



Welcome to Day 4 of the GCO Workshop

Maya



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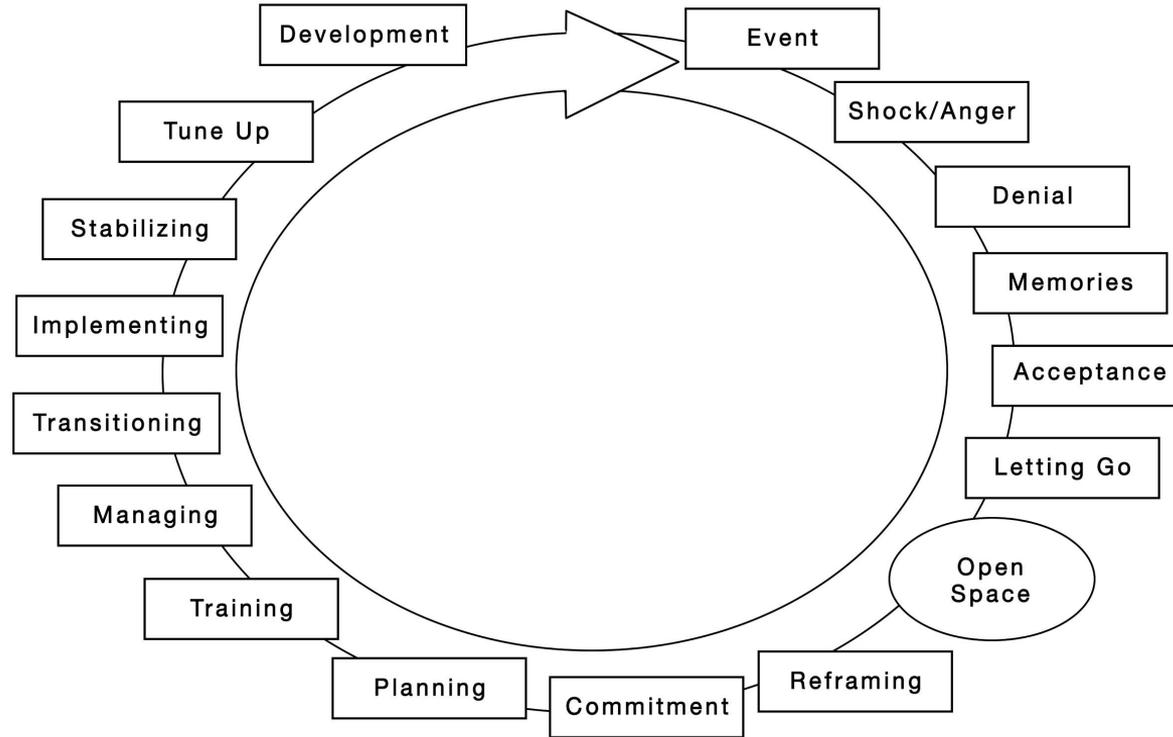


Tulika

Please take a seat in the circle by writing your name and adding your photo (optional)

