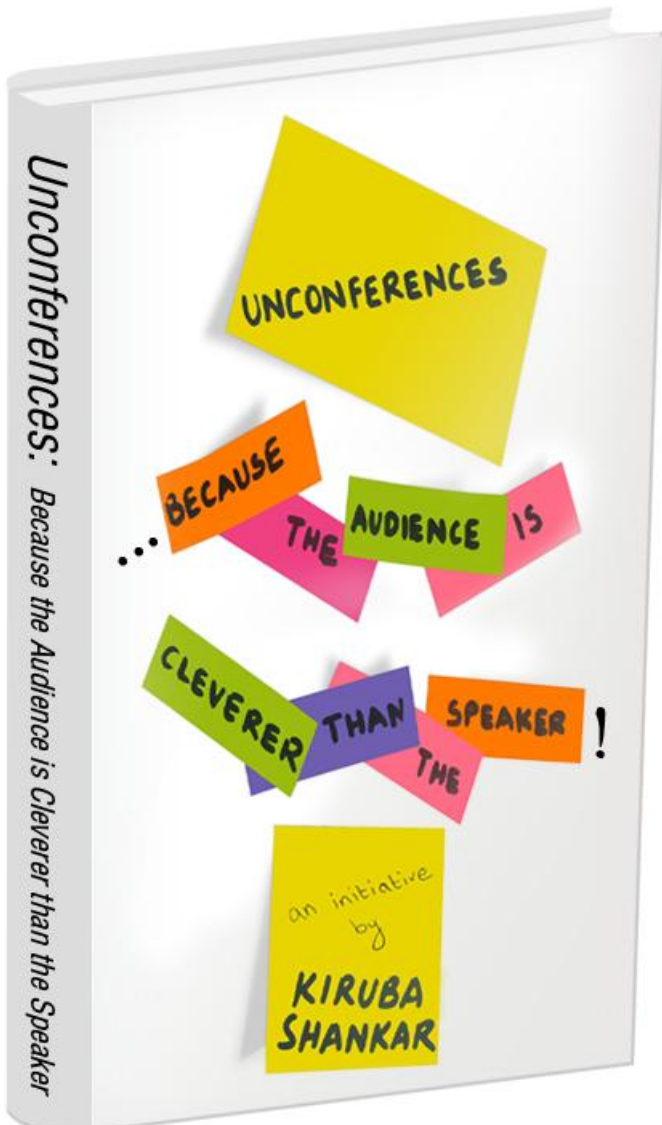
UNCONFERENCES :

…Because the Audience is Cleverer than the Speaker!



Dedication

To all my friends at The Knowledge Foundation with whom I've had the pleasure of conducting many unconferences.

Copyright Info

Published by The Watering Hole Foundation.

First published in India in 2010

This book is a compilation of knowledge from people who are truly passionate about Unconferences and making traditional conferences more interesting. Where information is used, we have made every effort to give rightful credit to the author.

This book is not a commercial venture. The book has been priced in such a way that it just meets the printing and distribution cost of the book. Whatever little money is made will be directed to The Watering Hole Foundation which aims to organize focused unconferences.

Advance Praise

In India, Kiruba is one of the pioneering practitioners of all things "open". If you think a Foocamp is about food or an unconference is a typo, or even if you've been to an occasional barcamp, this book will introduce you to lots of possibilities that exist out there.

Amit Somani
Chief Products Officer, Makemytrip.com

Whether you are simply curious about Unconferences or you are planning to participate in (or even organize) an Unconference, you will find a wealth of information in this gem of a book!

Rajesh Setty
Entrepreneur, Author and Speaker, www.rajeshsetty.com

Kiruba being a practitioner of UNCONFERENCES, his masterful work brings clarity and understanding of unconferences. It is a superb guide to unconferences. I highly recommend it.

Kesava Reddy.M
Co-Founder NUMO Solutions.

A quick insight into what tools and what forms are available to hold unconferences, the informal meetings that stay focused on airing and sharing of ideas and thoughts.   Kiruba's insta-guide can help you access the wisdom of "your" crowd in an hour after you picked up this book

T R Santhanakrishnan
Chairman & CEO, TaurusQuest

Mr. Shankar´s work helps solving an important issue: audiences often know as much (or more) than the speakers in a conference. So, how to create an environment where the knowledge present in a group can be truly shared? His more than two dozen "unconferences" are a good answer to that question, making you think about the evolution of group discussions, and how the traditional conference model is in need to evolve to a more read/write format.

Ronaldo Lemos
Director, Creative Commons, Brazil
Director, Center for Technology and Society, Fundação Getúlio Vargas (FGV) School of Law in Rio de Janeiro.

In a business world, where meetings are getting irrelevant, conferences a bore and conventions leave us wanting for more, the 'Unconference' came as a breath of fresh air. I was fortunate to attend the first of the few Un-conference organised by Kiruba. It was like attending college for a day, where only my favorite teachers were presenting with my very best of friends there in class with me. Way a go, Kiruba for trail-blazing this format and codifying it in this book so that it becomes more main-stream.

Arif Vakil
Managing Director
Vakil Housing Development Corporation Pvt. Ltd

Different forms of unconferences are spreading at a phenomenal rate because they can be tremendously effective in eliciting quality results and learning from modern communities. Like many new innovations however, unconferences are often misunderstood and so not fully utilized. This book provides a much needed guide for navigating around these exciting new methodologies.

Jason Hall - Media Studio, United Nations University, Tokyo.

I attend dozens of conferences every year and I'm bored of the traditional lecture with PowerPoint. At any industry event, the audience will have more collected knowledge than a single speaker. It makes sense to use that knowledge through the techniques Kiruba describes in this book. Read, learn and enjoy!

Mark Kobayashi-Hillary
Computer Weekly blogger and author of 'Who Moved my Job?'
www.markhillary.com

Kiruba takes us on a fascinating tour of unconventional yet effective methods for achieving the most from collaborative group sessions. I gained a valuable new perspective by reading Unconferences and will use a number of the techniques Kiruba describes in sessions with clients, partners and internal staff.

Jeff Zweig
Chief Guru, Web Guru Asia
Digital Marketing Specialists

This is a very detailed attempt at what an (Un)Conference format is all about. The writer has obviously attended many such, and has done a brilliant job in capturing the entire gamut. Kudos to Kiruba Shanker for giving it a structured approach, of a topic which in itself is unstructured in nature. His observation has been rather incisive and this book will appeal to the beginner and the more experienced practitioners alike. A must-have for event managers.

Avinash Raghava | Regional Director - North, NASSCOM

Kiruba Shankar is an excellent communicator! I realized it four years ago when I had the opportunity to participate in an Unconference, organized by Kiruba and his friends, in Chennai. By this thoroughly researched, lucid and well-crafted book, he proves once again his competence at print media as well. This book, which acquaints the reader with a wide-range of technologies (like Dotmocracy, innovation game, speed geeking, UnPanel etc) for organizing informal conferences, is a must read for all those who intend to conduct one or wish to know more about it.

J.Murali , Technology Columnist, Hindu.com

I have attended many conferences but i still remember my first unconference experience with Kiruba. Highly physical, proactive and even you get to be heard. The very idea of bringing together a heterogenous mix of people from different domains into one big gathering where there will only be discussion initiators was something that we at The Knowledge Foundation have been doing quite effectively since 2006. Our Unconferences has been a learning journey to understand that the wisdom of the crowd is not just the sum total of individual knowledge but something beyond. And Kiruba's contribution to capture the essence of the amazing dynamics of unconference in this book is a commendable effort to share it with all . A must read for those who want to try this format.

Syed Nazir Razik
Managing Partner, Fuente Systems
CoFounder, The Knowledge Foundation.

Everyone has known for years that the standard format of typical conferences and meetings leaves much to be desired. Happily, recent years have seen an explosion of new formats that better match the times. Dive in to UNCONFERENCES to get a rich sense of where things are going!

Todd Porter
Citizen Labs, Founder (in alpha)
TEDxTokyo, Co-founder & Curator
Tokyo Hacker Space, Founding Member

This book is a neat compilation various 'new' ways in which meetings are conducted and business is done. I have been part of one the early 'unconferences' Kiruba organized and found it interesting. By design that meeting was 'unstructured' but over achieved its set goals. I have known Kiruba for over 5 years now and know he has conducted several 'unconferences'.. so this book based on his 'real' experience... there is something for everyone to learn from this book.

Ram Viswanathan
CoFounder, Deepam NGO
CoFounder, Chennai Runners Club

It's like hitting the refresh button for conferences, big time. It has to be done. It has to be read. Bye bye boring, unproductive meetings.
— David Feng, blogger, [TechBlog86]

Kiruba has assembled a compendium and ready reckoner of proven techniques for anyone wanting to create strategic value through meaningful conversations. Read it, practice it, spread it. Tap into the collective mind.

Raj Datta, Chief Knowledge Officer, MindTree

I have also had the opportunity to work with Kiruba professionally on multiple occasions. He is a very good trainer who sets the floor on fire and ensures that everyone in the room are on the edge of their seats brimming with energy even it it’s the graveyard session.

Anu Thampi
Project Manager, International Climate Champions (India and Srilanka)
British Council

I have known Kiruba for some time now and hear him speak at Conferences. He keeps the audience spell bounded with his simple delivery but has in-depth knowledge on the subject and able to articulate the same very crisply. Kiruba is a charmer and a good thinker. The book *unconferences* is really a reflection of his intelligent mind and complex issues simplified.

Bal Tarakad
CEO & Director, Energy Save Technologies

Acknowledgements

To all Unconference practitioners and authors whose knowledge has made this collaborative work, a true collection of wisdom of the crowd.

My Dad and Mom – For showing me what true selfless love is.

Sujani, my wife and closest confidante – For truly being a pillar of strength and for supporting me in the myriad of initiatives that I undertake.

Rajesh Setty – For being my mentor and for being an inspiration to find out the author in oneself.

Tim O'Reilly – for sparking my imagination with FooCamp which eventuallyled me to start Cerebrate, an unconferences for achievers.

Chris Messina and Tara Hunt – For starting the BarCamp movement and for selflessly open sourcing the concept. This led me to start BarCampChennai in 2006 which made me fall truly in love with the unconferences format.

S.Muthiah – For encouraging the thought that everyone has a story to tell and why its important to document the stories.

Creative Commons – For showing me that the more we share, the more we eventually benefit.

Murugesh - For patiently designing the book cover.

Rajesh Selliyan - For using his creativity on the website http://www.unconference.info

Krithya and Kalpitha, my lovely kids – For bearing with me while I spent time working on this book while I should have been playing with them.

Foreword

My very first experience at an Unconference completely changed my perspective on conferences and meetings. It was October 2006, and I gate crashed a Blog Camp that was happening in Chennai at the behest of a colleague. I was simply blown away by the energy levels of the participants, the sheer volume of discussions that were going on, and the quality of the discussions. With the help of my colleague, I located the organizer and introduced myself to him, who is none other than Kiruba, the author of this book.

At the time, as the leader in charge of Knowledge Management, I had rolled out Web 2.0 within the organization to build a virtual community and I was looking for a method to galvanize knowledge sharing activity in the physical world. I realized Unconferences were a perfect fit.

The very next day after the Blog Camp, I excitedly pulled together some key people in my team and organized the first ever Unconference within my organization in early 2007 with consulting inputs from Kiruba. He spoke at the event as well. We have held a number of internal unconferences since then, but the reverberations from the first unconference are still felt within my organization.

With inspiration provided by Kiruba's brainstorming sessions, we have also tried out newer kinds of brainstorming techniques modeled after Open Space Technology. They have all proven to be very effective for us.

Choosing the correct unconference technique amongst FOO CAMP, FAILCAMP, Pechakucha.. and Organizing a successful Unconference is an art. In the same way, choosing the correct brainstorming technique amongst Open Space Technology, Dotmocracy, KCafe .. and Organizing an effective meeting is an art. Who better to learn all this from, than Kiruba - an acknowledged expert at organizing such events.

Not only does the book do a great job of explaining the how, it also acts a comprehensive repository of the myriad techniques that are available and their potential uses. This book should be a required reading for all management staff that focus on knowledge management and innovation.

Foreword by

Sukumar Rajagopal, Senior Vice President & Head of Innovation, Cognizant

<u>STYLES OF FACILITATION</u>

OPEN SPACE TECHNOLOGY

DEFINITION:

Open Space Technology (**OST**) is an approach for hosting meetings, conferences, corporate-style retreats and community summit events, focused on a specific and important purpose or task -- but *beginning* without any formal agenda, beyond the overall purpose or theme.

ANOTHER ONE

This is a way to format a group meeting, retreat or conference that generates communication, collaboration, innovation, and other solutions to challenges and transitions. When your organization or community has a complex problem, you are completely out of ideas regarding a solution, you have a diversity of people that you can bring to the process, and the time for resolving this situation was this is a great time for Open Space Technology (OST). Group members emerge from the process invigorated, refreshed, and proud of their individual and collective accomplishments.

It's been called meeting methodology, organization transformation, intentional self-organization and surfing the chaos. Since Harrison Owen described it, more than 20 years ago, it has enabled all kinds of people, in every kind of organization and community, to create inspired meetings and events - and to post phenomenal business results.

How does Open Space work?

No Agenda or Tables

Participants are seated in a circle and all have the opportunity to post on the wall, issues they feel are important, related to a theme that is meaningful to participants. In Open Space initiative occurs spontaneously. With a clear purpose in mind, all participate within the first hour of the meeting, in creating an agenda and organizing self-managed groups. A common ground begins to emerge.

All Issues Are Addressed

Every single issue of concern to anybody is explored. What better way to move forward than to start from what you are passionate about? Those who share that passion, interest or concern, get together to work on it. The process allows solutions to unfold. The safe environment helps participants to communicate constructively. Team learning takes real meaning here. Collaboration becomes intensely appealing and the potential for commitment is increased because participants have taken ownership of issues and opportunities.

What Open Space Offers and Requires

Open Space is not a recipe for every situation. It is a great approach for example, to explore complex or simple issues, to organize quickly whatever needs to be done, to bring the whole system in the room to plan for the future, to build and strengthen teams, to deal with conflicts, to improve communication and to re-energize an organization. Don't use Open Space if you think you know the answer to the question you want people to address. As a leader, you are creating space for initiative, therefore, you must be ready for the unexpected and open to change. The intention must be transparent. The theme for the meeting must be clear and must represent a real issue of interest. Open Space may appear simple on the surface, but the essence is in understanding the philosophy behind the method and ensuring sound preparation with the organization.

Who Uses Open Space?

Small businesses, large corporations, community based groups and governments from all over the world have been using Open Space successfully. Several experiences are well documented (Tales from Open Space, Harrison Owen, 1995 or www.openspaceworld.org). Who are those organizations? It's organizations who truly believe that their most important resource is people and who trust their people.

Open Space is not business as usual

Open Space Technology is not just an event, it's a new way of working, of thinking, of meeting, of doing business and of being, that can continue long after the meeting. The most spirited and productive work and developments happen when we create a climate that favors initiative and learning.

Essential Elements of Open Space Technology

Open Space Technology can take many forms, shapes, sizes, etc. but there are a number of essential elements or characteristics that either support or manifest in really open space. Here are some of them...

- **The energy of a good coffee break** - most people know that the best part of traditional conferences is the coffee breaks. OpenSpaceTechnology began as an experiment with running an entire 4-day conference as nothing more (and nothing less) than one large, perfectly and appropriately organized coffee break. The experiment has been largely successful!

- **Growing more of what works** - how do we design and implement (impose) self-organization? How do we teach responsibility? In the end, we can't and we don't. So much better, faster and easier to look for what's working and invite people to grow more of it. As we give our attention to what's working, we get more of it, and problems take care of themselves.

- **One more thing to NOT do** - ...as in, one more thing to not do FOR people that they can do better, faster and more appropriately for themselves. As such, opening space becomes a practice in finding one more thing to NOT do. Every decision we make FOR people, often in the name of efficiency, narrows the space, limits the options, and erodes responsibility and ownership... all deadly for long-term effectiveness.

- **Passion bounded by responsibility** - in the end, OpenSpaceTechnology runs on exactly two things: passion and responsibility. Brain storming and suggestion boxes are passion without responsibility, lots of "could do's" and "should do's" but not many "will do's." mandates and assignments are responsibility without passion, a recipe for crummy work, crummy health, or both.

- **Appropriate structure and control** - Some people like to say that Open Space is too unstructured. It is not. It is perfectly, elegantly, intricately organized structure, created from "nothing" but initial conditions and sustained by the passion and responsibility of those in the space, who will always move, especially unconsciously, towards structure that is perfect for the moment, in every moment. In other words, order (and organization) need not be painful to be real and effective.

- **A practice in invitation, an inviting practice** - The essence of OST is invitation. Invitation gathers people into the event, where they are further invited to post more invitations. The results of the groups that accrete around those smaller invitations are invitations to carry the work into the larger world. Practicing invitation...

- **Fully present and totally invisible** - An OST facilitator holds space open like trusses keep a roof perched on top of the walls. Without the trusses the room collapses. Without the conscious act of holding it open, space closes.

- **Letting go… into movement** - Open Space Technology (OST) is a simple, powerful way to get people, information and whole organizations moving. It's not so much about feeling good or talking tough, but that can happen. What it's really about is getting the most important things done in organization - done now and done well.

- **Conflict, Complexity, Urgency, Diversity** - Harrison always says OST works best where conflict is present, things are complex, there is real diversity of players and the answer was needed yesterday. And the more of all of that you have, the better OST works. Go figure.

- **What do you really want to do + why don’t you take care of it** - The highest form of OST facilitation practice is to turn back everything to the people. When confronted with a question, respond with two: what do you really want to do? And why don't you take of it? Every thing the facilitator does for a group is one less thing the group knows it can do for itself.

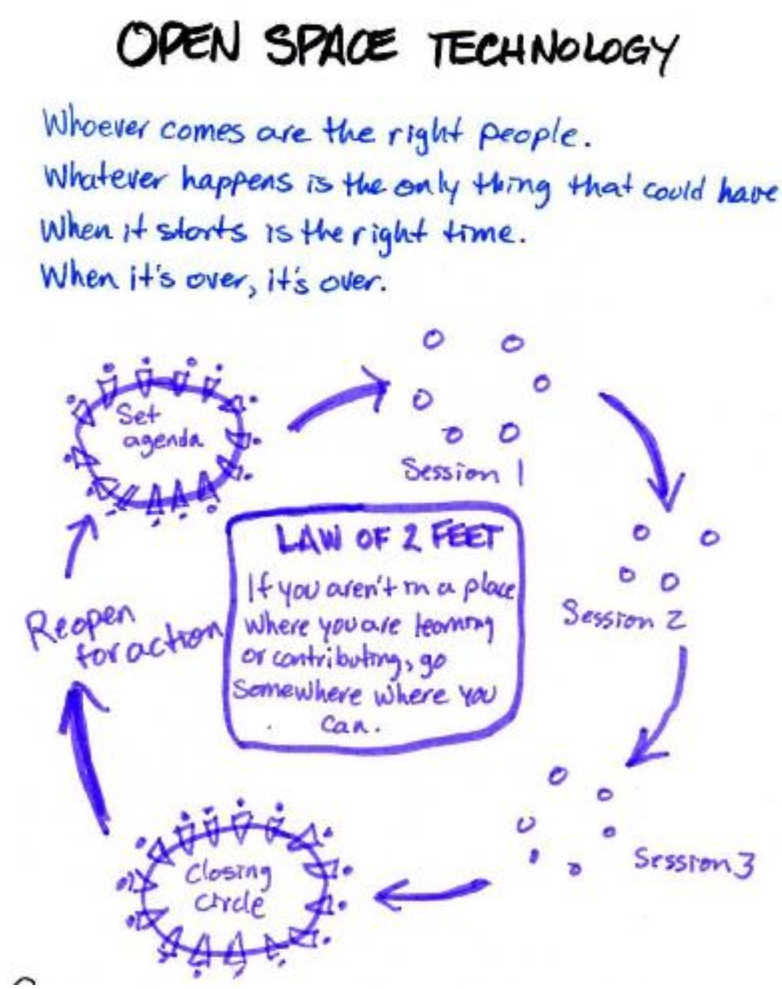
- **Circle, Board, Marketplace, Breathing** - the four basic mechanisms at work in open space, all of which are deeply familiar to most, if not all, humans. These are the structures that support purpose, vision, learning and action in any organization.

- **Invitation, invite list, space-time, footprints** - the four required inputs for meeting in open space... an important reason to gather (invitation), all those needed to address the issues (list), a place and a time to meet (space-time logistics) and some support for real and/or ongoing impact (footprints) to show up.

- **Action, buy-in and other illusions** - so very much work in organization is done to get 'buy-in' and 'action.' in open space, buy-in happens before the meeting even starts, when people read the invite and decide to attend. Action happens in the first hour when they take direct responsibility for their issues and passions. Everything else is gravy... a powerful flow that most organizations only talk about. Open space makes that flow real, and even normal.

- **The law of two feet** - You (and only you) know if you are learning and/or contributing. This is a law like the Law of Gravity. You can choose to notice it or not, but it's safer just to notice it. And when you notice that you are neither learning nor contributing, move somewhere where you can.

- **The four principles** - Whoever comes is the right people, whatever happens is the only thing that could have, when it starts is the right time, when it's over it's over. These aren't prescriptive; they are the results of thousands of little experiments. They describe the spirit in which almost anything works... when it REALLY works.



http://www.edinburghcoachingcircle.com/userimages/OpenSpace.jpg

http://www.michaelherman.com/cgi/wiki.cgi?OpenSpaceTechnology/EssentialElements

How Do Facilitators Describe Open Space Technology?

1. Open Space Technology is, at the very least, a new way to hold better meetings. The normative experience is that groups, large and small (from five to one thousand members), self-organize to effectively deal with hugely complex issues in a very short time- **Harrison Owen**

2. Open Space Technology has been called meeting methodology, organization transformation, intentional self-organization and surfing the chaos. Since its discovery 20 years ago, it has enabled all kinds of people, in every kind of organization and community, to create inspired meetings and events - and post phenomenal business results. It has also become clear that opening space, as an intentional leadership practice, can create inspired organizations, where ordinary people work together to create extraordinary results with regularity- **Michael Herman**

3. It is a philosophy, practice and process that enables groups of any size to come together around complex, important issues and accomplish something meaningful- **Peggy Holman**

4. When I got my training in working with not-for-profit organizations' leaders I began to pay more attention to the process of 'exchange of information'. Especially in a post-authoritarian country. Yes, we do exchange our information, but not always in an effective form. It turned out that we find the interesting method of Open Space Technology as one of the inspiring methods for meeting people, which gives the possibility to all participants to tell their points of view, to discuss the most stirring questions and share opinions and experience in the most enthusiastic way. And more -- you can find partners for your ideas and projects at the same time, and solve the problems which were probably not solved for many years. And what is most important: to make a strategic plan for your future activities with this group of associates. By communicating with the 'right' people, you can discover your hidden potential and feel yourself as a person whose opinion is very important for the decision making of this team -- for moving further into a better future- **Dr. Elena Marche**

5. For organizations, Open Space is the best orienting practice I have ever seen. It combines a rich collection of other orienting practices like storytelling, silence, way-finding and inquiry to bring together a collective consciousness about where the organization is at. After a big juicy Open Space, suddenly the ground seems a little firmer, navigation seems to get easier and the maps make sense. Or sometimes you discover that the map you have been using (maybe it's a "strategic plan") has been the wrong one all along. It's all good, as Father Brian [Bainbridge] would say- **Bowen Island**

   http://www.openingspace.net/openSpaceTechnology_method_facilitatorDescription.shtml

WHAT PRACTITIONERS ARE SAYING?

- Open Space is woven into the fabric of my being.
- It deals with extinction level issues

- Living in OS is one of the most hopeful things I see
- It's about: Earth, Spirit and the Human future (Chris Howe)
- Doing and promoting open space is my contribution to fostering a culture where people's dignity and worth is honored.
- Open Space has always been a way of life; honoring the earth and all its creatures is basic to me
- It is the way for me to give back with others and make a difference
- Helps discipline me to stay up on what is going on
- I'm holding space for open space in the whole world; this is where I am energetically aligned.
- a lot of urgency
- all roads lead to open space
- Open space is really about my insatiable curiosity; I am driven by being curious;
- Open Space is a phenomenon to allow all diversity to be honored; differences are getting people stuck—we spend a lot of energy on differences that is not honoring each other. Honoring the diversity is the core of it.
- Open Space is a regular touch point for me for what is going on in the world; all those things come together for me
- I have a global sense of holding space
- This is a place where we all touch a flame.
- It is in that space of beginning to experience myself as of a larger whole, it is when internalized a significant change point in peoples' lives.
  http://www.openspaceworld.org/cgi/netwiki.cgi?InsideOpenSpace

Five Basic Mechanisms:

(1) A broad, open invitation that articulates the purpose of the meeting

(2) Participant chairs arranged in a circle;

(3) A "bulletin board" of issues and opportunities posted by participants;

(4) A "marketplace" with many breakout spaces that participants move freely between, learning and contributing as they "shop" for information and ideas

(5) A "breathing" or "pulsation" pattern of flow, between plenary and small-group breakout sessions.

Opening Space for Emerging Order

In 1985, eighty-five brave souls, or there about, gathered in Monterey for *The Third Annual International Symposium on Organization Transformation*. The first two iterations of this continuing international event (we are now at OT16) were organized in a most traditional manner. Papers, panels, and all the rest. But the consensus of participants was that despite monumental planning effort extending over a long time, the real excitement came in the coffee breaks. Which of course weren't planned at all? And so the Third International Symposium was going to be different.cont…

http://www.openspaceworld.com/brief_history.htm

Case study:

At Royal Bank Financial

In early 1995, the new Risk Management Unit of the Royal Bank took a risk. They planned a meeting for senior management with little pre-arranged agenda. The task was to engage senior managers from around the world in developing the strategic directions for the next three years.

After the Executive Vice President set the context, an agenda was created in less than an hour. In the next day and a half, the managers proceeded to explore the challenges and opportunities facing Risk Management. It was the manager's passions, not those of the EVP that determined the spirit and content of those discussions. They led the discussions, produced the reports and determined the priorities.

The EVP states that the meeting was highly successful. The agenda and the written reports give a clear picture of the concerns and commitments of the managers. A clear shared focus for the Unit emerged. This has been visible in subsequent meetings. Elements of the strategic plan were clarified. Strategies for improvement were identified and priorities clearly established with plans to achieve them. All of this came from a meeting with no agenda and where everyone began by sitting in a large circle.

Canadian business and organizational executives are now discovering that by opening up space for creative leadership the learning and inspiration critical to sustained high performance emerges. In today's competitive global environment businesses need to create the conditions for human spirit and team spirit to emerge and soar.

Re-engineering of structures and processes is not enough. There is increasing evidence that downsizing can actually reduce the ability to change when it is needed. If employees become jaded and dispirited, then performance will suffer, now and in the future.

Before its meeting, the Royal Bank had "re-engineered", developing clearer goals and new structures. The Risk Management Unit was one of the new structures, pulled together from a number of others. The EVP knew that a well-rationalized structure and direction would not be enough. Without openness for initiative and creativity, the re-structuring would fall flat. He said, "The structure has changed but some people still act as if we are in the old structure and approach." In an Open Space meeting, you realize very quickly that you are not in the old structure any more and that you have a role to play in creating the new.

Not every one in Risk Management liked the openness. However, most did. New people felt free to speak-up. Others were amazed at how quickly they came to some solutions with less wrangling than usual. Some noticed the enthusiasm in the reports and were surprised that chaos works. Concerns were shared. The real complexity of the task was demonstrated. Yet, there was as sense of commonality and connection to the whole group and the future of the Unit. The priorities that were recommended became critical components of the strategic directions for the next three years.

http://www.spiritedorg.com/royal.htm

OPEN SPACE TECHNOLOGY OFFERS ACCELERATED CHANGE AND SHARED COMMITMENT

Today's organizations must be ready to adapt to an ever-changing environment. The more leaders encourage self-organization in the workplace, the greater flexibility the organization will have to evolve and flourish.

Open Space Technology is a way to bring agility to organizations.

Imagine if you could consult and engage everyone concerned with an issue without lengthy studies, analysis and polling. Imagine that within two days of meeting in a convivial atmosphere, you had high productivity, concrete results, improved communications, action plans and enthusiastic and committed players. All of this is attainable with a meeting format that is simple to organize and with a sole facilitator, for groups as small as five and as large as 2,000 or more.

Could this type of accelerated change with deep transformation respond to your needs? That is what organizations, businesses and governments from across the world have been experiencing with Open Space Technology, a concept made known in the late 80s by American author Harrison Owen. Owens's work has been replicated by hundreds of facilitators who recognize the exceptional potential of this democratic and participatory way of holding meetings.

