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Wise Action and Uncertainty

Challenging
Organisations
and Society

reflective hybrids®

 **Oganim**
Opening space for collective wisdom

COS Conference 2017

18 – 22 October 2017, Noordwijk, Netherlands

What do we do when we don't know what to do? Wise Action and Uncertainty

We are living in rapidly and radically changing times, in many places of the world - times hard to make sense of, when it's difficult to figure out what to do. So..... What do we DO when we don't know what to do? Each one of us has some relevant experience and we, as humans, have all created some valid knowledge.

If you are: Curious and passionate about the topic, or have deep experience and wisdom in working with uncertainty, if you are looking for fellow travellers to share, create and disseminate this type of wisdom please join us for a **4-day learning expedition and an optional 5th day for writing and creating products.**

What we will do and aim for:

- Explore, share and create our collective wisdom
- Build capacity for navigating unmapped territories
- Form guidelines for wise action in times of uncertainty
- Draft a **BOOK** and other products for spreading it to relevant people and systems

Who will be there? We are inviting 70 – 100 participants/co-creators, with a wide diversity of experience and knowledge, of all ages, from all over the world. Leaders, scholars, students, artists, consultants, journalists, entrepreneurs, people who are deeply interested. We intend to start weaving our web of relations long before we meet in October - stay tuned ☺.

Design, program and facilitation: The design and preparation process of this conference is an emerging work. We use a structure with a wealth of ted-like talks, workshops, space for emerging contributions by all participants/co-creators who want to. For detailed program and conference information see **next pages** or go to www.cos-collective.com. Feel free to approach us with more ideas!

Become a co-inviter: Invite anyone and everyone who is passionate about this inquiry, and urge them to register and take an active part.



We are very excited to invite you to actively take part!

[Tonnie van der Zouwen](#) and [Tova Averbuch](#)

Designers and large group facilitators



Five-day program overview

Day 1, 1 - 9 pm:

Getting to know each other, collecting stories and discovering the Hidden Patterns of "what we do when you don't know what to do". Listening to Ted-like talks in a World Café setting, an alternation of listening to plenary talks (ca. 15 min. each) and sharing questions and insights in small groups. Making "collective memory" on a large map on the wall. Eskimo spiritual leader Angaangaq Angakkorsuaq will provide a teaching and ceremony session. We will close the day with a welcome dinner accompanied with great music.

Ted-like talks



Sandra Janoff: Facilitating a system to transform itself

Sandra will share her views on non-traditional leadership and principles for whole systems change.



Michel van Dartel: Unravelling human situatedness through art

To advance society we need to unravel human situatedness. In his talk, Michel will propose art as a strategy to do so.

Teaching and ceremony by Angaangaq Angakkorsuaq

Coming home to yourself

Teachings from the Eskimo-Kalaallit people, a peaceful culture thousands of years old that has never known war.



Angaangaq Angakkorsuaq is a Great Shaman, healer, storyteller and carrier of the Qilaut (wind drum), and Eskimo-Kalaallit Elder. His teachings are deeply rooted in the wisdom of the oral healing traditions of his people. See www.icewisdom.com

"Whenever you talk to your heart, she will always speak back. Now it is the time for you and me to learn to listen to our hearts." – Angaangaq

WELCOME DINNER AT AROUND 7 PM AT THE VENUE

Day 2 and 3, 8.30 am – 6.30 pm

Throughout day 2 and 3 we will have Ted-like talks and workshops exploring what to do when you don't know what to do. Insights and guidelines will be harvested from every session and collectively shared in Plenary. On Day 3 there will be learning expeditions to organisations in The Hague and Leiden, as **Sensing Journey**. Plenary sessions

will be hosted by Tova Averbuch, Tonnie van der Zouwen and others.

Overview of talks and workshops, in alphabetical order of contributors. For detailed information see [Program at the end of this invitation](#), or visit www.cos-collective.com

1. **Heike Brembach:** Movement is in every Moment
2. **Amos Dotan:** Anchors to stability and security in times of upheaval
3. **Marcel Elsenaar and Frans Duurland:** In search of shared wisdom – an Ubuntu-talk
4. **Aliza Fruchtman:** The Now Motion – Improvisational Response-Abilities as the Praxis of the Emerging
5. **Doris Gottlieb:** Not knowing as deep knowing
6. **Michal Gradshtein:** Mapping your social capital for guidance in uncertain times
7. **Peggy Holman:** Journalism that matters in a world gone mad
8. **Jef van den Hout and Frans van Gassel:** Hand-storm on creative thinking, uncovering collective ambition
9. **Sandra Janoff:** Lead More, Control Less: 8 Advanced Leadership Skills that Overturn Convention
10. **Richard Kwakernaak:** Potential-based approaches to dealing with uncertainty
11. **Monika Lindner:** Thinking at the Edge; Language as a web
12. **Hugo Skoppek:** From Re-action to Action
13. **Michael Sonntag:** De Anima – Giving back the soul
14. **Maria Spindler:** SoS Anarchy
15. **Eva Wieprecht:** Moving the Art of Generative Coaching
16. **Nancy Wallis:** Becoming Who We Are Capable of Being.

