

# After Spain 2008

## Workshop **Spain 2008**

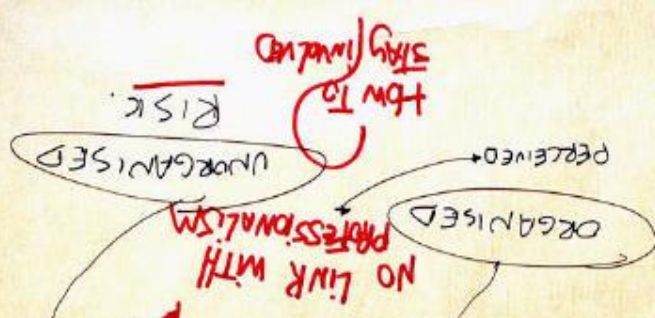
Collective intelligence, thinking about "our EEE"

**(Jacopo Nicelli, Nelson Trindade)**

**Based in the answers to the Questionnaire:**

- **built 3 ideas map about "our EEE" and**
- **written 10 statements, as conclusions**

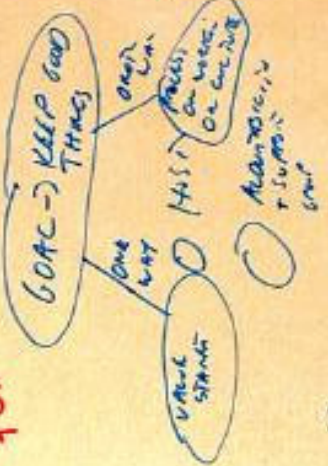
NEWCOMERS  
HAVE TO TAKE  
THE RISK  
(NO FACE-VOLITTY)





# Flow of Learning

NOT A STAGE  
OR WITH FAIR  
BUT FORM IN



**CENTRAL: WHAT VALUES DO WE WANT TO HONOUR?**



~~IMPULSE~~  
~~MAKE FRIENDS~~  
~~MEMBERSHIPS~~  
(you can steal it)

