



# ENGAGING CHAOS, CONFUSION AND CONFLICT

How can your organization invite creativity and flexibility yet remain productive, with harmony and focus?  
Please join us in sharing tools and knowledge for the “practice of peace” - turning chaos into creativity,  
confusion into curiosity, and conflict into collaboration.

**November 9-12, 2003**  
**The Whidbey Institute**  
**Whidbey Island, Washington**

This conference is both timely and unique:

- ☞ **O**ver a hundred business leaders and peace makers from throughout the world will engage together in a highly collaborative forum with invited guests who are creating space for peace in many of the world’s high conflict zones.
- ☞ **W**e will use Open Space Technology (OST) for maximum learning, creativity, and synergy – engaging in our own highly effective practice of peace. This self organizing process means that YOU set the agenda, so all topics of interest will be included.
- ☞ **W**e will address the urgent need to identify tools and share knowledge that can be applied within our organizations and around the world.
- ☞ **W**e will illuminate the essentials of best practices that participants can apply in their work places, their communities, and their lives.

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**T**o enrich the gathering, invited guests are bringing their experiences of living and working in regions of conflict and business leaders are bringing their experiences of practicing peace in the workplace:

*Tova Averbuch & Avner Haramati (Israel) pioneered Open Space Technology in Israel in 1999.*

*Susan Coleman (US) is an international conflict resolution expert.*

*John Engle (US- residing in Haiti) brought OST to organizations throughout Haiti.*

*John L. Johnson & Gladys Clark-Johnson (US) pioneered OST for social justice in urban communities.*

*Henri Lipmanowicz Chairman, Plexus Institute. President, Merck Intercontinental (Ret).*

*Harrison Owen (US) originated Open Space Technology in 1984.*

*Pablo Restrepo Saenz (Colombia) uses OST with a negotiation process in violent conflicts.*

*Tracy Robinson, (US) Director, Seattle Center Foundation, creates space to delight and inspire the human spirit.*

*Arun Wakhlu (India) opens space for peace and prosperity in India, Pakistan, and Kashmir.*

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*“The human and intellectual openness of the Open Space promoted attentiveness and helped the two sides abandon the positions in which they were respectively entrenched, in an effort to connect one with the other and develop an awareness of the individual hardships perpetrated by the conflict.”*

-- Peera Chodorov, Senior Advisor to former Israeli Prime Minister Shimon Peres

**Fees:** Tuition, meals and conference materials included. Accommodations not included.

- Corporate: **\$750**
- Individuals and non-profits: **\$450**
- Students: **\$350**

For more information, including options for lodging, see [www.practiceofpeace.com](http://www.practiceofpeace.com) or contact Toni Petrinovich by email at [sacred@anacortes.net](mailto:sacred@anacortes.net) or 360.293.2853.

**CONVENERS** The Whidbey Institute • Spirited Work • The Open Space Institute (US)

**CO-SPONSORS** YES! Magazine • Pathways to Peace • Spirit at Work • National Coalition for Dialogue and Deliberation