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# **2025 IAPOP Gathering about Worldwork Executive Summary**

Artwork: Arnold Mindell



In honour of Arnold Mindell

with deep gratitude and love  
for all the gifts he brought to our world and lives

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*Executive Summary by Chat GPT (and edited by us) from all the sections of the Report:  
Introduction & Structure of Meeting; Preparation Process & Teamwork; Issues Processed;  
Methodological Issues; People's Experience of the Gathering; Presentations; Appendixes*

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## 1. Introduction & Structure of Meeting

The section describes the **origins, preparation, and design** of the 2025 IAPOP Gathering about Worldwork, a global event created to explore tensions within the international Processwork community and to collectively study Worldwork as a facilitation methodology and as an event.

Initiated after a **mandate** given at a 2023 IAPOP members' meeting that identified “hot spots” in community dynamics, the gathering was organised by a volunteer Organising Team that coordinated international feedback from 14 local meetings in 12 countries, synthesising it into thematic reports shared with all participants.

The team designed a **hybrid five-day event** combining in-person and online participation without live streaming, using creative low-tech solutions to ensure inclusivity across time zones.

**In total**, 82 participants from 21 countries and 11 training centres took part—52 in person and 30 online—divided into three groups (one in person, two online), which met separately and connected daily through a one-hour plenary Zoom meeting.

**The meeting structure drew on** Worldwork, Participatory Action Research, Open Space Technology, World Café, and Go Deep Game, integrating both experiential and reflective methods.

Each day had a distinct **purpose**:

- *Day 1* built connection, set the agenda and formed facilitation teams;
- *Days 2–4* focused on action research, facilitation experimentation and methodological innovation;
- *Day 5* consolidated learnings and envisioned the future of Worldwork.

Two **roles** were defined and distinguished —Facilitators, Coordinators—to lead the meeting, and one —Observers— to support action research, which different participants stepped into.

The **in-person** program included large group meetings using Group Process, reflection and study time of the process and facilitation, small group work using Open Space and World Cafe for methodological exploration, harvesting of the explorations and sharing in the large group, exchange between the 3 groups meeting in the daily plenary Zoom meeting, and evening experiential presentations.

The **online groups** worked in parallel, reflecting on methodological issues, working on hot spots and studying their interactions, and taking part in the daily plenary sessions.

**Overall**, the gathering was conceived as a collaborative and experimental evolving space, balancing structure and emergence, to foster deep connection, self-awareness, global dialogue, reflection, and innovation in the practice and future of Worldwork.

## 2. Preparation Process & Teamwork

The section reflects the Organising Team's journey in planning the 2025 IAPOP Gathering about Worldwork—a first-of-its-kind event where the international Processwork community examined its own dynamics through its methodology.

The team began in uncertainty and overwhelm, realising over time that their role was not to carry the whole process but to act as “river banks,” providing structure for the collective flow of the community.

They invited local meetings across 12 countries, gathering reflections and emotional insights, and learned to hold community tensions rather than resolve them, seeing these as expressions of a shared field.

Despite early discouragement from minimal responses, they reframed silence as part of a larger process and renewed their commitment by deciding to meet in Athens regardless of attendance, reigniting purpose and connection.

As challenges arose around participation, inclusion, and budgeting, they made pragmatic and flexible adjustments—shifting from an expected 120 participants to 52 in-person attendees and two online groups—while preserving the event's spirit through creative, low-tech solutions.

Throughout, they embodied key Processwork principles: awareness of group dynamics, facilitative conflict resolution, respect for cultural and linguistic diversity, and balance between structure and flexibility.

Ultimately, the preparation itself became an act of collective facilitation, modelling the same reflective and relational values that Worldwork seeks to foster in the world.

### 3. Issues Processed

The section highlights several days of deep **facilitation, reflection, and community learning** across both in-person and online groups.

The gathering explored the community's own power dynamics, social tensions, and facilitation practices, revealing key **insights** into rank, inclusion, and systemic bias.

In-person sessions examined competition and rank among facilitators, the tension between social activism and process-oriented facilitation, and experiences of discrimination including racism, sexism, classism, and ableism.

Participants found that naming rank dynamics, acknowledging contextual power, and inviting quieter voices transformed group energy and safety.

The exploration of activism versus process facilitation revealed how framing itself can polarise dialogue, yet also opened the way toward integrating social justice and Processwork as complementary rather than opposing forces.

The discrimination-focused work modelled trauma-informed facilitation—using deep listening, embodied presence, and respect for personal histories—to promote inclusion and awareness of privilege.

