

Invitation to the 2017 ODF Organization Design Bazaar Wednesday, April 26



What is the OD Bazaar?



The **Org Design Bazaar** is a marketplace where we invite all to engage in exchanging ideas on topics of interest, exploring answers to questions you may have or sharing a practice you have found useful.

The **Org Design Bazaar** is a marketplace modeled on Open Space Technology.

But the "magic" is not Open Space Technology, but rather the force that underlies it -- the power of self-organization. You are invited to explore that primal power for purposes of exchanging ideas and information that you seek and are useful for you in the moment.

Harrison Owen

This is an **open invitation** to conference attendees to offer topics of discussions and “shop” for ideas related to our **conference theme:**

SHIFTING ORGANIZATION ECOSYSTEMS – DESIGNING FOR BALANCE

As Organization Designers, we experience extreme pressure to provide quick fixes to complex challenges. We know that organizations form complex ecosystems with intricate patterns. Our organizations operate in a disruptive, fast shifting and digital world. We focus on designing solutions that create positive shifts in those patterns. Sometimes those shifts produce unintended, unexpected consequences in structure and culture. Those consequences give rise to new leadership challenges. We must be ready to respond and continue to adjust. We must create a harmonious balance among social, technical, market, and community systems.

Our intention is:

- To **invite** people to **contribute** to a dialog
- To **engage** and positively **challenge** each other
- To **enrich** and **reflect** on everyone’s role within the community

How it works is quite simple: One bulletin board of ideas (**Wall of Potential**), one law and four principles

Wall of Potential – You will have an opportunity to post topics throughout the day on Tuesday and briefly share your topic with the community at the opening of the bazaar.

One Law – “The law of two feet”. We encourage people to experience the marketplace just as if you were selling or browsing at the local farmers market. If you have a topic of interest, then open a booth and see if others are interested. If you feel like browsing, then stop at the different discussions and contribute. If your interest is lost, then you start walking to the next conversation of interest.

Four behaviors to be expected and observed (aka Principles):

1. Whoever comes are the right people.
2. Whatever happens is the only thing that could have.
3. Whenever it starts is the right time.
4. When it is over, it is over (actually for the Bazaar the sound of the gong will indicate when each session is over and new sessions will commence).

Hosting a conversation:

- Thank you, thank you, and thank you for taking on this responsibility!
- Start with a welcome to the participants and introductions
- Provide a brief overview of the idea, question or practice to be discussed/shared
- Clarify roles. We have 3 graphic recorders who will be able to capture the dialogue. If your group does not get assigned a graphic recorder, please ask for a volunteer to scribe on the flip charts. You may also ask for a volunteer to facilitate the group and ensure balanced participation and time awareness. You may choose to play one or none of those roles.
- Be mindful of the one law and four principles
- Bring the flip charts notes with you to the main gathering place when the gong sounds at the end of each session. We will be posting the notes for all to browse.