Owen says part of his inspiration came from observing what people liked best at conferences: informal conversations at coffee breaks. The apparent chaos of Open Space Technology (OST), commonly referred to as "Open Space," is supported by a less visible structure with appropriate boundaries to create space and allow participants to reach astounding results.

An economic adviser from a national Canadian institution recently said: "We accomplished more on this issue in one day of Open Space than over the last two years of quarterly meetings." The 60 advisers participating wanted to improve the quality of services to clients. They were excited by the experiences and the outcomes, one of which was unexpected: they had fun. The creative and relaxed atmosphere of OST brings out the pleasure of working together. Add trust that develops with people connecting in a meaningful fashion and co-operation becomes a way of being.

http://www.dianegibeault.com/Performance_With_a_Smile_Diane_Gibeault.pdf

Result of open space

Outcomes

On the last day, participants receive a written report with a list of those who participated in each group. This information supports the development of rich and diverse networks. Priorities are set, an action plan is developed and action groups are identified. Participants leave with new insights, new energy and a sense of moving forward.

Many fascinating and fruitful conversations came out of our time in Open Space. It is a uniquely powerful meeting method because it allows each person to bring "passion bounded by responsibility" to the meeting. Instead of being handed an agenda and sitting through sessions that are based on the planners' perceptions of what the participants want to discuss or hear about, Open Space gives each person the opportunity to bring their own important issues to the group and invite others who share their passion to dialogue and work together. In turn, each person is responsible for participating fully in whatever way is most meaningful for them, and each session convener is expected to bring a report of what was discussed back to the whole group...http://www.llluswd.org/TLGC-USA/Reports/Vicki/ost.html

References and Resources

1. http://en.wikipedia.org/wiki/Open_Space_Technology
2. http://www.openingspace.net/openSpaceTechnology_method_DescriptionOpenSpaceTechnology.shtml
3. http://www.llluswd.org/TLGC-USA/Reports/Vicki/ost.html
4. http://www.openspaceworld.com/brief_history.htm
5. http://www.openingspace.net/openSpaceTechnology_method_facilitatorDescription.shtml
6. http://www.michaelherman.com/cgi/wiki.cgi?OpenSpaceTechnology/EssentialElements
7. http://www.spiritedorg.com/royal.htm
8. http://www.dianegibeault.com/Performance_With_a_Smile_Diane_Gibeault.pdf
9. http://www.llluswd.org/TLGC-USA/Reports/Vicki/ost.html

HARRISON OWNEN

In the early 1980s, Harrison Owen wrote a paper on what he called "Organization Transformation". He presented this paper at a traditional management conference. It was well enough received that a number of people urged Owen to organize a conference to specifically address the issues and opportunities he identified in his paper. Owen hosted the first annual Symposium on Organization Transformation in 1983, in a traditional conference format, in Monterrey, California. The event was a success, inasmuch as it was generally agreed that it should happen again. Harrison Owen estimates that more than 100,000 different "open space" meetings have taken place.

Harrison Owen originally used the term "open space" for his "self-organizing meetings". One of the earliest implementations of the approach was for a conference theme of "The business of business is learning," in Goa, India. The organizer of the conference was interviewed by the local media and described the simple process. When asked what the process was called, he embellished it a bit, with the more important sounding "Open Space Technology". The story was picked up by the New York Times (need date, c. 1985), and so "Open Space" became "Open Space Technology".

MICHAEL HERMAN

Michael Herman established Michael Herman Associates (MHA) in 1991, to support easier movement of people and information, in corporate and community organizations. He works in partnership with leaders and workgroups, offering insight and resources for planning, organizing, implementing and evaluating organization development, learning and change. He is recognized internationally as a leader in the practice of OpenSpaceTechnology and other approaches for inviting leadership and learning in organization.

He supported leaders and initiatives, in corporate and community organizations, on six continents. I lead all kinds of meetings and projects. I practice, teach, and write about Inviting Leadership, informed by OpenSpaceTechnology and other Methodologies.

DIANE GIBEAULT

She is a *Certified Professional Facilitator* ™ with the International Association of Facilitators (IAF). A bilingual consultant, she specializes in participatory methods for facilitating meetings, conferences, change processes and training. She provides clients with innovative and effective approaches that enhance communication and create enthusiasm and commitment for a successful implementation of desired results.

Diane has more than 25 years of experience in group facilitation, organizational transformation, training and management. She has trained with international leaders in the field of large group interventions and organizational change, notably with Harrison Owen, author of the Open Space Technology (OST) approach and with Dannemiller - Tyson, leaders of the Whole Scale Change approach.

CHRIS CORRIGAN

He is a process artist, a teacher and a facilitator of social technologies for face to face conversation in the service of emergence. His business is supporting invitation: the invitation to collaborate, to organize, to find one another and make a difference in our communities, organizations and lives. He explore many works in Open Space Technology Resources.

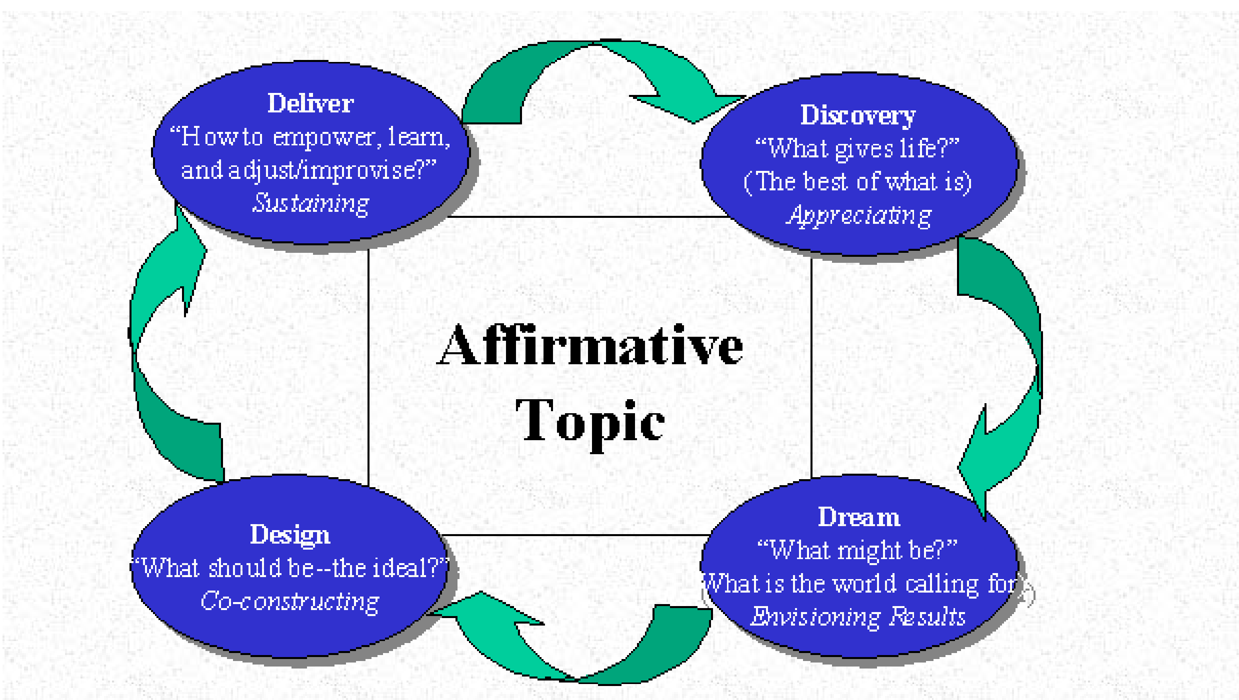
APPRECIATIVE INQUIRY

DEFINITION:

1. Appreciative Inquiry (AI) is an organizational development process or philosophy that engages individuals within an organizational system in its renewal, change and focused performance. AI is based on the assumption that *organizations change in the way they inquire* and the claim that an organization which inquires into problems or difficult situations will keep finding more of the same but an organization which tries to appreciate what is best in itself will find/discover more and more of what is good.

2. **Appreciative Inquiry** is a particular way of asking questions and envisioning the future that fosters positive relationships and builds on the basic goodness in a person, a situation, or an organization. In so doing, it enhances a system's capacity for collaboration and change. Appreciative Inquiry utilizes a cycle of 4 processes focusing on:

1. **DISCOVER:** The identification of organizational processes that work well.
2. **DREAM:** The envisioning of processes that would work well in the future.
3. **DESIGN:** Planning and prioritizing processes that would work well.
4. **DESTINY** (or **DELIVER**): The implementation (execution) of the proposed design.



DESCRIPTION:

The questions are designed to encourage people to tell stories from their own experience of what works. By discussing what has worked in the past and the reasons why, the participants can go on to imagine and create a vision of what would make a successful future that has a firm grounding in the reality of past successes. Questions often revolve around what people enjoy about an area, their aspirations for the future, and their feelings about their communities.

ORIGIN:

Organizational Change Management developed by **David Cooperrider** and **Suresh Srivastra** at Case Western Reserve University in the USA. They wanted to challenge the problem-solving approach to the management of change, by showing that organizations are not machines to be fixed but organisms to be appreciated and affirmed.

GROUND RULES

- All ideas are valid
- Everything is captured: notes/ flip charts
- Listen to each other
- Observe time frames
- Seek common ground and action
- Differences and problems are acknowledged – but not worked on.

AI PROCESS

- Select focus area or topic(s) of interest
- Conduct interviews designed to discover strengths, passions, unique attributes
- Identify patterns, themes and/or intriguing possibilities
- Create bold statements of ideal possibilities ("Provocative Propositions")
- Co-determine "what should be" (consensus re: principles & priorities)
- Take/sustain action.

BASIC IDEA OF APPRECIATIVE INQUIRY

- The basic idea is to build organizations around what works, rather than trying to fix what doesn't. It is the opposite of problem solving. Instead of focusing on gaps and inadequacies to remediate skills or practices.

- AI focuses on how to create more of the exceptional performance that is occurring when a core of strengths is aligned. It opens the door to a universe of possibilities, since the work doesn't stop when a particular problem is solved but rather focuses on "What is the best we can be?" The approach acknowledges the contribution of individuals, in order to increase trust and organizational alignment.
- The method aims to create meaning by drawing from stories of concrete successes and lends itself to cross-industrial social activities.

http://en.wikipedia.org/wiki/Appreciative_inquiry

USED FOR:

Promoting positive thinking by identifying and building on what works and involving lots of people through outreach by the core group who create the questions in the first place.

SUITABLE PARTICIPANTS:

The process begins with a core group setting the focus of the Inquiry, and developing and testing the appreciative questions. These are used by many people in the community to gather information through stories as well as set out their hopes and wishes for the future.

TIME REQUIREMENTS:

The interview questions can be developed, tested and analysed in a few hours or in a workshop. Data from the interviews can be looked at and turned into information by a few people or, preferably, by the whole community. Everyone can then decide collectively how to best go forward. AI works best when there is something that needs to be worked on in the whole community and where there is a long-term commitment to change.

WHEN TO USE / WHAT IT CAN DELIVER:

- When there is a complex situation which needs some collective will to address.
- When you want to bring people together to work on something of mutual interest.
- When you want to build a vision of the future as well as work with others to make things happen in the short-term.
- It can help to deliver a shared vision and improved relationships and working together.

WHEN NOT TO USE / WHAT IT CANNOT DELIVER:

- When one person is clear about a desired outcome.

- When there is no interest in involving others in a creative way or when their opinions are not valued.

- When there is no interest in sharing responsibility or decision-making.

- When it is important to involve all key stakeholders and you cannot recruit a good core group.

- It cannot deliver a pre-formed solution. Each community develops its own response to its own situation.

STRENGTHS:

- It is story-based. People speak from their own experience
- Community involvement
- Easy to include the people who normally don't take part;
- It builds on what has worked in the past
- Creates a strong vision
- Partnership working. AI helps to develop partnerships by helping people to identify the values and behaviour they want the partnership to have in the future.
- Uses a set of principles to apply to other decision-making methods

WEAKNESSES:

- Appreciative Inquiry is a philosophy first and a method second, so it is fairly loose.
- Some people view the lack of direct attention to problems as a weakness.
- Appreciative Inquiry pays little attention to who should be involved.

  http://www.peopleandparticipation.net/display/Methods/Appreciative+Inquiry

ARTIFICIAL INQUIRY AS A POSITIVE CHANGE MODEL

- The fact is that our organizations are not predictable machines, but rather human constructions that are molded and changed by the images that human beings have of them. If we think that our organization is dysfunctional, unhealthy, and a bad place to work, most of what we see will be the behaviors, attitudes, and values that prove us right. If, on the other hand, we look for those things

in our organizations that are healthy, creative, and supportive, we will begin to see an entirely different organization. We actually have a choice on what we focus on.
- **Appreciative Inquiry (AI)** is a method that can help us see the true potential or our organization. In contrast to the problem solving approach, the underlying assumption of Appreciative Inquiry is that ***"organizations are solutions to be embraced."***

http://tirawaconsulting.com/Solutions/ai2.htm

APPRECIATIVE INQUIRY AS A ORGANIZATIONAL DEVELOPMENT TOOL

- Appreciative inquiry (AI) is a change model that uses traditional organizational development processes (team building, strategic planning, business process redesign, management audits) in a new way.
- AI is a philosophy and a process. As a philosophy AI emphasizes collaboration and participation of all voices in an organization and focuses on changing the organization rather than the people. As a process, it has steps that are used in working with organizations, communities, families, and even relationships.
- David Cooperrider conceptualized AI in the late 1970s. His landmark study simply interviewed half of an organization looking for problems and the other half looking for success. Data were dramatically different. But more remarkably, when the data were reported back, the client did not believe that the data came from the same organization.
- AI is based on a number of scientific principles such as the placebo affect. It is widely practiced throughout the organizational development community.

http://appreciativeinquiry.case.edu/research/bibPublishedDetail.cfm?coid=2060

APPRECIATIVE INQUIRY AS A PROBLEM SOLVING METHODOLOGY

Imagine that your organization's order book is full, and you're desperate to expand your business - but you just can't find the staff you need. What's worse, cash is tight, your recruitment budget is stretched to breaking point, and you strongly suspect that some of the approaches you're using just aren't working.

One approach here is to focus on the things that aren't working, and think about how you can fix them. This is the conventional approach to problem-solving. In many cases it's the right one to use. However in others, all it does is bring you up to the same bland level as everyone else.Another approach is to shift to a positive perspective, look at the things that are working, and build on them. In some situations this can be very powerful because, by focusing on positives, you can build the unique strengths which bring real success.

http://www.mindtools.com/pages/article/newTMC_85.htm

APPRECIATIVE INTERVIEWS

Here is a sample protocol that might begin the inquiry:

1) Think of a time when you were on a hugely successful team, a time that you felt energized, fulfilled and most effective-when you were able to accomplish even more than you imagined. What made it such a great team? Tell the story about the situation, the people involved, and how the team achieved its breakthrough.

2) Without being humble, what was it about you that contributed to the success of the team? Describe in detail these qualities and what you value about yourself that enables team success.

3) It is one year from today and your team is functioning more successfully than any of you imagined. What are we doing, how are we working together differently, what does this success look like, and how did we make it happen?

Teammates interview each other in pairs, and then groups of four share and compare stories. The elements that support these successful times emerge, often crystallized in an image or symbol that captures the team at its best-its "positive core". Through further inquiry and dialogue the whole team then designs ways to amplify the existing assets so day-to-day functioning approaches the ideal.

Summing up, the stages of an appreciative inquiry are:

1) Discover the best of what is
2) Envision what might be
3) Dialogue what should be
4) Innovate what will be.

APPLICATIONS OF AI

The appreciative team process is useful in almost any kind of team initiative:

- Newly formed teams that want to quickly establish effective roles, responsibilities and norms
- Teams aiming for more effective collaboration
- Ongoing project teams facing special challenges
- Teams needing renewal or clearer focus
- Leadership teams doing strategic planning.

http://www.teambuildinginc.com/article_ai.htm

CASE STUDY

NOKIA

NOKIA AT A GLANCE

Finland-based Nokia, was established as a wood pulp mill in 1865. By 1994 it was in the technology and mobile communications business and by 2000 it had just under 60,000 employees in over 50 countries with sales of 31 billion Euros. Responding to such extraordinary growth, Nokia's Group Executive Board identified a need to refresh the corporate values and to bring them to life for the thousands of new employees around the world.

AN APPRECIATIVE INQUIRY (AI)

Using a high participation approach called Appreciative Inquiry, Ashridge worked in partnership with Nokia's Organisation Development & Change Team to find out where the values were already most alive and help them grow from there.

Appreciative Inquiry is the art of discovering and valuing the factors that 'give life' to an organisation, group, individual or relationship. Best examples of the past and the present are recalled and rigorously understood to set the stage for well-grounded visualisation of what could be possible in the future.

SOWING THE SEEDS – HOW TO REACH 60,000 EMPLOYEES?

The first step was a leadership workshop for 20 Nokia managers, including 4 members of the Executive Board, using the AI approach. This core group then led an inquiry process which culminated in a three and a half day Global Culture and Values Summit for 200 Nokia employees, in Helsinki.

The inquiry process included interviewing other Nokia employees to gather stories and examples of how the values were currently alive in peoples' work. Quotes and stories from these interviews were turned into posters which covered the walls of the Summit venue. The aim was to move away from rhetoric and intellectualisation and towards a practical understanding of the values in real action for real people.

The aim of the Summit was to turn the 200 attendees into the 'seeds' who, when back in their own regions and offices, would champion events and processes of their own to revitalise the values.

MAKING IT HAPPEN

The event was co-facilitated by Ashridge Consultant Caryn Vanstone, Frank Barrett (one of the originators of AI) and Bruno Dalbiez of Nokia. One of the biggest challenges faced by Caryn was the fact that this high profile investment by Nokia triggered high anxiety, leading to wanting to predetermine outcomes. This could have acted against the nature of the work itself, as it was important that people at the event felt engaged and discovered their own ways forward.

"We needed to find a way of helping the Executives make decisions that only they could make, including issues of direction and choice – but do it in a way that kept the engagement high for everyone else"-**Bruno Dalbiez, Nokia.**

Caryn suggested a 'fishbowl' approach to give participants an insight into the thinking of the Executive Team – this is a process whereby the Executives sit in a circle in the centre of the room and have a focused dialogue in public view.

"Caryn's quick thinking managed to unlock the dynamic - it was a breakthrough moment."- **Bruno Dalbiez, Nokia**

By the end of the Summit, a number of volunteer project teams had been created, including one called 'relight the fire' whose mission was to finalise the work of refreshing the corporate values based on the insight from the Summit.

AI SUCCESSES

Significant work has been done to verify that AI is a very effective method of intervening in organizations. Some applications to major corporations and organizations which were presented at the recent AI International Conference using AI include:

- **John Deere** - shifted to self-directed teams through an AI Summit/Future Search to significantly reduce development cycle time.

- **Roadway Express** – Used series of AI Summits including all the voices of the stakeholders (management, union, staff, facilitators and consultants) resulting in improved throughput (47% to 64%) averaged transit speed reduced 2.3 days to 2.1 days; average production efficiency increased 59% to 54%, the percent of freight dispatched by 0500 increased from 16% to 27% and the number of grievances filed were reduced.

- **BP Corporation** – Upstream Technology Group used AI summit for 70 top managers; within 6 months AI was being used as an approach to innovation, safety and productivity improvements throughout the organization.

- **Inner London Magistrate's Court Service** – AI was used in a very traditional organization; this case study explored the changes the people acquired and looked at their interrelationships throughout the organization. They also explored the cross-cultural dilemmas of using AI in Europe.

- **National Health Policy Changes in Local Health and Social Services Agencies** - Hampshire County, England. AI used to integrate mental health services. Managers from two agencies brought together health, social care, and administrative staff, took the best from each system and culture and co-created a compelling vision for improved service delivery.

- **Staffing and Retention: Applying AI to Human Resources at McDonald's** - The Midwest Division used AI to strengthen the strategic role of the human resources function and then expanded the process to guide a worldwide inquiry into the best staffing and retention practices for the new millennium and to add to profitability.

- **AI in Leadership Development at the Boeing Leadership Center in St. Louis, MO** - Learnings from three different AI applications: 1) leadership development workshops, 2) training programs for executive coaches and 3) direct coaching.

- **Dealing with Major Conflict Resolution Through Appreciative Inquiry: The Omni Hotel** - The use of AI in a "hopeless case scenario." AI was used as a deliberate change intervention in an organization.

- **Cap Gemini Ernst & Young** - The Role of AI in Today's Collaborative Business Environment. Because of technological breakthrough and changing organizational structures, this case study demonstrated the need to develop deep conversations based on the power of the positive to unlock a group's synergistic capacity.

- **American Red Cross and Catholic Relief Services** - Both large organizations articulated their shared values and used AI to build partnerships in large systems using appreciative inquiry. The Red Cross used AI for over 4,000 people to prepare for the national convention that would articulate the organization's guiding principles for the 21st century. Catholic Relief Services used AI to build successful partnerships with local churches and NGOs.

- **Large System Change at the Department of Health and Human Services (DHHS)** - An over 54,000 employee organization of the Federal Government used AI to deliver information about and solicit participation in a system-wide initiative based on diversity. These activities have provoked ongoing department-side involvement in discovering new possibilities for developing an open-minded and inclusive organization.

http://www.asaecenter.org/PublicationsResources/whitepaperdetail.cfm?ItemNumber=12232

THE FIVE ORIGINAL PRINCIPLES OF AI

The Constructionist Principle

- Reality and Identity are Co-created
- Truth is Local. There is no absolute truth[5]
- We See Things as We Are
- We Are Deeply Interconnected
- Words Create Worlds. Reality is constructed through language

The Poetic Principle

- Life Experience is Rich
- We Have Habits of Seeing
- Whatever We Focus On, Grows
- Find What We Want More of, Not Less of
- Develop an Appreciate Eye

The Simultaneity Principle

- We Live in the World Our Questions Create
- Change Begins the Moment We Question
- The Unconditional Positive Question is transformational
- Develop Your Sense of Wonder

The Anticipatory Principle

- Positive Images Create Positive Futures
- Vision is Fateful
- Create Vision Before Decisions
- What We Believe, We Conceive
- Big Change Begins Small

The Positive Principle

- Positive Emotions Broaden Thinking and Build [6]
- The Positive Core exapands as it is affirmed and appreciated
- Identify and Leverage Strengths

The Wholeness Principle

- Wholeness Provides More Expansive Thinking Than Reductionism
- Learn to Be Present to the Emerging Whole

The Enactment Principle[8]

- Embody What You Want
- Just Try Something

http://www.appreciativeliving.com/files/Kelm_AI_Principle_Summary.pdf

REFERENCES AND RESOURCES

1. Definition: http://en.wikipedia.org/wiki/Appreciative_inquiry

2. Description, used for, participants:
http://www.peopleandparticipation.net/display/Methods/Appreciative+Inquiry

3. The five original principles of AI:
http://www.appreciativeliving.com/files/Kelm_AI_Principle_Summary.pdf

4. AI as positive change model, problem solving, org develop tool:
http://tirawaconsulting.com/Solutions/ai2.htm,
http://appreciativeinquiry.case.edu/research/bibPublishedDetail.cfm?coid=2060,
http://www.mindtools.com/pages/article/newTMC_85.htm

5. Appreciative intervies,applications: http://www.teambuildinginc.com/article_ai.htm

6.case study:
http://www.ashridge.org.uk/Website/Content.nsf/wCON/Case+Study+Nokia+%28Appreciative+Inquiry%29?opendocument

7.AI successes:
http://www.asaecenter.org/PublicationsResources/whitepaperdetail.cfm?ItemNumber=12232

BIRDS OF FEATHER

DEFINITION:

1. Birds of Feather refers to informal discussion group

2. A BoF session, an informal meet-up at conferences, where the attendees group together based on a shared interest and carry out discussions without any pre-planned agenda.

3. BoF can facilitate networking and partnership formation among subgroups, including functionally-oriented groups such as CEOs or geographically-oriented groups. BoFs generally allow for more audience interaction than the panel discussions typically seen at conventions; the discussions are not completely unguided, though, as there is still a discussion leader.

4. The term is derived from the proverb "Birds of a feather flock together".

5. Birds of a feather sessions (BOFs) provide an opportunity for like-minded individuals to get together and discuss their ideas. You can hold BOFs on any topic you like including user groups, documentation, frameworks, etc.

OTHERS

6. BoFs to help build a community around a technology, open source project or similar (in Symbian terminology these would be BoFs around a technology domain, group of packages, a package, a volunteer program)
7. BoFs to share experiences and best practices
8. BoFs to discuss hot or controversial technology topics
9. BoFs to discuss process and infrastructure improvements affecting a community
10. BoFs to discuss the evolution or importance of standards.

    http://en.wikipedia.org/wiki/Birds_of_a_Feather_%28computing%29

What are BoFs for?

- BoFs are an excellent vehicle to network and meet people who have similar problems and interests to yourself or your employer.
- I have participated in BoFs, where attendees shared experiences and best practices which helped me get established in that particular open source .
- I have seen how BoFs can help build a community around a technology and open source project.

BoFs also work in other situations: every subject that brings together people to meet, discuss, engage, learn from each other or improve their circumstances will work. http://blog.symbian.org/2009/09/29/bof-at-see/

PREPARING FOR A BOF : TIPS & TRICKS

BOF ETIQUETTE

- If you decide to hold a BoF, you turn up to facilitate the BoF. Not turning up is unfair to attendees and other people wanting to hold a BoF.
- You should be able to facilitate the BoF and have something to say. Don't waste other people's time.

PREPARATION

- If you organize a BoF for a topic, you will want to make sure that a core set of people who you know turn up (on time). Otherwise, there is a danger that interested people will not stay, and the BoF fizzles out before it starts.
- Do some advertising using your informal networks, such as LinkedIn, twitter, Blog, mailing lists of projects/packages technology domains, e-mail, and so on. Get friendly contacts to do the same.
- BoFs are not about the organizer talking, but about discussion and often about building trust. You should have facilitated a discussion before; if not, do a BoF with somebody who has.
- BoFs are a vehicle for debate, to share experiences and build relationships. They are NOT presentations! They are NOT private meetings!
- If you have contacts who are passionate about a topic, AND like to talk, invite them up-front. They can help with **silent moments**.
- Sometimes BoFs are about a goal: for example, network, get to know companies, building trust, build a community, get contributions, and so on. It is easier to achieve a goal if friendly contacts at the BoF know about your goal and supports you. This may require a bit of horse-trading before the BoF.

TIPS & TRICKS

- **Getting Started**: It can be hard to get a discussion started. There are a number of techniques
  - Brief intros can help
  - Icebreakers can help, e.g. ask for a view on something
  - Ask what attendees want to get out of the BoF
- **Silent Moments**: A silent moment can kill a discussion, ...
  - Prepare material, or an idea which may be controversial, etc. for such moments. You probably don't need more than two for an hour. Doing this will help with your confidence (all bases covered) and it will avoid awkwardness.
  - A friendly contact, can help raise a point during a silent moment and keep things going. Make sure they know to help you out in such a situation.
- **Prepare a bit of material**: Prepared material, by yourself, an existing community member, a friendly contact can help *seed* the discussion, or keep going when a conversation dies.

WHAT CAN WE DO FOR BETTER BOF?

- The acoustics in the big hall were such that it was very hard to hear people talk unless they spoke very loudly. Perhaps we could have some (movable?) partition walls around the BoFs in future or hold them in some kind of tent - I think that would stop the sound dissipating :-) The hard part would be to do this in a way that preserves the openness and approachability of the BoFs.

- Related to the above point: There was a group of people chatting right next to a BoF I attended and their chatter made it really hard to listen to the BoF. If BoF's were a little more insulated that would perhaps help keep noisy people away too. Alternatively we could maybe have some signs asking people nearby who are not part of the BoF to be quiet.

- Add more chairs/bean bags so that it is easier for people to join after the BoF started. I had comments from some people after my BoF that they didn't try to join because there were no free seats. Part of the problem might have been that we needed to sit quite close together to hear each other so maybe the group seemed closed.

http://developer.symbian.org/wiki/index.php/BoFs_at_SEE_2009#Preparing_for_a_BoF_:_Tips_.26_Tricks

case study:

Mac Users to Drive Discussions During Birds of a Feather Meetings at Macworld Conference & Expo

IDG World Expo, the leading producer of world-class tradeshows, conferences and events for technology markets organized a BoF at the Macword Conference in Boston . It was meant for like-minded Mac users to drive discussions on hot topics in the industry and popular applications for the Mac. These highly-interactive Birds of a Feather Meetings (BOFs) covered topics ranging from digital photography to AppleScript to Macintosh consulting.

