

Program Outline of the 2025 IAPOP Gathering About Worldwork

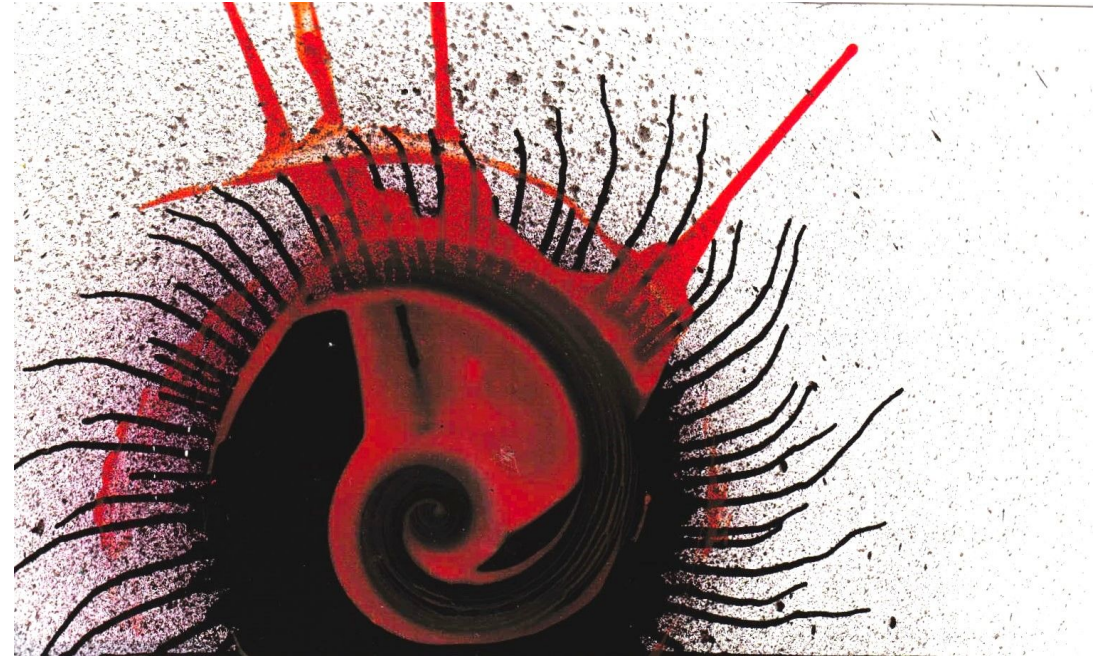
April 28 – May 2, 2025

Our Invitation

We invite us to gather
in curiosity;
with openness to flowing between phases
& the different dimensions of our experience;
willing to work on ourselves & our relationships
while exploring our collective field.

Our Gathering

- We are 82 participants
- 52 participating in person & 30 participating online
- We are participating from 20 countries: Australia, Canada, Chile, Czech Republic, Denmark, France, Germany, Greece, India, Ireland, Japan, Kenya, Poland, Russia, Scotland, Slovakia, Spain, Switzerland, UK, USA
- We have graduated from 11 training centers: Grandparent, FGPOP/IPA Zurich, PWCP/PWI USA, RSPOP/UK/Processwork UK, IPP Poland, PTPP Poland, POPI Slovakia, IPOP Czech Republic, DDI, ISPWR Russia, TdP Spain, Processwork Hub Greece



artwork: Arnold Mindell

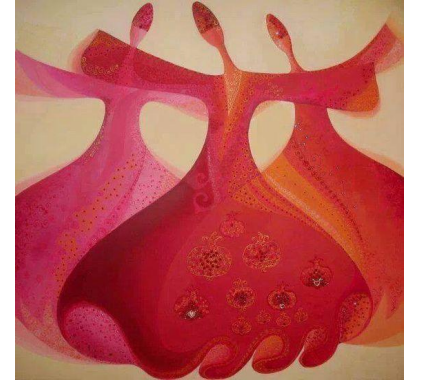
Our goals



- Connect with each other
- Hold the space to learn and grow together
- Work together on issues that are of concern in our international community
- Study ourselves while facilitating ourselves (action research)
- Brainstorm on issues concerning our methodology and the way we apply it
- Harvest the learning for our international community

Our role as Organising Team

- Find & communicate our vision for the meeting
- Engage our community in the preparation of the gathering through organising local meetings to gather feedback about Worldwork
- Harvest the feedback to present to us all
- Figure out the finances & the logistics of the gathering
- Create a broad structure for our gathering
- Welcome us at the gathering & continue to take care of the logistics during it.