Day 4, 8.30 am – 4 pm

Workouts in voluntary small groups and collective sharing and harvesting. Exploring our shared reality and combining the building blocks of the first three days to co-create guidelines for making life in uncertain times. Setting the stage for Day 5 and for next steps in the journey of disseminating and.....

Day 5 (optional)

Sharing the knowledge we created with the world through creative productions: writing.....

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A learning expedition

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Designers and facilitators

Tova Averbuch is a 40 years senior Organization Development (OD) consultant, a designer of break-through processes, facilitator, teacher and writer. Brought Open Space Technology (OST) to Israel in 1999. She pioneers in applying dialogic mind-set and methodologies in and cross boundaries in business, community and socio-political life in Israel and internationally. Contributed a chapter to "Dialogic OD", first text book, published in 2015 by B&K publishers. Tova is the co-founder of "Oganim" - network of professionals opening space for collective wisdom.



www.tovaaverbuch.com



Tonnie van der Zouwen PhD MCM is a professor for Sustainable Working and Organising at Avans University of Applied Sciences in the Netherlands and also works as an independent organisational consultant. She is a specialist in whole system

work and action research for sustainable development. Tonnie holds degrees in Environmental Biology, Change Management and Organisation Science. Tonnie is co-owner of COS Collective EEIG and editor for COS Journal.

www.tonnievanderzouwen.com



Yve Susskind PhD will work with the hosting and design team to build evaluative thinking and data collection, meaning making, and learning into the conference more generally. Yve is owner/principal of an independent research and evaluation consulting company, Praxis Associates LLC. She is a consultant specializing in collaborative planning and evaluation for social innovation.

www.praxisassociates.com

Conference Fee

Early Birds: € 200, until 31st of August 2017

Regular Fee: € 250,- from 1st of September 2017

Prices include participation in all activities of the conference, and coffee breaks. Meals, housing and 21 % VAT are not included.

Venue

Conference hotel de Baak Seaside
Koningin Astrid Boulevard 23, 2202 AB Noordwijk, The Netherlands. See www.debaakseaside.nl/en.



Accommodation

Accommodation is not included in the conference fee. For more details on accommodation at reduced conference prices, see [housing](#)

Travel

By plane to Schiphol Airport (Amsterdam), by train to Leiden. Plan your route with public transport on www.9292.nl/en. By car follow directions to the venue on www.debaakseaside.nl/en



More Information

If you have any questions, please contact Tonnie van der Zouwen, info@tonnievanderzouwen.nl, mobile +31 6 50 69 79 82.

What is COS?

Challenging Organizations and Society (COS) is a collective of creators, entrepreneurs, leaders, scientists and consultants who desire to impact organizations and society. We offer COS Journal, COS Creations and COS Conferences. We aim to connect theory and practice, organisations and society. According to the COS-Philosophy, the conference is a co-creative space for development, transformation, guiding transitions and inspiration. See www.cos-collective.com

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Details workshops and talks Day 2 and 3



Angaangaq Angakkorsuaq. Teaching **Coming home to yourself**

Angaangaq is a Great Shaman, healer, storyteller and carrier of the Qilaut (wind drum), and Eskimo-Kalaallit Elder, whose family belongs to the traditional healers of the Far North from Kalaallit Nunaat, Greenland. He bridges the boundaries of cultures and faiths in people young and old. His work has taken him to five continents and over 60 countries around the world. His teachings are deeply rooted in the wisdom of the oral healing traditions of his people. See www.icewisdom.com



Heike Brembach. Workshop **Movement is in every Moment**

How can we use movement as a field of knowledge in uncertain situations? We will experience reflection principles that top sportsman use to improve their performance. Heike is Process worker at Iuv-Beratung Berlin, master in movement science and an Olympic athlete.