The online groups echoed these themes, addressing trauma-informed Worldwork, safety in facilitation, and shared responsibility during intense processes.

Across both in-person and online sessions, participants highlighted trauma-informed approaches, creating safety, embracing uncertainty (“edge walking”), and cultivating “fluid facilitation” grounded in care, adaptability, and collective presence, humility, and connection—embracing complexity, uncertainty, and ongoing adaptation instead of fixed solutions.

Overall, the event demonstrated a community courageously applying its own principles to itself, integrating social justice awareness with Processwork philosophy, and embodying a collective commitment to consciousness, compassion, and evolving facilitation practice.

## 4. Methodological Issues

The section provides a comprehensive synthesis of the major insights, challenges, and innovations emerging from the 2025 IAPOP Gathering about Worldwork, reflecting a community deeply engaged in examining its facilitation methods, power dynamics, and collective evolution.

The report underscores tensions between love and evolution—honouring Worldwork’s legacy while responding to critiques of harm, and insufficient support of all sides.

Central to the discussions was the need for trauma-informed practice, acknowledging that while Worldwork aims to surface social and systemic tensions, these processes can inadvertently cause harm if safety, consent, and nervous system regulation awareness are not prioritised.

Discussions highlighted the need to minimise harm, both for marginalised and mainstream participants, stressing the importance of small-group learning, trauma-informed facilitation, incorporating non-verbal channel work in group work, development of facilitators ability to support the mainstream, transparency about the potential intensity of group processes, clarity about what to expect at a Worldwork event, pre-event training for participants, and pre-event gathering for staff to create safer, more inclusive environments.

Participants emphasised slowing down, distinguishing between *role* and *personal* speech, small-group learning, and cultivating awareness to notice (and act to repair) shaming or re-traumatisation in conflict facilitation.

Rank awareness was identified as essential, yet in need of ongoing focus, area—particularly regarding the blind spots created by rank and privilege leading to misuse that creates hurt.

The gathering also called for greater diversity awareness, stronger support for BIPOC students, and greater diversity within Processwork schools through structural changes, inclusive curricula, scholarships, and ongoing awareness raising work around multiple diversity issues.

The groups suggested practical innovations for experimentation such as reframing “Hot Spots” into “Hot Stops”, integrating somatic practices - like movement, embodiment - spiritual practices and ceremony alongside verbal

processing. Integrating the principle that “the other is me,” framing facilitation as an act of shared humanity, and relational repair after group work were deemed crucial.

Participants were in favour of smaller, more frequent local Worldwork events connected globally through hybrid formats.

Across both in-person and online sessions, the community reaffirmed Worldwork’s essence as a form of “*active prayer*”—a global practice of awareness, connection, and compassion that holds paradoxes of harm and healing, structure and freedom, and personal and collective transformation. Worldwork was framed as an evolving methodology for community healing and collective consciousness.

The report concludes that Worldwork’s future depends on continued experimentation and action research, humility, and love—embracing both its visionary potential and the real work of evolving methodology to meet the world’s needs.

Ultimately, the gathering revealed both humility and hope: an acknowledgment that everyone, including senior facilitators, must continue personal growth, that facilitation must balance structure with freedom, and that Worldwork’s future lies in embracing paradox.

## 5. People's Experience

The section captures participants' reflections on the 2025 IAPOP Gathering about Worldwork, highlighting the event's emotional depth, achievements, and constructive critiques.

Overall, participants described the event as a warm, caring, inclusive space, and a relationally transformative experience where openness, deep connection, honesty, reflection and learning flourished across both in-person and online formats.

The event's design—balancing in-person and online participation—fostered accessibility, safety, and connection, allowing both experienced and emerging facilitators to contribute meaningfully.

Participants appreciated opportunities for emerging facilitators to lead, valued cultural diversity, and noted that addressing conflict directly created healing and insight. Conflicts were handled with transparency and compassion, leading to healing and stronger relationships.

Attendees appreciated the well-prepared structure, the diversity of facilitation methods, and the deep learning that emerged from small-group dialogues, conflict processing, and shared experimentation.

The atmosphere fostered trust, inclusivity, honest self-reflection, and collaboration, supported by the well-prepared structured, the diverse facilitation methods, and meaningful small-group interactions that enabled real relationship-building and conflict resolution, and allowed for the emergence of experimentation and learning.

The gathering inspired renewed confidence in Worldwork's potential for evolution, particularly through community learning and methodological innovation, showing that love, reflection, and experimentation could sustain the community's growth.

