

OPEN SPACE – NOTES ON THE DISCUSSION

“Prompting innovation at the CDR : How can we use the full potential of this forum?”

Names of people in our group:

- Dyane Epstein (IOM)
- Zorana Maltar (UNESCWA)
- Torill Pallesen (MSF)
- Allan Freedman (IRC)
- Astrid Sween (NRC)
- David Bearfield (EPSO)
- Lena Moll (OSCE)

Title of our discussion: Improving the outcome of the CDR

We discussed ways in which the CDR could produce even more benefits and tangible outcomes for organizations and individuals; and came up with a list of ideas we want to present to the organizers of the next roundtable to consider for 2015.

Key suggestions raised:

1. On deciding on next year's CDR theme

Use crowdsourcing to find out

- what are most people interested in?
- what is the biggest challenge their organization faced in the last six months and how did HR respond?
- what will be their biggest challenge in the coming 6 – 12 months?

2. On the format of the CDR

- Make it more **engaging** by
 - o Less lecturing, more group work (e.g. case-based or problem solving work), discussion groups (e.g. open space or other self-organizing forms of un-conferences)
 - o Group work/interactive sessions would be a great way to learn from each other, to have an outcome and to network at the same time (including live demos of a tool or website)
 - o Discontinue inviting note speakers, rather have a panel discussion on the main stage related to the theme
- more focus on actual **outcome** of this CDR and on what we can take home to our organizations
- **less parallel sessions** and less sessions altogether by making the sessions slightly longer to enable more time for Q&A / discussion
- provide the opportunity to have **reflections** during the roundtable

- Advise the participants on planning ahead: bring tablets or smart phones (where possible) as presentations and other materials will be posted immediately on the LinkedIn group. [This will enable participants to make notes etc directly related to the discussion]
- Clarify if internet access will be available on location; Will bandwidth support their needs?

3. Other ideas to improve the outcome of the CDR

- Include an **evaluation of the event**
- Work with presenters beforehand to make sure that a **wide variety of cutting-edge facilitation** skills are used and we move away from lecturing
- Organize one game per day where participants can learn to use the game for use in their Organization. Could be team building, team organization, problem solving, conflict resolution etc.¹

Suggested way forward:

- Present our ideas to the organizers, offer to discuss them further (conference call, skype)
- Offer to engage in the preparation for the next CDR

- ¹ Sample of resources - > <http://www.gamestorming.com/about/> or <http://www.management30.com/workouts/>