Michel van Dartel. Talk **Unravelling human situatedness through art**

To advance society we need to unravel human situatedness. In his talk, Michel will propose art as a strategy to do so. Michel is a research professor at Avans University of Applied Sciences and senior curator at V2, Institute for the Unstable Media. He holds an MSc in cognitive psychology and a PhD in artificial intelligence.



Amos Dotan. Talk **Anchors to stability and security in times of upheaval**

Is the necessity to separate from familiar models and values, and enter a world of uncertainty, unique to our era? What anchors and foundations can we base on dealing with a changing world characterized by uncertainty and anxiety? A farewell to the familiar and the old. With courage and willingness to build new models. Amos is an urban and regional planner, historian, geographer and lecturer, specializes in managing and leading communities for change and strategic planning. Director of a rural community in northern Israel, lieutenant colonel (ret.) in the Israel defence.



Marcel Elsenaar and Frans Duurland. Workshop **In search of shared wisdom – an Ubuntu-talk**



Ubuntu means 'I am because we are'. Ubuntu talk is a method to find solutions for problems with a wicked character. We will briefly introduce the history, principles and structure of the method, then participants will have an Ubuntu-talk. Marcel is an educator and theologian at Kadans. He organises new forms of education and new initiatives in contemplative traditions. Frans is an innovation specialist and facilitator at Kadans. Kadans organises reflection in organisations. He has over 30 years of experience in marketing, technology development and business consulting.



Aliza Fruchtman. Workshop **The Now Motion – Improvisational Response-Abilities as the Praxis of the Emerging**

The workshop is about experiencing improvisation by embodying the powerful action of creativity. The Now Motion encapsulates a syntax of the language of improvisation which allows participants to respond, communicate and express themselves as a method of emergence from uncertainty. The Now Motion invites participants to practice the language that can activate all of the layers that exist within us. This method enables healthy movement in space and in the here and now, by accelerating our existing life forces. Aliza works as a Creator, Designer, improvisation Actor, Art and Drama Therapist. Teaching The Creative Consciousness Method.



Doris Gottlieb. Talk **Not knowing as deep knowing**

An enquiry into the wisdom of being present and not knowing as a way of greater knowing. Doris works as educator, consultant and facilitator, guiding people to come in contact with their power and wisdom. She is a certified Genuine Contact trainer, holds degrees in Mass Communication and Media, and Theatre.

Doris Gottlieb. Workshop

The gift of unknown and impossible to plan for moments.

What makes some moments where you “lose your way” beautiful jewels for creativity, and what makes others paralyzing and traumatic? Working as a stage actor I came across these golden moments. It was as if those unexpected and impossible to plan for moments promoted brilliance and life and excitement. During this workshop we will explore this phenomenon together and see how we experience this in our own fields. What can we learn from the collective brilliance or the collective paralysis?



Michal Gradshtein. Talk

The 3 Connects for when you don't know what to do

Not knowing what to do can be thought of 'a state of disconnect'. In order to figure out our way in the fog, I will claim we need to engage in connecting - connecting to others, connecting to ourselves, and connecting the dots. Through this process of connecting, paths emerge, and situations clarify.

Michal Gradshtein. Workshop

Mapping your social capital for guidance in uncertain times

Trying to make sense of an uncertain world requires interpersonal interactions. The social structure in which we are embedded has a deep effect on our interpretation of the world. In this workshop we will learn how to map this social structure and use the map for guidance.

Michal is an Organizational Psychologist living in Israel. Michal holds a network approach focusing on the connections between entities (e.g. individuals, concepts), and the coevolution of these connections and the overall network structure.

“Fulfilling life's purpose may depend more on how we play than what we are dealt.”

Rachel Naomi Remen



Peggy Holman. Talk

Journalism that matters in a world gone mad

The stories that we tell ourselves shape the way we see the world. And that shapes our behaviour. As cultural storytellers, journalists influence the narratives we share. In 1999, a racially motivated shooting sparked my seventeen-year journey working with journalists to reinvent their work so that people, communities, and democracy thrive. Peggy is the award-winning author of Engaging Emergence: Turning Upheaval into Opportunity, author of The Change Handbook, Executive Director of Journalism That Matters.



Jef van den Hout and Frans van Gassel. Workshop

Hand-storm on creative thinking, uncovering collective ambition



Jef will first present his view on how to deal with uncertainty by using his pioneering conceptual work on team flow. In this theory team members start by uncovering a collective ambition that feeds shared passion, capability and values. To awaken collective ambition for the COS Conference we will apply the Hand-storm principles developed by Frans. Jef is a psychologist specialized in Flow, he holds a PhD on Team flow, guides professional teams to achieve team flow. Frans is an experienced designer in the building industry, holds a PhD on Hand-storm principles for creative and collaborative working.