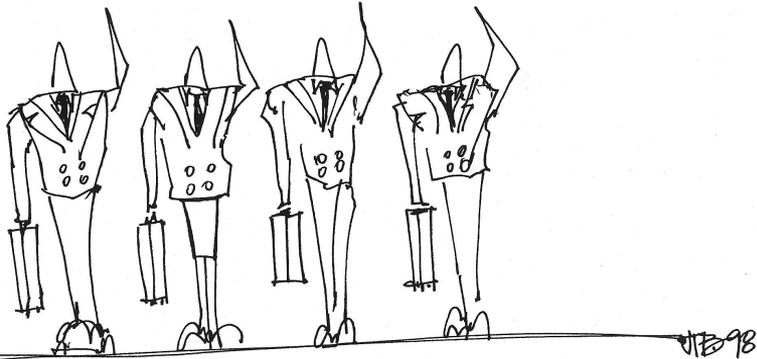


Cycle of Transformation





Four Principles of Open Space Technology



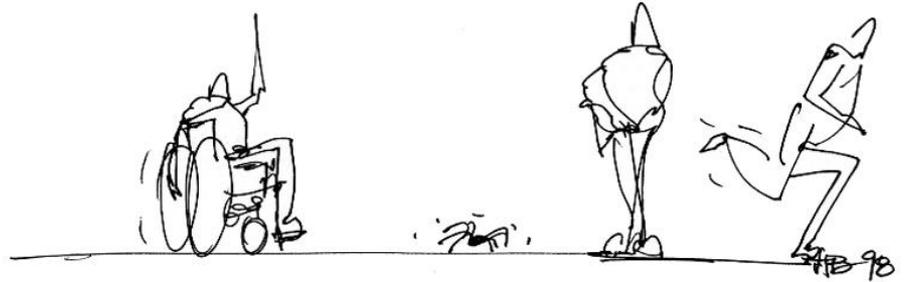
~~Four Principles~~
Principles

- Whoever comes are the right people
- Whatever happens is the only thing that could have
- Whenever it starts is the right time
- When it is over, it is over



The Law of Mobility

If persons find themselves in situations where they are neither learning anything nor contributing anything, they are responsible for moving to another place, for example to another group meeting.



The law of mobility



Four Fold Way

Show up and be fully present.

Pay attention to what has heart and meaning.

Tell the truth without blame or judgment.

Be open to (but not attached to) outcome.





Five Beliefs that Anchor Genuine Contact

1. Every organism has within it the blueprint for its own optimal health and balance.
 2. Focusing on Genuine Contact enables individuals and organizations to achieve the health and balance that is needed for optimal effectiveness
 3. Spirit or Conscious Energy is all that is.
 4. Change, with its accompanying loss, griefwork, and conflict is constant.
 5. Simple frameworks and processes enable success with complex situations.
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How The Five Beliefs Impact the GCO If They Are Explicit

The first step was To consciously look for the signs of this unique and healthy blueprint hidden within organizations.and then to consciously reflect upon and then build processes to encourage health.

-The Change cannot be managed, any efforts put to manage change is just waste of time and energy, people/org need to work with the change and navigate it, rather working against it. Change is just like flowing water, when we manage it, its its a potential conflict/, Navagation to tributaries can help other processes.

- Finding the self (the blueprint) inside me / organisation.
 - Healing process
 - Spirit - the positivity inside
 - Change is constant - GCO is such a way like it is not same for all .. GCO believe.- that organisation is a living organism
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What Do You Now Know About the GCO?

Everytime I thought I know about GCO , but found its (how much we know about it) not enough , it is much more deeper . Like Ocean

A Conscious process which ready for the change with a positive spirit.

It helps to develop individual in deeper sense and organisation too.

Once a GCO is always a GCO

GCO is a organization who use Genuine Contact with heart and meaning

- From top to bottom who use all GC content.
- Organization who need want to transformation.
- who want to align organization in GC way.





How The Five Beliefs Impact the GCO If They Are Explicit

1. Every organisation has within it the blueprint of its own health and balance
 2. Focusing on Genuine Contact enables individuals and organisations to be in health and balance
 3. Spirit matters/ interconnectedness is important
 4. Change, sense of loss, conflict, grief work are constant
 5. Keeping it simple
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What Do You Now Know About the GCO?

A lot of it already existed, now we have recognised. We have been part of it. Experienced it but was not aware before

Now have desire to be in GCO

We are very much in direction to be GCO. Underlying beliefs are crucial. We need to voice it

To be aware that grief and change is constant. GCO is not convenient place

In GCO beliefs should be explicit. So that every one in org is in genuine contact

Whole cycle or transformation- grief cycle is part of it

Posters of law of mobility - it gives flexibility and power. My beliefs in 4 ways will enable me to be open to outcome

Initially it was value and vision was driving factors. In GCO belief should be there and it should be communicated.

Being a GCO is bigger energy. Its a strong point that energy is everywhere.

Being in connection with GC will enable us to maintain H&B of team members and also of organisaiton

What Do You Now Know About the GCO?

Birgitt' sharing about OST and WPPF were great insights.

I was able to explore and I enjoyed the process was in more GC with myself due to 4 principles

Organisation have different beliefs but if org beliefs are truly expressed, it will make org to be in gc better



What Do You Now Know About the GCO?

Once a GCO always a GCO.

Framework with flexibility, keeping the essence alive.

GC breaks down, moves between levels, formal structure doesn't matter. The Genuine Contact do.

It's a constant transformation.

Changemaker