BOFs offered a chance for members of the Mac community to meet in a structured forum for in-depth discussions with their peers. Open to all registered attendees, BOFs provided opportunities to network with other Mac users, find out answers to tough questions and discuss resources for accomplishing new goals at work and at home. While each BOF is moderated by highly-respected industry experts, the discussions are driven by the participants.

"Birds of a Feather Meetings allow the Mac community to take the discussion into their own hands - asking questions and providing answers on the topics that most interest them," said Warwick Davies, group vice president, IDG World Expo. "Mac users are tech-savvy, intelligent and resourceful, and can often offer better advice and ideas than the so-called 'experts.' We're committed to providing a forum where Mac users can learn from each other and strengthen the spirit and solidarity of the Mac community."

http://findarticles.com/p/articles/mi_m0EIN/is_2004_May_18/ai_n6032036/

BOFS TO BUILD COMMUNITIES

- Working with your Technology Manager is a good idea
- Make sure you start off with an accessible sub-topic: otherwise you may scare off contributors. Save difficult stuff for the end.
- If the aim of the BoF is to build a contributor community, the following techniques help build momentum:
  - Make sure existing community members are there. If it feels empty, prospective community members may weel scared off. Get your technolgoy managers to help.
  - Make sure existing community members have something to say, or something prepared. In a contributor community, it is in the interest of ALL contributors, to grow the contributor base.
- Create, or get existing community members to create some material. For a technology domain BoF, this could be ...
  - Roadmap Overviews
  - Interesting Usage / Contribution plans
  - Highlight Problems that have been raised by the "community" (and need somebody else to invest $$$'s)
  - Interesting problems .

    http://developer.symbian.org/wiki/index.php/BoFs_at_SEE_2009#Preparing_for_a_BoF_:_Tips_.26_Tricks

REFERENCES AND RESSOURCES

1. http://en.wikipedia.org/wiki/Birds_of_a_Feather_%28computing%29
2. http://sf2010.drupal.org/conference/birds-feather
3. http://findarticles.com/p/articles/mi_m0EIN/is_2004_May_18/ai_n6032036
4. BoF Procedures at International Electronic http://www.ietf.org/ietf-ftp/1bof-procedures.txt
5. http://developer.symbian.org/wiki/index.php/BoFs_at_SEE_2009#Preparing_for_a_BoF_:_Tips_.26_Tricks

DOTMOCRACY

DEFINITION:

- Dotmocracy is an established facilitation method for collecting and prioritizing ideas among a large number of people.

- It is an equal opportunity & participatory group decision-making process**.**

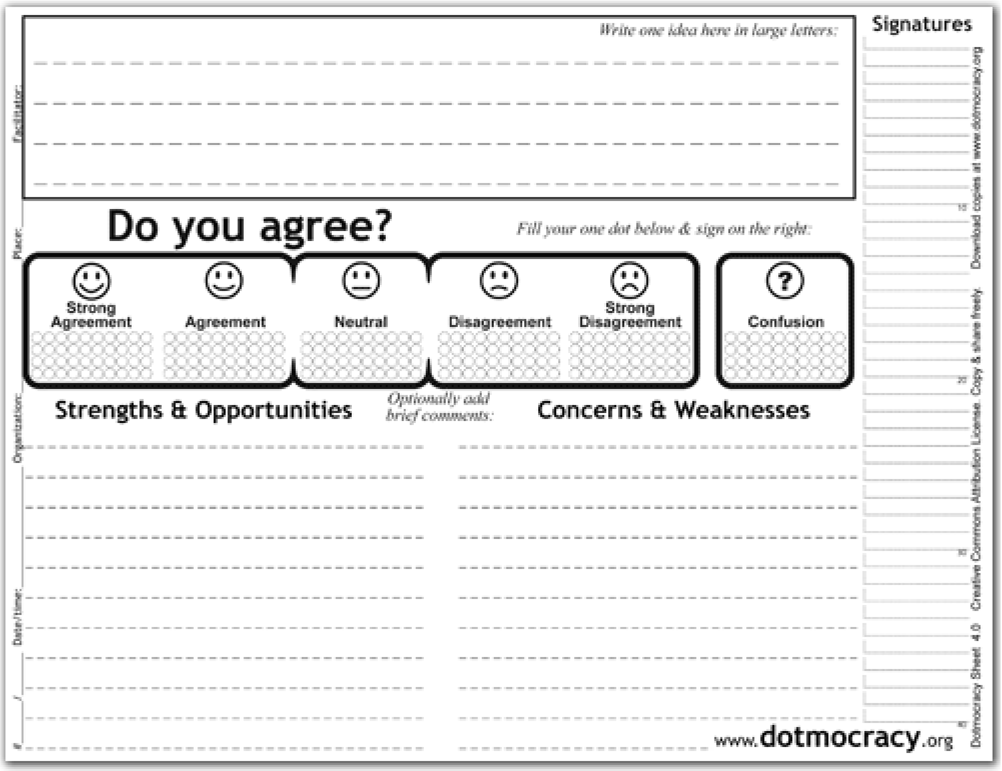
- Participants write down ideas and apply dots under each idea to show which ones they prefer. The final result is a graph-like visual representation of the group's collective preferences.

- **Dotmocracy** is an established facilitation method for collecting and recognizing levels of agreement on written statements among a large number of people. Participants write down ideas on paper forms called *Dotmocracy sheets* and fill-in one dot per a sheet to record their opinion of each idea on a scale of “strong agreement”, “agreement”, “neutral”, “disagreement”, “strong disagreement” or “confusion”.

- Participants sign each sheet they dot and may add brief comments. The result is a graph-like visual representation of the group's collective opinion on each posted statement.

Dotmocracy in progress

DOTMOCRACY SHEET


Facilitator:
Place:
Organization:
Date/time:
Write one idea here in large letters:
Signatures
Do you agree?
Fill your one dot below & sign on the right:
Strong Agreement
Agreement
Neutral
Disagreement
Strong Disagreement
Confusion
Strengths & Opportunities
Optionally add brief comments:
Concerns & Weaknesses
www.dotmocracy.org
Dotmocracy Sheet 4.0 Creative Commons Attribution License. Copy & share freely. Download copies at www.dotmocracy.org

http://www.dotmocracy.org
http://en.wikipedia.org/wiki/Dotmocracy

THE ESSENTIAL INSTRUCTIONS FOR DOING A PROPER ADVANCED DOTMOCRACY PROCESS

1. Learn about the issue.

Before starting a Dotmocracy process on a complex topic, education should be provided to the participants to ensure they are knowledgeable on the issue to be addressed, e.g. distribute a primer booklet a few days ahead of time or host an introductory lesson.

2. Present the issue and ask questions.

The hosting group provides a preamble about the issue at hand and the context in which it will addressed. Post the key question(s) to be answered by the Dotmocracy process.

3. Discuss potential answers.

In small groups participants brainstorm and deliberate potential answers to the posted questions. Collectively and independently participants draft many ideas.

4. Write ideas on Dotmocracy sheets.

Participants clearly print each idea statement on its own Dotmocracy sheet. Sheets are either posted on a wall or passed around among participants.

5. Fill dots to record opinions. Write comments.

Participants read and consider ideas and fill in one dot per sheet to record their opinion of each idea on a scale of “strong agreement”, “agreement”, “neutral”, “disagreement”, “strong disagreement” or “confusion”. Participants sign each sheet they dot and may add brief comments.

6. Report the results.

The dotting process is called to a close. The sheets are collected and sorted by topics and levels of agreement. All results are published with the most popularly agreed ideas celebrated and important disagreements recognized.

7. Announce a decision.

The hosting group formulates a plan that selects, combines, prioritizes and/or finds compromise among the popularly agreed ideas with minimal disagreement. The decision is publicized and the hosting group is held accountable to the original preamble provided and the reported results of the Dotmocracy process.

RULES

1. Official Dotmocracy facilitators are authoritative and responsible for the Dotmocracy process but neutral on the content.
2. Each participant may only fill one dot per a Dotmocracy sheet.
3. Participants must sign each sheet that they dot.
4. Participants may dot as many or as few sheets as they please.
5. Participants have the option to contribute anonymously.

6. There are no changes to an idea's text inside the idea box once dotting has started.
7. Participants are always invited to post new ideas.
8. A Dotmocracy sheet should only be removed from the dotting process according to the official facilitators' judgment.

DOTMOCRACY PROCESS

The Dotmocracy process prescribes the following essential steps for large group decision-making:

1. Participants learn about the issue.
2. A hosting organization presents the issue and asks specific questions.
3. Participants discuss potential answers in small groups.
4. Participants write ideas on Dotmocracy sheets.
5. Participants fill dots on Dotmocracy sheets to record their opinions and optionally write comments. Repeat steps 3 through 5.
6. The facilitator reports on the results of the process.
7. The hosting organization formulates and announces a decision based on the Dotmocracy results.

DIFFERENT MODELS

Dotmocracy can be facilitated in many different ways, but the three main models are:

1. In a meeting and focused.
2. In parallel with a meeting.
3. Outside of a meeting.

IN A MEETING AND FOCUSED

An entire meeting or segment of a meeting can be dedicated to a focused dotmocracy session.

ADVANTAGES

✔ Produce and prioritize many ideas in a very short period of time.

✔ Participants get an opportunity to discuss and reformulate ideas as a group or in break-out groups.

✔ The preamble can be presented live withengaging media, and key speakers that may be able to answer important questions from participants.

✔ Participants can meet each other, recognize whois involved and develop camaraderie.

DISADVANTAGES

✗ Requires a large venue and large-group logistics, e.g. snacks and drinks, materials for everyone to use at the same time, amplification systems.

✗ Those who are unable to attend the meeting are left out of the process and their opinion is not counted.

EXAMPLES

• A residence group has an ad-hoc meeting to find solutions to noise pollution complaints.

• An organization has a biannual goal-setting meeting to give direction to the management.

SUGGESTIONS

• Give everyone the necessary materials as they enter or have them already set out on tables and chairs: pens, scrap paper and dotmocracy idea sheets.

• Take and post completed idea sheets for participants, allowing them to continue their discussions.

• Help groups to produce many ideas.

This method can also be combined with an outside of meeting process, before or after the meeting.

IN PARALLEL WITH A MEETING

Within a meeting a dotmocracy process can be conducted inparallel with the verbal agenda. After a brief preamble earlyin the meeting, dotmocracy sheets can be either circulated on clipboards or posted on a wall that is near to the meeting inprogress.

ADVANTAGES

✔ Traditional meeting format can be mostly maintained. This can be important if the traditional meeting format is viewed as effective or required.

✔ Meeting discussion can inform and be informed by the posted ideas and dotting results.

DISADVANTAGES

✗ Either the verbal meeting or the dotmocracy process may be distracted by the other.

✗ Participants may be confused or dismissive of the new ‘competing’ dotmocracy process.

EXAMPLES

• Organization members brainstorm and prioritize slogans while listening to a presentation about a new initiative they want to promote.

• Audience members write down and prioritize questions for a speaker.

SUGGESTIONS

• Have preamble and instructions written for those who may have missed the verbal introduction.

• Have a materials table: e.g. pens (tip down) in a cup, scrap paper, tape, idea sheets, sticky-notes, paper recycling, clipboards.

• Included agenda items to introduce the dotmocracy process and announce/discuss results.

To make this parallel process work effectively, the participants may need reminders and encouragement in order to make use of the dotmocracy process as an important and legitimate part of the meeting. This is especially true for groups new to dotmocracy.

OUTSIDE OF A MEETING

In this model the dotmocracy process is in progress for many hours, days or even without a planned end. Depending on what group of people the process is intended for, a dotmocracy wall may be in an organization common space such as foyer, lunch room, or hallway, or may be in a public space such as public building, square or park.

ADVANTAGES

✔ Greater opportunity for potential participants with competing schedules.

✔ Takes only a few minutes for participant to take part at their own leisure.

DISADVANTAGES

✗ It can take many more hours, days or even weeks to equal the level of participation accomplished in one short, focused, large-group meeting.

✗ Participants generally do not get a chance to discuss ideas.

✗ People are less focused, less patient and less likely to consider the ideas in an informed context.

✗ Time and energy must be invested in promotion of the preamble and getting people to participate. In a public setting this could require full-time facilitators assisting in the process within a public space.

EXAMPLES

• A “suggestions” board in a staff lunch room.

• A dotmocracy wall in the foyer of a school for getting input from students on potential new course topics.

SUGGESTIONS

• Have clear instructions posted on the dotmocracy wall next to the sheets.

• Post and hand out the preamble. Publish it in a newsletter or other media read by the participants.

• Have pens readily accessible near the sheets, ideally next to the sheets hanging on the wall.

• Be proactive in encouraging people to participate. Ask them for a moment of their time. Hand them a pen. Walk them through the process. Answer their questions (but avoid biasing their opinion on the topic being addressed).

• Position the dotmocracy wall in highly visible and popular area, such as near food or along a common corridor.

This process has great potential for gathering public ideas and opinions, but requires development and trust from the public in the dotmocracy process. It may be months or even years before most community members begin to view the process as legitimate and useful. Effective publication and follow up on results can make all the difference for building legitimacy. You may wish to survey your target audience to see who is and is not Participating and why.

FACTORS THAT CAN IMPROVE A DOTMOCRACY PROCESS

There are infinite variables that may affect a dotmocracy process and influence whether it is a success.

Ideally: a process concludes with many useful and popular ideas that lead to a clear decision or plan of action that is unanimously supported.

Worst case: very few ideas will be produced; they will be unclear, not commonly supported and will not lead to any final decision or plan.

Below are some prioritized factors that Co-op Tools has recognized as extremely important for conducting a successful dotmocracy process. While you may not be able to control all these factors, you should consider and aim to positively influence them in your planning and execution.

A dotmocracy process is improved by:

1. Trust in the facilitator(s), hosting organization(s) and fellow participants.
2. Increasing the number and variety of well-articulated ideas.
3. Diversity of people with different perspectives.
4. Increased number of participants.
5. Availability of high-quality information on the issue and knowledge of the related topics.
6. Participants are personally invested in the outcome.
7. A spirit of co-operation and common aims within the group.
8. Vocal support of the dotmocracy process by group members who have authority and the group’s trust.
9. Time for deliberation, reflection and reformulation of ideas based on recognized patterns among in progress results.
10. More iterations of the process: each stage reflects and builds on previous results and learns from new investigation.
11. Recognition of the continuity and differences among results from independent dotmocracy sessions on similar and related questions over time and within different contexts. I.e. pay attention to the patterns between independent dotmocracy sessions.
12. Decision-makers are trusted, knowledgeable and experienced.
13. Clarity and practicality of the final conclusions, e.g. a specific action plan or policy.

The interpretation of each factor is rather subjective, but as one becomes more experienced at dotmocracy facilitation it will become more apparent which factors need more attention depending on the situation.

http://www.iaf-world.org/files/public/dotm%20hdbk.pdf

HELPING THE DOTTING PROCESS

- Set-up the dotmocracy wall in a way that makes it easily accessible to the entire group. When the process is conducted outside of a meeting, ensure that participants know where the wall is and are requested to use it.
- Get participants to distribute themselves evenly along the wall, i.e. not to bunch up around only a few ideas.
- Maximize space between ideas.
- Ask people to dot with independence and intention, and avoid simply "following the crowd". Encourage them to understand what they are dotting and why.
- Bring attention to newly posted ideas and ideas that lack dots.
- Keep the placement of ideas and comments reasonably organized.
- Refinements and combinations of popular ideas should be posted as soon as possible.
- Encourage new ideas based on emerging patterns and comments.
- Removing ideas only starts to save time when several ideas have only one or no participants dotting them at any time. Remove the duplicate, confusing and strongly disagreed-to ideas first.
- Duplicate ideas can be placed underneath each other, i.e. keep the clearest or most dotted version of the idea on top and place duplicate sheets underneath where they are not visible but participants can recognize that there are duplicates.
- If someone is not comfortable signing their own name, a facilitator can sign as a "witness".

INTERPRETING RESULTS

- Recognize joke ideas and put a "Ha ha" or funny face sticky note on them to differentiate from serious ideas.

- 33% strong disagreement or 25% confusion after only 12 dots or 20% of dots have been posted (whichever is larger) can usually provide enough of a trend to decide the fate of an idea.

- Judge idea results in comparison to the results of other ideas.

- A lack of clearly approved ideas may indicate the need for a different question, more information or further brainstorming and deliberation.

- Pay attention to comments that may indicate the need for further research to inform the process.

- If people write angry or hurtful comments or aggressive debate occurs, a conflict resolution process may be required to build understanding, trust, respect and empathy within the group.

- Investigate concerns written in comments and whether they can be addressed with discussion or a new (possibly more detailed) idea.

CASE STUDY

JUNIOR SCHOOL PROJECT: TO IMPROVE LUNCHROOM

Summary:

Dotmocracy is used to help with the an inquiry process that we were doing school-wide to improve our lunchroom. We conducted the process working with K-5 children and adults. It was a wonderful clarifying process. Our ultimate result was a greatly improved lunchroom.

Details:

We had 30 people involved in the actual process. There were 3 kindergartners, 8 primary (1st & 2nd grade) children, 7 intermediate (3rd & 4th grade), 4 upper intermediate (5th grade), 3 paraprofessionals, 4 teachers, and 1 principal (me). The whole school gave us the information that we worked on (8 different suggestions). It was a three month process but it worked really well. The youngest children were Kindergarten (5 and 6 year olds). The only assistance they needed was in reading some of the points in the sheets that they were voting on and to help them record their comments. They could fill in the dots and sign their names. We did an explanation to everyone at the beginning describing the 5 choices or "Confused". When we did our Dotmocracy session, we had the 8 statements & Dotmocracy sheets on separate tables and each group had an adult to help with reading and writing for the younger children. We rotated when we knew that each group was done with the statement that they were looking at. We thought about posting but we found the rotation of the tables worked well. Attached below is the Power Point presentation created by the kids who participated.

Learnings:

We really love the Dotmocracy process. It gave all participants a chance to decide where they stood on something without being pressured by anyone else.

From the kids who participated:

"Everybody seemed to think it was awesome and we had a lot of fun discussing the matters of the problem and solution. By the way everyone worked it looked like everyone had a good time."

"Teachers, Paras, students, and everyone else liked Dotmocracy and they liked that everyone could write down everything they liked and disliked. Everyone got a chance to talk and say what they wanted."

REFRENCES AND RESOURCES

1. Definition: **http://www.dotmocracy.org,**http://en.wikipedia.org/wiki/Dotmocracy
2. Essential instructions: http://www.dotmocracy.org/steps
3. Case study: http://dotmocracy.org/parkforest2008lunchroom
4. Other contents: http://www.iaf-world.org/files/public/dotm%20hdbk.pdf

INNOVATION GAMES

DEFINITION:

The phrase **innovation game** refers to a form of primary market research developed by Luke Hohmann where customers play a set of directed games as a means of generating feedback about a product or service. The research is primary because the data collected is gathered directly from customers or prospects and is intended to answer a specific research question.

"Customers" who play innovation games are commonly direct recipients or consumers of a specific product or service. In some cases, though, game players may be any person or system who is or would be affected by a product or service. http://en.wikipedia.org/wiki/Innovation_game

Innovation Games is the most mature serious games offering in the US, with a proven track record of solving a wide range of strategic, prioritization, resource allocation, and communication problems. They have been successfully applied in numerous organizations worldwide, including Google, SAP, and SDForum, a Silicon Valley not-for-profit organization that is a leading source of unbiased information and insight for the technology community. http://www.netobjectives.com/course-schedule/innovation-games-workshop-mar-2010-bellevue.

Innovation Games have both online and in-person versions, and can be modified or "hacked" for specific purposes. The games can be played with customers and clients, colleagues and coworkers, partners, and the community-at-large. The techniques include both open-ended and more focused methods to achieve actionable insights and results. http://www.netobjectives.com/course-schedule/innovation-games-workshop-mar-2010-bellevue.

An Innovation Game is a small group of people who are playing one of a number of serious games that Enthiosys has invented to solve or help solve a (typically) complex problem. Each game has a set of rules that determine how the game is played. Innovation Games are related to behavioral economics, market research, focus groups, and collaborative play. Innovation Games are not based on game theory (e.g., Nash equilabria), although our techniques and some ways to analyze the game results may eventually come from this field. https://innovationgames.com/content/help/help;jsessionid=edgz07irdq5

OVERVIEW

An overview of how to leverage the Innovation Games methodology, and in-person and online tools, to address issues that require an ongoing engagement in seeking agreements, including:

- Facilitating consensus-building
- Creating strategic plans
- Receiving and prioritizing input from stakeholders
- Understanding areas for improvement
- Networking and relationship building
- AND having fun doing it.

http://www.netobjectives.com/course-schedule/innovation-games-workshop-mar-2010-bellevue

ROLE OF FACILITATOR IN INNOVATION GAMES

- Explaining the game(s) to be played;
- Controlling the pacing and tempo of each game;
- Monitoring participation levels; and,
- Managing time of the overall game-play event.

DESCRIPTION OF 12 INNOVATION GAMES

There are at least 12 unique innovation games (and any number of new games derived by combining elements of these 12 games).

- **20/20 Vision**: Several potential product features appear on a shuffled set of note cards, one feature per card. The facilitator tapes the first card face-out onto the wall and displays each of the remaining cards one at a time to the participants, asking if the feature on the card is more or less important than the feature on the wall. No two features are allowed to be of equal importance.
- **Buy a Feature**: Participants see a list of proposed product features and a cost (expressed as development effort or street-level pricing) associated with each. Each participant "buys" a desirable feature; participants may also pool resources to buy features too expensive to be purchased with individual funds.
- **Give Them a Hot Tub**: Several potential product features appear on a shuffled set of note cards, one feature per card. Some of the proposed features are completely outrageous, such as a crush rocks setting for a new food blender. Observers note what happens when a customer uncovers one of these outrageous features.
- **Me and My Shadow**: Observers carefully record a participant using a product or service. Observers sit next to the participant to watch for and listen to actions, expressions, comments, and suggestions. Observers ask questions of the participant, such as "Why are you doing that," or "what are you thinking at this moment".
- **Product Box**: Participants imagine that they're selling a vendor's product at a tradeshow, retail outlet, or public market. Participants use plain cardboard boxes, glue, paint, crayons, and other scraps and knickknacks to design a product box that they would buy.
- **Prune the Product Tree**: A very large tree (representing a system or product) is drawn on a whiteboard. Thick limbs represent major areas of functionality within the system. The edge of

the tree—its outermost branches—represent the features available in the current release of the product. Participants write new features on several index cards that are shaped like leaves, and then they place these feature-leaves onto the tree, revealing which branches (product features) are important to customers for future improvements.

- **Remember the Future**: Participants imagine a time in the future when they will have been using the product almost continuously between now and then. ("Future" may be expressed in months, years, or some other time frame.) Participants then write down exactly what the product will have done to make them happy, successful, rich, safe, secure, etc.
- **Show and Tell**: Participants bring in examples of artifacts created or modified by the product or service. Participants explain why these artifacts are important, and how and when they are used.
- **Speed Boat**: A drawing of a boat appears on a white board or sheet of butcher paper. Anchors "attached" to the boat prevent it from moving quickly through the water. The boat represents a product or system, and the anchors are features that the participants don't like. The lower the anchor, the more debilitating the feature.
- **Spider Web**: A product name appears at the center of a circle drawn in the middle of a whiteboard. Participants draw other products and services, explaining how, when, and why they are used. Participants then draw lines that link these additional services to each other and to the product's circle.
- **Start Your Day**: Participants describe their daily, weekly, monthly, and yearly events related to their use of a product. Descriptions are written on pre-printed, poster-sized calendars or timelines taped to the walls. Participants include events with time frames that match the product's expected lifecycle or release cycle. Participants may also include one-time events (particularly horrible days where everything goes wrong) and describe how the product helps or hinders as the event unfolds.
- **The Apprentice**: An engineer or product developer uses the product as an end-user. For example, if the system is used for data entry, the developer enters data for a couple of days. Observers record the engineer's actions, expressions, comments, and suggestions.

The detailed content of each game is available here-
http://innovationgames.com/resources/the-games/

PROCESS FOR QUALITY RESULT

There are four basic process include:

1. PLANNING

Planning for an Innovation Games® event, works best when you plan in two phases. The first phase focuses primarily on logistics and ensuring your selecting the right game for your goals/sections. The second phase focuses on tailoring the game for your circumstances and preparing all of your materials.

Here is an overview of the first phase.

Whom are you inviting? Consider both customers and your internal project team. A good rule of thumb is between 12 and 36 customers, as research has shown that 12 customers are expected to represent 70% to 75% of market needs, while 30 customers can be expected to represent 90% of market needs.

What will you be doing? Consider both the games and related event activities.

Why are you doing these things?

Why should your customer come? Consider your customer understanding and customer relationship goals and explicitly show them "What's In It For Them."

When will you be holding the event?

How long is the event? A good rule of thumb is two hours per game, with no more than three games in one day. Add additional time to handle your other event goals.

Where is the event?

What happens at the end of the event? Customers will want to know what they receive as a result of participating in the event. If you're going to send them a summary of what you learned (and you should), tell them. And then get this done within one to three weeks of the event's end.

2. PLAYING

As you prepare for Game Day, you'll need to spend time organizing your team. Conducting an Innovation Game is too much work for a single one person. You need a team organized around the following roles.

Role	Purpose
Planner	The person who plans for and prepares your team for the games. This means making sure the team is clear on the questions you want to answer, the games that you're choosing to get these answers, and how you're expecting to take action on the results.
Organizer	The person who handles logistics. For in-person games, this means securing the facility, making sure the food and materials are handled, and so forth. For online games, this means scheduling participants.
Greeter	For in-person games, this is the person who greets customers and invites them to the game. This role is played by the facilitator in online games.
Facilitator	The person who runs the event.
Helper	For in-person games, this person acts as "go-fer" for the team, helping them with materials. This role is not needed for online games.
Observers	Observers watch participants as they play the games, helping gather comments that help the team post-process the results. For in-person games you typically want roughly 1/3 to 1/2 the number of participants.
Photographer	For in-person games the photographer records the event by taking **lots** of pictures.

This content is more detailed in http://innovationgames.com/resources/the-innovation-games-process/playing/

3. PROCESSING

The primary goal of processing the results is to transform what your customers did and all that your team observed into a useful action plan. Here are four post-processing steps:

1. Capture and process all customer artwork.
2. Capture and process all observer cards.
3. Conduct a brief retrospective of the event so that you can improve it for the next time.
4. Prepare two reports: an internal report that details the actions you will take and an external report provided to customers, letting them know what you've learned.

A common mistake in this phase is to underestimate the time required to process game results. One team we worked with had allocated only 8 person-hours (2 people for four hours) to process the results. They needed more than 80! A better rule is to allocate roughly 40 person-hours per game.

Step One: Process Customer Artwork

Customer artwork refers to the various artifacts that customers create while playing an Innovation Game. These range from simple easel paper or 5[ts]8 cards taped to walls to product boxes describing their ideal product. This section covers the basics, and Part Two details how to process the results of each game.

The most important guideline is to photograph everything generated by customers so that you will have a direct and permanent record of the artwork. Photos should be taken immediately after finishing the game to minimize the risk that something will be accidentally thrown out by an overly eager cleaning crew. These photographs augment and enhance the photographs created by the "Bad Wedding Photographer" during the event. These photographs should be taken with relative care because you will be using them during post processing activities and for sharing with your internal team. You may also share some of these with the customers who participated in the game, so they should be as high quality as you can make them, including using image editing software to enhance the images.

Some of the games generate results that should be shared directly with product teams. For example, Show and Tell, Product Box, Spider Web, and Start Your Day are all games that create artwork that should be directly shared with product teams. Instead of telling them about what customers did in your final report, you can show them what customers created. Doing so creates a strong incentive to act on the information generated by your customer.

Step Two: Process Observer Cards

During the game, observers were writing down their observations, ideally one observation per card. In this phase of the processing, you'll mine these observations for actionable patterns. The process is relatively simple and should be done as quickly as possible after the event, with all observers present. It is helpful if the facilitator or planner leads this process, because it allows the observers to concentrate on sharing and explaining their observations.

1. Review each card to make certain it contains one distinct observation. If a card contains multiple observations, create new cards for each observation, adhering to the guideline of one observation per card.
2. Tape all cards on the wall.
3. Have all the observers review the cards, organizing them into groups as they deem appropriate.
4. A card can be placed into multiple groups[md]just create a copy of the card and place it into both groups.
5. You'll often find that several observers captured the same comment. When facilitating, I like to keep each individual card, whereas other facilitators put a number on the card indicating the number of observers who captured the same comment and dispose of the duplicates. Either way works just fine.
6. As groups of cards solidify, create a special card that captures the important concept that unifies the cards within that group. For example, suppose that when playing *Start Your Day* several observers noted that customers use your product very differently in the fall than in the spring, summer, or winter. You might create a group heading card called "Fall" and organize cards under this heading.
7. Keep this process going until observers stop moving cards around and there are no more groupings. Some observations may not fall into any group[md]that is okay. Not every card has to be put into a group.

