


NFP 2010

Generational Change

Imagine This: You enter a large room at one of our venues in either Auckland or Melbourne. In the centre of the room is a circle of chairs. Inside the circle, on the floor are sheets of paper and black marker pens.

Around you, on the wall, are posters explaining the **4 principles and 1 law** of Open Space. One wall is labelled 'marketplace'. As you entered the room you are greeted by a host who hands you an introductory leaflet, welcomes you and requests that you have a good time, keep an open mind and contribute to the discussions.

Others have arrived before you, they sit on the chairs in the circle. There is no need for apprehension or fear, each person has been provided with comprehensive information prior to attending. Like you, others are here because they want to engage in dialogue around the question. As you take a chair in the circle, make eye contact with others, acknowledge those you recognise and introduce yourself to those nearest to you.



10% of registration
fees donated to
charity

As the starting time approaches chairs fill rapidly, others arrive and take up a position around the perimeter, leaning on the walls. The forum organiser enters, ringing a bell to attract everyone's attention. After dealing with administrative matters the organiser introduces the forum host. The host introduces 'the question' and explains the Open Space process.

The host then invites people to nominate discussion topics they would like to facilitate. One by one people step out of the circle, into the centre and using a black marker they write the name of the topic on a sheet of paper. That person then introduces themselves and their topic then walks to the marketplace and places the topic in one of the discussion time slots.

The energy levels rise in the room as discussion topics are unveiled and those there begin to understand the depth and variety brought about by the process. Eventually there are no further topics being nominated and the host invites all present to visit the marketplace wall and decide which discussions they will take part in. Those present have created their own agenda – whatever is discussed is the most important topic.





The forum commences as people move to join the first of the scheduled discussions.

As each facilitator convenes their discussion group a volunteer is sought to keep a record of the discussion points. These are collected at the end of each discussion and collated to form the 'conversation record'. This record is then published and made available to all present.

This process continues, powered by its own energy, throughout the two day forum, till just prior to the finishing time, the organisers will once again sound the bell signally to all present to return to the main room, to form a closing circle where people can reflect upon their experiences and share their thoughts.

The Question: How do we work together to blend the best of the old with best of the new?

As you ponder this question and think of the topics you would like to facilitate at the forum we would ask that you consider:

-  How will non-profits meet future stakeholder needs?
-  How do we build trust between the generations?
-  How do we access the combined wisdom of young and old?
-  What is at stake for the future of our organisations?

The Outcome: The conversations you will take part in are a process of collaboration; hopefully the start of ongoing collaborations. Leadership is not prescriptive, it is a result of combined experiences. This forum provides you will access to collective wisdom and experiences. Notes from each discussion group will be collected, collated and compiled into 'conversation record'. It is envisaged you will take this record and use the information and ideas to provide leadership in your organisation.

Open Space: Open Space is a way to engage a diverse group of people in discussions around a common theme. Open Space differs from the traditional conference or seminar or workshop format in that the agenda is set by those attending.

The real benefit of Open Space is that you get to talk about the topics that interest you the most. There are no boring, must avoid, presenters and no endless power point presentations.

What is required from you? Come along with an open mind and be prepared to contribute.

Don't be fooled into thinking this is unstructured discussion. To the contrary, you, along with others participating will create the structure. This is a place and time to have faith in your fellow colleagues to create something of true value.

Baby Boomer, Generation X or Y and those from the Millennial Generation are all invited to come along and contribute. Being Open Space it is guaranteed you will not become bored by the proceedings. With Open Space the agenda is determined by those participating. The lack of a set agenda means you are not having someone else's ideas imposed upon you. In this way only those topics that are important to you will be discussed and you only need participate in those discussions that interest you.

