

## Notes from Open Space Topic Convenors

What was your topic or practice?

### **From Narratives of Deep Personal Meaning to Action for Organizational Change.**

What were major discussion points?

- Sharing stories of deep meaning from personal experience in an organization or field—“magical moments” in one’s life—reveal common themes. You can use these themes to generate ideas for change.
- Energy is generated through story telling, from which common themes and values surface.
- As people act in accordance with values, patterns occur and propagate themselves even as the people change.
- Positive story telling works! So do it more. Find ways to “spread the news.”
- Find the events, people, stories, that reveal RCC in the culture and amplify them.
- Stories are often personal and first-hand, just having the TIME to tell them is positive, and listeners ask “where am I?” in the story, which are factors that make story telling so effective.

What did you learn?

- Sharing personal and positive stories generates ideas for change and potential improvement in a non-threatening manner.
- To move from stories to action:
  - Get on the agenda of formal groups and join with informal groups to share the stories.
  - Look for common themes and shared values that surface from the stories.
  - Have someone review the process or meaning of a meeting being attended—invite each attendee to tell a story of personal meaning that might have occurred during the meeting.
  - Create “room” for appreciation; value the organization for its strengths and emphasize them over the negatives (which is common practice).
- No one has THE answer—we are all still seeking ways to move from narratives to action.

Whom should we contact for more information?

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Who helped create this new practice?

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