One participant voiced concerns: the group's limited diversity—especially BIPOC, younger, disabled, and male participants—urging postponing future 500+ participant gatherings until internal issues are more thoroughly addressed and facilitation teams trauma-informed.

Many participants advocated for smaller, more frequent, community-based Worldwork events to deepen inclusion, care, and learning while regaining trust within the global Processwork network.

Overall, the feedback revealed a community balancing love for its legacy with a call for transformation.

Suggestions for improvement included slower pacing, better integration of non-verbal and somatic methods, training on trauma-informed facilitation, stronger emotional support structures, expanded online engagement, greater methodological experimentation, and addressing of systemic inequities.

Ultimately, participants expressed both gratitude and realism—celebrating the gathering's relational success and renewed hope, while calling for structural change, accountability, and humility as the community evolves toward a safer, more inclusive, and sustainable future.

The documents also **provides link to a folder on Google Drive with pictures** from the gathering.

## 6. Presentations

The section provides the links to the evening and online presentations offered by participants during the 2025 IAPOP Gathering about Worldwork on various themes:

Rho Sandberg: **Triple Loop Learning: A Lens for the Harvested Feedback from Local Communities**

Active link to presentation: <https://tinyurl.com/RhoPresentation> (15 minutes)

Passcode: kgfas@0c

Gary Reiss: **Trauma Informed Worldwork**

Active link to presentation: <https://tinyurl.com/GaryPresentation> (30 minutes)

Heike Hamann: **Sailing with Whales**

Active link to presentation: <https://tinyurl.com/HeikePresentation> (15 minutes)

Active link to video in the presentation: <https://tinyurl.com/HeikeVideoInPresentation>

Lukas Hohler: **Group Process Steps in an Organizational Context: The Grundkraft-Process for Organisations**

Active link to presentation: <https://tinyurl.com/LukasHPresentation> (57 minutes)

Daya Tadeka: **10-Year Journey of Worldwork in Japan on Gender and Sexuality: Challenges and Transformations**

Active link to presentation: <https://tinyurl.com/DayaPresentation> (50 minutes)

## Appendixes

### [Appendix A\\_Program Outline](#)

See separate document

### [Appendix B\\_Budget](#)

See separate document

### [Appendix C\\_Participant List](#)

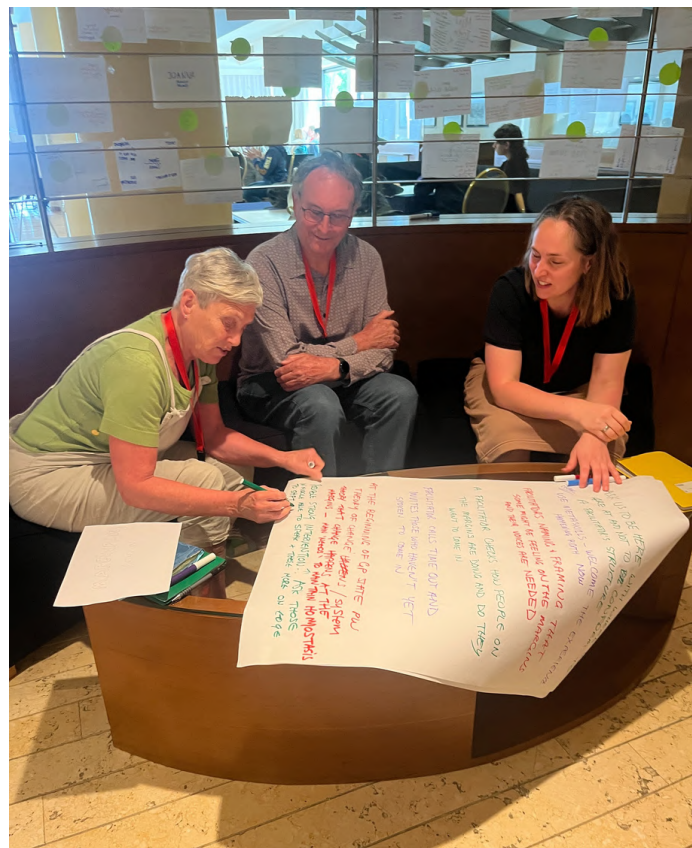
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## Some Pictures from the Gathering