Coordination & Facilitation Team & Goals for Day 1 & Day 5

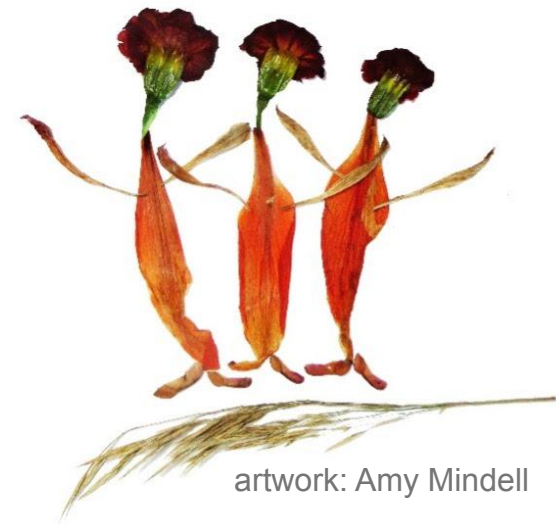
Members of the organising team will take responsibility for the design, coordination facilitation of Day 1 & Day 5

Our goals for Day 1 are:

- Connection: meet each other & connect
- Container: create together the container for our meeting - what is important for us around how we want to work together?
- Topics & Completion of Agenda: present the harvested feedback; gather any issues we bring that aren't already on the list; prioritise the topics & assign them as focus of each day on the agenda.
- Formation of Coordination & Facilitation Teams of Days 2, 3, 4: create the space for people who want to come forward to form the coordination & facilitation teams for the next days.

Our goals for Day 5 are:

- Space for what needs to happen between us.
- Harvesting learnings, ideas about possible innovations and next steps for Worldwork
- Integration & Closing



artwork: Amy Mindell

Coordination & Facilitation Teams for Days 2, 3 & 4

artwork: Susan Kocen



- Begin to dream about whether you would like to be part of the coordination team of a day, or the facilitation team of a day!
- You will have a chance to volunteer on the 1st day when we talk about the structure of the next days of our gathering.

Broad overview of our Gathering

Day 1

Connection, container, topics & completion of agenda; coordination & facilitation teams of Days 2,3,4,5

(Meet & connect, agree how we want to work together, listen to the harvested feedback & what other topics we bring; prioritize them & assign them to specific days on the agenda; form the coordination & facilitation teams of days 2,3,4,5)

Day 2, Day 3, Day 4

Work on topics & issues, action research & harvest learnings

(Process hotspots in our community while also studying ourselves, exploring our experiences of our facilitation; brainstorm around methodological points named in the feedback; harvest our learnings; share versions of Worldwork methodology we have been experimenting with)

Day 5

Co-evolving through learning & innovations that have emerged

(Collect insights and learnings & crystallize ideas to experiment with and explore in future action research)

In-Person - Time schedule & broad structure of activities

early morning	Self-care activities [Anyone who might want to lead others in something they know]
8.00 - 9.00	BREAKFAST (Buffet open 07:30 – 10:30)
9.00 - 9.15	Welcoming to the day & inner work or group activity or... [Coordination Team]
9.15 - 11.00	Focusing on a topic // processing an issue [Facilitation Team]
11.00 - 11.30	COFFEE BREAK
11.30 - 12.30	Debrief: Reflection & Study of how we facilitated ourselves & Harvest our learning [Coordination Team]
12.30 - 3.00	LUNCH BREAK (Buffet open 1.00 – 3:00)
3.00 - 4.30	One day: Open Space Technology /interest based small groups to brainstorm around methodological issues. Other days: Open for whatever focus & whichever way the facilitation team of the day finds is needed that afternoon (ex.subgroups from morning's issue, Open space, World Cafe, Social Presencing Theater, Art, etc.) [Facilitation Team]
4.30 - 5.00	COFFEE BREAK
5.00 - 6.00	Sharing & harvesting the learnings from afternoon activity & the day [Coordination Team]
6.00 - 7.00	Plenary Zoom Meeting for ALL participants [Facilitation Team of in person & online groups A & B] 
7.00 - 8.30	DINNER BREAK (Buffet open 7:00 – 10:00)
8.30 - 9.30	Evening Activities: Time for evening presentations; resting & relaxing; playing, singing, dancing; tweeking next day's program; sharing personal experiences of the history of how worldwork developed; whatever else we need or emerges!

