



OSR

OSR at Seattle University  
Graduate program in Organization Systems Renewal®

OSR Alumni Association presents



# Designing life and work in an upended world

A stimulus weekend for change agents

Saturday–Sunday, June 20–21  
Student Center ~ Seattle University  
Reserve at [osr-nw.org/conference/](http://osr-nw.org/conference/)

The most affordable and fun professional development weekend ever!

# OSR annual conference

Saturday–Sunday, June 20–21



## 1 fire-eater

Organizational psychologist. Fast change facilitator. Conflict mediator. Fire-eater.

**David Baum** brings to our 2009 conference a breadth of experience guiding complex transformational change.

Reflecting on the conference theme, Baum observes, “Right now my clients are highly stressed. It’s very hard out there; I’ve never seen it so difficult. People’s fear about the future is restrictive and addictive.”

“Key questions are ‘How can people maintain their humanity and hope over fear during these times?’ ‘How can we design proactive postures that move people away from being victims and into being active in creating their experience?’”

“It’s a big time; none of us can play small at this point.”

## 2 learning-packed days

### Designed with you in mind.

More depth — A choice of two 3-hour experiences on Saturday plus two all-day workshops on Sunday;

More options — a third workshop track on Saturday;

A glossary of organizational change terms;

Smaller workshops to promote more intimacy of conversation;

Reserve your choice of workshops in advance so you can enjoy the breaks and lunch knowing your place is reserved;

### Limited seating. Plan early.

Last year’s conference sold out in advance and set an attendance record at 192. This year, with more intimate learning experiences, we can accommodate only 156 change agents. Reserve your place today!

**Still an incredible bargain** at \$239 for two learning-packed days; \$150 for one day (Saturday only or Sunday only).

## 10 balancing acts

Workshops in 90-minute, 3-hour or all-day Sunday formats

### Designing at your edge

with Michael Keller and Jean Singer

You’ll use several practical participatory processes that you can bring to your work, including the concepts of minimum critical structure and free-listing. And you’ll explore your own agility and artistry when at your design edge and you’ll experience designs for emergence.

### Essential questions for work-life balance

with Freddie Barrett

Clarifying what is most important enables you to make decisions that lead to work-life balance more easily. You’ll create a personalized action plan for achieving work-life balance that looks at the roles you play, aligns these with what’s most important to you, and focuses on next steps that will make the biggest difference. (3 hours)

### Exposing your nonconscious resistance to change

with Thomas O’Connor

Introduce yourself to Robert Kegan and Lisa Laskow Lahey’s Four-Column model that raises awareness of the hidden parts that sabotage your commitment to change.

### Leveraging the non-verbal with Samurai decisiveness

with Kim Frerichs

Learn a Samurai decisiveness movement simulation to gain new insights into how you consider the possibilities of a moment, choose and move into action, accept what is now, and move ahead. Dr. Stuart Heller’s Five Rings model helps you to connect Western psychological models with the concrete teachings of the ancient Asian warriors and sages.

### Occupational integrity

with Christie Diamond

In a World Café setting, you’ll work with a framework for occupational well-being

that includes understanding key needs — accomplishment, affirmation, agency, coherence, companionship, pleasure, renewal. And you’ll explore aligning your personal values, strengths and gifts 24/7.

### Tapping sources of innovation

with Dee Endelman and Lucy Garrick

The Three-Lens Conversation is a practical tool to help people work with life/work dilemmas. Emerging from existing change and complexity theories, this model will help you think about innovation in a whole new way and understand which capacities are likely to create the greatest leverage for successful change. (3 hours)

## All-day Sunday intensives

A 90-minute introductory version is also offered on Saturday.

### Five practices of the art of illumination

Mark Shimada with Steve Byers

Five practices structure both personal and group activities — the practice of recognizing, suspending, unfolding, embodying, and enacting. This experience provides the opportunity for you to realize this inner sensibility as an individual in a collective. You’ll become familiar enough with the learning possibilities so you can incorporate the five practices into your own change work. You’ll also receive access to Mark’s entire design document files.

### The organization workshop

with Sophie Parker

Top, Middle, Bottom, and Customer are conditions all of us face at whatever level we occupy and in whatever function we perform in the organization. Even independent consultants have to negotiate needs of each client, partner, vendor, and clients’ system from Tops to Bottoms.

Developed by Barry Oshry, The Organization Workshop explores these roles and why partnership is critical to organizational success.

## 30 years to celebrate

Saturday concludes with a cork-popping kickoff for OSR’s year-long 30th anniversary celebration.

**Reserve your place today.**  
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