Pause here and photograph the results. This will ensure that you have a record of the observer comments in the base categories that they created. After you've got everything photographed, keep going.

The facilitator and/or planner hands each observer an index card and asks the observers to quietly write down the top three things that they observed during the game. The facilitator then collects these and reviews them with the entire team. Quite often, the top three items will have surprising similarities among observers. In one event, five observers all identified the same items.

The facilitator should make one final pass over all the observations, making certain they understand each of the groupings as well as all the individual observations. The observations are then coded into a spreadsheet under the groupings described earlier for easy reference, searching, and sharing. It is not important to record which observer generated what observation.

Step Three: Retrospective

A brief retrospective of the event should be held, ideally when the entire team is present. Although there are many ways to conduct a retrospective, a simple format consisting of the following questions is usually sufficient:

1. What worked so well that we should do it again?
2. What worked so badly that we should never do it again?
3. What should we try changing?

Step Four: Prepare Reports

There are two reports that must be prepared. They are equally important, for different reasons. The first report is designed for internal distribution. A simple organization, such as that defined in this table, works well. The focus is on the action you intend to take and the necessary information obtained during the event that supports this action. The second report will be distributed to customers who attended the event. You should prepare the internal report first, because it almost always contains elements that you will want to include in your external report. The following captures the critical elements of the internal report.

SECTION	CONTENTS
Executive Summary	Recap of the motivations and goals of the project and the key learnings and recommended actions. Typically this is 1 to 3 pages. A few well-placed photos can do wonders.
Results for Each Game	Overview of each game played and the key results of each as described in Part Two. More photos are useful here.
Retrospective Results	The summarized results of the retrospective.

The primary purpose of the customer report is to let your customers know that you heard them, that you value their input, and that you will take action on the data acquired. The customer report can be as simple as a one-page summary or as elaborate as a detailed action plan that captures the results of the feedback. Timeliness is essential, and you'll find your customers would prefer a short report distributed within two weeks of the event to a longer report distributed four months later. If you really do intend a longer report and need extra time to create it, distribute a short one quickly, commit to a time frame for the longer report, and then complete the longer report before you promised. Make certain that everyone on your internal team who either attended the event and/or works with these customers is included in the distribution list, especially in professional organizations or business-to-business products, because people who work directly with customers get very nervous when information is sent to their customers without their knowledge or approval.

4.ACTING

The acting part tells about the result of each innovation game. (i.e.) Making decisions and taking actions of Innovation Games.

http://innovationgames.com/resources/the-games/

INNOVATION GAMES: FOR SMALL BUSINESSES LAUNCHING A NEW PRODUCT/SERVICE

Luke Hohmann, author of Innovation Games has uncovered the next generation of product and service development. Essentially, he has developed a system that allows you to collaborate with clients to drive innovations and breakthroughs. Innovation Games is a proven qualitative market research technique, designed to answer specific questions.

There are **two particular aspects** of the Innovation Games model that stand out:

- First, it is built on the platform of collaborative play with customers. Traditionally, small businesses and owners send out surveys and assemble advisory boards to gain feedback from consumers. The Innovation Games model would have these same small businesses and owners interact with clients trying to answer specific questions using games. Additionally, Innovation Games puts the control in the hands of the consumers leaving ample room for product and service breakthroughs to evolve.
- Second, is the aspect of multidimensional communication; not everyone learns or communicates in the same way. Innovation Games creates a variety of mediums for customers to communicate. I can't think of the last time I filled out a survey, however, if you ask me what is wrong or how I would improve something, get ready to sit down and take notes.

Going back to my original hypothesis, consumers control the throttle on innovations and breakthroughs. The myth of product or service geniuses is simply untrue. The genius is the ability to dial into the consumers mind, extract what is in their head, and build a product around it. Steve Jobs' genius is not the iPod; it is his ability to dial into the customers mind.

http://www.focus2grow.com/blog/bid/16613/Innovation-Games-For-Small-Businesses-Launching-a-New-Product-Service

CASE STUDY

SaaS

Innovation Games are a series of serious games developed by Enthiosys, an Agile Product Management consultancy based in the Silicon Valley. Enthiosys developed these games to drive innovation by facilitating communication between clients, users and the development team in a structured but fun approach. By using a “game” approach, the activities remove personal agendas and psychological barriers that frequently exist when trying to reach alignment between stakeholders. Luke Hohmann, CEO of Enthiosys, has written a book about the games and methods behind them – Innovation Games: Creating Breakthrough Products through Collaborative Play.

We recently started a project with a new client from the UK to develop a SaaS application for them using SaaSGrid (SaaS Grid is a SaaS Application Server developed by Apprenda). As part of the project kick-off and Product Design phase, three members of the client team spent a week at our Development Center in Mexico including the their product owner, the project manager and a development manager.

The visit was part of Sprint 0 (product definition and design), which is the first phase of our Agile Development process. The visit had five key objectives:

- Finalize the high-level product requirements.
- Define the technical architecture.
- Define the UI approach and look & feel
- Finalize the project execution plan.
- Get the development team underway with the certainty that they had an accurate understanding of the project goals, the product key features and the overall vision and expectations of our client.

More on http://blog.sciodev.com/2009/11/19/saas-case-study-using-innovation-games-for-new-products/

REFRENCES AND RESOURCES

1. http://en.wikipedia.org/wiki/Innovation_game, http://www.netobjectives.com/course-schedule/innovation-games-workshop-mar-2010-bellevue,https://innovationgames.com/content/help/help;jsessionid=edgz07irdq5(definitions).

2. http://innovationgames.com/resources/the-games/ (description of each game)

3. http://innovationgames.com/resources/the-games/ (process)

4. http://www.focus2grow.com/blog/bid/16613/Innovation-Games-For-Small-Businesses-Launching-a-New-Product-Service (innovation game for business)

5. http://blog.sciodev.com/2009/11/19/saas-case-study-using-innovation-games-for-new-products/ (case study).

KNOWLEDGE CAFÉ

DEFINITION

A **knowledge cafe** or World Café is a type of business meeting or organizational workshop which aims to provide an open and creative conversation on a topic of mutual interest to surface their collective knowledge, share ideas and insights, and gain a deeper understanding of the subject and the issues involved.

A knowledge café is a means of bringing a group of people together to have an open, creative conversation on a topic of mutual interest to share ideas and to gain a deeper collective understanding of the subject and the issues involved.

The World Café is an innovative yet simple methodology for hosting conversations about questions that matter. These conversations link and build on each other as people move between groups, cross-pollinate ideas, and discover new insights into the questions or issues that are most important in their life, work, or community. As a process, the World Café can evoke and make visible the collective intelligence of any group, thus increasing people's capacity for effective action in pursuit of common aims.

HISTORY OF KNOWLEDGE CAFÉ

- The term knowledge-café has been around for the last 7 years or so
- But only in the last 2 or 3 years has it come into more common use
- Has its roots in work of David Bohm, William Isaacs, Juanita Brown
- Also has roots in OST (Open Space Technology) which goes back to 1989

PRINCIPLES OF KNOWLEDGE CAFÉ

Set The Context

There is an old saying that if you don't know where you are going any road will get you there. When you have a clear idea of the what and why of your Café then the how becomes much easier. Here are a few questions to ask yourself and those helping you plan:

- What is the topic or issue we want to address or explore?
- Who needs to be invited to participate in this conversation?
- Who represents both the conventional and the unconventional wisdom?
- How long do we have for the inquiry?
- What line(s) of inquiry do we want to pursue? What themes are most likely to be meaningful and stimulate creativity?
- What is the best outcome we can envision? How might we design a path toward that outcome?

Create Hospitable Space

Most meeting places are sterile, cold, and impersonal. Consider choosing warm, inviting environments with natural light and comfortable seating. Honor our long traditions of human hospitality by offering food and refreshments. Hospitable space also means "safe" space--where everyone feels free to offer their best thinking.

Hospitable space begins with the invitation to attend a Café. Include the theme or central question you'll be exploring in your Café in the invitation. State it as an open-ended exploration, not a problem-solving intervention. Use color, hand printing, graphics and other ways to make it stand out from the deluge of paper and e-messages we all receive.

When we ask people where they have experienced their most significant conversations, nearly everyone recalls sitting around a kitchen or dining room table. There is a easy intimacy when gathering at a small table, that most of us immediately recognize. When you walk into a room and see it filled with café tables you know that you are not in for your usual business meeting.

Creating a Café ambiance is easy and need not be expensive:

- Stagger the tables in a random fashion, don't set them up in straight rows
- Use plastic red checked tablecloths
- Cover these with two sheets of flip chart paper
- Place a mug or wine glass filled with water based markers to encourage people to write and draw on the tablecloths
- A small bud vase and a votive candle will complete the table set up
- Have some soft music playing as people arrive
- Be sure to have some food and beverages available

Explore Questions That Matter

Knowledge emerges in response to compelling questions. Find questions that are relevant to the real-life concerns of the group. Powerful questions that "travel well" help attract collective energy, insight, and action as they move throughout a system. Depending on the timeframe available and your objectives, your Café may explore a single question or use a progressively deeper line of inquiry through several conversational rounds.

As we have worked with groups over the years we have asked hundreds of people what makes a powerful question. Several themes have emerged. A powerful question:

- Is simple and clear
- Is thought provoking
- Generates energy
- Focuses inquiry
- Surfaces assumptions
- Opens new possibilities
- Invites deeper reflection
- Seeks what is useful

A note about appreciative process... David Cooperrider has long championed something he calls "appreciative inquiry." After several years of studying how people ask questions he has stated that the most important lesson from appreciative inquiry is that "people grow in the direction of the questions they ask." The questions we ask and the way we construct them will focus us in a particular manner and will greatly affect the outcome of our inquiry. If we ask: What is wrong and who is to blame? We set up a certain dynamic of problem-solving and blame assigning. While there may be instances where such an approach is desirable, when it comes to hosting a Café, we have found it much more effective to ask people questions that invite the exploration of possibilities and to connect them with why they care.

One potential pitfall is posing questions that ask about the nature of truth. Philosophers have spent thousands of years arguing the nature of truth and many of the wars in history have been fought over such questions. We are seeking to reach "shared understanding about what is meaningful to each individual." Such shared understanding does not mean that we all share the same perspective on what is true, but rather, that each participant has the opportunity to share what is true and meaningful for them. This in turn will allow us all to see our collective situation in a different light, hopefully enlarging our individual views of truth along the way. Our experience has been that questions which focus on "What is useful here?", are more effective at generating engagement on the part of participants and tend to provoke less defensive reactions than questions which focus on "What is true?"

Encourage Everyone's Contribution

People engage deeply when they feel they are contributing their thinking to questions that are important to them. Encourage all participants to contribute to the conversation. As Meg Wheatley says "Intelligence emerges as a system connects to itself in new and diverse ways." Each participant in the Café represents an aspect of the whole system's diversity and as each person has the chance to connect in conversation more of the intelligence inherent in the group becomes accessible.

We have found that on occasion it is helpful to have a "talking object" on the tables. Originally used by numerous indigenous peoples, a talking object can be a stick or stone, a marker or salt shaker, almost anything so long as it can be passed among the people at the table. There are two aspects to the talking object. Whomever holds the talking object is the only one empowered to speak. And whomever is not holding it is empowered to listen. For the speaker the responsibility is to focus on the topic and express as clearly as possible their thoughts about it. For the listeners, the responsibility is to listen to what the speaker is saying with the implicit assumption that they have something wise and important to say. Listen with a willingness to be influenced, listen for where this person is coming from and appreciate that their perspective, regardless of how divergent from your own, is equally valid and represents a part of the larger picture which none of us can see by ourselves.

It is not necessary to use a talking object all the time, but in cases where the topic being explored raises impassioned responses, it can be a very effective way to ensure everyone has the opportunity to contribute, even if they simply choose to hold the talking object and observe a few minutes of silence.

Connect Diverse Perspectives

Ask members to offer their individual perspectives and listen for what is emerging "in the middle of the table." Use the tablecloths and markers to create a "shared visual space" through drawing the emerging ideas. Sometimes the co-created pictures can really be worth a thousand words in showing the relationships between ideas.

A woman we know once remarked: "The most radical thing you can do is to introduce people to folks they don't know." Make sure that participants from each round each go to tables with different people as the conversational rounds progress. This cross-pollination of ideas often produces surprising results that could not have happened otherwise.

Setting up your Café in conversational rounds and asking people to change tables between rounds allows for a dense web of connections to be woven in a short period of time. Each time you travel to a new table you are bringing with you the threads of the last round and interweaving them with those brought by other travelers. As the rounds progress the conversation moves to deeper levels. People who arrived with fixed positions often find that they are more open to new and different ideas.

Our experience shows that it's very useful to ask one person to remain at a table to act as the table host. This person will summarize the conversation of the previous round for the newcomers ensuring that any important points are available for consideration in the upcoming round. They then invite the travelers to likewise do a brief sharing of the essence from the previous round allowing everyone to become more deeply connected to the web of conversation.

Listen Together and Notice Patterns

Listening is a gift we give to one another. The quality of our listening is perhaps the most important factor determining the success of a Café. Whole books and courses have been written about how to listen. One of our favorite analogies comes from jazz great Wynton Marsalis who explains that when jazz musicians get together to jam, whoever is the best listener ends up contributing the most to the music, because they are able to play off of whatever is being offered by the other cats in the band. Café conversations share that jazz element, of inviting each person to express themselves authentically, and those who listen skillfully are able to easily build on what is being shared. A few tips for improving our listening:

- Help folks to notice their tendency to plan their response to what is being said actually detracts from both the speaker and the listener
- Listen as if each person were truly wise, and sharing some truth that you may have heard before but do not yet fully grasp
- Listen with an openness to be influenced by the speaker
- Listen to support the speaker in fully expressing themselves
- Listen for deeper questions, patterns, insights and emerging perspectives
- Listen for what is not being spoken along with what is being shared

Share Collective Discoveries

Conversations held at one table reflect a pattern of wholeness that connects with the conversations at the other tables. The last phase of the Café involves making this pattern of wholeness visible to everyone. To do so, hold a conversation between the individual tables and the whole group. Ask the table groups to spend a few minutes considering what has emerged in their Café rounds which has been most meaningful to them. Distill these insights, patterns, themes and deeper questions down to the essence and then provide a way to get them out to the whole room. It can be helpful to cluster this aspect of the conversation by asking for one thing that was new or surprising and then asking people to share only those ideas which link and build on that particular aspect. When it is clear that the group has exhausted this topic ask for another one and repeat the process until you have given each table or person the opportunity to speak about what matters to them. Make sure that you have a way to capture this, either on flip charts, or by having each table record them on large post-it notes, or even their table cloths which can then be taped to a wall so that everyone can see them. After each table has had the opportunity to share their insights, the whole group may wish to take a few minutes of silent reflection and consider:

- What is emerging here?
- If there was a single voice in the room, what would it be saying?
- What deeper questions are emerging as a result of these conversations?
- Do we notice any patterns and what do those patterns point to, or how do they inform us?
- What do we now see and know as a result of these conversations?

OBJECTIVE OF KNOWLEDGE CAFÉ

- To gain mutual understanding of a complex issue
- To gain a deeper understanding of other people's perspectives
- To gain a deeper understanding of one's own views and thinking process
- To flush out issues which need airing & exploring
- To help build a consensus around an issue or topic

<u>WHERE IT IS USED?</u>

- We have used this technique many times in public forums and within companies to explore complex issues
- The Royal Society for the Arts are using a form of K-Café in conjunction with a coffee house in the UK later this year all over the country to discuss social issues relevant to the societies aims
- I have also recently used it in the NHS to explore how people might better communicate and work together

<u>WHEN WOULD K-CAFE BE RUN?</u>

- Knowledge share
- Develop a Code of Practice
- Get Networking going
- Gain new perspectives
- Gain new ideas

<u>DIFFERENT FROM OPEN SPACE TECHNOLOGY</u>

- It is quite different
- The OST process is more complex
- OST is used for purposes other than gaining mutual understanding e.g. problem solving and defining agendas
- OST meetings tend to be larger - often 100s of people compared to dozens for K-Cafés

- OST meetings tend to last longer - often days rather than hours
- A K-Café is different in that everyone leaves enriched by a deeper level of understanding of the subject in question

WHY IS THE K-CAFÉ IMPORTANT?

- The world is a much more complex place than it used to be - at times even chaotic - it is not always clear what is going on - we need to take time to UNDERSTAND
- We do not find the time these days to have open conversations, we are under pressure to make quick decisions

ROLE OF K-CAFÉ IN INDIVIDUAL

- The K-Café operates on the assumption that people really have within themselves a greater level of insight than they are often conscious of. The K-Café can tease this out.
- You hear yourself say things in k-café conversations that you did not know that you knew
- A k-café kind of crystallises your knowledge
- New ideas are sparked
- Fresh perspectives emerge ...
- And with increased observation and reflection comes understanding and this paves the way for change
- Some people just have problems expressing themselves
- Sometimes you just don't know what you think until you have said it!
- Learning how to hear and to understand yourself
- The K-Café is a little like an anti-inhibitor and thus stimulates discussion

FOR RUNNING A K-CAFÉ

- A group of people
- A facilitator or host
- A room with plenty of space

- Tables and chairs - ideally round tables to seat about 5.
- Some K-Café formats have special requirements such as round tables, paper table cloths, felt tip pens, flowers on the table and coffee
- The aim being to create the right ambience
- An unthreatening and hospitable environment
- Everyone must feel save to free express themselves without any potential recriminations
- But the K-Cafés that I run need none of these props but of course you could add them if available

PROCESS OF K-CAFÉ

- Explain the k-café concept
- Set the theme and questions
- A facilitator or host introduces the K-Café and the subject under discussion. The optimum time for this less than 10 minutes
- The purpose of the K-Café is made clear to everybody
- The facilitator poses one or two key open ended questions.
- The participants group themselves into groups of 4 or 5 and are invited to discuss the subject for 45 minutes.
- The whole group re-assembles for an exchange of ideas as a whole for 45 minutes

ROLE OF FACILITATOR

- The facilitator need not be a subject specialist. If not you might use a subject specialist to introduce the question/s
- Nor disciplined in facilitation
- Simply a good listener and chairperson skills
- The facilitator should not take a lead in the discussions. He or she should wander around and listen into the groups but should not lead them.

- Should listen out for problems and remind people gently of the rules of ‘dialogue.

ROLE OF INDIVIDUALS

- In the words of Theodore Zeldin : to be prepared to emerge a slightly different person
- To see people with different views not as adversaries but as sources from which you can learn
- To enter into open conversation
- To listen more than speak
- To welcome differences
- To withhold judgment
- Position taking should be avoided
- Minimum political correctness should be followed

HOW DOES THE LARGE GROUP SIT?

- If possible bring everyone back into a relatively tight horse-shoe shape group so that every one can easily see each other as well as hear each other
- Only use microphones if absolutely necessary as they inhibit the natural flow of the conversation

LARGE GROUP DISCUSSION

- Individuals are asked to remember that their comments are for the whole group and not for the facilitator. They are not reporting back to the facilitator!
- The objective is the hold a ‘group conversation’
- The facilitator needs to work at encouraging this

FACILITATORS WORK WITH LARGE GROUP

- Facilitator needs to encourage participation
- Facilitator needs to ensure that no one person or group dominates the discussion
- Connect diverse perspectives
- Facilitator needs to keep time

OUTCOME OF K-CAFÉ

- The real outcome is what you take away with you in your head
- New connections with people
- A deeper understanding of the issue discussed
- A deeper understanding and insight into other people's perspectives
- A better appreciation of your own point of view and how it is seen by others
- A better knowledge of what you know and don't know and what others know and don't know
- In a position to make more informed decisions.

REFRENCES AND RESOURCES

1. PRINDIPLES: http://www.theworldcafe.com/principles.htm

2. http://www.torontocdi.ca/wp-content/uploads/wc-guidelines-mini.jpg(IMAGE)

3. DEFINITIONS: http://en.wikipedia.org/wiki/Knowledge_Cafe

4. OTHERS: http://www.slideshare.net/dgurteen/introduction-to-the-knowledge-cafe

GRAPHIC RECORDING

What is Graphic Recording?

Graphic recording (sometimes referred to as reflective graphics) is a process that is used to record meetings in words and pictures on large visual displays. Capturing the work of the group in both words and pictures on a large display has been shown to stimulate the creativity, productivity and understanding in work groups. A live graphic recording process will help to make a meeting feel less formal. It can act as a great leveler because it probably isn't what most people are used to.

Who is a Graphic Recorder?

Graphic Recorders are scribes who listen, synthesize and transcribe information that is generated in different kinds of group settings (Meetings, conferences, retreats, dialogue groups, circles, world café settings, etc).

Graphic recorders may work on their own when they are providing straight recording services (like creating summaries of the key points of speakers at a large conference), or they may pair up with facilitators, consultants and other kinds of leaders to use their skills as part of a team providing graphic facilitation services (mostly in strategic planning and visioning kinds of settings).

The Graphic Facilitator:

The role of a Graphic Facilitator role is more complex. The Graphic Facilitator is responsible for providing both recording services and facilitation services; weaving the two together at the same time. They may do both these roles themselves. Or, they may pair with a Graphic Recorder, and between the two (or more) of them, they provide Graphic Facilitation services for the client. A Graphic Facilitator also needs to have the regular facilitation skills that a typical facilitator requires to successfully create and lead a group gathering, event or meeting process (agenda design, contracting skills, group process and facilitation techniques, handling conflict, planning/visioning expertise, etc).

Graphic recording is a helpful tool to facilitate the work of many different types of group working on complex problems. A well executed graphic display supports people to work more effectively, efficiently and creatively in groups.

Why use Graphic Facilitation?

Having graphic facilitation at a meeting will make it run more efficiently. The graphic underlines and clarifies what is said. The graphic facilitator can help people to tease out what they want to say and can cut through waffle to the point underneath. Complex ideas can be expressed very simply using graphic images and it is proven that people remember images far better than words, so a meeting becomes much more of a memorable event with a graphic record.

The graphic record is immediate. People may be accustomed to minutes being taken and then typed up and returned a week or so after the meeting. This is an important shift in power because everyone can see what is being recorded and there is a much greater feeling of shared ownership of the plan or record at the end. Everyone has a chance to comment on, amend or add to what is being recorded, so that the record is accurate and really belongs to everyone. In this way, everyone feels more included.

The graphic facilitator can also help groups of people to reach consensus by getting an agreed form of words or an agreed image. There has to be consensus before something can be recorded, which means that disagreements have to be addressed at the time in order to move on with the process. This is a challenging, but ultimately incredibly useful, function of graphic facilitation.

Graphic recording makes recapping and summarising much easier. After every section of a plan, the recorder can feed back to clarify and recap. Over time, the graphic record can be used to hold people to task when reviewing action plans.

Where can Graphic Recordings be used?

Graphic Recording/Facilitation is performed in many different venues, below are some of the most common. The industries and environments are just as varied: corporate, governmental, and not-for-profit; almost any place where people need to come together to think, hash out ideas, and make decisions.

- Planning and Visioning Retreats
- Leadership Retreats
- Scenario Planning Meetings
- Change Management Projects
- Large Group Conferences / Summits
- Keynote Addresses / Special Presentations

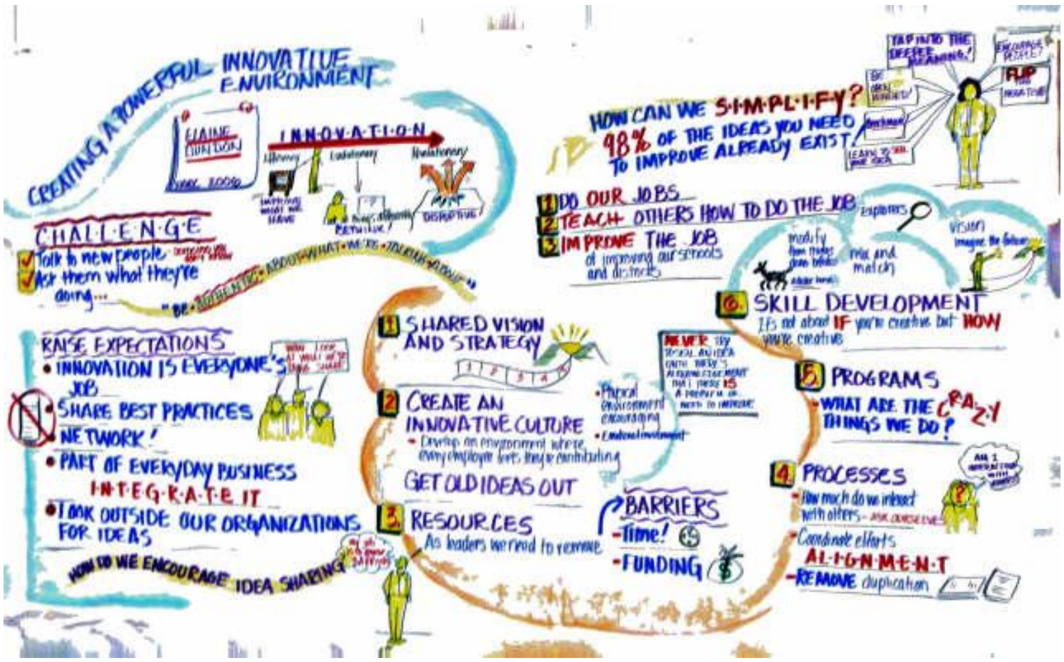
- Focus Groups
- Open Space
- Brainstorming Sessions
- Dialogue Sessions
- World Café Forums and Clarity Circles

Advantages of Graphic Recording:

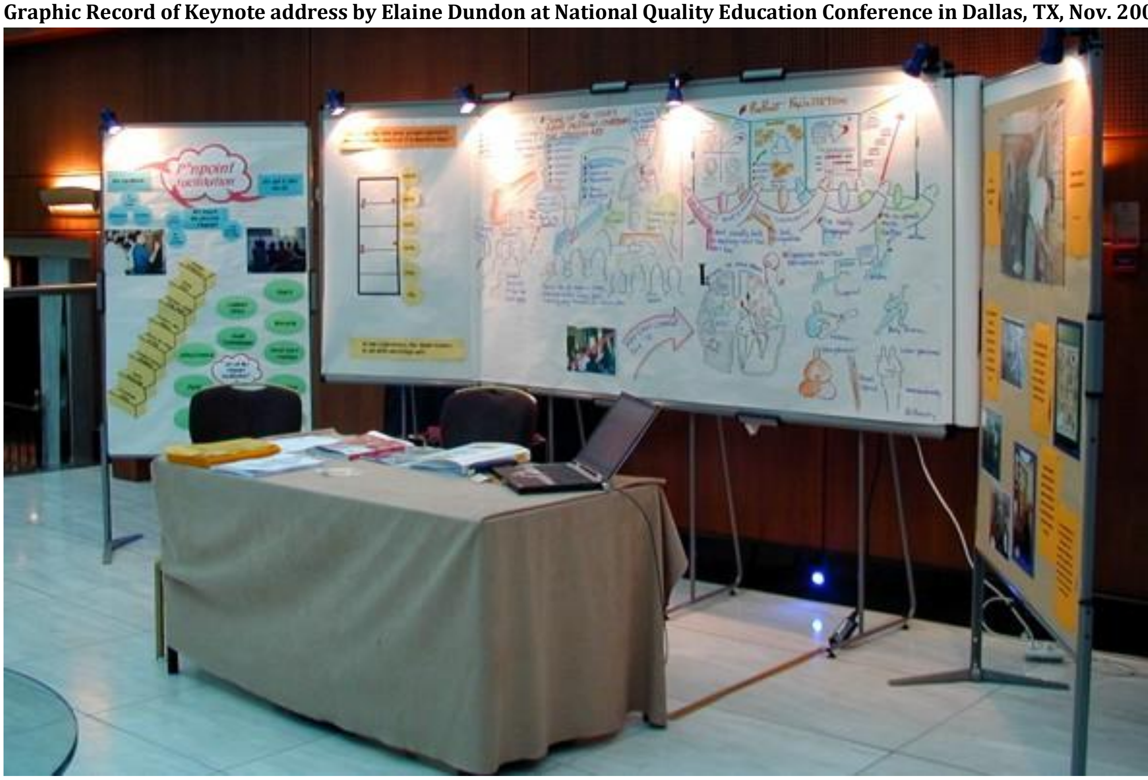
Using large displays for recording and facilitating meetings and giving presentations has many advantages over the using flip charts and overhead projectors. As an integrative big picture technology it takes recording and presentations into new dimensions beyond the mere recording and presentation of lists.