In-person meeting

Coordinators, Facilitators & Topics Agenda

Day	Coordinators	Facilitators	Topic
1	Barbara, Daya, Conchi, Lily	Barbara, Daya, Conchi, Lily	am Connecting, Creating Container, Presenting Collected Feedback pm Prioritizing, Sorting & Consensus on Topics for days 2, 3, 4 & Formation of Facilitation Teams for days 2, 3, 4
2			am pm
3			am pm Open Space Technology (interest based small groups) to brainstorm on methodological issues of Worldwork as an approach
4			am pm
5	Barbara, Daya, Lily	Barbara, Daya, Lily	am Space for what needs to happen between us & Harvest learnings, insights, ideas about innovations and next steps for Worldwork pm Developing further the ideas for next steps, Integration & Closing

Online Participation Format



- 2 groups are formed based on the time zones:
 - Group A: Greece, Germany, India, Ireland, Kenya, Poland, Spain, Switzerland, UK (14 people)
 - Group B: Australia, Canada, Japan, USA (16 people)
- Each group will meet separately on Zoom for 2 hours each day to work on an issue around harvested in the feedback or that they bring of interest to them.
- Each group will have a coordinator (a volunteer from the online participants of that group) to open the zoom connection & welcome people.
- Both groups will join the daily 1-hour Plenary Meeting for All participants (online & in person) happening on Zoom at 6-7 pm Athens time to connect & share experiences, learnings, questions.

(See next slide for the times of these meetings based your time zones)

Zoom link for Plenary Meeting for all Participants



- The Zoom link for the Plenary Meetings for all participants is:

<https://us02web.zoom.us/j/83300785143?pwd=lvCkaMKWv76PtqH5nF98Y79BFwLFUb.1>

Meeting ID: 833 0078 5143

Passcode: 503210

Times of the 1st meeting **on Day 1** of Online Group A & Online Group B in your time zones

Group A					Group B			
13 people	country	time of Group A meeting *	time of Zoom meeting for ALL participants		15 people	country	time of Group B meeting *	time of Zoom meeting for ALL participants
2	Ireland	9.00-11.30	4-5 pm		1	USA Hawaii	12.00-2.30 pm	5-6 am
2	UK	9.00-11.30	4-5 pm		7	USA Pacific & Canada (Vancouver BC)	3.00-5.30 pm	8-9 am
2	Germany	10.00-12.30	5-6 pm		3	USA East & Canada (Toronto)	6.00-8.30 pm	11 am-12 pm
1	Spain	10.00-12.30	5-6 pm		3	Japan	7.00-9 .30 am next day	12 midnight - 1 am
1	Switzerland	10.00-12.30	5-6 pm		1	Australia	8.00-10.30 am next day	1-2 am
1	Poland	10.00-12.30	5-6 pm		* 1st Group B meeting: on Sun Apr 27 for USA, Canada / on Mon Apr 28 for Japan, Australia			
1	Kenya	11.00-13.30	6-7 pm		1st Zoom meeting for ALL participants: on Mon April 28 for USA, Canada, Japan / on Mon April 28 toward Tue April 29 for Australia			
2	Greece	11.00-13.30	6-7 pm					
1	India	13.30-17.00	8.30-9.30 pm					
*1st group A meeting: on Mon Apr 28 1st Zoom meeting for ALL participants: on Mon April 28								



