are interested in learning more or you want to find out if OST might be the right approach for your needs, please do not hesitate to contact us.