- the richness of the whole picture can be seen at a glance
- links can be identified and further drawn out
- participants get drawn in and involved
- a visual dialogue is created during which people construct new meaning and gain new insights
- the display becomes a group memory
- when participants see what they say being recorded they feel acknowledged, have a way of checking its accuracy and can actively engage with the process
- the working group experience empowerment
- presentations using large displays encourage creativity interaction

In the same way that the notational style used in "mind mapping" releases individual creativity the wall charts created in graphic recording enhances team creativity.



Graphic Record of Keynote address by Elaine Dundon at National Quality Education Conference in Dallas, TX, Nov. 2006



A typical graphic recording session in progress.

<u>GRAPHIC RECORDING AS A CAREER</u>:

<u>Skills required:</u>

Graphic Recorders need excellent listening and synthesizing skills. They need to be able to quickly understand and follow information (that they may not be familiar with) and sort through it to determine importance, priority, relevance, etc. They need to have

visual/graphic/art/formatting skills to be able to translate the importance, priority and relevance that they have heard into attractive, engaging notes that others can easily comprehend.

Given the public nature of this work (while some work is done in studio or pre-prepared ahead of time, most is done live in front of people in real-time), Graphic Recorders also need to be calm, centered and grounded individuals, able to work under sometimes stressful circumstances with many different kinds of people in many kinds of settings.

Susan Kelly (Graphic Recorder) as quoted in Commongood Magazine, Sept. '96:

> "What constitutes a good graphic recorder is the ability not only to depict visually and instantly what is going on, but to bring a quality of listening to the process that is sensitively attuned to the emotions, feelings and dynamics going on in the room. You have to care about everything that everyone says, to really get people's points and represent them. When people collectively put ideas up on a board the focus automatically shifts from me to we".

Graphic Recorders also need to be independent (yet also able to work inter-dependently),

organized and reliable. Be able to contract their role, responsibilities and fees clearly. Be able to navigate themselves to meeting sites (that may be local, regional, or international locations). And have the general basic business and marketing skills that any self-employed professional needs to run a successful and profitable business. It also helps to have some basic computer design and digital photography expertise. In order to work virtually with other team members and to provide post-meeting documentation services

(reports, reproductions, coordination with other design and printing vendors, etc).

Christina Merkley, a successful Graphic Facilitator, Coach and Mapmaker based in Victoria, British Columbia, Canada, also mentions a few downsides in this field:

- Different people in this work feel different things about it downsides. Here are few things to consider when contemplating this career path:

- Depending on where you are located, you may need to travel quite a bit (this can really
- impact your home life and it can be difficult to have a ‘regular’ schedule)

- Early on (and sometimes later) you will have to constantly figure out ways to market and get yourself known and ‘keep your funnel full’

- Starting out fresh, it can take several years to build your practice up so you are self-
- sustaining and it can be challenging to take other supplemental work and still keep your
- schedule open for recording / facilitation work

- Early on (and sometimes later) you will have to win skeptics over who think its all just
- pretty pictures

- Until you have clients who work with you on a regular basis, it can be tiring to go through the same ramp up and education process with each client

- You get ink marks on your best clothes that the dry cleaner’s can’t get out!

Typical roles for a graphic recorder during a café process include:

- Capturing graphics in large format after rounds of a café.
- Helping participants with supplies for their own harvesting at the tables.
- Helping participants with displays, galleries or related activities (for example, using post-it notes to share key questions) through which they connect ideas from across tables in hands-on, interactive ways
- Keeping track of and labeling materials that have been created over the course of the cafe
- Archiving materials, photographing graphics and other meeting documentation, and reporting after the café.

References/Links:

1) http://bit.ly/Ac2V1 - Flickr Photostream with examples of graphic recording, listening, facilitation.
2) http://bit.ly/9m6hB5 - FAQs about Graphic Recording
3) http://bit.ly/17g37i - Examples
4) http://facilitationkeys.com/examples.aspx - Picture 1
5) http://www.theworldcafe.com/graphics.htm - Info

6) http://bit.ly/bE6jZ2 - Info
7) http://bit.ly/a95Ybc - Info
8) http://www.graphicrecording.net

POLARITY MANAGEMENT

DEFINITION:

polarity management, an approach to conflict resolution that's about "identifying and managing unsolvable problems." It stresses the importance of recognizing that some situations don't have solutions — and that life doesn't always have to be either/or.

This model for mapping systems can give powerful insights into early warning signs when negatives begin to happen at either negative pole. It also provides understanding for next actions to come into balance – doing the positive poles. This is a powerful tool for understanding system dynamics by understanding the upside and downside of indestructible interdependent pairs, (ie. Rest/Action or Whole/Part).

While some issues are just problems that have a definite answer, the more challenging issues are polarities — situations in which either side has benefits and drawbacks. Our speaker gave us several examples of polarities: Activity and rest, stability and change, business unit and company, cost and quality.

The key is being able to recognize when a situation contains polarities instead of problems and to learn how to manage those situations. A key component of this process is a polarity map, which defines the strengths and weaknesses of both polarities. http://blogs.bnet.com/mba/?p=145

SIX STEPS TO THE POLARITY MANAGEMENT PROCESS:

1. Define the issue.

2. Include key stakeholders.
3. Build the polarity map.
4. Understand how polarities work.
5. Assess realities with this polarity.
6. Determine action steps and early warnings.

http://blogs.bnet.com/mba/?p=145

POLARITY MANAGEMENT AS A TOOL

Polarity Management can be a very powerful tool when used at the right place and time. The task is knowing when and where to use it. Polarity Management does not imply there are no problems to be solved because there are. PM can only be used when the following conditions are met:

1) The difficulty must be ongoing. 2) The two poles must be interdependent.
http://www.insiderreports.com/storypage.asp?StoryID=20018751

POLARITY MANAGEMENT TO GAIN AND MAINTAIN HIGH PERFORMANCES

- Polarities go by a variety of names: paradoxes, dilemmas, contention, interdependent opposites, or wicked problems.
- High performance leaders and organizations have developed a tacit wisdom about managing polarities even if they have never heard the name.
- Their experience and intuition has led to a natural ability, as F. Scott Fitzgerald said, to "... hold two opposed ideas in mind at the same time, and still retain the ability to function." What is needed is a way to make this tacit wisdom explicit, so leaders and organizations can be strategic and tactical about tapping the power of interdependent pairs.
- When this is done well the inherent tension between the poles is converted into a creative synergy or synthesis, called virtuous circles.
- The opposite poles reinforce each other in a positive way. When leaders mistakenly see a polarity to manage as a problem to solve, the tension between the poles is converted into destructive synergy called vicious circles.
- The opposite poles reinforce each other in a negative way. Polarity Management® helps leaders and organizations prevent vicious circles and create virtuous circles.
  http://polaritymanagement.com/CHIfall09det.pdf

GOAL OF POLARITY MANAGEMENT

The goal of polarity management is not to solve or remove problems. Rather it is to identify the strengths and weaknesses of the two poles that exist within the dilemma. With this knowledge organization leaders can predict, prepare for and manage potential pitfalls within the organization. The object is not necessarily to eliminate all the negative aspects of either pole, but rather to maximize and sustain the potential of existing within the positive sides of either pole.

SPECTROGRAM

DEFINITION:

The spectrogram is a way to surface opinions in a group and spark dialogue on critical issues. The goal of this is to support sharing of a range of point of views to understand where people are coming from.
It is a fun and interactive process. You as the leader think of some what controversial statement that you know people will have opinions about. This should not be something everyone agrees or disagrees with but something with some *friendly* contention in the community.

There is a masking tape spectrogram on the floor with a middle marked. One end will be for agree the other end for disagree; the middle is neutral or don't know.

Read the question out and invite the community spread itself out physically along the line. Then you will go around and interview people about why they are standing where they are on the line.

You can do in a room with a working sound system and microphones room or just with a pretend microphone. You can both select people at random or go to those who are really passionate about where they are standing. Interview people across the whole spectrum and don't play favorites – this is not about your opinion it is about letting the group reflect.

http://www.unconference.net/unconference-methods-spectrogram/

ANOTHER ONE

1.where a semi-controversial question is asked and participants are instructed to spread (physically / spatially) depending upon their views. Then people are interviewed publicly about their perspective.

http://yabou.blogspot.com/2006/05/about-unconferences.html

2.An active exercise that requires participants to literally "take a stand" on a given issue, framed in a statement, e.g. "The classroom is a better educational environment than a radio programme"; participants place themselves physically on a spectrum of opinion, from full agreement to full disagreement and then explain their perspectives and try to influence others to shift their own positions.

http://wikieducator.org/Community_Media/Workshops/Facilitation_tools

EVENT EXPERIENCE-KALIYA

During the evening we got a great taster of one of the kinds of activities that can take place at an unconference. **Kaliya** facilitated an activity where we got together in pairs to interview each other for 5 minutes each about our conference going experience, and when we had felt most alive, inspired, and proud. Subsequently we joined into groups of 6 and retold the stories of our partners to the larger group, pulling out the shared elements of what makes us feel alive, inspired, and proud at conferences. The results of this exercise can be seen on the **Dialogue Map** that was made using **Compendium** software.

DIALOGUE MAP

For Details about dialogue map check here. http://cognexus.org/id41.htm

FACILITATION: SPECTROGRAM

A group exercise which has proven quite effective at a range of events around the globe is the "spectrogram". In a spectrogram, colored tape is laid out across an open floor. Ideally the tape stretches 15-20 yards/meters. One end of the tape is marked as "Strongly Agree", and the opposite end is labeled as "Strongly Disagree". Cross-marks are made at the 25%, 50%, and 75% points along the line.

Participants are then read a short, controversial or extreme statement. Those who agree with the statement are invited to move toward the "Strongly Agree" end of the line, positioning themselves closer to the end if their agreement is complete and towards the center if their agreement is mixed. Those who disagree with the statement are invited to do the same in the opposite direction.

The facilitator then “interviews” people along the line, asking them why they are standing where they are. Passion is encouraged in describing positioning, and listeners are encouraged to shift their position on the spectrogram as points are made which alter their thinking and perspective on the question.

Examples of “short, controversial or extreme statements” from Aspiration's “**Penguin Day**” events have included:

- “It is never OK to use proprietary software”
- “Non-profits should never use Free and Open Source Software”
- “Information should always be free”
- “User input is more important than developer talent to assure successful non-profit software projects”

Such statements are deliberately structured to be vague and ambiguous, and participants are encouraged to interpret the statements in whatever way they see fit. The result is often a brisk emergence of community and conversation amongst the participants and a good 'mapping' of the topics and opinions that people want to explore and discuss. Spectrograms can also result in a lot of spontaneous laughter, which is an excellent way to build the energy of the day.

http://facilitation.aspirationtech.org/index.php/Facilitation:Spectrogram

More about penguin day: http://www.penguinday.org/

SPECTROGRAM IDEAS

- “Evaluation is best done by someone external”
- “No project is gender neutral”
- “The best project is a participatory project”
- “Quantitative data is stronger than qualitative data”
- “If you can’t attribute a change to your intervention, then it can’t be evaluated”
- Ask participants for spectrogram ideas!

VIDEO FOR SPECTROGRAM

http://www.summitcollaborative.com/.m/2009/04/mvo-spectrogram-prompt1.html

IMAGES FOR SPECTROGRAM

http://www.flickr.com/search/?q=spectrogram&w=all&s=int#page=10

SPEED GEEKING

DEFINITION:

Speed geeking is a participation process used to quickly view a number of presentations within a fixed period of time. Speed geeking gets its name from **speed dating**, since they both employ similar techniques.

Speed dating is a formalized matchmaking process or dating system whose purpose is to encourage people to meet a large number of new people.

Speed Geeking is a large group method to quickly expose participants to a new information about any topic: programs, theory, technology, etc.. It can be adapted to other types of content as well, but the focus is on short exposure to something new as presented by someone with deep, practical experience in the topic area, tool or method.

Speed geeking comes out of a long-known group process known as the "**Gallery Walk**" where outputs from small group sessions were viewed by the rest of a larger group, split into small, roving groups, visiting the results of the work done earlier.

SpeedGeeking offers a fully immersive, invigorating and hilarious approach to meeting people ... and learning about the cool projects, software tools and crazy ideas that they have been working on. At a SpeedGeek, one **group of participants** sets up at stations around a room to **give 5 minute presentations** while the **rest of the group migrates in a circle** around the room to hear these high-speed raps. The result is an obscene amount of fun, all tied up with a good dose of learning about how technology is being **used for social change.**

http://en.wikipedia.org/wiki/Speed_geeking

http://www.kstoolkit.org/Speed+geeking

METHOD

A large room is selected as the speed geeking venue. All the presenters are arranged in a large circle along the edge of the room. The remaining members of the audience stand at the center of the room. Ideally there are about 6-7 audience members for each presenter. One person acts as the facilitator.

The facilitator rings a bell to start proceedings. Once proceedings start, the audience splits up into groups and each group goes to one of the presenters. Presenters have a short duration, usually 5 minutes, to give their presentation and answer questions. At the end of the five minutes, the facilitator rings a bell. At this point, each group moves over to the presenter to their right and the timer starts once more. The session ends when every group has attended all the presentations. http://en.wikipedia.org/wiki/Speed_geeking

ANOTHER ONE

You spread the presenters around the edge of the room – each at a table or end of a table. You break the audience into small groups. You play referee and start a clock that goes for 4 or 5 min. Then everyone rotates and you do it again. In one hour each audience member will have seen 10 projects and the presenters will have presented 10 times. It is a good thing to do after lunch too.
I have myself speed geeked with an easel and some diagrams on paper to explain digital identity as a concept. They don't all have to be code or demos. http://www.unconference.net/unconference-methods-speed-geeking/

WHEN TO USE

Speed geeking can be used when there is limited time and there are many things to look at and discuss. The limited time (normally between 10 - 15 mins) keeps the presentations short, focused and to the point.

HOW TO USE

- For each topic an experienced practitioner is asked to provide a 5-10 minute overview of their topic. These presenters can be selected in advance or from the group, depending on experience and context. (Variants to the method)
- Presenters should be briefed on the process. Coach them to focus on key points. Advise them they will probably get better with each round, so this is a good presentation training opportunity for them. Also give them water. It can dry your mouth out fast!
- Each presenter is stationed at a table or flip chart with pens around the room. If they are demo-ing a technology, they would have a laptop and appropriate power/internet connections.
- The group is divided into groups - the number of groups determined by the number of presenters. An easy way to do this is to simply count off around the room (1,2,3,4... 1,2,3, 4... etc) or pre-number name tags for large groups.
- The facilitator gives a brief instruction that each round is X minutes long (anywhere from 5-20 depending on the size of group and number of stations and time available). When a signal is given, the groups rotate around the room to the next station. The intent is that everyone visits every station.
- Proceed through all the rounds. Towards the end, people will be getting tired and perhaps loud and rowdy. You may need to intervene.
- At the end, do a short debrief of the experience. Some questions might include: what did you learn that you did not expect to learn? What do you want to learn more about? What did you learn that you might apply tomorrow in your work?
- Thank the presenters and conclude the session.

WHAT DO SPEEDGEEKERS NEED TO DO?

All participants are encouraged to present at the SpeedGeek. If you are interested in presenting your site, software or idea at the SpeedGeek, you need to:

- Sign up on the sheet provided by the organizers
- Prepare a five-minute demo or pitch. This is not a lot of time, so make sure your presentation is tight and informative.
- Visual aids are good: a few slides or screen captures (safer) or a live web demo (risky in terms of connectivity).
- You can expect to make at most four (4) major points. Suggested talking points include:

    1. Why should listeners care about your TYPE of technology or project? How does it benefit the listener?

2. Why should listeners care about your PARTICULAR technology or project?
3. What distinguishes you from other offerings or models, from the user's perspective?
4. High-level demo of the product. Screen shots are often excellent and adequate. Deep technical demos are probably too much.

- Be ready to answer questions and enter into discussion for one minute.
- Be loud and be lively.

http://facilitation.aspirationtech.org/index.php/Facilitation:SpeedGeeking

FACILITATION PROCESS

One person needs to serve as Facilitator (aka "Manager of Mayhem"), tracking the 5 minute periods and blowing a whistle or ringing a bell to rotate listeners to the next station.

The facilitator takes the following steps:

- Identify how many demos will run in parallel. 10 or so demos (50-60 minutes) is a practical limit; participant brain overload usually occurs with higher numbers, as does SpeedGeeker vocal cord stress.
- Place the SpeedGeek presenters at stations around the room so that those viewing the demos can move in something resembling a circular path as they go from station to station.
    - Number the SpeekGeek stations from 1 to N, for use in assigning groups later
    - The larger the room, the better, as things get loud and space allows folks to reduce their yelling
- Take the number of people who will be viewing the demos and divide into small groups, one group for each demo station.
    - For 30 people to see 10 stations, you would create 10 groups of 3 people.
        - For N stations, have participants count off in cycles 1..N, 1..N
    - Assign each small group to an initial demo station
        - Send group #X to table #X, etc.
        - This has nice randomizing effect on groups as well
    - The groups should as small as possible. Higher group sizes should be addressed by encouraging more folks to demo something; it's fine for folks to demo things they use and/or like as well as develop and/or support.

- Make sure everyone understands the process
- Blow the whistle / ring the bell to start the demo
- Track time. Shout out a "1 minute warning" after 4 minutes, and then count down the final 10 seconds loudly, as if you were narrating a rocket launch.
- When the 5 minutes are up, blow the whistle / ring the bell and actively force participants to move to the next station. Interrupt conversations, move folks along, get the next set of demos started
- Lather, rinse, repeat until each small group has viewed each demo station

One drawback to this facilitation model is that those doing the demos don't get to see each other's demos. Multiple rounds of SpeedGeeking can partially mitigate this, but it remains an unsolved problem in the model described above.

One other drawback is that this model is relatively speaking a uni-directional approach: speed-geekers spend a lot of time talking, but very little time receiving feedback.

Future experiments in speed-geeking with smaller groups might allow for RapidFeedback, in which a bi-directional exchange is created. Just like in speed-dating, the geekers speaks first while the participants listen. After the first five minutes, the tables are turned, and the participants give their immediate feedback to the speed-geeker, in possibly another 5 minute interval. Obviously you'd need fewer geekers to get this done, but it might add a lot of value to projects looking for big-picture ideas from users.

http://facilitation.aspirationtech.org/index.php/Facilitation:SpeedGeeking

USING A WIKI AND MOBILE PHONES FOR SPEED GEEKING

At the start of the evening we collected people's mobile numbers, entering them as "tiddlers" tagged "geek" into a local TiddlyWiki document using a simple Wiki text format. Pressing the **ROUND!** button in the SpeedDate tiddler shuffled and dealt the geeks into pairs in a new SpeedDateRound tiddler. Pressing **RING!** caused the pairs' phones to be connected together, leaving them to chat and try to work out where the other person was in the room. We started cautiously with 2 pairs and built up in several rounds ending up with cacophony and confusion as 20 mobile phones rang at once.***cont.*** http://blog.whatfettle.com/2007/07/06/speed-geeking/.

"PINTIFICATION" – A NEW SPEED GEEKING TECHNIQUE

The rules for pintification are simple.

1. The new speaker buys the last speaker a drink
2. The speaker must finish his talk before the drinker finishes his drink.
3. Drinker may drink at any speed he or she feels is appropriate given the quality of the speaker.
4. Crowd may encourage the drinker to drink faster
5. Crowd may refill the drinkers glass in order to force the speaker to talk longer.
6. If the speaker declares his or herself done, drinker must finish drink.
7. When drinker finishes, the speaker takes his place with a new drink of his or her choice and a new speaker starts.

http://jstahl.org/archives/2007/03/19/pinitifcation-a-new-speed-geeking-technique/

IMPLEMENTATION IDEAS

- Have a board with the contact details of all presenters. This way audience members can get back to presenters for an extended discussion after the session
- The presenters don't have to be in a circle. Stand along a corridor or around a garden. It should be a closed figure though, so that the audience can rotate through the presenters .

IDEAS FOR PRESENTERS

There are no rules about what you can present or how you should present it, but here are some ideas

- You only have 5 minutes so make it short and sweet
- People love seeing stuff, so show a demo, get print outs or use paper and pen
- If you've made something interesting, bring it and show it
- People love participating, so you may want to try a discussion format
- Or try 2.5 minutes of talk and 2.5 minutes of questions .

  http://barcampbangalore.org/wiki/Speed_Geeking

CASE STUDY

INTRODUCTION

Africa Source 2 was organised in January 2006 by the Tactical Tech Collective1 as a meeting ground for various stakeholders in the use of Open Source Software to deliberate important tissues concerning its use in Africa. The main objective of the workshop was to take a look at how technology, in particular Free and Open Source Software (FOSS), can be integrated into the project work of NGO's2. However, unlike most workshops, the objectives and expected outcomes for the gathering were allowed to flow around the specific objectives of the participants present. Participants Over 130 NGO support professionals and NGO staff working at the local level across the continent were present at this meeting. Together with a handful of field leaders from Africa, Europe, North America and Asia, participants explored how technology can best serve the non-profit sector in Africa both in terms of access and content. Over 450 people were invited to present applications and justifications for participation in the workshop. Due to resource constraints however, 130 were selected to participate.

These included:

- Campaigners, practitioners or project managers working within non-profits and interested in information and communication technology (ICT);
- System administrators within NGOs, or acting as technical support to non-profit organisations or community centres;
- Trainers and consultants to the non-profit sector, or working in resource centres who are interested in information and communication technology;

Methodology

The workshop maintained three so-called ‘tracks’ which participants could choose to follow according to their interest and application environments. These were:

- Information Handling and Citizens Media Track
- Migration for NGO track, and
- Education and Resource Center Migration Track. ***CONT…***

http://www.ftpiicd.org/files/articles/AfricaSource%20II_Event%20Report%20KKubuga.pdf

SPEED GEEKING-A GREAT LEARNING TOOL

Speed geeking breaks large rooms into small discussion groups, and gives training participants the opportunity to share challenges, experiences and suggestions.

Some guidelines for speed geeking:

Conversation topics:

A wide range of challenges and experiences make for great “speed geek” content. Some examples of relevant experiences dates can share: starting an organizational blog; setting up a Facebook account for his/her organization; balancing off- and online activities; managing technical challenges/divides within the office; developing a strategic communications strategy; debating the value of blogs and wikis; etc. There are also strategic reasons for choosing your “dates”; for example, if certain individuals at the meeting are underrepresented in the network for one reason or another, asking them to be “dates” can be a great way to promote them and their work. Individuals struggling with particularly difficult challenges or scenarios can also be good “dates”. Or even people who talk too much, or too little!

Tips for good conversation:

- Time is short. Provide only necessary details about your organization’s work. You can talk bigger picture after the exercise. Each participant could likely fill the entire five minutes talking about his/her work alone.
- Listen as much as you talk.
- Take notes if you have a comment or would like to follow up on something. Dates are quick, and lots of people are trying to speak. You will likely think of additional tips/questions/suggestions after each date.
- Do not pitch your organization or products. This is meant to be a brainstorming exercise, not a fundraising opportunity.
- Do not skip dates.

Date logistics:

- Decide how many people each “date” will meet at one time. The smaller the group, the better. Unlike traditional "speed dates", which are usually 1:1, "speed geeks" set one "date" up with a small groups of "daters".
- Dates could last 5-8 minutes, depending on how much set-up time and conversation you’d like each group to have. As a general rule, more than seven or eight dates can be tiring.
- Moderator should use a bell to indicate that the person presenting should stop talking and listen to feedback from the group.

- Consider rotating in multiples of two or three (each dater moves three chairs down when it's time to switch), to prevent early eaves-dropping or scoping of other dates.

http://netcentriccampaigns.org/recent-content?page=13

REFRENCES AND RESOURCES

1. DEFINITIONS:**http://en.wikipedia.org/wiki/Speed_geeking**,**http://www.kstoolkit.org/Speed+geeking**
2. METHOD:**http://en.wikipedia.org/wiki/Speed_geeking,**http://www.unconference.net/unconference-methods-speed-geeking/
3. WHEN TO USE ,HOW TO USE-**http://www.kstoolkit.org/Speed+geeking**
4. SPEEDGEEKERS NEED TO DO- http://facilitation.aspirationtech.org/index.php/Facilitation:SpeedGeeking
5. **FACILITATION PROCESS** - http://facilitation.aspirationtech.org/index.php/Facilitation:SpeedGeeking
6. 6.USING A WIKI AND MOBILE PHONES FOR SPEED GEEKING- http://blog.whatfettle.com/2007/07/06/speed-geeking/.
7. 7.PINTIFICATION-http://jstahl.org/archives/2007/03/19/pinitifcation-a-new-speed-geeking-technique/
8. IDEAS-http://barcampbangalore.org/wiki/Speed_Geeking
9. CASE STUDY- http://www.ftpiicd.org/files/articles/AfricaSource%20II_Event%20Report%20KKubuga.pdf
10. LEARNING TOOL- http://netcentriccampaigns.org/recent-content?page=13
11. MORE CASE STUDY-http://www.i4donline.net/jan08/1696.pdf
12. SPEED DATING-http://www.speeddating.com/faqs.php
13. IMAGES: 1.http://farm4.static.flickr.com/3048/2928584101_5b302ff117.jpg

UNPANEL

What is UnPanel?

Similar to a traditional panel, there are 4-6 discussants on a topic. Instead of facing an audience in a row with a moderator, however, the discussants sit in a circle with the audience in concentric circles around them. This witnessed conversation on a topic can be quite powerful, helping to bring clarity and shared experience to everyone attending.

The Idea – (http://bit.ly/bqDCEw**)**

Get 4 to 5 people to stand in front of an informal gathering of interested other people and talk about… something. Much like an unconference, this idea would have the topic of discussion driven by those who show up. Those interested in speaking will come with a few ideas of their own, but I think audience participation makes for a more engaging experience. That would be the initial part of the UnPanel. The second part would be an open Q&A. Likely the questions will stem form the conversation that preceded, but we all need to keep each other on each other's toes, so anything goes. If you are offensive, expect to get back what you give.

How it works – (http://unpanel2.eventbrite.com/)

Instead of sitting and listening to panelist after panelist, UnPanels provide an innovative way to hear from a number of seasoned entrepreneurs in small intimate groups.

- Experience entrepreneurs available for group discussions
- You select panelist/topic that matches your interests
- You sign up for three 20 minute discussions
- Following the UnPanel, chat with panelists and attendees

Dave Nielsen of CloudCamp explains the Unpanel and how to use it to make your unconference more accessible to those who are new to Open Spaces Technology - http://oreil.ly/boWyUK.

UnPanel on Twitter: (http://bit.ly/9K5XEK)

What's wrong with Twitter is what's right for brands. The UnPanel (http://theunpanel.com) is for the untraditional, unencumbered company that believes social media is turning business on its head and that getting the job done depends on interaction with the collective knowledge of many.

Initiate a purposeful discussion around your industry or business via the microblogging site Twitter. The UnPanel kicks off the first of its online events on Tuesday, March 31st Noon EST. The first event is an open forum focused on the potential of social media in business, which invites participants to tag their posts with #socialmedia and track the discussion at http://hashtagsocialmedia.com. The goal of the UnPanel is to help brands break through the chatter on Twitter by putting the brand in the driver's seat.

When a company launches the UnPanel, it can hold periodic events focused on any aspect of their business. Participants respond through Twitter and include the appropriate hashtag within the post. Those posts are pulled into a central website where the brand can track the conversation and capture constructive feedback. Better yet, a moderator guides the discussion, responds to participants in real-time, and ensures they stay on topic. The UnPanel can filter out bad language and unrelated posts so conversations are constructive and on point.

The concept for the UnPanel is that of founder Jason Breed, an executive at Neighborhood America (http://www.neighborhoodamerica.com), an award-winning enterprise social software provider. Jason has been developing social media strategies for leading brands for several years, many of which have changed the landscape of whole industries.

"Twitter has now surpassed Facebook and other online communities to become the fastest-growing site. Brands need a way to connect with the caliber of members that participate and the wealth of knowledge that's available," says Jason. "The UnPanel enables companies to decipher what's relevant and what isn't and capture the dialogue for future use -- effectively building a center of knowledge around an industry or brand."