In Open Space we work within a framework of four principles and one law. The principles are; (1) **Who Ever Comes Is The Right Person – YOU** – get to choose the topics, you get to

listen to what is important to you and you get to learn what it is you need to learn. (2) **Whenever It Starts Is The Right Time** – a starting time for the day will be set and a closing time, inside that conversations and discussions commence when two or more people gather for a scheduled discussion. (3) **Whatever Happens, Happens**. Open Space is a place to let go of ego's, titles, formalities and control – you go with the flow – you engage in discussions of interest and you create discussions of interest. (4) **When It's Over, It's Over**. Similarly, discussions finish when there is no one

left to share a conversation. The Law of Open Space is that you have two feet; it is your right and your personal responsibility to move to where you can contribute the most. If you leave at the end of the day without having explored the issues important to you then you must hold yourself accountable.

Speakers

There are no organised keynote speakers for the forum. These events are being hosted in the spirit of Open Space where both the agenda and the topics for discussion are determined by those attending.

Online Support

Both venues have full wireless broadband capacity. Delegates are encouraged to utilise laptops, pda's and other devices throughout the conference for recording and storing information. Delegates are encouraged to access online social media and provide a running commentary of each forum and the discussions. Delegates will not be permitted to show power point presentations during discussions.

The organisers will maintain a running commentary online through Facebook, Twitter and the forum blog. These forums will remain in place throughout 2010 as ongoing information, feedback and the forum proceedings booklet is made available.

Conversation Record

A proceedings booklet will be prepared following each forum. It is envisaged this booklet will be made available online, as an e-book, to all those participating in the forum. Following completion of both forums the combined conversation records will be collated into a single

document along with additional information on trends, common issues and suggested strategies. This combined record will then be placed online as a part of an ongoing forum and discussion. It is envisaged the feedback harvested from the forums and from subsequent online discussion will form the questions to be posed at our 2011 leadership conference.

Venues

NFP 2010: *Generational Change* is being held in Auckland and Melbourne in 2010. Two exciting venues have been chosen. Each venue has a variety of accommodation options within the complex or nearby to cater to all budgets. Details of accommodation options can be viewed on the forum website at www.johncoxon.com.au/nfp2010.html

The Auckland event is being held the weekend of May 21-23rd. The Melbourne event is being held the weekend of August 13-15th.

The Auckland event is being held at Butterfly Creek, Tom Pearce Drive Auckland Airport. Butterfly Creek is only a few minutes from the airport and approximately 30mins drive from Auckland CBD via the motorway. Butterfly Creek has a variety of conference rooms and full catering. Butterfly Creek incorporates one of Australasia's finest tropical butterfly houses, NZ's largest freshwater tropical fish aquarium, tropical marine aquarium, saltwater crocs, alligators, creepy crawlies and home of the breeding program for the giant Wetapunga. Accommodation is not available at Butterfly Creek. A number of nearby hotels, motels and B&B's provide options to suit all budgets. Butterfly Creek provides a shuttle bus to ferry delegates from the airport to the venue and to local accommodation. (www.butterflycreek.co.nz)



The Melbourne event is being held at Yarra Valley Conference Centre, 2164 Melba Highway, Yarra Glen. Yarra Valley Conference Centre is approximately 1 hour drive from both Melbourne CBD and Tullamarine Airport. The conference centre is nestled in 120 acres of natural bushland and is surrounded by both the Great Dividing Range and established vineyards. A total of four separate conference rooms comfortably accommodate large discussion groups. 48 twin-share, ensuite guest rooms are available and an on-site restaurant. Townships nearby provide a variety of other accommodation options to suit all budgets. (www.yarravalleyconference.com.au)



Accommodation

Full details of accommodation options may be viewed at www.johncoxon.com.au/nfp2010.html Delegates are advised to organise their own accommodation direct with the provider. In each instance, the accommodation provider listed on the website has offered a discounted conference price for delegates. Please ensure you advise the provider you are attending **NFP 2010: *Generational Change*** so as to ensure you receive the appropriate rate. Accommodation is not included in the conference fee.

Conference Dinner

A conference dinner will be arranged for the Saturday evening at each event. Due to space restrictions, delegates registering for the conference dinner will be accommodated on a first in, first served basis. The cost of the conference dinner is \$75.00pp and is an optional extra. Those wishing to dine elsewhere will find details off various venues on our website.

