



## Overview Organization Design Bazaar Day 2 of 2015 ODF Conference - Wednesday, April 22

### Overview of the Organization Design Bazaar

*"... 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

***Come "shop for" and exchange organization design ideas, practices, and information at the Organization Design Bazaar.***

#### **What is the Organization Design Bazaar?**

The Organization Design Bazaar is an **open invitation** for conference prospects and attendees to offer to lead one discussion session and "shop" for ideas related to our **conference theme**:

#### ***Designing for Purpose, Organizing by Design.***

*What does it mean to use a purposeful design and engagement to increase the fit between strategy, process, structure and people?*

**IdeaScale** is the tool we are using to initiate and facilitate the creation of a topic board of community member led sessions of potential conversations.

Simply go to [www.ideascale.com](http://www.ideascale.com), create an account, and participate by submitting your idea and/or voting on the proposed sessions for the 2015 Organization Design Bazaar. You will need the following information:

**Community Name:** 2015 ODF Conference

**Community URL:** <http://odf2015.ideascale.com>

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 will work** the day of the conference is quite simple:

A **bulletin board of conversations, issues, and opportunities** will be compiled and organized in a series of three 90-minute sessions. On Day 2 (Wednesday, April 22<sup>nd</sup>) of our 2015 Conference, you can select which sessions spark your interest.

#### **One Law and Four Principles\* guide the Organization Design Bazaar**

**One Law** – "The Law of Two Feet" - You select the conversation that most interests you and to which you wish to contribute to at that moment. You "vote" by using your two feet and walking to the designated circle. If your interest is lost, then you walk to the next conversation of interest.

#### **Four 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.

*\* Borrowed from Open Space Technology. More information about Open Space Technology is available on Harrison Owen's website and Wikipedia.*

[http://en.wikipedia.org/wiki/Open\\_Space\\_Technology](http://en.wikipedia.org/wiki/Open_Space_Technology)

[http://www.openspaceworld.com/brief\\_history.htm](http://www.openspaceworld.com/brief_history.htm)



## Overview Organization Design Bazaar Day 2 of 2015 ODF Conference - Wednesday, April 22

### Preparation for your contribution to the Organization Design Bazaar

**Open bulletin board of conversation.** Session proposals are already being suggested and voted upon, and discussed, pre-conference, on Ideascale. This means the space and conversation are already open! You should have a look at what people are saying and even dialog now with others.

**“Law of the Two Feet”** - means everyone can (and will!) walk in and out of sessions, believe it or not. **So make the session inviting!**

**The Organization Design Bazaar is like an uninterrupted coffee break,** people will not necessarily show up "right on time". Also, people are invited to move between sessions all the time. So prepare to start your session "on time" while participants will still be roaming around.

### When things will happen during the conference – Day 2:

We will have **3 rounds of open conversations:**

- **Round 1 & 2** – before lunch
- **Round 3** – immediately following lunch

**Sessions** at the conference will have a **maximum duration of 90 minutes.** Why 90 minutes? Because this time frame allows for a certain session dynamic and depth, and keeps the conference dynamic. Should people wish more time, add another session to the conference agenda wall!

**Additional sessions** can be proposed at the conference as well. But it's better to propose them in advance on Ideascale. We will post your session proposal, at the conference, for participants to read and choose from.

We are planning on **5 or 6 concurrent discussions for each round** - depending on the final number of suggested topics and final number of attendees.

**Session supplies:** each session will be supplied with a flip chart, markers, and large Post-It notes

### Helpful Hints for Discussion Leaders:

- **All sessions are supposed to have workshop character.** Please take care not to overdo the "presenting." People want to be involved in the discussion, right from the start.
- **Projectors will NOT be available for PowerPoints:** Prepare your session well, but leave the slides at home! Lead a "workshop" instead. Create dialog. People will appreciate this.
- **Remember to assign someone to record the summary of your dialog so that it can be shared!**
- We anticipate between **60 and 80** people at the conference!