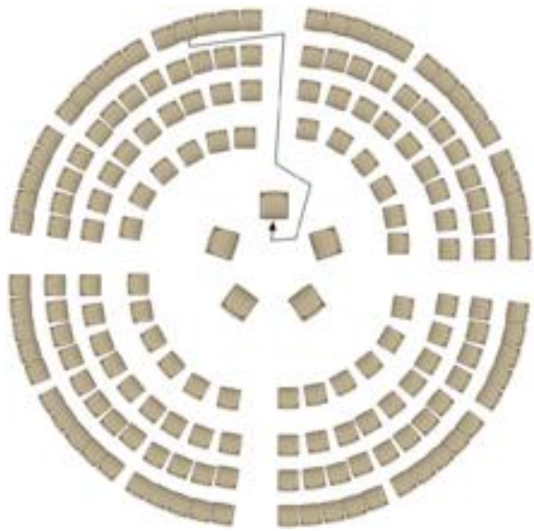
Examples of UnPanels-

1) http://bit.ly/jSIp - CloudCamp
2) http://bit.ly/cOchON - First UnPanel event on Twitter(March 2009)
3) http://bit.ly/1awdJW
4) http://bit.ly/auP1do

The Fishbowl

A fishbowl conversation is a form of dialog that can be used when discussing topics within large groups. Fishbowl conversations are usually used in participatory events like Open Space Technology and Unconferences. The advantage of Fishbowl is that it allows the entire group to participate in a conversation.

Method- http://en.wikipedia.org/wiki/Fishbowl_(conversation)



The arrangement of chairs in a fishbowl session - Four concentric rings of chairs surround a smaller group of five chairs. An arrow indicates how any member of the audience may enter the middle section.

Four to five chairs are arranged in an inner circle. This is the fishbowl. The remaining chairs are arranged in concentric circles outside the fishbowl. A few participants either volunteer or are selected to fill the fishbowl, while the rest of the group sit on the chairs outside the fishbowl. In an **open fishbowl**, one chair is left empty. In a **closed fishbowl**, all chairs are filled. The moderator introduces the topic and the participants start discussing the topic. The audience outside the fishbowl listens in on the discussion.

In an open fishbowl, any member of the audience can, at any time, occupy the empty chair and join the fishbowl. When this happens, an existing member of the fishbowl must voluntarily leave the fishbowl and free a chair. The discussion continues with participants frequently entering and leaving the fishbowl. Depending on how large your audience is you can have many audience members spend some time in the fishbowl and take part in the discussion. When time runs out, the fishbowl is closed and the moderator summarizes the discussion.

In a closed fishbowl, the initial participants speak for some time. When time runs out, they leave the fishbowl and a new group from the audience enters the fishbowl. This continues until many audience members have spent some time in the fishbowl. Once the final group has concluded, the moderator closes the fishbowl and summarizes the discussion.

Alternate:

Fishbowls involve a small group of people (usually 5-8) seated in circle, having a conversation in full view of a larger group of listeners. Fishbowl processes provide a creative way to include the "public" in a small group discussion. They can be used in a wide variety of settings, including workshops, conferences, organizational meetings and public assemblies. Fishbowls are useful for ventilating "hot topics" or sharing ideas or information from a variety of perspectives. When the people in the middle are public officials or other decision-makers, this technique can help bring transparency to the decision-making process and increase trust and understanding about complex issues. Sometimes the discussion is a “closed conversation” among a specific group. More often, one or more chairs are open to “visitors” (i.e., members of the audience) who want to ask questions or make comments. Although largely self-organizing once the discussion gets underway, the fishbowl process usually has a facilitator or moderator. The fishbowl is almost always part of a larger process of dialogue and deliberation.

Advantages:

An advantage of a fishbowl conversation is that it is suitable for large groups. Another advantage is that they do not make any distinction between the speakers and the audience. These two reasons have made fishbowls popular in participatory group meetings and conferences such as Open Space Technology and Unconferences. (http://en.wikipedia.org/wiki/Fishbowl_(conversation))

The hallmark of fishbowl is that you have several people representing Side A talking together while those from Side B (and partisans from other Sides, if you have them -- plus some ordinary folks) sit in the audience watching the Side A experts talk "in the fishbowl". This is often done in a circle format, with a small circle of chairs (the fishbowl) surrounded by one or more larger rows of chairs for the audience.

After a set period of time (15-45 minutes), the Side A folks move into the audience and are replaced "in the fishbowl" by the Side B folks, who talk among themselves while the rest (including the Side A experts) watch.

In its simplest form, you just switch back and forth between the two Sides -- each Side having equal time -- for however long you have for the whole event. Further "Sides" (viewpoints) can be added into the sequence, as long as every Side gets a fair share of the time. If you were to do a fishbowl using the topic you've chosen here for your debate, I would leave it with just Side A (Major Change) and Side B (Minor Glitch). But I would add a fishbowl each round for some of the ordinary folks in the audience to go into the middle and discuss what they've heard and not heard from the experts, while the experts watch. This is the fishbowl equivalent of a "questions from the audience" period, except that questions aren't being collected or answered, per se. There's just a discussion among the ordinary folks. In subsequent rounds, the experts can pick up on themes raised by the public, or not. In any case, the public concerns are out there in the open for everyone to see. (http://bit.ly/cT2hx5)

VARIATIONS:

The group can be split into two smaller and distinct subgroups (such as men and women, or older and younger participants), who convene separately and come up with three to four questions for the other group, which are written on cards. The participants reconvene and exchange cards, and form two circles, one subgroup inside the other, both of them facing inwards. The inside group read a question and discussion it, while those in the outside circle listen but do not speak. Each question is discussed in this way, making sure everyone in the inner circle has a chance to speak. The circles are then reversed. The questions that the groups generate can be on the same subject or not, at the discretion of the organizer.

This version is a good party game for groups of thirty to sixty people, and is commonly played by Young Religious Unitarian Universalists.

Another derivative is to have the fish bowl run for a certain period of time - say, half an hour. The moderator stops the discussion in the fishbowl circle and invites those not in the inner circle to offer their thoughts and comments on what they are hearing in the inner circle.

Others:

- **Keynote speaker fishbowl.** Instead of giving a 45-90 minute presentation with little or no time for questions or discussion, give the speaker 15 minutes to present some thought-provoking ideas, after which, he/she joins the small circle of the other fishbowl members (who can be pre-selected, or who emerge spontaneously from the audience). From here the speaker participates in –but does not dominate– the ensuing conversation.

- **Panelists' fishbowl, version 1.** After the traditional panel discussion, ask the panelists to sit in a fishbowl and to talk with each other, in front of the whole group, about their responses to each other's presentations.

- **Panelists' fishbowl, version 2.** One panelist starts with a question, which the next panelist answers; panelist #2 asks a question to panelist #3, and so on.

- **Heterogeneous fishbowl.** One person from each main viewpoint on the topic under discussion is invited to sit in the fishbowl.

- **Homogeneous fishbowl.** People who share similar opinions, experience, culture, etc. are invited to sit in the fishbowl. In the next round, representatives of a different point of view take the fishbowl seats. Having two or more rounds for each group allows for more depth and responsiveness.

- **Visitor's fishbowl.** Place an extra chair in the fishbowl and invite persons from the group, one at a time, to join the discussion. Set a time limit for how long one person can occupy the visitor's chair – or establish a ground rule that when a new "visitor" wishes to join in, that person stands behind the visitor's chair, thus signaling that the current visitor should conclude his or her comments and give the chair to the person waiting.

Why is fishbowl more productive than debate?

The small group conversations in the fishbowl tend to de-personalize the issue and reduce the stress level, making people's statements more cogent. Since people are talking with their fellow partisans, they get less caught up in wasteful adversarial games. Each side can be encouraged to spend their brief time together providing the audience with evidence and logic to support their main points, in light of what the other side has said -- all of which benefits the audience. Furthermore, real dialogue among same-side partisans often reveals significant differences among them -- or other facets and nuances of the issue usually hidden by the position-solidifying adversarial heroics of a debate. (All these benefits are more likely to accrue if the dialogue is facilitated, and if the facilitation is done well. But even a fishbowl done with little or no facilitation will usually provide an audience with greater understanding than they'll get through a debate, for the reasons given above.)

In a debate, the point is for one side to win. In a dialogue such as fishbowl, the point is to clarify what the issues and evidence are -- and perhaps along the way to discover new perspectives, understandings and options that may not have occurred to anyone earlier. When dialogue in any form goes well, people's positions tend to soften or break down, and are replaced by greater understanding. (http://bit.ly/cT2hx5)

As a facilitator, how do I implement a fishbowl process? (http://bit.ly/ctwbEM)

1. Analyze the appropriateness of this technique to the objectives of the event.

2. Obtain agreement from the event organizers to implement a fishbowl.

3. Communicate ahead of time with anyone you specifically want to participate in the fishbowl, explaining how the process works and what their role will be.

4. Make sure that the physical space permits a fishbowl setup:
   - A few chairs in an inner circle (elevated if necessary to be visible to all)
   - Concentric rings of chairs and/or round tables around the inner circle;
   - Aisles to permit easy access to the inner circle
   - Microphones if needed
   - Easel stands or paper on walls for written or graphic recording of key ideas is sometimes helpful

5. To begin, invite the representatives to sit up front, explain to the group how the process will work, and open the floor with a provocative question, inviting the representatives in the fishbowl to comment.

Links:

1) http://bit.ly/9ioIAh - Example

2) http://bit.ly/4EWWIz

THE SAMOAN CIRCLE

Description: (http://bit.ly/cfvuZ4)

The Samoan circle is a leaderless meeting intended to help negotiations in controversial issues. While there is no 'leader', a professional facilitator can welcome participants and explain the seating arrangements, rules, timelines and the process. As with the Fishbowl process, the

Samoan circle has people seated in a circle within a circle, however only those in the inner circle are allowed to speak. The inner circle should represent all the different viewpoints present, and all others must remain silent. The process offers others a chance to speak only if they join the 'inner circle'.

Objectives:

Samoan circles are similar to Fishbowls.
The aim to stimulate active participation by all parties interested in or affected by an issue, and allows insights into different perspectives on an issue.

Outcomes:

All present at a Samoan circle hear the range of opinions and ideas expressed, and are therefore better informed on the issue, and the aspects of the issue that are under debate. Those who do not speak nonetheless have the chance to hear whether someone else expresses their views, and the chance to speak out if someone in the 'inner circle' steps out and allows them to take their place.

Uses/strengths:

- Works best with controversial issues.
- Can avoid severe polarisation.
- Allows a large number of people to be involved in discussing a controversial issue.

Special considerations/weaknesses:

- Dialogues can stall or become monopolised.
- Observers may become frustrated with their passive role.

Resources required:

- Suitable venue to take central table with concentric circles
- Roving microphones
- Staff
- Facilitators
- Recorders

Can be used for:

- Engage community
- Develop community capacity
- Build alliances, consensus

Number of people required to help organise:

- Medium (2-12 people)

Audience size:

- Large (> 30)
- Medium (10-30)

Time required:

- Medium (6 weeks - 6 months)

Skill level/support required:

- High (Specialist skills)

Cost:

- Low (< AUD$1,000)

Participation level:

- Low (Information only)

Innovation level:

- Low (Traditional)

Method:

1. Set room up with centre table surrounded by concentric circles of chairs.
2. Arrange roving microphones.
3. Select one or two representatives for each of the views present to constitute the core of the Samoan circle.
4. Seat these people in a semi-circle surrounded by two-four open chairs.
5. Clarify that once the discussion begins, the facilitator may withdraw and watch as a silent observer or facilitate the discussion.

6. Before the discussion begins, arrange for the facilitator to announce the rules and ask for agreement from all:
7. People in the larger group can listen, but there is no talking, booing, hissing or clapping.
8. Anyone from the larger group who wishes to join the conversation may do so by coming forward at any time and taking one of the 'open chairs' on either end of the semi-circle.
9. Indicate that the discussion may begin with a brief statement from each representative and then proceeds as a conversation. Representatives discuss issues with each other as the larger group listens.
10. Record viewpoints expressed and commonalities identified, and agreements or outcomes reached.

Working principles of Samoan circle: (http://www.kstoolkit.org/Samoan+Circle)

- Outside circle: may NOT talk
- Inner circle: can talk until prompted to retire
- You must enter the inner circle before you talk
- You can enter the inner circle at any time if you want to participate in the discussion
- You can enter the inner circle if you want to stop somebody from talking
- You must finish your point and leave the inner circle when prompted

Links;

1) http://gaurisalokhe.blogspot.com/2008/10/samoan-circle.html
2) http://www.kstoolkit.org/Samoan+Circle
3) http://www.colpm.org/images/photos/Img27.jpg

VALUE NETWORK MAPPING

What is a value network?

A **value network** is a business analysis perspective that describes social and technical resources within and between businesses. The nodes in a value network represent people (or roles). The nodes are connected by interactions that represent tangible and intangible deliverables. These deliverables take the form of knowledge or other intangibles and/or financial value. Value networks exhibit interdependence. They account for the overall worth of products and services. Companies have both internal and external value networks.

Value Network Analysis –

Value network analysis is a methodology for understanding, using, visualizing, optimizing internal and external value networks and complex economic ecosystems. The methods include visualizing sets of relationships from a dynamic whole systems perspective. Robust network analysis approaches are used for understanding value conversion of financial and non-financial assets, such as intellectual capital, into other forms of value.

Basics-

Value network analysis addresses both financial and non-financial value. Every business relationship includes contractual or mandated activities between participants — and also informal exchanges of knowledge, favors, and benefits. The analysis begins with a visual map or diagram that first shows the essential contractual, tangible revenue- or funding-related business transactions and exchanges that occur between each node of the networks. Nodes represent real people, typically individuals, and groups of individuals such as a business unit or aggregates of groups such as a type of business in an industry network. (**CONTINUED:** - http://bit.ly/d2g0gr)

Verna Allee, noted business consultant and author of various books on the subjects of value networks and knowledge management (http://bit.ly/cTSKa7), defines value networks as any web of relationships that generates both tangible and intangible value through complex dynamic exchanges between two or more individuals, groups or organizations. Any organization or group of organizations engaged in both tangible and intangible exchanges can be viewed as a value network, whether private industry, government or public sector.

Value Network Mapping and Analysis- (http://bit.ly/bvxDQp)

Value Network Mapping and Analysis is a tool developed by Verna Allee that displays a holistic picture of a system.

The first step in the process is to **identify roles** in a system and the second step is to **map the value flows**.

Roles are real people or groups of people that generate transactions, send messages, engage in interactions, add value, and make decisions. For example, the journalism maps include “reporter” “editor” “source” “community weaver” “advertisers”.

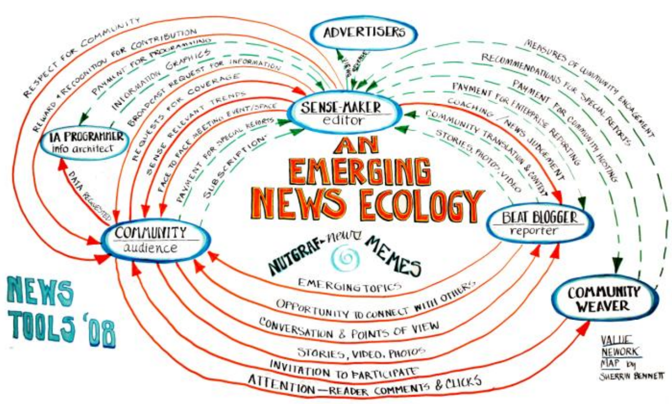
Once these roles were identified, two kinds of value exchanges are considered:

Tangible value: All exchanges of goods, services or revenue, including all transactions involving contracts, invoices, return receipt of orders, requests for proposals, confirmations and payments are considered to be tangible value. Products or services that generate revenue or are expected as part of a service are also included in the tangible value flow of goods, services, and revenue.

A simple example is a customer (this is a role) goes to a store and buys groceries from the cashier (role). Money is paid in return for goods – vegetables. If the customer lives in a small town and has an ongoing patronage relationship with the cashier, there might be an intangible value exchange of information about their families and the neighbourhood.

Intangible value: Two primary subcategories are included in intangible value: knowledge and benefits. Intangible knowledge exchanges include strategic information, planning knowledge, process knowledge, technical know-how, collaborative design and policy development; which support the product and service tangible value network. Intangible benefits are also considered favors that can be offered from one person to another. Examples include offering political or emotional support to someone. Another example is a research organization asking someone to volunteer their time and expertise in exchange for the intangible benefit of prestige by affiliation.

Once the roles and value flows are mapped, the picture of the whole system can be used to facilitate relationship management in an ecosystem, consider the business web and ecosystem development, consider options for process re-design, support communities of practice, or consider cost benefits and risks in existing and emerging systems.



Value Network map for the emerging news ecology

The basic technique used for mapping a value network was first developed in the early 1990s as the HoloMapping® method. This business modeling method describes the value creation dynamics for any type of organization, business unit, or business web. It serves as an analysis tool for assessing patterns of interaction. It can be used to map core business activities and processes, and also the supporting activities. The purpose of the value network map is to identify key Roles, Deliverables, and Transactions for an activity. The network diagram is used as the foundation for a Value Network Analysis (VNA).

When to do it:

Before you begin the value network map, the basic project management elements should be completed:

• Project Context Assessment is complete.

• Project Stakeholder Analysis has been completed.

• Purpose Statement Development is complete.

• Project team has been assembled.

• Representatives of all key Roles are involved.

How to do it:

Step 1- Preparation-

Review the Purpose statement and Project Context Assessment.

Step 2- Define the boundaries-

To keep the level of detail manageable it is important to define the boundaries of the mapping

activity. The value network mapping works for a ground-level view, a rooftop view, or a helicopter view. Think carefully about what level of detail you would like to capture. You may need to create maps at several different levels and convene somewhat different group of people each time. The level of detail depends on what your focus question is. Some questions are at the workgroup level, others address managerial-level relationships, and others might look strategically at the whole business. See also the Help Library topic Defining Scope and Boundaries.

Step 3. Determine who needs to participate-

Once you have determined the core issue or question, then you can identify those individuals who have the greatest understanding of the Roles and activities. It is impossible for any one person to fully understand a complex system. So the greatest success in this approach is achieved when “the whole system is in the room." This means that the mapping exercise (whether face to face or virtual) needs to involve people who can represent every key Role in the network. An ideal number for a working group is 8-12 people, or at least one person per key role. In value network mapping there is a cognitive boundary around no more than 8-12 roles that works best for a mapping exercise. You can merge maps to generate a larger map but the visuals can be overwhelming for new users. **(CONTINUED:** http://bit.ly/b7Cq8r)

Important terms and Concepts:

A non-linear approach

Often value networks are considered to consist of groups of companies working together to produce and transport a product to the customer. Relationships among customers of a single company are examples of how value networks can be found in any organization. Companies can link their customers together by direct methods like the telephone or indirect methods like combining customer's resources together.

The purpose of value networks is to create the most benefit for the people involved in the network. The intangible value of knowledge within these networks is just as important as a monetary value. In order to succeed knowledge must be shared to create the best situations or opportunities. Value networks are how ideas flow into the market and to the people that need to hear them.

Because value networks are instrumental in advancing business and institutional practices a value network analysis can be useful in a wide variety of business situations. Some typical ones are listed below.

Relationship management

Relationship management typically just focuses on managing information about customers, suppliers, and business partners. A value network approach considers relationships as two-way value-creating interactions, which focus on realizing value as well as providing value.

Business web and ecosystem development

Resource deployment, delivery, market innovation, knowledge sharing, and time-to-market advantage are dependent on the quality, coherence, and vitality of the relevant value networks, business webs and business ecosystems.

Fast-track complex process redesign

Product and service offerings are constantly changing - and so are the processes to innovate, design, manufacture, and deliver them. Multiple, inter-dependent, and concurrent processes are too complex for traditional process mapping, but can be analyzed very quickly with the value network method.

Reconfiguring the organization

Mergers, acquisitions, downsizing, expansion to new markets, new product groups, new partners, new roles and functions - anytime relationships change, value interactions and flows change too.

Supporting knowledge networks and communities of practice

Understanding the transactional dynamics is vital for purposeful networks of all kinds, including networks and communities focused on creating knowledge value. A value network analysis helps communities of practice negotiate for resources and demonstrate their value to different groups within the organization.

Develop scorecards, conduct ROI and cost/benefit analyses, and drive decision making

Because the value network approach addresses both financial and non-financial assets and exchanges, it expands metrics and indexes beyond the lagging indicators of financial return and operational performance - to also include leading indicators for strategic capability and system optimization.

Other Links:

1) http://valuenetworks.com/public/item/229322
2) http://upliftacademy.org/wiki/index.php?title=Value_Network_Analysis
3) http://upliftacademy.org/wiki/index.php?title=Value_Network_Model
4) http://bit.ly/Z6lNv (Definition)
5) http://bit.ly/biZ9d7 (Blog on Value Networks)

http://openvaluenetworks.com/caseStudies/aom_symantec_casestudy.pdf

DIFFERENT KINDS OF UNCONFERENCES

FREELANCE CAMP

DEFINITION:

Freelance Camp is an opportunity for freelancers, entrepreneurs, independent business owners and individuals to come together to learn from one another, connect with opportunities by expanding their network, and finding answers to some of the questions enabling them to expand their business, start their business or develop additional income streams.

Freelance Camp is an ad-hoc gathering born from the desire for people to share and learn from each other in an open environment. It is an intense event with discussions, demos, and interaction from participants. http://www.freelancecamp.org/about

WHO CAN ATTEND?

If you sell your services (or are considering it), you are a perfect fit: developer, designer, accountant, blogger / journalist, realtor, lawyer, carpenter, engineer, financial adviser, marketer, sales, musician, artist, inventor. http://www.freelancecampdc.org

PARTICIPANTS

If you sell your expertise to people, then you will fit right in!

1. Come with an answer and some questions to help make the agenda in the morning
2. Hang out with cool people and compare notes with other business owners in similar industries. Meet some folks who could help your business and / or others whom you can help.
3. Find potential clients, subcontractors and partners.
4. Work together to figure out how we can all get more time and money out of our companies.

http://freelanceswitch.com/general/the-worlds-first-freelance-camp/

WHAT YOU WILL NEED TO BRING?

- Your own coffee mug
- A head full of topic ideas
- Your laptop (free wi-fi provided.) If you are not so inclined to arrive with electronic note-taking items a simple notebook and pen will do.
- Lots of business cards. This is a great networking opportunity. http://www.freelancecamp.org/tag/freelance

EDCAMP

DEFINITION:

Edcamp philly is an ad-hoc gathering born from the desire for people to share and learn in an open environment. It is an intense event with discussions, demos, and interaction from attendees. Edcamp is devoted to topics about **K-12 education**. http://www.edcampphilly.org/?p=138

WHY SHOULD I COME TO EDCAMP?

EdCamp is unlike any professional development you have ever experienced. First, you get to CHOOSE what sessions you want to attend based on YOUR interests. Second, if the topic doesn't apply to you, or you don't enjoy the session, YOU CAN LEAVE and choose a different one!

Even if you currently enjoy wonderful professional development at your school, EdCamp is unique because the sessions are led by colleagues in the field and based around universal topics in education. It is also a wonderful model to bring to your school for future professional development.

In addition, at EdCamp, you can meet educators from all over the tri-state area from Public, Private and Charter schools as well as forward-thinking administrators. This chance to network in an informal arena will allow you to build a network of like-minded colleagues with whom you can brainstorm and learn.

By attending EdCamp, you are guaranteed to learn something new, make a new friend and receive information that you can immediately apply in your classroom and professional life!

As an administrator, what will I get out of EdCamp?

By attending sessions at EdCamp, you can hear the voices of teachers in the classroom and get a fresh perspective on what is going on in local schools. You have the opportunity to see innovative projects that you may want to start in your own school, and you also have the chance to network with administrators in other schools, districts and states. The format of EdCamp will also prove to be a powerful way to run professional development in your own school with your own staff.

http://www.edcampphilly.org/?p=12

Images for edcamp: http://www.flickr.com/groups/edcamp/

ANALYTICS CAMP

DEFINITION:

Analytics Camp is the unconference for analytics. Whatever flavor of analytics you work with—web, email, social media, marketing, big enterprise BI, you name it—this is the place to meet and learn from interesting people in the field.

It's a Barcamp-style unconference, and anyone can pitch a session. Sessions include technical, business and career topics, from beginner to advanced levels, so everyone is sure to learn something. http://www.analyticscamp.org/

Analytics Camp is a day for people who work in different analytics specialties to meet and learn from each other. We have great sessions lined up, but it's really about the people who show up and what they do with the day.

WHY ANALYTICS CAMP?

- Analytics are a hot topic, and the evening events don't have enough time to dig in.
- Analytics are divided by functional silos, but their work is starting to overlap.
- Three main objectives:
  - Learn from each other
  - Meet people with similar interests
  - Especially people working in the other analytics silos. http://wiki.analyticscamp.org/

WHO SHOULD ATTEND ANALYTICSCAMP?

At this point, we're sold out for the first Analytics Camp, but we tried to get a good mix of different specialties. We have web analytics, email, social media, and direct marketing, but also some folks from what I call the deep end of the pool--enterprise business intelligence and predictive analytics, plus specialists in areas like data visualization. The goal was to have a good mix of specialties and a full range of experience levels, and I think we got that. http://blogs.sas.com/sascom/index.php?/archives/646-All-about-AnalyticsCamp.html

HOW DOES IT WORK?

- Free admission, low overhead
- Local event intended to attract primarily local folks
- Unconference format to create a participatory environment
- Agenda designed to attract different categories of analytics pros
- Career track for students and others interested in in analytics careers. http://wiki.analyticscamp.org/

More on http://wiki.analyticscamp.org/ , http://scenttrail.blogspot.com/2010/02/first-analytics-camp-is-hit.html , http://notecolon.blogspot.com/2010/02/analytics-camp.html.

GAME CAMP

DEFINITION:

Game Camp is a one-day unconference. If you haven't been to an unconference before, it 's an unstructured event where the attendees fill in the schedule on the day – basically rock up and bring something to the mix. In terms of Game Camp, this could be for example: a talk on game design, a demo of something wonderful you've made or played a passionate discussion on an aspect of gaming that interests you or something more esoteric around the act of play – it's totally up to you! http://rainycatz.wordpress.com/2010/03/10/yay-woo-hoopla-for-gamecamp-2010/

SPEAKERS TAKE PART IN GAME CAMP

So there's no list of speakers, it's up to you to come prepared (or just a bit prepped with an idea if you can waffle on your subject) and ready to add your name to the board. There are several streams running concurrently, usually about 7 or 8 of about 25 mins each and if you're not talking or leading a discussion, you can take your pick of what you fancy attending. There are small and large talk areas to suit various approaches and interests. http://rainycatz.wordpress.com/2010/03/10/yay-woo-hoopla-for-gamecamp-2010/

WHO CAN ATTEND?

Game Camp is a **one-day** event for people interested in games, and interesting people in gaming. Game Camp is for the whole gaming community: developers and artists, players and coders, critics, programmers and politicians.

We believe games aren't just playthings; they're one of the most important media of our civilization. Games have reach and power as great as those of video, music or the printed word. Game Camp is a forum to talk about this most powerful medium: how we make it, how we use it, how we can make gaming better, and even how we can make things better through gaming.

Game Camp is **an unconference**, modelled on the **Bar Camp** series of developer events. http://gamecamp.org.uk/

Game Camp covers everything from computer and video gaming, ARGs, tabletop games, pervasive games, RPGs and more.

GAME CAMP RULES

Any game have rules, These are the rules:

- ***Conversations, not presentations***.
- Prepared and not rehearsed.
- Keep it simple

- No pitching
- Discuss, interrupt, ask questions
- Vote with your feet, Everything is public ***http://gamecamp.org.uk/gamecamp-rules/***

BIL CONFERENCE

DEFINITION:

BIL is an ad-hoc conference for people changing the world in big ways. It's a place for passionate people to come together to energize, brainstorm, and take action.

Nobody is in charge.

- If you want to come, just show up.
- If you have an idea to spread, start talking.
- If someone is saying something interesting, stop and listen. http://bilconference.pbworks.com/

THINGS WE NEED

- Coffee and tea
- Snacks
- More snacks
- Nibbly bits
- Juggling equipment!
- Hula hoops
- Hackey sacks

TECHNOLOGY

- Wifi routers
- Audio / Video gear .
- Printer + paper
- Ethernet cable + routers
- Digital Projectors
- Overhead Projectors
- The more projectors the better... Bring Your Own Conference!

INFRASTRUCTURE

- Folding tables
- Folding chairs . http://bilconference.pbworks.com/Things-We-Need

TED CONFERENCE OR BIL CONFERENCE?

Bil Conference

Here at the blog I have noted before that I think the Ted conference has a pretty high elitist component, and although I've warmed to the idea that most of the speakers there have important things to say I'm still concerned that the TED and other expensive conference formats somehow create a lot of unintended biases and effectively censor people and content in a way that is akin to our problems with US politics where purchasing access to things trumps giving access to the maximum number of innovative and clever ideas and deserving people.

There is now an alternative Unconference called the Bil Conference, and to TEDs credit they appear to be supportive of this venue which will be just after and near the location of TED, but won't cost to attend. http://joeduck.com/2008/02/15/ted-conference-or-bil-conference/

THATcamp

DEFINITION;

THATCamp is a user-generated **"unconference**" on digital humanities organized and hosted by the Center for History and New Media at George Mason University.