Charitable Donation:

Ten percent of the total delegate fees will be donated to a charity in each country. A charity will be selected in each country and a cheque will be presented to the charity shortly prior to the conclusion of each event.

No-Fee Scholarships:

Ten places at each event have been reserved for those wishing to participate and unable to access funding. Should there be more than ten applications a ballot will be drawn. Scholarships are for the event fee and conference dinner only. Scholarship applicants need to organise and fund their own transport and accommodation. Those that qualify for a scholarship include:

- Unemployed
- Volunteer operated community organisations
- Students

To apply for a no-fee scholarship email admin@johncoxon.com.au with a brief note explaining why you believe you qualify and how you believe you can contribute to this event.

Event Volunteers:

A small number of volunteers are needed at each event to assist with reception, collect sheets of notes from each discussion group, maintain an online record and assist with preparation of the conversation record. Volunteers will be provided with complementary entry to the event only, excluding the conference dinner. Volunteers need to organise and fund their own transport and accommodation. If you would like to volunteer your services email admin@johncoxon.com.au with your contact details.

Forum Organisers:



NFP 2010: *Generational Change* is being hosted by John Coxon. John is principal consultant at John Coxon & Associates. Since 2002 John has worked with CEO's, executive managers and front line managers in hospitals, aged care facilities and funded service providers. John utilises Open Space as a means of facilitating conversations with stakeholder groups.

Guest facilitators will help establish an agenda for the event, provide guidance to discussion group facilitators, ensure the key points of each discussion are collated and made available online and bring participants together at the end of each day to reflect upon their experiences. Details of guest facilitators will be released as they are confirmed.

As host, John Coxon brings many years experience working with management groups and individual managers at all levels. As a consultant and management coach John witnesses the impact of generational change daily. As host John will oversee the proceedings for each event and coordinate the production of the proceedings booklet.

Closing dates for registrations:

To meet the requirements of venue operators a registration deadline is in place. Those that register early benefit from an early bird discount.

Auckland. Early bird closes Friday 2nd April. Registrations close April 20th 2010.

Melbourne. Early bird closes Friday 25th June. Registrations close July 14th 2010.

Payment of fee:

Forum fee is \$464.00pp excluding gst. Registration must be made using the registration form. Your employer will be invoiced upon receipt of the registration form. Forum fee does not include conference dinner.



Early Bird Fee:

Registrations received up to six weeks prior to the scheduled event qualify for an early bird discount. The early bird fee is \$399 pp exc gst.

Cancellation:

Registrations cancelled prior to the closing of early bird registrations will be refunded in full. Registrations cancelled after close of early bird will incur a 50% cancellation fee. Those who register and fail to attend will not receive a credit or a refund. Substitutes may be made at any time.

The organiser reserves the right to amend the program of this event or change the venue due to unforeseen circumstances. A minimum registration of 50 people has been set to enable this event to proceed. In the event less than 50 people have registered at the closing of registration date the organiser reserves the right to cancel the event. Were this to occur all prepaid registrations will be refunded in full.

Post your registration form to either of the addresses below or alternatively you may scan and email your registration form.



Registration Form
NFP2010 ~ *Generational Change*
Open Space Forum

Please print or type (copy and use separate form for each person)

Mr/Ms/Miss/Mrs: _____

Position or Title: _____

Email Address: _____

Organisation: _____

Postal Address: _____

Suburb/City: _____

State: _____ Country _____ Postcode: _____

Telephone: _____ AH: _____

Name of approving manager: _____ P/O # _____

Venue/date of forum you plan to attend: _____

Please reserve ___ places for the conference dinner @ an addition \$79 per place.

Should your employer be paying please do not send payment, your organization will be sent an invoice. Program fee is \$464.00pp exc gst. A early bird fee of \$399 applies to all registrations received 6 weeks prior to a scheduled workshop.

Have you completed your registration form yet? If so, thank you. Please reserve the workshop date in your diary now. Program places are restricted.

Post this registration form back to John Coxon & Associates at the address below or email form to admin@johncoxon.com.au