Times of online meetings **on Days 2, 3, 4** in your time zones

Group A					Group B			
13 people	country	time of Group A meeting *	time of meeting for ALL participants Zoom		15 people	country	time of Group B meeting	time of Zoom meeting for ALL participants
2	Ireland	9-11	4-5 pm		1	USA Hawaii	12-2 pm	5-6 am
2	UK	9-11	4-5 pm		7	USA Pacific & Canada (Vancouver BC)	3-5 pm	8-9 am
2	Germany	10-12	5-6 pm		3	USA East & Canada (Toronto)	6-8 pm	11 am-12 pm
1	Spain	10-12	5-6 pm		3	Japan	7-9 am next day	12 midnight - 1 am
1	Switzerland	10-12	5-6 pm		1	Australia	8-10 am next day	1-2 am
1	Poland	10-12	5-6 pm					
1	Kenya	11-13	6-7 pm					
2	Greece	11-13	6-7 pm					
1	India	13.30-15.30	8.30-9.30 pm					



Times of the last meeting **on Day 5** of Online Group A & Online Group B in your time zones

Group A					Group B			
13 people	country	time of Group A meeting *	time of Zoom meeting for ALL participants **		15 people	country	time of Group B meeting *	time of Zoom meeting for ALL participants**
2	Ireland	9.00-11.30	4-5 pm		1	USA Hawaii	12.00-2.30 pm	5-6 am
2	UK	9.00-11.30	4-5 pm		7	USA Pacific & Canada (Vancouver BC)	3.00-5.30 pm	8-9 am
2	Germany	10.00-12.30	5-6 pm		3	USA East & Canada (Toronto)	6.00-8.30 pm	11 am-12 pm
1	Spain	10.00-12.30	5-6 pm		3	Japan	7.00-9 .30 am next day	12 midnight - 1 am
1	Switzerland	10.00-12.30	5-6 pm		1	Australia	8.00-10.30 am next day	1-2 am
1	Poland	10.00-12.30	5-6 pm		* LAST Group B meeting: on Thu May 1 for USA, Canada / on Fri May 2 for Japan, Australia			
1	Kenya	11.00-13.30	6-7 pm		** LAST Zoom meeting for ALL participants: on Fri May 2 for USA, Canada, Japan / on Fri May 2 toward Sat May 3 for Australia			
2	Greece	11.00-13.30	6-7 pm					
1	India	13.30-17.00	8.30-9.30 pm					
*LAST group A meeting: on Fri May 2 ** LAST Zoom meeting for ALL participants: on Fri May 2								



Coordinators, Facilitators & Topics Agenda for Online Group Meetings of **Group A**



Group A (Germany, Greece, India, Ireland, Kenya, Poland, Spain, Switzerland, UK)

Day	Coordinator - Zoom Host	Zoom link	Facilitator	Topic
1	Katarina Malzew	https://us02web.zoom.us/j/81825670744?pwd=Wab8r72YvgQx6FfpVhBHPZ0mS54fEA.1 Meeting ID: 818 2567 0744 Passcode: 356776	Eirini Dakou	Connecting, Prioritizing Topics, Setting Facilitation Teams
2	Katarina Malzew	Same as above		
3	Katarina Malzew	Same as above		
4	Katarina Malzew	Same as above		
5	Katarina Malzew	Same as above		Harvesting learnings & Closing

Coordinators, Facilitators & Topics Agenda for Online Group Meetings of **Group B**



Group B (Australia, Canada, Japan, USA)

Day	Coordinator - Zoom Host	Zoom link	Facilitator	Topic
1	Cathy Bernatt	https://us02web.zoom.us/j/6223792039?pwd=bjczcXJVR2ZZeE1WRzhuVG44OTVFUT09 Meeting ID: 622 379 2039 Passcode: 0000	Cathy Bernatt	Connecting, Prioritizing Topics, Setting Facilitation Teams
2	Violetta Ilkiw	https://us06web.zoom.us/j/84752032105?pwd=RIgJyJCDMlXcpuEbUbZ2II0d9h7FHC.1 Meeting ID: 847 5203 2105 Passcode: 434543		
3	Violetta Ilkiw	same Day 2		
4	Stan Tomaldi	https://us02web.zoom.us/j/89613002219?pwd=nW6MZnKUH6Ebu7UJTzailqRqdGrZVz.1 Meeting ID: 896 1300 2219 Passcode: 116582		
5	Violetta Ilkiw	same Day 2	Cathy Bernatt	Harvesting learnings & Closing

Broad categories of Feedback collected from pre-event meetings of local pw communities