Its aims to bring together:

- Scholars seeking to add digital methods to their repertoire and share knowledge about new approaches to humanities data (text, images, sound, video) across disciplines,
- Developers who are building tools/platforms/methods/interfaces that allow new ways of interacting with such data,
- Librarians who are looking for ways to link, curate and make such data accessible,
- Anyone else with an interest in digital humanities, i.e. educators, publicists, artists, students…http://thatcampcologne.org/

OBJECTIVES

Learn new methods, exchange ideas, develop visions and code things on the spot. http://thatcampcologne.org/

WHO SHOULD ATTEND?

Anyone with energy and an interest in digital humanities.

WHAT SHOULD I PROPOSE?

That's up to you. Sessions at THATCamp will range from software demos to training sessions to discussions of research findings to half-baked rants (but please no full-blown papers; we're not here to read or be read to.) You should come to THATCamp with something in mind, and on the first day find a time, a place, and people to share it with. Once you're at THATCamp, you may also find people with similar topics and interests to team up with for a joint session. http://thatcamplondon.org/About/

KEY CHARACTERISTICS OF A THATCAMP:

- There are no spectators at a THATCamp; everyone participates.
- It lasts no more than two days.
- It is not-for-profit and inexpensive; it's funded by small sponsorships (e.g., for breakfast) and by passing the hat around to the participants. Attendance should be free, but attendees can donate to cover expenses if they want.
- It's informal: there are no lengthy proposals, papers, or presentations.
- Again, it is informal and collegial — the emphasis is on productive and pleasant discussion, on sharing knowledge. It is also non-hierarchical: THATCamps welcome graduate students, scholars, librarians, archivists, museum professionals, developers and programmers, administrators, managers, and funders.
- Participants make sure to share their notes, slides, and other materials from THATCamp discussions before and after the event on the web and via social media. http://thatcamp.org/regional-thatcamps/how-to-host-a-regional-thatcamp/

CYBORGCAMP

DEFINITION;

An unconference about the future of the relationship between humans and technology. The topics such as social media, design, code, inventions, web 2.0, and twitter, the future of communication, cyborg technology, anthropology, psychology, and philosophy. http://cyborgcamp.com/

CyborgCamp is an event concocted by Portlanders interested in discussing the relationship between man and machine, the organic and synthetic. http://tylersticka.com/portfolio/cyborgcamp/

CyborgCamp was conceived almost entirely on Twitter and organized via wiki. Much of the buzz was generated through multiple media channels.

CyborgCamp's aim is to have **many communication channels,** such as Twitter, Flickr, UstreamTV, Video and Audio recordings and live chats displayed on the screen. http://seattle.cyborgcamp.com/

Video for cyborgcamp: http://cyborgcamp.blip.tv/

SHE'S GEEKY

DEFINITION;

The She's Geeky (un)conference is for women will provide an agenda-free and friendly environment for women who not only care about building technology that is useful for people, but who also want to encourage more women to get involved.

It is designed to provide women who self-identify as geeky and who are engaged in various technology-focused disciplines with a gathering space in which they can exchange skills and discuss ideas and form community across and within disciplines. http://laughingsquid.com/shes-geeky-a-technology-unconference-for-women/

She's Geeky is a neutral, face-to-face forum for women who like to geek out about all kinds of things: computers, science, math, design, robotics, web 2.0, .etc. http://laughingsquid.com/shes-geeky-a-technology-unconference-for-women-2/.

She's Geeky is an unConference where the agenda is created by all participants live the day the event happens. This format supports peer to peer learning, dialogue about the issues that are top of mind and networking. In this women's only environment attendees have the opportunity to see their contribution to their field in a new light and gain confidence to step forward in their lives and careers. http://laughingsquid.com/shes-geeky-connecting-women-in-tech/

THREE SIMPLE GOALS

- Exchange skills and learning from women from diverse fields of technology.
- Discuss topics about women and technology.
- Connect the diverse range of women in technology, computing, entrepreneurship, funding, hardware, open source, nonprofit and any other technical geeky fields.

http://www.unconference.net/shes-geeky-a-womens-tech-unconference/

Overcoming challenges of being a woman and being a geek at the same time, is also an issue. All these prove the importance of a conference like she's Geeky. It is important sometimes to realize that this kind of events needs to happen, that women geeks, a big minority among other geeks, need to discuss together, too. Here are a few testimonies:

- Ways to diversify our conference speaker rosters and attendees in general.
- Meet like minded people, how to get started if I wanted to open a brick-and-mortar, using analytics
- Networking with other female tech leaders, trading stories and techniques for managing at the executive level.

- Where today's women are going next
- Dealing with female stereotypes in executive meetings.
- How to allow women to be women, AND be appreciated in these fields.
- How to handle and combat subtle sexist/homophobic comments in the workplace
- Paths to being an awesome girl geek: opportunities before and after college, etc. http://www.ludost.org/content/shesgeeky-tech-conference-women

Images For She's Geeky: http://www.flickr.com/photos/lizhenry/1702534064/in/set-72157602625951606/

DCAMP

DCamp the first BarCamp type ad-hoc, unconference focused on design & user experience. http://techupcoming.com/dcamp-unconference-on-design-and-user-experience/

WHY THE NAME DCAMP?

D is for designers and D is for developers. We hope that this event will attract both designers, developers and anyone else who cares about the user experience. We hope that we will address issues of mutual concern together under the same roof and help build connections between the various communities that care about User Experience. http://rashmisinha.com/2006/04/05/announcing-dcamp-an-unconference-focused-on-design-user-experience/

MORE ABOUT DCAMP

Unlike traditional conferences, there is no program created by conference organizers. What happens at DCamp depends on you. Come share your work and ideas. Tell us about some interesting UX method, explain how design fits into agile development and open source, share your design dilemma, or tell us about your new and interesting design.

This event intended to attract both designers, developers and anyone else who cares about the user experience. This is your chance to address issues of mutual concern with attendees under the same roof and help build connections between the various communities that care about User Experience. http://www.robabbott.com/2006/05/11/dcamp-the-user-experience-unconference/

INFOCAMP

DEFINITION:

InfoCamp is an unconference for the information community. It features an egalitarian, community-driven format in which most presentations are designed and delivered by participants. And it's a lot of fun!

InfoCamp is for anyone interested in user experience, information architecture, interaction design, user-centered design, information design, library & information science, online search, information management, informatics, and related fields. http://www.infocamp.info/

InfoCamp has no pre-determined session topics or presenters, other than a keynote and plenary session. You, the participants, create and lead most of the sessions! You determine the topic and format of your session, and pitch your session idea to the group, and sign up for a time slot. The exact schedule will be created as we go.

PURPOSE

The purpose of this format is to encourage collaboration, interaction, discussion, and real-time innovation. The benefits of this format include the immediacy of the topics — the sessions didn't have to be submitted months ahead of time — and the fun, exciting (and a bit chaotic) feeling of being part of an event that's being led by everyone.
http://www.ischool.berkeley.edu/newsandevents/events/infocamp2010

More on http://www.ischool.berkeley.edu/newsandevents/events/infocamp2010.

GOV 2.0 CAMP

DEFINITION:

Government 2.0 Camp is the unconference about using social media tools and Web 2.0 technologies to create a more effective, efficient and collaborative U.S. government on all levels (local, state, and federal).

Government 2.0 Camp will bring together the leading thinkers from government, academia and industry to share Government 2.0 initiatives that are already in process and collaborate about how to leverage social media tools and Web 2.0 technologies to create a more collaborate, efficient and effective government -- Government 2.0.

Government 2.0 Camp is the inaugural event of Government 2.0 Club, a newly-launched national organization that creates opportunities for government, academia and industry to share ideas and solutions for leveraging social media tools and Web 2.0 technologies to create a more collaborate, efficient and effective government. http://barcamp.org/Government20Camp

EVENT FOCUSES ON

The event **focuses on** the social media professional and how government leaders can continue to bring innovation, new ideas, and solutions to their respective organizations. It is designed to empower attendees to share advice, develop solutions to common problems, advance the "Gov 2.0" dialogue, and ultimately make government more accessible to the public.

The **event is organized** around **six major themes**: State and Local, Road Blocks and Barrier Breakers, The Policy Pickle, Community Care, Gov-2-Gov, and Happy Campers.
http://www.forumone.com/blogs/post/join-forum-one-government-20-camp-la-0

WHY IS THIS AN UNCONFERENCE RATHER THAN A TRADITIONAL CONFERENCE FORMAT?

Our United States government is a democracy is that is, by its founding principles, of the people, by the people, for the people. The unconference format embodies these same collaborative principles as our nation's democracy, and thus, is the ideal format for the topic of Government 2.0.

Additionally, collaborative planning and sponsorship make this event about the topic of Government 2.0, itself, rather than about any single government contractor, think tank, university or government agency.

Furthermore, an unconference is experiential: the unconference format immerses participants in the very collaborative culture that defines the Government 2.0 vision: collaborate to create, shape and enhance and improve.

Finally, the unconference format enables those who are not yet familiar with social media tools and Web 2.0 technologies to experience, first hand, the power of their collaborative tone and capabilities.

http://barcamp.org/Government20Camp

BRISTOL KNOWLEDGE UNCONFERENCE

Bristol Knowledge Unconference is an **"Unconference" specifically about Knowledge**. The first Bristol Knowledge Unconference was in September 2008, and involved about 50 people who talked about **Knowledge from scientific and new-media perspectives**.

The knowledge unConference are "themed" around the general subject of Knowledge, which includes: for ex:

- The Semantic Web / Linked Data / Hyperdata / Data Web
- Web Science
- Topic Maps
- Information Architecture and Design
- Knowledge Acquisition and Knowledge Management
- Knowledge-Based Systems, Knowledge Engineering and Rule-Based Systems (etc)
- Knowledge/Information Visualisation and Graphical User Interfaces
- Knowledge-orientated Search Engine Optimisation (SEO)
- and maybe even, Object Oriented Databases . http://www.craftivism.net/wiki/UnCraftivism/Bristol_Knowledge_Unconference_2009

DISCUSSION IN KNOWLEDGE CONFERENCE?

Art of knowledge

Knowledge is both art and science. Everything we do with knowledge can be both beautiful and methodical. We will discuss these things, and talks will be established in order to think about these ideas. Other more general talks/demos are very much welcomed, no matter how arty or scientific they are. The idea of an Unconference is completely free-flowing; it is developed with minimal structure/organization and also attempts to maximize the equality of the attendees. .

WHO IS IT FOR?

Anyone (but primarily those involved with knowledge in an artistic, scientific, computational, technological and/or business perspective).
http://www.craftivism.net/wiki/UnCraftivism/Bristol_Knowledge_Unconference_2009

Anyone with an interest in Knowledge on Computers (including the Internet). You could be from large, medium or small organizations. You could be in business or academia. You could be technical or high-level. http://knowledgeunconference.eventwax.com/bristol-knowledge-unconference

OPSCAMP

DEFINTION

OpsCamp is for the open exchange of ideas around next generation technologies and strategies for IT Operations. With the rapid change occurring in our industry, we realized that a place is needed where we can meet to share our experiences, challenges and solutions. OpsCamp is organized in an unconference format. http://www.opscamp.org/

WHO CAN ATTEND?

End users, IT professionals and vendors are all encouraged to participate.
http://www.opscamp.org/

TOPICS COVERED

For ex: Interested in topics such as Automation, Monitoring, Configuration Management, Cloud Technologies, Agile Infrastructure, DevOps, Infrastructure as Code, ITSM/BSM or Visible Ops.

HOW TO CAMP

How it works

Want to be propose a topic? Want something discussed at the event? Got a problem on your mind, an unusual angle, or an interesting anecdote? You can propose it at the beginning of camp.

Other than the opening session, there is no pre-existing agenda. Sessions at OpsCamp will be determined using the Open Space process. Attendees will propose session topics during the opening session. Each proposed session will get its own room and attendees will choose which sessions they want to attend. This format encourages group discussion which is important when an industry like IT Operations is changing so much. http://www.opscamp.org/howto

OPSCAMP CROWD

The OpsCamp crowd was an eclectic crew of systems administrators, open source software developers, traditional software people, and service providers who came together to figure out how to address the needs of IT operations and the tools they use to administer virtual/cloud systems.
http://socializedsoftware.com/2010/02/04/opcamp-roundup-whats-next-for-cloud-computing-and-it-operations/

More about opscamp on http://socializedsoftware.com/2010/02/04/opcamp-roundup-whats-next-for-cloud-computing-and-it-operations/

GREEN SOFTWARE UNCONFERENCE

DEFINITION

The Green Software Unconference is taking place for software, technology, and business professionals to increase innovation opportunities for business, share best practices, and reduce climate emissions.
http://greensoftwareunconference.eventbrite.com/

WHO WILL ATTEND?

-Software Companies
-Entrepreneurs
-Venture Capitalists
-Software Developers
-Marketers and Business Strategists
-Engineers
-Sustainability Professionals

WHY GREEN AND SOFTWARE?

A January Fast Company article deemed the Sustainability Systems Developer one of the Ten Best Green Jobs for the next decade.
The article states: **"**The green economy needs a cadre of specialized software developers and engineers who design, build, and maintain the networks of sensors and stochastic modeling that underpin wind farms, smart energy grids, congestion pricing and other systems substituting intelligence for natural resources. Coders with experience using large scale enterprise resource planning have an edge here, as well as developers familiar with open source and web 2.0 applications."

More on http://greensoftwareunconference.eventbrite.com/

Green21 featured at Green Software Unconference. **Details on http://www.green21.org/blog/green21/green21-featured-at-green-software-unconference/**

GREEN SOFTWARE UNCONFERENCE PROCESS AND RULES

- A blank agenda for the day will available in the meeting room and will serve as the placeholder for the four scheduled time slots of 45 minutes each. There will be several sessions per time slot.

- You will be asked if you have a topic idea you would like to submit on a recyclable paper form. If you suggest a topic, you will be be asked to facilitate the meeting. You do not need to be a spell-binding orator, just comfortable enough in a breakout session to get the topic discussion rolling and help insure everyone gets a chance to contribute.

More details on
http://greensoftware.wetpaint.com/page/Process+and+Rules,http://www.greenm3.com/2009/08/green-software-unconference-aug-19-2009---dcep.html

SPACE UP

DEFINITION

SpaceUp is the first **space unconference** open to all, where participants decide the topics, schedule, and structure of the event. Unconferences have been held about technology, science, transit, and even cupcakes, but this is the first one focused on space exploration. http://spaceup.org/

SpaceUp is the FIRST space unconference open to all, where participants decide the topics, schedule, and structure of the event. There are no spectators at SpaceUp, only participants. All attendees are expected to give a demo, present a talk, or participate in a panel or roundtable. This is the VERY FIRST of a nationwide effort to begin SpaceUp at local venues throughout the country.

SpaceUp is your unconference! Everyone who attends SpaceUp is encouraged to give a talk, moderate a panel, or start a discussion. Other unconference (often called BarCamps) have been held about technology, science, transit, and even cupcakes, but this is the first time anyone has held one for space exploration. http://www.meetup.com/Geeky-San-Diego/calendar/12576483/

TRANSPARENCY CAMP

DEFINITION

This un-conference is about convening a trans-partisan tribe of open government advocates from all walks — government representatives, technologists, developers, NGOs, wonks & activists — to share knowledge on how to use new technologies to make our government transparent and meaningfully accessible to the public. http://transparencycamp.eventbrite.com/

Convening a trans-partisan tribe of open government advocates from all walks — government representatives, technologists, developers, ngos, wonks & activists — to share knowledge on how to use new technologies to make our government transparent and meaningfully accessible to the public.
http://barcamp.pbworks.com/TransparencyCamp

FOCUS ON

For ex:

1) Technology development for enhancing government transparency

2) Community building for the transparency in government tribe

3) Talks, workshops and coding sessions to better equip technologists with the skills needed to deliver an Open Government. http://transparencycamp.eventbrite.com/

Sayings from transparency camp 2010.

In looking at the role of this unconference in that context, the Director of Sunlight Labs, Clay Johnson, posed three big challenges for Transparency Camp:

- An **Open Data Playbook**. Clay described that as "an instruction manual for people inside government to teach them *how* to open their data
- A **list of all jurisdictions and elected officials** around the country
- A **data exchange format for data catalogs**, in a model like Google did with GTFS**.(This is the sayings from transparency camp 2010.)** **http://digiphile.wordpress.com/2010/03/28/transparency-camp-2010-government-transparency-open-data-and-coffee/**

CLOUDCAMP

DEFINITION

CloudCamp is an unconference where early adapters of Cloud Computing technologies exchange ideas. With the rapid change occurring in the industry, we need a place we can meet to share our experiences, challenges and solutions. At CloudCamp, you are encouraged you to share your thoughts in several open discussions, as we strive for the advancement of Cloud Computing. End users, IT professionals and vendors are all encouraged to participate.

How To Participate in a CloudCamp ?

CloudCamp follows an interactive, unscripted unconference format. You can propose your own session or you can attend a session proposed by someone else. Either way, you are encouraged to engage in the discussion and “Vote with your feet”, which means … “find another session if you don’t find the session helpful”. Pick and choose from the conversations; rant and rave, or sit back and watch.

At CloudCamp, we tend to discuss the following topics:

1.Infrastructure as a service (Amazon EC2, GoGrid, Rackspace, Nirvanix, etc)
2.Platform as a service (AppEngine, Azure, etc)
3.Software as a service (salesforce.com, Yahoo! Mail, etc.)
4. Application / Data / Storage (development in the cloud)

Each topic has a moderator (the person who proposed the topics) to keep things going.

How it Works?

Want to be propose a topic? Want something discussed at the event? Got a problem on your mind, an unusual angle, or an interesting anecdote? Share it here and then propose it at the beginning of camp.

Other than the opening session, there is no pre-existing agenda. CloudCamp sessions will be determined using the Open Space (http://en.wikipedia.org/wiki/Open_Space_Technology) process. Attendees will propose session topics during the opening session. Each proposed session will get its own room and attendees will choose which sessions they want to attend. This format encourages group discussion which is important when an industry like Cloud Computing is new.

References

1. CloudCamp Website - http://www.cloudcamp.org/
2. CloudCamp for Haiti - http://www.cloudcamp.org/haiti
3. CloudCamp Facebook - http://www.facebook.com/group.php?gid=10128776220

BARCAMP

DEFINITION

BarCamp is an international network of user generated conferences (or unconferences) - open, participatory workshop-events, whose content is provided by participants.

It is an intense event with discussions, demos and interaction from participants who are the main actors of the event.

Structure and participatory process

BarCamps are organized and evangelized largely through the web, harnessing what might be called a Web 2.0 communications toolkit. Anyone can initiate a BarCamp, using the BarCamp wiki.

The procedural framework consists of sessions proposed and scheduled each day by attendees, mostly on-site, typically using white boards or paper taped to the wall. This approach and has been dubbed to play on words, The Open Grid approach.

FooCamps and BarCamps are based on simplified variations of Open Space Technology (OST), relying on the self-organizing character of OST. Other than in classical conference formats, BarCamps and OST rely on the passion and the responsibility of the participants, putting them into the driver's seat.

While loosely structured, there are rules at BarCamp**.** All attendees are encouraged to present or facilitate a session. Everyone is also asked to share information and experiences of the event, both live and after the fact, via public web channels including (but not limited to) blogging, photo sharing, social bookmarking, twittering, wiki-ing, and IRC**.** This open encouragement to share everything about the event is in deliberate contrast to the "off the record by default" and "no recordings" rules at many private invite-only participant driven conferences.

Hosting and attending

Venues typically provide basic services. Free network access, usually WiFi, is crucial. Following the model of Foo Camp, the venue also makes space for the attendees, a.k.a. BarCampers, to literally camp out overnight. Thus, BarCamps rely on securing sponsorship, ranging from the venue and network access to beverages and food.

Attendance is typically monetarily free and generally restricted only by space constraints. Participants are typically encouraged to sign up in advance.

More Information :

1. Barcamp Website - http://barcamp.org/

2. Barcamp Wikipaedia - http://en.wikipedia.org/wiki/BarCamp

3. Barcamp blog - http://barcamp.wordpress.com/

4. Barcamp Bangalore - http://barcampbangalore.org/

5. Barcamp Kerala - http://www.barcampkerala.org

6. Barcamp Chennai - http://barcamp.org/BarCampChennai

BLOGGERCON

BloggerCon is an unusual conference. We don't have speakers, panels or an audience. We do have discussions and sessions, and each session has a discussion leader.

The format of a conference is like the format of a radio show. In radio, there are interview shows like Fresh Air, call-in shows like The Connection, and news shows like All Things Considered. The BloggerCon format is like an interview show and it's like a call-in show.

THE DISCUSSION LEADER

The discussion leader is also the editor, so if he or she feels that a point has been made they must move on to the next point quickly. No droning, no filibusters, no repeating an idea over and over.
The discussion leader can also call on people, so stay awake; you might be the next person to speak.

FOCUS OF BLOGGERCON

The focus of BloggerCon is weblogs in journalism, education, science, business and politics. We're interested in people's experiences with weblogs, now that they've been in use for five or six years, depending on whom you ask. This is not a technical visionary venue, nor is it a place for political activism. Our interest is in the *use* of weblogs. Of course technology and politics are related to the use of weblogs.

HOW TO PREPARE

Since every person in a session is considered an equal participant, everyone should prepare at least a little. Think about the subject. Follow weblogs from other people who are participating. Think about what you want to get out of the session, and what questions you wish to raise, and what information or points of view you'd like to get from the session.

EVERYONE IS A JOURNALIST

BloggerCon is an unusual conference in that almost everyone participating writes publicly. So we assume that everyone present is a journalist. Every badge is a press badge.

REFRENCES AND RESOURCES

1. http://bloggercon.org/iv/format.html

2. http://web.archive.org/web/20031001202337/blogs.law.harvard.edu/bloggerCon/nutshell
3. http://bloggercon.org/2004/04/21.html

PECHAKUCHA

PECHAKUCHA NIGHTS

PechaKucha Nights are informal and fun gatherings where creative people get together and share their ideas, works, thoughts, holiday snaps and just about anything really, in a format called as PechaKucha 20x20 format. It is a simple presentation format where you show 20 images, each for 20 seconds. The images forward automatically and you talk along to the images.

Why the name Pechakucha?

Pecha Kucha is pronounced in three syllables as "pe-chak-cha". It is an onomatopoeic Japanese word whose equivalent english word is Chit-chat. One of the attractions of Pecha Kucha Nights is the wide range of the presentations. Most consist of design professionals showing their creative work, but presenters often speak about topics such as their travels, research projects, student projects, hobbies, collections, or other interests.

Why 20x20 format?

20x20 format is invented because architects talk too much. Give a microphone and some images to an architect - or most creative people for that matter - and they'll go on forever! Give power point to anyone else and they have the same problem. So in order to restrict creative professionals to speeak for hours this format has been discovered.

Who invented the format ?

The presentation format was devised by Astrid Klein and Mark Dytham of Klein Dytham architecture. The first PechaKucha Night was held in Tokyo in their gallery, lounge, bar, club, creative kitchen SuperDeluxe in February 2003 Klein Dytham architecture still organize and support the global PechaKucha Night network and organise PechaKucha Night Tokyo.

More about Pechakucha

Pechakucha has gone viral around the world. It happens in 230 cities across the world. It is held in fun places such as bars, restaurants, beer gardens, churches, prisons, beeches, swimming pools and even quary. The beauty of Pechakucha is that anyone can present. Astrid's daughter presented when she was 5 and Mark's mother presented when she was 69. People usually present about their creative projects or works. Some people share their passion and show their prized collections of Nana Mouskuri records, other share photos of their latest site visit to a construction site or their recent holiday snaps.

Who runs PechaKucha Nights?

Each PechaKucha Night is run by a city organizer. Well, they are more like stewards really who look after the PechaKucha spirit in each city. All PKN organizers must have a regular day job and they run PechaKucha Nights only for the inspiration, love and fun of it. They mostly come from the creative fields. The PKN organizer is usually supported by a big team of volunteers in putting on a PechaKucha Night and the more helping hands come together the better. The global PechaKucha Network is organized and supported by Klein Dytham architecture.

What's a PechaKucha Night Handshake Agreement?

We have a very simple Handshake agreement with each city basically to ensure there is only one event series per city and people are not treading in one another toes or pulling the rug out from under there feet. PechaKucha Nights take quite a bit of organizing and the more networks the better so we think it is better for cities to focus on one event. We run an event every month in Tokyo and believe us it is quite an undertaking! The handshake agreements are free, and renewed each year. Cities must organize a minimum of 4 events a year to qualify as an active city.

References

1. Pechakucha Website - http://www.pecha-kucha.org/
2. Wikipaedia - http://en.wikipedia.org/wiki/Pecha_Kucha
3. PK Manila - http://pechakuchamanila.com/
4. PK Lexington - http://pechakucha-lexington.org/

CRISIS CAMPS

DESCRIPTION

CrisisCamps are in-person meetings of a new grassroots movement called CrisisCommons (http://www.crisiscommons.org), with a mission to share best practices for crisis response.

Crsis Camps bring together a network of IT professionals as well as academia, non-profits, companies, entrepreneurs, community associations and government officials drawn together by a call to service. Domain experts, developers, and first responders collaborate with a focus on improving technology and practice for humanitarian crisis management and disaster relief.

Founded in March 2009 through an impromptu Tweetup at the Government 2.0 Camp, a small band of idealists and innovators gathered together to discuss the idea of a creating a common community through a mash-up of citizen volunteers, crisis response organizations, international humanitarian relief, non-profits and the private sector (especially the technology and telecommunications sectors). Within minutes, CrisisCamp DC was born to unite communities, seek common ground and innovation in the use of technology and mobility during crisis.

The faster we can respond to a crisis, the more effective we will be. We know technology can support this. Crisis Camps are changing the way we do citizen engagement and provide us a different way of doing crisis response…today and in the future, teams of first responders create a network quickly for which mobilization, and ultimately impact, is much faster.

Crisis camps events are open and collaborative events. It's a part of the Crisis Commons movement.

<u>Approach</u>

- Facilitate partnerships and maintain a network of technology volunteers, i.e. developers, specialists, communicators, first responders, PMs, etc, to respond to specific needs
- Application development with a purpose: brainstorm, develop ideas, with special camps designed to address disaster relief in post-earthquake Haiti and create tools that address specific problems or issues
- Respond to specific requests and needs/seek out requests for technological support

References

1. Crisis Camp Chicago - http://crisiscampchicago.org/
2. Wikipedia CrisisCamp - http://en.wikipedia.org/wiki/Crisis_camp
3. CrisisCamp Miami - http://crisiscampmiami.org/
4. CrisisCamp Montreal - http://crisiscampmontreal.wordpress.com/

<u>FOO CAMP</u>

DESCRIPTION

It is an annual hacker event hosted by publisher O'Reilly Media. O'Reilly describes it as "the wiki of conferences", where the program is developed by the attendees at the event, using big whiteboard schedule templates that can be rewritten or overwritten by attendees to optimize the schedule. The goal of the event is to reach out to new people who will increase the company's intelligence about new technologies, and to create opportunities for cross-fertilization between people and technologies that are on the O'Reilly radar.

O'Reilly asks attendees to nominate new and interesting people to be invited to future camps. The invite list is calculated to create cross-disciplinary "aha moments" -- new synapses in the global brain, with a focus on emerging technology

How it got started?

The event started as a joke between Tim O'Reilly and Sara Winge, O'Reilly's VP of Corporate Communications. Sara had always wanted to run a "foo bar" — an open bar for "Friends of O'Reilly" — at one of O'Reilly's conferences. That joke morphed into a brainstorm after the dot com bust left O'Reilly with lots of unused office space in its new buildings, creating the opportunity for Foo Camp. There was eventually a Foo Bar at the camp.

External Links

1. Wikipedia - http://en.wikipedia.org/wiki/Foo_Camp
2. Website - http://wiki.oreillynet.com/foocamp05/index.cgi
3. Science Foo Camp - http://www.nature.com/natureconferences/scifoo/index.html

HACK DAY

DESCRIPTION

Hack Days were created by Chad Dickerson at Yahoo! For some time the events were run only by Yahoo! in the USA (internally and externally) before the term became a more generally accepted description of an event where developers, designers and people with ideas gather to build 'cool stuff' - the events now run all over the world and are organised by Yahoo! as well as other organisations such as the BBC , Lonely Planet and even government departments in Australia.

The 'days' are generally run over 48 hours. The first day starts with talks about practical matters (how to access datasets and APIs) as well more inspirational matters to encourage developers and designers to think beyond their normal areas of interest - in 2008 the BBC, Hack Day at Alexandra Palace (called Mashed08)had talks from NASA as well as the Yahoo! Developer Network and backstage.bbc.co.uk.