Sandra Janoff. Talk

Facilitating a system to transform itself

Sandra creates conditions that enable people to use the knowledge and experience they have to transform systems under conditions of non-stop change and increasing diversity. She brings 25 years of experience around the world in nearly all sectors. Sandra will share her views on nontraditional leadership and principles for whole systems change. These are set out in her best-selling books, Lead More -Control Less; Eight Advanced Leadership Skills that Overturn Convention and Future Search: Getting the Whole System in the Room for Vision, Commitment and Action.

Sandra Janoff. Workshop

Lead More, Control Less: 8 Advanced Leadership Skills that Overturn Convention

A radical approach to how people can make themselves into better leaders and facilitators. Introducing the 8 skills and taking a plunge into managing meetings and managing yourself. Participants will discover, through discussion and experience, the essentials of controlling what you can and letting go of what you can't control. This is another opportunity to change the paradigm that breeds time-wasting meetings to one that promotes holistic, productive meetings.



Richard Kwakernaak. Workshop

Potential-based approaches to dealing with uncertainty

Exploration of commonalities and variance between working with Theory U, Transformational Presencing and Appreciative Inquiry in times of complexity. Richard is trainer and consultant for Het Eerste Huis, supporting organisations in transformational processes.



Monika Lindner. Talk

Language as a web

In the midst of our globally and environmentally interconnected lives, bearing with openness and unclarity is a virtue.

From this perspective, “not knowing what to do” is a promising starting point! Attitudes that do not jump to easy conclusions or simplified assumptions need supportive practices in developing what is at stake: more than facts, information and data can easily convey. Perspectives on the intricacy of experiential backgrounds and on possibilities to creatively unfold “what matters” in complex settings, questions and constellations.

Monika Lindner. Workshop

Thinking at the Edge

Becoming aware and taking along embodied, felt and implicit dimensions of knowing, creativity, empathy and transformative critique. How to unfold ‘what matters’ in complex situations and questions.



Hugo Skoppek. Workshop

From Re-action to Action

Exploring the underlying values of our reactions. Instead of just defending our own point of view, we shall seek to connect with the other in order to move forward. Hugo Skoppek has been involved in sustainability since 1974 and has worked at every level along the supply chain. He has held leadership positions with major organic and Fairtrade certifiers in Europe and the US. He has founded Slowtalk, an initiative to enable people to better understand - each other and themselves.



Michael Sonntag. Talk and workshop

De Anima – Giving back the soul

A short theoretical input and then a self-experimental series in which we become aware how transformational processes happen in our body, as example of a living system. Then links will be made to the needed leadership skills to be able to govern such transformational processes in teams and organisations. Michael is a medical doctor and Bio-energetic Analyst with a consulting practice that ranges from treating patients, developing leadership to supporting transformation in organisations.



Maria Spindler. Talk

SoS Anarchy: Inner and outer Spacing for the New to Emerge

Uncertainty, complexity follows a loss of old system orientation. Moving from a current state to a novel social experience is substantially grounded in the perpetual capability of individuals to generate inner space for introspection beyond cogitation. The anarchy space is the framework. Leadership in this respect means providing a garden we want to prepare, grow and harvest. The bewildered creation of inner and co-creation of outer spaces is substantial and requires embracing the walk on the wild side. It is a multi-modal procedure involving cognitive and somatic-related elements.



Nancy Wallis. Workshop

Becoming Who We Are Capable of Being

Workshop with the intention of guiding us in unleashing our leadership capacity. Using reflection and exploration we will consider leading in alignment with our most cherished values, talents, and personality. Nancy PhD is a professor in leadership development, keynote speaker, writer, and seminary student.



Eva Wierprecht. Workshop

Moving the Art of Generative Coaching

A pathway to move through the river of life with its risks and possibilities fluid and skilful. In times of uncertainty and change we are called for systemic identity changes and to create something completely new. Solutions on a systemic level that have not existed before. In this workshop we will introduce a 6 step pathway to lead a way to make that happen. Eva works globally with a special expertise in body focused approaches. She is the Director of the Int. Virginia Satir Institute of Germany, Cologne and Part of The Trainer Team of the Generative Coaching Cert. Program (IACG) developed by Robert Dilts and Dr. Stephen Gilligan

COS Conference 2017 is supported by:

