

Summary Book of Proceedings and Action Reports

Working With Open Space Technology

NSPAG Representative Organizations

Halifax, NS

April 10, 2010

How can physiotherapists be more influential?

Words from the Sponsor

Welcome to the Open Space. As the sponsor of this event the Nova Scotia Physiotherapy Advisory Group we would like to invite you to enjoy the day.

The Nova Scotia Physiotherapy Advisory Group was started in 2005 in an effort to bring all aspects of the physiotherapy profession together. A unified voice and a place for government to seek opinion and input for health policy was a major goal of the group.

The group is comprised of the 5 sectors.

Nova Scotia Physiotherapy Association of CPA
Nova Scotia College
Dalhousie University
Private Practitioners of Nova Scotia
Public Sector – Management Group

Two representatives from each group participate in steering this committee to reaching its goals, the major of which is to be the unified voice for the profession, to work together sharing information and raising the profile of the profession and being the group that governments turn to for guidance and direction in health care.

Leadership within the profession is very important and we believe it is developing strong leadership that will propel the profession to be an more integral player in the health care of Nova Scotia. Health care in Nova Scotia will be changing dramatically over the next several years and we have an opportunity to be at the forefront in shaping what it will look like.

This open space is an opportunity for us to see where our interest lie, what we are passionate about and how we would like to contribute and or be involved in the leadership of this profession.

We invite you to enjoy the day

Linda Langley
NSPAG

Introduction

This Book of Proceedings summary provides a report of the Open Space Technology meeting held April 10, 2010. Twenty-one people participated in the learning journey. The names of the 21 participants are provided in the Appendix.

The invitation to the meeting is also included in the appendix.

Process

On April 10th, an Open Space Technology (OST) process was used for an expanded NSPAG meeting to provide an opportunity for participants to have a conversation around leadership in physiotherapy for the province. A description of the process of Open Space is provided in the Appendix of this Book of Proceedings.

The theme of the meeting was “How can physiotherapists be more influential?” Participants raised 17 topics to be used as the focus for small group discussions. These topics were posted on a “Marketplace”. The list of 17 reports they created is provided on the next page.

As groups completed their discussions, members of each group prepared a report of their discussions and completed reports were posted on a “Newswall” for all to read.

We then moved into a priority setting process. People were invited to read reports and decide what they had personal energy to move forward from this day. Each person had 4 coloured sticky dots and they could use them to vote in any way they wanted – spread them around or put them all on one or two topics. People were also reminded that all the ideas were good, and that this was a question of discerning which ones there is collective energy for at this time.

The givens for this particular meeting stated any actions coming out of the meeting were the responsibility of participants to move forward, if they so choose. The results of the voting are provided in the table below.

List of Open Space Meeting Reports
“How can physiotherapists be more influential?”

Report #	Topic	Vote Summary
1A	2010 – 11 NS budget: ER triage and prehab team funding	11
1B	Outcomes- using them, not just talking about them	2
1C	Be brave – invite yourself to the table/group	1
1D	Why do people choose to be physiotherapists?	2
1E	Working together vs potential turf war?	2
1F	Career structure that recognizes post-entry level education and provide formal mentorship to entry level PTs	8
2A	How to “use” the university to enhance clinical practice and attract people to research	2
2B	Practice the extent of our scope and push advanced practice?	10
2C	Opportunities for post-grad/masters level/leadership training for PTs?	6
2D	Educate, inform, influence medical students about our profession	3
2E	Students! How to get ‘em while they are young	4
2F	Regulatory issues maintaining PT title in leadership positions	0
3A	Employer support for clinicians to pursue leadership activities/roles	1
3B	Walking the talk – generating and utilizing knowledge/evidence	8
3C	How we can play a larger role in our community	4
3D	Don’t ‘go it alone’ – forming strategic partnership with other groups with similar interests – power in partners	6
3E	How do we keep new grads in the province	2

(See reports beginning on page 5)

After the voting process the group had a look at the results and did some clustering of related reports. In the end the final list of priority areas were selected with related reports as indicated below. Participants decided to prepare action plans for three of the clusters. Conversations to develop the action plans were organized and action teams were created. For each of the priority areas, participants self-identified their interest in continuing to work on either an individual or collective plan. The collective action reports and individual items that people are committing to do after the meeting were collated and are provided below.