- **Teamwork and suggestions about relationship issues between us:** rank dynamics; issues around co-facilitation; issues around how we deal with relationship conflicts between us.
- **Facilitation:** Criticisms, suggestions and challenges around how we facilitate
- **Hot spots & Issues in the Process Work (PW) Community:**
 - Colonialism; Racism, Ableism,
 - Class dynamics;
 - Social Activism orientation vs process orientation & hurt created in interactions around this;
 - Voice of white male;
 - World topics appearing between us;
 - Rank Dynamics as Processworkers;
 - Criticism of PW Theory;
 - Our approach to dealing with conflict;
 - Participation in the Gathering about Worldwork
- **Worldwork as an approach:** Support
- **Worldwork as an approach:** Challenges, difficulties, questions, methodological issues, suggestions.
- **Worldwork as an event:** Challenges, difficulties, suggestions

Some ideas for how to work

In the next slides we share ideas about methodologies, tools, and ways we could use to explore the different topics.

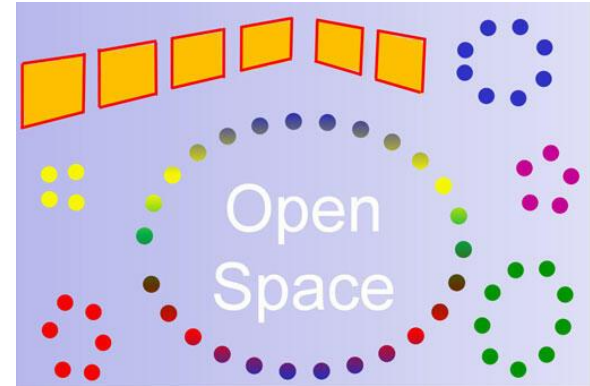
We invite you to bring your ideas to share with us all!



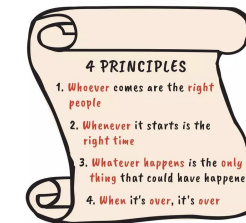
Open Space

Use to explore different topics simultaneously in small groups

- Anyone who is pulled to explore a topic writes it on paper and puts it on the wall. This person will lead this small group.
- People see the different topics and select a small group
- Leader of that topic facilitates and decides with the group the method with which to explore the topic (discussion, group process, new way the leader has developed, ways other people suggest and may have skills to guide people in, etc)
- At the end, the small group harvests and creates a way to share what emerged of importance to them around that topic.



OPEN SPACE TECHNOLOGY



LAW OF 2 FEET

If at any time you find yourself in any situation where you are neither learning nor contributing: use your two feet and go someplace else.



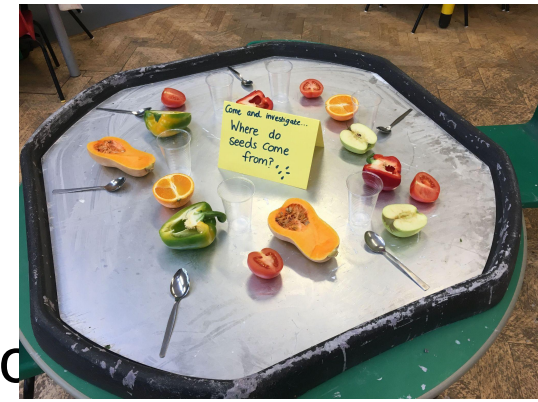
2 TOTEM ANIMALS

Butterflies take a break or think in workshops.

The bees circulate the ideas from workshop to workshop.



Harvesting of Open Space Groups in new small groups



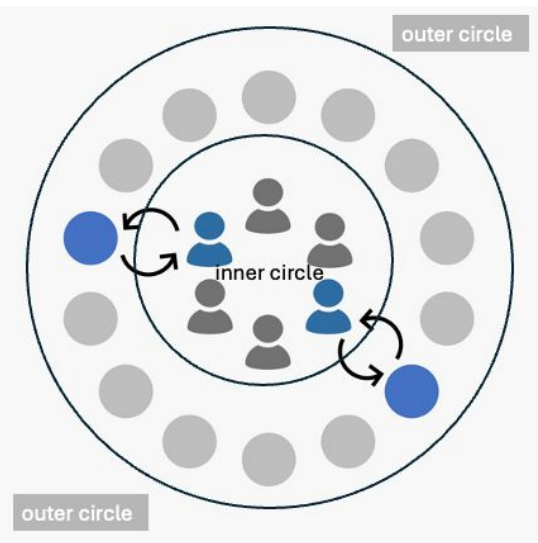
- New small groups are formed by at least 1 person from each Open Space Group joining each of the new small groups.
- People in the new small groups share experiences, insights, learnings from their Open Space Group.
- After all sharing is complete, the group gathers 2-4 points, learning, insights to share with everyone, chooses a format in which to share these - on post its, a body sculpture, a drawing, a little skit, a story, a dance, a poem, scribing etc. - and a spokesperson to share in the plenary with everyone.