Format of Hack Day :

Day 1

- Registration
- Talks
- 24 hour hack starts

Day 2

- 24 hour hack finishes
- Presentation of hacks to audience of peers
- Awarding of prizes

Entertainment is sometimes provided on the final evening or as a 'break' in the event on the Saturday night. The format is incredibly flexible and is changed to suit the needs of the particular event. For example you can run 'Hack Days' as simple 'Hack Evenings' - a term that acknowledges the essence of the event, without having to be structured over a 48 hour period.

Reference

1. http://www.netmag.co.uk/zine/discover-interview/q-a-matthew-cashmore
2. http://mashed08.backnetwork.com/

3. http://lplabs.com/2009/10/25/lp-hack-day-and-govhack-join-forces/
4. http://govhack.org/
5. http://overtheair.org/blog/
6. http://mashed08.backnetwork.com/
7. http://mashed08.backnetwork.com/
8. http://mashed08.backnetwork.com/sessions/#s255
9. http://mashed08.backnetwork.com/sessions/#s252
10. http://mashed08.backnetwork.com/sessions/#s256
11. http://sites.google.com/site/gdevelopereventsyd/mashup-australia-hacknight
12. http://www.theage.com.au/technology/technology-news/yahoo-apologises-for-lap-dance-at-hack-event-20091021-h7sr.html?comments=14
13. http://developer.yahoo.net/blog/archives/2009/10/taiwan_ohd_apology.html
14. http://overtheair.backnetwork.com/
15. http://overtheair09.backnetwork.com/
16. http://mashed08.backnetwork.com/
17. http://www.guardian.co.uk/technology/2008/jun/26/hacking.mashed08
18. http://govhack.org/
19. http://lplabs.com/melbournehack

HEALTHCAMP

DESCRIPTION

HealthCamp is an unconference inspired by the popular BarCamp conferences, which are intended to allow people to share and learn in an open environment. It is an intense event with discussions, demos and interaction from attendees.

HealthCamp content is focused on improving or extending the efficacy of health care by embracing social networks, open standards, and the latest web and mobile technologies. Some HealthCamps have tried to explicitly embrace existing and traditional health contexts, such as primary care physicians, hospitals, state sponsored health programs, and the employer/health insurer model in an effort to stimulate innovation and change in these industries.

The **HealthCamp Foundation** will be established as a public charity. As a charity, the foundation will encourage and solicit donations from organizations and institutions to support future HealthCamp un-conferences across America and around the world. The mission of the **HealthCamp Foundation** is to act as a catalyst for change in Health Care. Engaging all parties impacted by Health Care change in the discussion. HealthCa.mp is not just a conversation - it is a call to action encouraging grass roots involvement to initiate and sustain change.

The HealthCa.mp Foundation will support change by providing the following:

- A central HealthCamp resource of templates, literature and guidance
- A central web site that can host event sites and blogs

- Organizational tools and resources for event organizers

REFERENCES

1. Wikipedia HealthCamp - http://en.wikipedia.org/wiki/HealthCamp
2. Website - http://www.socialtext.net/healthcamp/
3. HealthCamp Calender - http://www.socialtext.net/healthcamp/

MASHUPS

DESCRIPTION

"The Unconference for the Uncomputer" is an unconference-style event that's dedicated to bringing together the Internet software mashup community for a face-to-face collaborative meet-up where new relationships are formed, old relationships are nurtured, ideas are shared, multiple balls are moved forward, and innovation happens in real-time.

WHAT HAPPENS IN A MASHUP?

Ask 10 self-proclaimed mashup developers what a mashup is and you might get 10 different answers. That said, most mashups (be they software or content-oriented) draw upon functionality and/or content from two or more sources, at least one of which is third-party to the developer, to produce a new creative work. For example, if a birdwatcher "mashed up" her own database of bird sightings by GPS coordinates with the functionality and content of Google Maps, the resulting visual presentation where the locations of bird sightings are interactively overlaid on top of a map within the context of a Web browser could be considered a mashup.

Most commonly, a mashup involves the merging of multiple sources, none of which the developer had a hand in developing. In some cases, a mashup gives its visitors an opportunity to add their own data to it. An example of such an approach might be a mashup where cell phone users can plot the location of any "not" spots they find (locations where their cell phones have no signal). The result is essentially a customer-developed coverage map that could be more trustworthy than the coverage maps provided by the various wireless carriers. A great index that includes all types of mashups is maintained by John Musser at ProgrammableWeb.com.

To facilitate the use of their content and functionality, many Web site operators provide application programming interfaces (APIs) to make that content and functionality more easily accessible to developers who often use JavaScript and a technique known as AJAX to build their mashups. In addition to keeping an index of those APIs, John Musser also charts their popularity based on the number of mashups that use each one.

WHAT IS THE UNCOMPUTER?

When you think of the word "computer," you might think of a box that contains an operating system with a user experience and provides access to applications and the Internet. You may or may not think of the many built-in application programming interfaces (APIs) in the OS that developers use to build their apps. The Internet now encapsulates the most interesting, intriguing and ultimately useful (in terms of the stuff that people need in their applications) APIs, as compared to the computers and their collection of programmable APIs. The source of an API (or the variety of APIs used by a mashup) can be the server on your local area network or a machine half way across the world. This is called as "uncomputer."

REFERENCES

1. MashupCamp Silicon Valley Website - http://www.mashupcamp.com

2. MashupCamp website - http://www.mashupcamp.org/

STARTUP WEEKEND

DESCRIPTION

It is a 54 hour startup event weekend that provides networking, resources and incentives for individuals and teams for going from idea to launch. It helps to get connected with local developers, entrepreneurs, innovators and build a community. It recruits a highly motivated group of developers, business managers, startup enthusiasts, marketing gurus, graphic artists and more to a 54 hour event that builds communities, companies and projects.

How would a typical weekend be?

Friday

6pm : Everyone gets together; figures out who else is there; what would be interesting to build.

7pm: Pitches start (if you have an idea for a product you pitch it to the group).

8pm: Teams start breaking off (generally about nine teams will form during the weekend, creating nine products or companies).

9pm: Hopefully teams have solidified their concept and created an elevator pitch (even a simple one) by now.

10pm: Break off to a bar or coffee shop to continue the discussion and attempt to paper prototype out their application.

Saturday

9am : Crowds pour in; work starts on development.

Noon: Lunch.

3pm: More coding, business plan development, and a special guest (music, vc, sponsor etc).

6pm: Special guest drop-ins and pitches from the teams.

9pm: Gut check on the product; basic prototype building; group get-together for drinks and to talk about the products everyone is working on.

Sunday

9am : The day's work starts again.

Noon: Projects are being developed; live website with signup is possibly set up; more special guests drop in.

6pm: Sink or swim time for those looking for a weekend launch.

9pm: Presentations from each company; what worked, what didn't, what could go better and contacts are exchange for those continuing in the future.

WHAT DO ATTENDEES GET?

Startup Weekend provides an unprecedented level of networking, team building, learning, and life changes for its attendees and their communities. After the event people leave with more experience, insight, knowledge, friends, and resources than they came with.

MORE INFORMATION

1. Startup weekend website - http://www.startupweekend.org/

2. Los Angels Startup weekend - http://la.startupweekend.org/

3. Seattle Starup weekend - http://seattle.startupweekend.org/

#140conf

Introduction

The #140conf events provide a platform for the worldwide twitter community to: listen, connect, share and engage with each other, while collectively exploring the effects of the emerging real-time internet on business.

The Difference

The schedule for these events are unique and fast paced. It was Jeff Pulver's intention to provide a platform for as many people as possible to share their thoughts and engage in conversation with the attending delegates. Individual talks are set to: 10 minutes; "Featured talks" 15 minutes and the various panel discussions are set for 15 and 20 minutes.

The take away

This event provides the attending delegates- knowledge, perspectives and insights to the next wave of effects twitter and the real-time internet will have on business.

Past events

Since the launch of the #140conf events, conferences have taken place in: New York City, Los Angeles, London and Tel Aviv. During the course of 2009 the effects of twitter have been explored on a wide range of topics including: Celebrity, "The Media", Advertising, Politics, Music, Education, Fashion, Public Safety and Public Diplomacy.

Sources:

http://140conf.com/

http://en.wikipedia.org/wiki/Jeff_Pulver

UNTECH10

How it began?

Maddie Grant, Lindy Dreyer and a crazy group of committed, spirited and smart volunteers moved the world – and were more than willing to work around a traditional association to get the job done and this is the reason why UNTECH10 unconference was born. On February 11-12, 2010 at The Renaissance Hotel in Washington, DC the first UNTECH10 unconference was held. It was planned in 46 hours by a group of volunteers, some of whom were stranded in DC by the blizzard that forced ASAE to cancel the TECH10 conference.

According to Grant, the unconference was launched with a Twitter hashtag, some nimble volunteers (willing to go without much sleep) and $6,000 (all donated by sponsors) and ASAE's unofficial blessing.

The Port's Biddar handled hotel negotiations, sponsorship and installed cameras and broadcasting equipment at the Renaissance Hotel. Omnipress set up the #Untech10 web site to serve at the online home for the event and organize the schedule, speakers, participants and content. The site was up and running by 6:00 p.m. on Tuesday. Eventbrite offered registration for the live participants. Peach New Media provided the live streaming of content alongside a Twitter feed. NFI Studios sponsored the happy hour and reimbursed travel expenses for association executives. Avectra offered their Webex account as a back-up system for the presentations and provided food, signage and miscellaneous support on site.

Speakers who had been on the schedule for the original conference were given the opportunity to present their sessions on Thursday before a hybrid (live and virtual) audience and on Friday before a virtual only audience. Some presenters with similar topics were grouped together in panels. The traditional town hall meeting scheduled for Wednesday evening at the original conference was replicated at #Untech10 using a fishbowl concept recently introduced by social media and event industry authority Samuel J. Smith.

Sources

http://untech10.conferencespot.org/

http://untech10.conferencespot.org/discussions/6241

http://untech10.conferencespot.org/discussions/6241

http://engage365.org/about/

http://forkintheroadblog.com/archives/the-revolution-will-not-be-televised-how-untech10-was-launched-and-what-it-means-to-a-changing-industry/

http://www.socialfish.org/who-we-are

http://www.flickr.com/photos/reggiehenry/4356939884/

MashPit

Introduction

Mash Pit is an informal all-day hackfest for collaborating on solving human problems with open APIs, open source and web-based technology.

From Mashup Camp to MashPit

Originally conceived by Chris Messina and named as the Mashup Camp it was renamed as MashPit to avoid confusion and any potential trademark issues. This decision was made after a discussion with David Berlind of ZDNet, who planned the real-deal Mashup Camp sometime later.

Past Events

- **Mash Pit San Francisco III** - June 20, 2006 (10:00 AM - 7:00 PM)
- **Mash Pit San Francisco II** - April 15, 2006 (9:30 AM - 6:00 PM)
- **Mash Pit Dallas II** - April 4, 2006 (6:00 PM - 9:00 PM)

- **Mash Pit Dallas I** - January 29, 2006 (10:00 AM - 6:00 PM)
- **Mash Pit San Francisco I** - January, 17, 2006 (9:00 AM - 6:00 PM)

Chris Messina

Chris Messina (born January 7, 1981 in USA), aka **FactoryJoe**, is an open source and open standards advocate currently residing in San Francisco. Messina was formerly employed as an Open Source Advocate at identity company Vidoop and before that was the co-founder of marketing agency Citizen Agency. Currently he is working with Google as an Open Web Advocate[1]. He graduated from Carnegie Mellon University in 2003[2] with a BA in Communication Design.

Messina is best known for his involvement in helping to create the BarCamp, Spread Firefox, and coworking[3] movements. Messina is an active proponent of microformats and OAuth.

Messina co-founded Citizen Agency, a company which describes itself as "Internet consultancy that specializes in developing community-centric strategies around product research, design, development and marketing"[4] with Tara Hunt and Ben Metcalfe, who has since left the company.

Messina is an advocate of open-source, most notably Firefox and Flock. As a volunteer for the Spread Firefox campaign, he designed the 2004 Firefox advert which appeared in *The New York Times* in 2004.

Sources

http://en.wikipedia.org/wiki/Chris_Messina_%28open_source_advocate%29

http://factoryjoe.com/blog/2005/12/30/announcing-mashup-camp/

http://factoryjoe.com/blog/2006/01/03/mash-pit/

Ignite

What Is Ignite?

Fast-paced, fun, thought-provoking, social, local, global—Ignite is all of these and more. It's a high-energy evening of 5-minute talks using 20 slides that auto-advance every 15 seconds by people who have an idea—and the guts to get onstage and share it with their hometown crowd. It is a geek event which was inspired by Pecha Kucha Nights, where speakers are given 20 slides, each shown for 20 seconds, giving each speaker 6 minutes and 40 seconds of fame.

How it all began

Ignite got its start in Seattle in December, 2006, as a personal project of O'Reilly's Brady Forrest and Bre Pettis. They dreamed up an event where people could share their ideas over beer, and sent word out through their network. On December 7, two hundred Seattle geeks looking for "a fun night of geekery and networking" squeezed into a bar on Capitol Hill. They found beer, but so much more. Ignite has two parts: the Ignite contest, where people make things, and Ignite talks, where presenters get 20 slides and five minutes to make their point. You can opt to only have talks, but the contest is fun and can serve as a great warm-up for the talks. First up, a friendly but intense competition to build the sturdiest popsicle-stick bridge. Then 25 intrepid locals took a turn on the stage for their five-minute Ignite talks. The consensus was that it was a blast. Word got out, and other communities wanted Ignite in their cities. Brady and Bre turned the event over to O'Reilly, and nearly 200 Ignites have been held, about half of them in the past year.

Before Your Event

- Get a Team Together
- Find a Location
- Pick a Date
- Let the World--Know
- Start Blogging.
- Get Ignite-in-a-Box
- Promote!
- Decide on a Contest
- Recruit Speakers
- Schedule
- Set Up Venue
- Set Up Contest
- Prepare to Run PowerPoint Presentations
- Corral Speakers
- Stay On Schedule

Sources

http://ignite.oreilly.com/faq/how-to.html

http://ignite.oreilly.com/

http://radar.oreilly.com/brady/

http://www.brepettis.com/

http://www.flickr.com/search/groups/?q=is9&m=pool&s=int&w=98509515@N00

http://igniteshow.com/

Social Entrepreneur Unconference

How it began?

Social Entrepreneurs and change makers from around the world gathered in Portland, Oregon on Feb 5-7, 2010 for a Ned.com Social Entrepreneur Unconference.

Ned.com had nothing but big ideas fluctuating throughout the many threads and posts on the site and the same was expected to come off the Unconference Social Entrepreneurship Roundtable. The theme was Beyond Social Media — Collaborating & Getting Things Done. Ned.com Co-Founder Mark Grimes advised those attending to, “come prepared to think big, partner up, and lay the groundwork for concrete social action plans that will get some important things done on issues you care about, in collaboration with others working in your field.”

Who can attend?

Social entrepreneurs, activists and other change makers.

Ned

Ned.com is a global, all-volunteer, member-governed, online social network (in combination with real-world locations) that is made up of social entrepreneurs, activists, artists, social purpose enterprises, grassroots nonprofit, non-governmental, and community-based organizations, and is collaborating and taking action locally, nationally & globally, in order to make the world a better place.

Ned community members make good things happen each and every day, from microfinance to media including videos and photos.

Mark Grimes

Social entrepreneur who started each of his businesses with cash on hand and all of which have been profitable within 90 days or less.

For more about Mark Grimes: http://www.ned.com/user/u513094538/

Sources

http://www.ned.com/home/

http://www.socialearth.org/nedsoc-social-entrepreneurship-unconference-looks-to-go-beyond-social-media

Where Camp EU

Introduction

51° 31′ 36.8364″ N, 0° 7′ 44.0466″ W

Entering this longitude and latitude above into one of the many online mapping sites on the web will show you the St. Pancras branch of wallacespace, close to London's Euston and Kings Cross St. Pancras rail termini where on 12th and 13th of March saw around 180 Geo Enthusiasts, Developers, Geeks, Hobbyists, map hackers, makers and designers from across the EU for a weekend of mapping fun attend the **first** ever edition of WhereCampEU.

WhereCamp traditionally used to be held in California's Silicon Valley after the Where 2.0 conference and is based on the BarCamp unconference ethic to be a counterpoint to the expensive and corporate outlook of Where 2.0. Gary Gale and Chris Osborne who were at both Where 2.0 and WhereCamp came up with the idea of "*wouldn't it be great to bring WhereCamp to Europe?*" The schedule is blank until the day of the conference when any of the attendees can announce their talk by putting it on "The Wall": a big grid drawn out using masking paper allowing you to choose a time slot and a room.

The thinkers..

Gary Gale

Gary is Director of Engineering for the Geo Technologies group at Yahoo! The Geo Technologies group provides the tools and technologies that drive user location, geocoding, location identification and disambiguation within Yahoo!, both internally and via public services such as GeoPlanet,Placemaker, Fire Eagle and Flickr.

Passionate about location, privacy and digital identity, he blogs and tweets on matters geo for Yahoo! at www.ygeoblog.com and as@yahoogeo, personally at www.vicchi.org and as @vicchi.

Chris Osborne

- Geospatial Developer
- Founder of #Geomob - London Geo Mobile Developers Meetup
- Chris is passionate about neogeography (*which is about community map-making, people generated maps where the separation of the map maker from the map consumer is removed.*) and the future of the geoweb as a platform. In his own terms: "Not social media expert, have real job".

Sources

http://blog.johnmckerrell.com/2010/03/16/first-wherecampeu-definite-success/

http://www.vicchi.org/2010/03/16/wherecamp-eu-the-geo-unconference-experience-for-180-people/

http://www.garygale.com/

http://wiki.community.cloudmade.com/projects/show/wherecampeu

http://blog.nestoria.co.uk/2010/03/09/nestoria-interview-chris-osborne-wherecampeu/

http://www.socialtext.net/wherecamp/index.cgi?wherecampeu

BeeBCamp

BeeBCamp brings together technical innovators and boundary-pushing producers from across the BBC in an informal, creative environment which provides a chance to get together and talk about what's new or exciting in new media – to share stories, get excited, and learn something new about work and each other. It offers a chance to get immersed in a fertile atmosphere for new ideas and meet the people making some of the most cutting-edge content and technology in the world.

BeeBCamp breaks down the barriers between tech and creative communities inside and outside the BBC. It's a unique atmosphere where everyone participates in an informal, open forum. As an ongoing movement within the BBC, BeeBCamp has started linking people from across different divisions who might otherwise would never have met.

Brain child of BBC workers

A bunch of people who *work for* the BBC, but who do not speak for the company and like to get together once in a while and talk about what can be do as it's really cool.

Who can attend?

If you're from the BBC, you can come to attend the conference. BeeBCamp is also open to outside guests, which is something they wish to continue.

BeeBCamp Rules for You..

- No PowerPoint. Or any presentation software, for that matter.
- No prepared presentations. Especially not warmed-over presentations you've already given somewhere else.
  Keep it simple. Show people your laptop screen (the groups will be small) or, even better, just bring screenshot printouts.
- No pitching. There may be commissioners there – this is NOT your chance to get funding from them. They may be running sessions later. If you're interested, go listen.
- Discuss, interrupt, and ask questions. This is a conversation, and you're participating!
- Vote with your feet. Go on and leave a session if you're bored. No one will feel insulted. There will be four or five others going on at the same time. No point missing out!
- Everything is on the record and bloggable, unless the session leader determines otherwise. (Blogflags will be used.) This can change minute-to minute during the presentations and discussions. Anything non-bloggable is strictly off the record. Violators will be defenestrated.
- You are required to have fun at all times. Violators will be defenestrated.

Sources

http://beebcamp.org/about/

http://beebcamp.org/

http://www.flickr.com/photos/rooreynolds/4139117160/

http://charliebeckett.org

Seattle Mind Camp

It’s the Mind that matters..

More than 150 people congregated in an empty office building near Boeing Field to discuss the latest trends in digital music, blogging, art, medicine, video games, and whatever else comes up in a 24-hour caffeine-fueled brain dump.

Dubbed Seattle Mind Camp, the event attracted a diverse guest list that ranged from Microsoft product manager Korby Parnell to Harvey Danger guitarist Jeff Lin.

"There aren't that many networking opportunities in Seattle, so I figured I would create one by doing something that hasn't been done before," said Andru Edwards, the 24-year-old blogger who came up with the idea. About 50 innovators and entrepreneurs were hand-selected by the organizers and those individuals were permitted to invite a few of their friends.

Mind Camp is open to any sort of direction you want to take it. Not enough rooms available? Use the common area. Go to the cafe down the street. Meet in the hall. Sessions too dull? Not likely, but feel free to go nuts and create something completely different—a session where everyone in the room can say 10 sentences about whatever topic. If you’ve got a problem with something at Mind Camp, you need not just bitch about it, just offer a solution.

The mind behind the Mind Camp-Andru Edwards

Andru Edwards is the CEO of Gear Live Media, a weblog publishing company which contains some of the most popular technology and pop culture blogs on the Web, including its flagship blog, Gear Live.

Through his passion for both writing and the subject matter, Andru took his blogs from a part-time hobby to a full-time successful company.

Andru and his blogs have been quoted in USA Today, The New York Times, The Wall Street Journal, The Seattle Times, Seattle Post-Intelligencer, KOMO 4 News, Q13 News, KING 5 News, and NPR, among others.

Past events

Seattle Mind Camp 1.0

Seattle Mind Camp 2.0

Seattle Mind Camp 3.0

Seattle Mind Camp 4.0

Seattle Mind Camp 5.0

Seattle Mind Camp 6.0

Sources

http://www.seattlepi.com/business/246392_geeks29.html

http://mindcamp.gearlive.com/mindcamp/article/getting-ready-for-seattle-mind-camp-6.0-philosophical-guide/

http://www.gearlive.com/profile/Andru/

http://www.flickr.com/photos/wemakefotos/4149397672/

http://ken.ipl31.net/2005/11/07/seattle-mindcamp-10/

Boston Product Camp

The Marketing and Management Unconference

ProductCamp is a collaborative, user organized *un*conference, focused on Product Marketing and Management topics. At ProductCamp there are no "attendees," since everyone participates in some manner: presenting, leading a roundtable discussion, sharing their experiences, helping with logistics, securing sponsorship, or volunteering. This is a self organizing collaborative event. The first Product Camp was in Silicon Valley in Q1 - 08 followed by Austin Texas in June.

Who can attend?

ProductCamp- is a media where a bunch of smart, passionate people come together to discuss, debate, and collaborate on issues they face every day. Anyone interested in improving their ability to conceive, build, manage, and market brands or products are welcome. Each attendee brings different experiences and leveraging that collective knowledge is what makes ProductCamp special--and something you can't get from any other gathering.

Best suited for..

ProductCamp provides a great opportunity to **learn from, teach to, and network with** professionals involved in the Product Management, Marketing, and Development process from the **Boston and surrounding** area!

Sources

http://icoolspark.blogspot.com/2008/10/product-camp-boston-coming-in-2009.html

http://barcamp.org/ProductCampBoston

http://outsideinview.com/2010/02/09/this-one-time-at-product-camp/

http://www.flickr.com/photos/44672828@N08/4098485961/in/pool-productcampboston

http://www.productcampmontreal.com/

LaidOff Camp Attleboro

New England, a region especially hard-hit by the recent economic slump was supposed played host to the first LaidOff Camp on November 7, 2009 but the event got cancelled as the organizers achieved only one by third of the registrations that they expected. The Attleboro/Providence LaidOffCamp was to draw several hundred job seekers from Massachusetts, Rhode Island and neighboring states. The camp which was planned as an ad-hoc gathering of unemployed and nontraditionally employed people (including freelancers, entrepreneurs and startups) who wished to share their ideas learn from each other, offer networking opportunities and extend motivational support for the laid-off and unemployed workers.

You can attend?

- If you are unemployed
- If you are exploring entrepreneurial activities
- If you are currently employed and willing to help

What LaidOffCamps offer?

The peer-to-peer learning format of the unconference

- Facilitates sharing the tips and tricks the participants learned while looking for work
- Provides additional networking opportunities
- Empowers the unemployed to take the next step in their job search with more knowledge and confidence.

The Rules of LaidOffCamp

1st Rule: You do talk about LaidOffCamp.

2nd Rule: You do blog about LaidOffCamp.

3rd Rule: Anyone with something to contribute or with the desire to learn is welcome and invited to join.

4th Rule: No pre-scheduled presentations and no tourists - everyone participates!

5th Rule: If you want to present, you must write your topic and name in a presentation slot.

6th Rule: As many presentations at a time as facilities allow for.

7th Rule: All sponsors, no matter how large their contribution is, shall be treated equally and afforded the same "benefits"

8th Rule: There will be no screening or vetting of presenters - anyone can speak!

Past LaidOffCamps

- San Francisco - March 3, 2009
- Dallas - March 6, 2009
- Los Angeles - May 1, 2009
- New York - May 1-2, 2009
- Miami - June 6, 2009
- Chicago - June 10, 2009
- Fort Collins - June 30, 2009
- Las Vegas - July 10, 2009
- Colorado Springs - July 16, 2009
- RichmondVA - July 16, 2009
- Phoenix - August 8, 2009
- Hamden - August 14, 2009

Sources

http://laidoffcamp.pbworks.com/

http://upcoming.yahoo.com/event/4770621/MA/North-Attleboro/LaidOff-Camp-AttleboroProvidence/Living-Waters-Church

http://laidoffcamp.pbworks.com/TheRulesOfLaidOffCamp

http://laidoffcampprovidence.blogspot.com/

http://news.cnet.com/2300-1001_3-10000474-6.html?tag=mncol

StatusCamp

A **StatusCamp** is an Unconference about the StatusNet software. Topics for the first StatusCamp were general from technical discussions to social practices to planning for the Open Source community to discussing trends with usage of Status.Net.

Past StatusCamps

StatusCampMontreal- The first StatusCamp in Montreal happened on Dec 18 2009

StatusNet

The StatusNet platform enables communities, brands and organizations to incorporate micro messaging into their own domain. Thousands of businesses and online communities are already using StatusNet to stay connected.

Founded by experienced professionals from the Open Source and Wiki communities, StatusNet Inc. is headquartered in Montreal, Canada and has offices around the world who actively support the Status.Net open source software community both as a contributor and by providing developer resources. They also provide professional support contracts and customization services for companies that use the StatusNet software on their servers for intranet or Internet micro messaging.

Sources

http://www.flickr.com/photos/jonphillips/4279433787/

http://status.net/wiki/StatusCampMontreal#External_links

http://status.net/wiki/StatusCamp

http://status.net/company

About the Author

Kiruba Shankar is CEO of Business Blogging and Director of F5ive Technologies. He has 14 years of experience in the Internet space. Prior to this, he was Associate Director at Sulekha.com.

He is on the advisory board of RangDe, a microfinance initiative from ICICI Foundation.

This book, 'Unconferences' his is fourth book. His earlier books are 'Wikipedia : A Beginner's Guide', 'Crowdsourcing Tweet' and 'Personal Branding Tweet'. His next book is titled, 'Engage : How Global Organizations Successfully Use Social Media'.

He has authored technology columns at the New Indian Express, Business Standard and Financial Express Newspaper . He is an official blogger for NASSCOM and IAMAI (Internet and Mobile Association of India).

Kiruba is one of the founders of The Knowledge Foundation, the group behind successful events like BlogCamp and Proto.in, a premiere event showcasing startups.

Kiruba loves teaching and teaches at Asian College of Journalism and Madras Advertising Club. He has lectured on Social Media at IIM Kozhikode, IIM Bangalore and IIT Madras.

Kiruba is the Ambassador for TEDx program for India. He has helped organize TEDxChennai. He is the curator of http://Cerebrate.in, an international event for achievers.

He is a professional podcaster and hosts a show called 'Kiruba.TV' where he interviews CEOs of Indian IT companies. BusinessWorld Magazine ranks his blog www.Kiruba.com as one of India's top blogs.

Kiruba is a rowing champion and has captained the Sify Rowing Team to four championship titles. He has participated in Chennai and Bangalore marathons.
Kiruba can be reched at +91 9841597744 and Kiruba@Kiruba.com

Credits

Researchers

Bharath Yeshwanth currently works as a Software Engineer with Trane Design Centre, Chennai, India. His three dimensions of him are: The three dimensions of me:

- Hehas a passion to meet a lot of people, know them and pick a share out of their life's experiences.

- He writes. It's something that he does all the time. It feels right, to write

- He strongly believe that, one get more in life by giving more to others' lives.

Blog: bharathyeshwanth.blogspot.com

Linkedin: http://in.linkedin.com/in/bharathyeshwanth

Twitter: http://twitter.com/mbyeshwanth