Action Reports

Collective Action: Walking the Talk and Using Outcomes.

Champion: Randall Tresidder

On the team: Joan Ross and Patrick King

Collective Action: Scope of Practice/Advanced Practice Opportunities

Champion:

On the team: Kristin Steeves, Marsha, Alison McDonald, Barbara Kelly, Christine James, Sandra Curwin, Ann Read, Denise Titus, Linda Langley, Anne Fenety and Sandy Rennie

Collective Action: Dare to Lead and Influence

Champion: NSPAG

On the team: Anne Fenety, Linda Langley, Denise Titus, Nancy Walker, and Sandy Rennie

Collective Action: University Involvement in Post Grad Training – research, leadership and mentorship

Champion: Kate G and Derek R

On the team: Kate and Derek

Appendix 1 - Description of Open Space Technology

"Open Space Technology" is the name given to a meeting without a predetermined agenda. Developed in the late eighties by Harrison Owen of Maryland, U.S.A., this meeting methodology is now used around the world as an effective process for facilitating change in both organizational and community settings.

Open Space Technology meetings are simple to organize, require very little lead time, are effective for any sized group from five to six hundred, are effective for established groups such as corporations, private sector and public sector organizations, government and non-government organizations, coalitions, teams or communities. They enable the building of energy and participation in ways that few other processes do. Open Space Technology meetings create the conditions for interactive processes that allow leadership to surface naturally.

Open Space Technology is best used when there is an important issue to be addressed; there is a diversity of people involved; there is complexity; and when decisions need to be made quickly.

Open Space Technology operates on four principles and one law:

Those principles are:

- 1) Whoever comes are the right people. This reinforces that the wisdom to achieve solutions is present in the room and the group is not to worry about who is not present or to panic about who is.
- 2) Whatever happens is the only thing that could have. This keeps the attention on the best possible effort in the present, not worrying about "what we should have done".
- 3) Whenever it starts is the right time. This reminds people that creativity cannot be controlled.
- 4) When it's over, its over. This encourages people to continue their discussion so long as there is energy for it. Some sessions will finish well within the anticipated time. Others will run longer than the time allotted.

The one law or rule is called The Law of Mobility, also known as The Law of Two Feet. This indicates that people can enter or leave an open space session as they choose. If the session you are in is not meeting your needs for either contributing or learning, go to another one.

So how does it work?

An Open Space meeting is announced. Duration is most commonly between one and three days, though they can be shorter.

The venue is a large conference room with lots of "break-out" or session rooms or areas adjacent. When people arrive for the Open Space Technology meeting, they initially come to the plenary room and find a venue in which there is an empty room, except for a large circle of chairs. The circle is an invitation to communication with no barriers.

The workshop begins with a welcome by the sponsor that is brief, highlighting the theme and the "givens" and then a facilitator who explains how the Open Space Technology workshop will operate. The broad purpose of the workshop is stated again, as are the "givens" or constraints. In the middle of the circle is a collection of newsprint paper, masking tape, and felt pens. Participants are then invited to create the agenda for the workshop. It works like this.

Anyone who has any ideas at all that relate to this broad topic are invited to take a sheet of paper and along the top write their topic of interest or passion. People are asked for ideas for which they have passion and for which they are prepared to take the responsibility of leading a discussion group on that idea (they do not need to have had previous experience in leading a discussion group but simply to get their topic started and to be sure that everyone who comes to their discussion has a chance to speak), and to make sure a record of the discussion is recorded (report forms are provided). The sheets announcing each of the ideas, along with the name of the person who put up the idea and a note of when the topic will be addressed and which breakout area it will be in) are affixed to a blank wall. Participants can put up ideas for which they have a lot of information including having handouts that they have brought to the meeting for the purpose of sharing the information, or they might know nothing more about the idea than to have a question.