World Café

Use it to develop new ideas/solutions:

- Having café conversations is a creative way to create a lively dialogue. Café conversations are another way to identify new ways of developing and working out ideas together. Participants sit together with a coffee, snacks. Comprehensive answers are given from different perspectives to one or more questions.
- Between 15 and 150 people sit at coffee house tables and work on relevant questions (the questions have to be prepared before). The process consists of 2 to 6 (usually 3) work steps, each lasting 20 to 30 minutes. The participants draw, write and scribble their findings on the white paper tablecloth.
- Principles of the World Café:
 - hospitable space
 - ask really relevant questions
 - write, draw or sketch discussion results on the tablecloth
 - one person stays seated as host
 - the ideas from the previous round of table discussions are explained by the host
 - in the final round, insights are exchanged
- The results are made known to all participants at the end. If necessary, the important findings from the rounds are recorded on a central list and can then be used as basic material for further processing in project groups, committees, etc.





Fish Bowl

Use it to deepen discussions on a specific topic:

- The fishbowl method is suitable for moderating larger groups of at least 20 people and is often used in workshops and conferences. The name of this method comes from the special seating arrangement: the participants sit in an inner and an outer circle, which is reminiscent of the appearance of a goldfish bowl.
- The fishbowl method can be used to discuss defined questions in a group. A special seating arrangement is used, see the graphic on the side:
- The fish: 3-6 participants sit in the inner circle and actively discuss.
- The observers: 15-50 other participants sit in one or more circles of chairs and watch the fish in the goldfish bowl discussing.
- In the "pure" form, only the fish discuss - there can also put an empty chair "hot chair" in it so that observers can discuss for a moment and then leave the circle again.

Non-verbal exploration of roles & Group Process

Use it to explore an issue non-verbally first

- 3 people stand for the 3 main roles in issue.
 - Each person notice experience in their role, follow feet to a space in the room, take posture, notice feelings, images, sensations; then notice tendency to move, follow movement to new posture - notice feelings, images, sensations.
 - Then notice impulse/pull to move or interact with another role and follow it - notice feelings, images, sensations.
 - The person facilitating this notices any movement edges and helps the people cross them.
 - The 3 people in the roles share experiences. We all meditate on insights that have come up around what is needed to facilitate the scene.
 - We share in dyads
- Then, in the large group***
- Go into a verbal interaction between the roles.
 - Explore and explicate what created the cool spot if one emerges

Group Process & action research

Use it when we feel stuck or in cycling of escalation:

- Stop the group process and ask each of the people who are in the midst of an interaction:
 - What are they experiencing?
 - What do they need?
 - What are they missing from the facilitation?
- Follow the new information that has come up - go back to the interaction and facilitators try to provide what is missing, or go to subgroups, or help with inner work, or do whatever the stated desires of the people involved in the interaction are.
- Explore and explicate what created the cool spot if one emerges

Group Process & IW: Flowing through phases

Use it when we feel stuck or in cycling of escalation:

- Stop the group process and facilitators, and all of us do IW:
- ph2: Step into each of the 2 sides, what each says, experiences, feels.
- ph3: Look at the yourself from your opponent's eyes. How do they experience you? What do they need?
- ph4: Access PM through earth-spot and be moved, look at scene from there and follow impulse to facilitate it.
- Facilitators (or anyone else who has insights) try to facilitate following the new information that has come up.
- Explore and explicate what created the cool spot if one emerges.