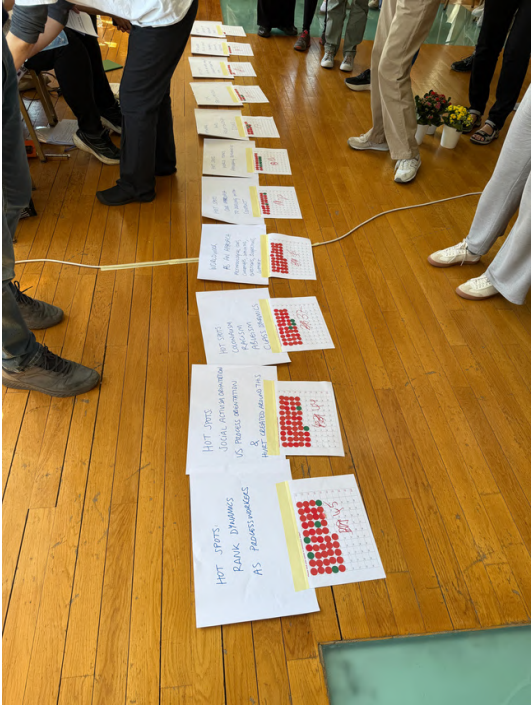




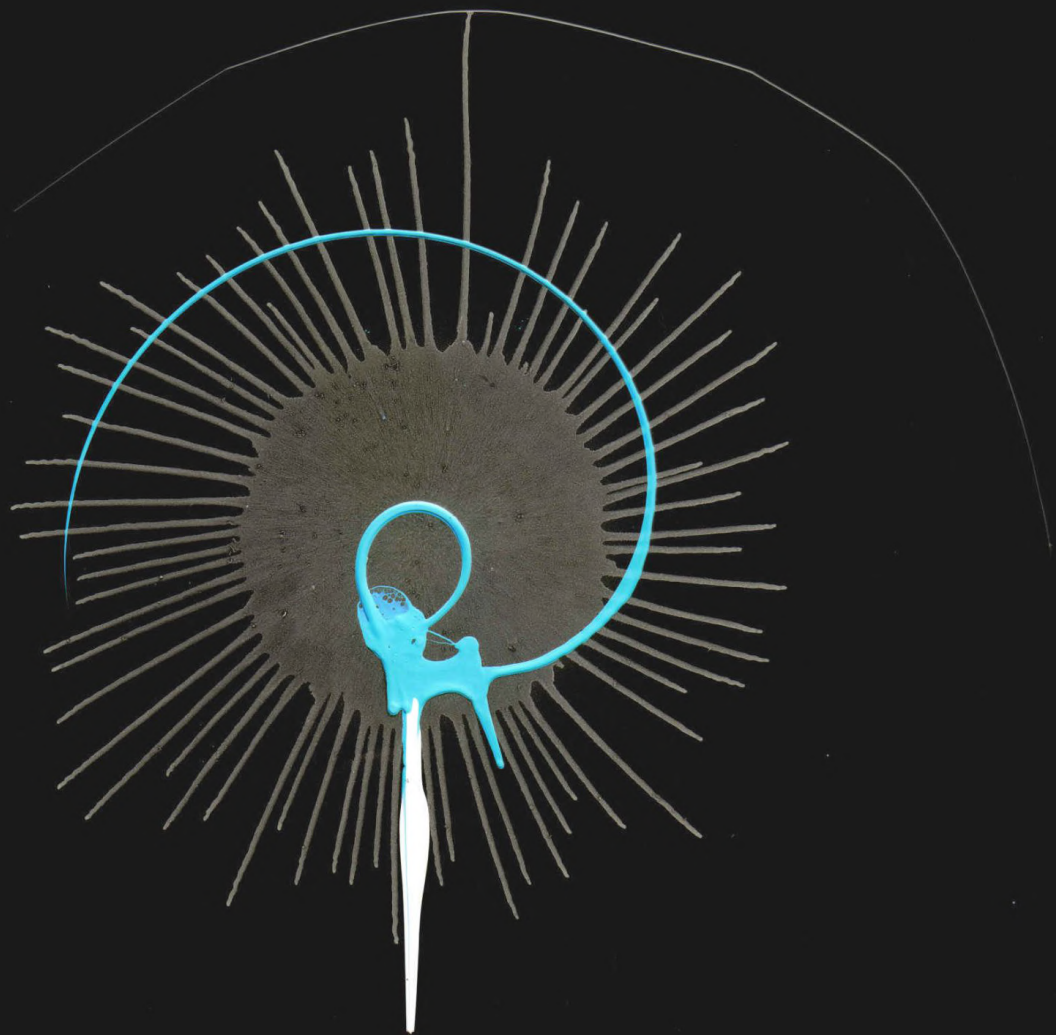












may we flow  
with the intelligent field  
moving us...