The next step involves a "market-place". All workshop participants go to the market wall to look at the ideas outlined on each sheet. When they find the topic of most interest to them, they sign up, by writing their name on the sheet beneath the topic.

The next step involves participants going to the break out spaces to participate in the topics of their choice. As far as possible, each session is defined by a circle of chairs and no other furniture, though it may have flip charts, post-its, felt pens, etc. The person who posted the idea is responsible for leading the session in whatever way s/he chooses. The facilitator has no involvement whatsoever. The only requirement is that, at the end of the session, the session leader brings back to a central point a summary of session ideas, and who has agreed to do what. This is to be provided in a somewhat standardized format, usually noted on a form given to the session leader at the start of their session. It is important to record the highlights of the discussion in such a way that people who were not part of the discussion can understand them.

A bank of computers is available and session leaders or a representative from the group enters the report into a computer. As soon as a report is entered, the facilitator prints a copy of it for a news wall and posts it so that all participants of the broader meeting can read about what has happened in each session. As well, a copy of the report is made to be entered into a "book of proceedings", a book that is comprised of all of the reports and

contact information of the participants so that they can reach each other for further networking. This book is available to each participant of the meeting. In a multi-day meeting, the “book of proceedings” is handed to each person prior to a time of converging the various topics and getting further input from the collective about next step actions. In a meeting that is one day or less, the “book of proceedings” is available to participant within the week, either through a pick up or mailing. Often, the “book of proceedings” is available electronically as well on a website or by e-mail. In meetings where the intention is to move topics to action steps, the facilitator conducts a summarizing session for convergence, prioritizing and action planning, including seeking input on next steps and follow-up. This is a feature of Open Space Technology meetings that are longer than one day.

Open Space Technology has one outstanding characteristic - the generation of energy and commitment. It also has one outstanding enemy - control. It will not work where the energy and commitment generated are not permitted to bear fruit. This is not to suggest that OST is an invitation to anarchy. Far from it. Provided the constraints - economic, political, legislative - are recognized and spelt out very clearly at the start, and the areas where discretion and freedom to be creative (“defining the space”) are also made clear, Open Space Technology is proving itself to be a powerful tool for harnessing commitment and responsibility. For example, several organization-wide Open Space Technology meetings within a short time frame will start to shift an organizational culture from something that might be de-energized into a more vibrant organic networked community that is effectively producing results.



How Can Physiotherapists Be More Influential?

You are invited to participate in a conversation about issues and opportunities in physiotherapy. This is your opportunity to participate in sharing your perspective and vision towards moving physiotherapy forward in Nova Scotia. The process used for this meeting is Open Space Technology.

Date: Saturday, April 10, 2010 9:00am -3:00pm

Location: Nova Scotia Rehab Centre, 1341 Summer Street.
Halifax, Education Rooms 1&2 (basement)

The 'Givens'

A few simple givens will guide the conduct of this meeting:

- This meeting will be conducted for your learning
- Any actions coming out of this meeting are your responsibility to carry forward as you choose.
- The report will be shared with all meeting participants

What is Open Space Technology?

“Open Space is recognized internationally as an innovative approach to more productive meetings. Groups large and small (5-750) regularly demonstrate the capacity to rapidly create effective meeting agendas and deal with highly conflicted and complex issues. More remarkably, the meeting once created, is completely self-managed by the group. The observable role of the facilitator is so minimal as to be invisible. And that is just the beginning.”

New York Times

**Participant List
April 10, 2010**

Nova Scotia Rehabilitation Centre Education Rooms 1&2

	LAST NAME	FIRST NAME	<u>Email</u>
1.	Tresidder	Randall	trestlephysio@mac.com
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