Group Process & IW: Stuck Exercise (from Social Presencing Theater)

*Use it when we feel stuck or in cycling of escalation stop & **in dyads**:*

- Notice our experience and take a posture that expresses it. Tell partner what to do in order to amplify body sensation the posture creates. Notice feelings, images thoughts.
- Everything changes. Notice the tendency for your body to move. Now follow movement tendency and unfold over edges until movement completes itself into another posture. Notice feelings, images, thoughts.
- Share your experience with partner. How is it connected to the group process and what was happening. Is your unfolded experience over the edge of one of the roles or is it a ghost role? What would you bring in to the group process and how?
- Switch, so second person can do the same.

Then, in the large group

- Collect discoveries about the experiences as they related to the group process
- Go back to group process
- Explore and explicate what created the cool spot if one emerges



in preparation of our Gathering!

Please make your “Name Tag” following the template on the next page, and using your creativity to add to the information requested anything you would like (drawings, collage, etc)!

- Online participants: Please bring it with you to the 1st meeting of your online group.
- In-person participants: You can make it during on-site registration

The gifts I bring to our
meeting are...

A question I bring to this
Gathering about Worldwork
is...

country of origin & culture(s) I identify with

NAME

country i live in

What is important for me
for the next 5 days is ...

My worst fear about our
meeting is...



- We have created a **Shared Google Drive Folder** so you can access the information about our Gathering from your phone , tablet, or computer, in which we have put:
 - The Program Outline A Participants' list
 - The harvested feedback from local communities
 - A folder for those of you participating ONLINE with lists of coordinators and charts of meeting times in your time zones.
- The link is:
https://drive.google.com/drive/folders/1EJHwrqHW82Anue3iF97WWtaWgqukrXLB?usp=drive_link

For in-person participants



- **On-site registration** is at our meeting room NEPTUNE on:
 - Sunday, April 27 @ 7.30 - 8.00 pm
 - Monday, April 28 @ 8.30 - 9.00 am - for those of you arriving late Sunday and Monday morning
- **Welcome Dinner** is on Sunday April 27 @ 8.00 pm (remember to save your paid meal from your Half Board of that day for dinner and eat something light for lunch!)
- **Emergency contact:** Lena Aslanidou +30 6945 260 313 **PLEASE NOTE:** Text Lena at What's App, Viber or Telegram so she knows the phone number belongs to you and she will call you, because we are getting a lot of spam calls these days and don't answer the phone to avoid them!

Video Crew Schedule

Videos	Day 2 am	Day 2 pm	Day 3 am	Day 3 pm	Day 4 am	Day 4 pm	Day 5 am	Day 5 pm
Standa Háša (Coordinator)								
Maciej Gendek	X							
Sylvie Ondrisová		X						
Joanna Caffo			X					
Carol Zahner				X				
Nopi Kechagioglou					X			
Stanislav Hasa						X		
Andrea Hášová							X	
Birgit Fahrer								x

Information for the Photo Crew

Photo Crew Instructions for the 5 Days

Please check which day you are assigned to.

There will be two photo crew members per day, and each day has two main tasks:

Task 1: Documentation of Walls & Flip Charts from Harvests

Take clear photos of anything on the walls—charts, notes, drawings, group work results, etc.

Task 2: Pictures of People & Actions

Capture the atmosphere and activities of the space.

You don't need to take too many candid shots—just a few good ones are enough.

If you're on shift that day, please also take photos of the Evening Presentation.

Uploading Your Photos

- We've created folders for each day. Please upload your photos to the folder for your assigned day.
- You'll find the upload links in the instruction materials.
- There's also a step-by-step guide on how to upload from your smartphone.

For iPhone Users

Before taking any pictures, please change your settings so your camera saves photos as JPG.

Instructions for how to do this are included in the materials—please check and set it up in advance.

Questions?

If you have any questions or upload issues, feel free to contact Daya (your photo crew coordinator).

Photo Crew Schedule



PHOTOS	Day1		Day2		Day3		Day4		Day5	
	Task1	Task2	Task1	Task2	Task1	Task2	Task1	Task2	Task1	Task2
Daya (coordinator)										
Kate Jobe	x									x
Nopi		x					Video			
Ioanna Velali			x							
Joanna Caffo				x	Video					
Eva Karia					x					
Sergei Baev						x				
Min							x			
Sananda (Martin)								x		
Anna Ryvolová									x	

task1: documentation of things on walls and flip charts from harvests

task2: pictures of people & actions