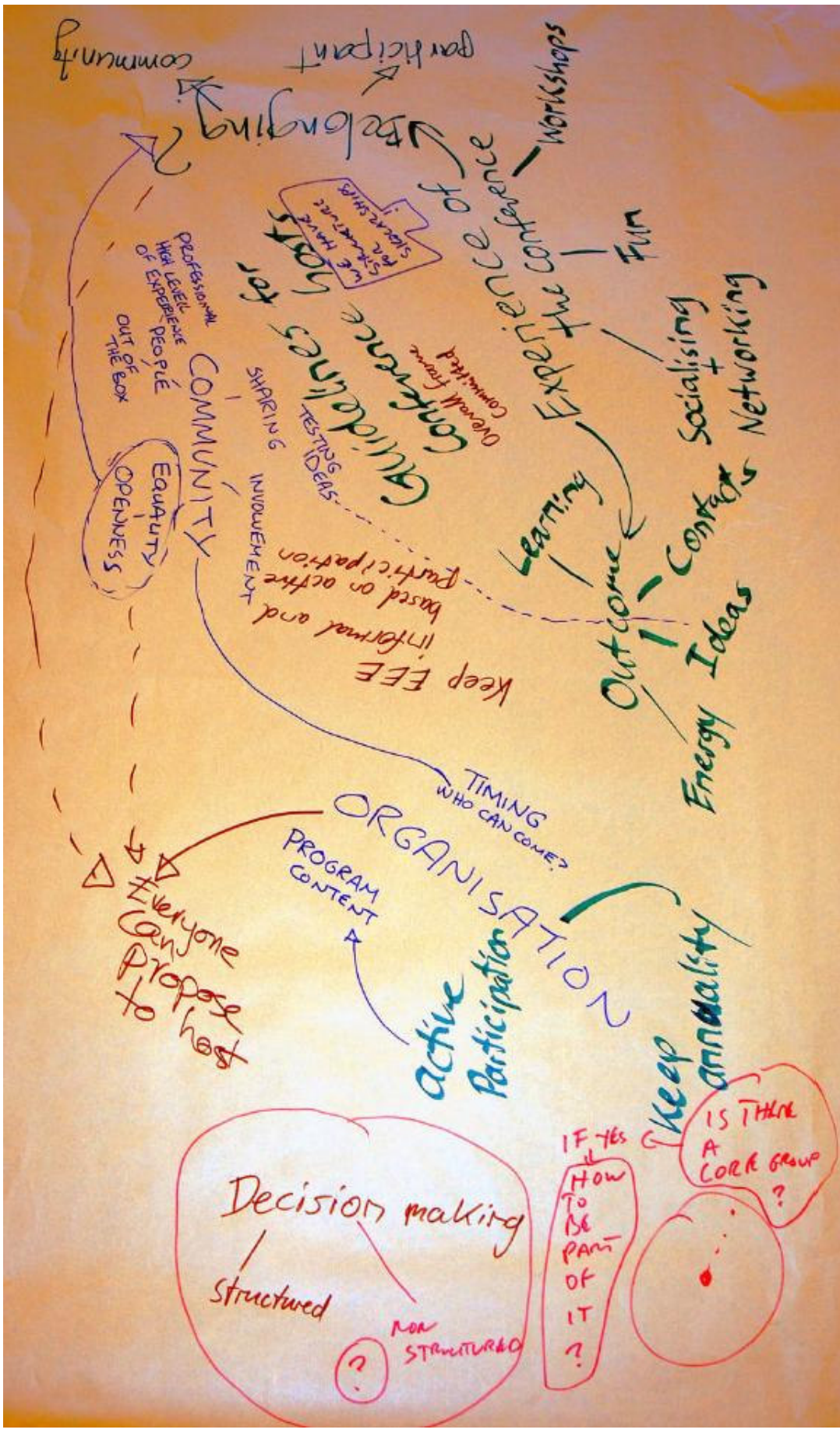
CONSEQUENCES



Support the Keepers of **EE** - How?

ADDITION  
ALTERNATING





# Statements

- **To exist a support group for the hosting group and to hold an accountable**
- **Installing a process to work on our culture**
- **Formulate basic guidelines for future hosts**
- **Define deadlines and consequences for the conference organization**
- **Loosely organized and acceptance of uncertainty**
- **Everybody is potentially responsible for everything**
- **Flexibility to allow newcomers to become a part of EEE**
- **Overall frame (boundaries) that everyone agree and commits (rules, values, etc)**
- **Other opportunities for meetings**
- **More things in the year (trip, training, expedition ... ??? to discuss possible )issues**

# Questionnaire Answers

**All the answers received till 2 days before the conference,  
to allow a quick analysis in the workshop**

**“collective intelligence: Our EEE”,**

**were just copied and grouped in 5 clusters:**

EEE conference General

EEE community

Motivation

GuideLines

Improvement

## EEE conference → General

### Others conferences also have workshops and lectures, what are two differences of the EEE conference?

- Flexibility of programme and active participation in organising both content and the actual workshops themselves.
- Informal approach not rigid.  
The difference is the feeling of equality because everybody offers workshop and we make the conference as a joint activity
- The spirit and the way I feels like self-organisation and the responsibility of each No focussed theme: all goes as long as it is connected to Experiential Education  
The ease to step up as a workshopleader; just announce and that's it
- Flexibility, Family feeling, workshop Offer, freedom, no politicians/ Universities, knowledge sharing etc.
- It is participatory - I can contribute to both organisation and content
- The impressive process to organize the timetable of the WS and lectures within the recognition of everybody's needs and interests.
- willingness and openness to share knowledge and experience.
- In a "normal" conferences there is a organiser, lecturers – and people that come and listen. With EEE I feel like I am part of a group who fullfills all the roles.
- The organization, because in the normal one the timetable is organized obeying to the interest and desires of the speakers, and in the EEE the timetable is organized by the interest of the listeners.
- In the normal one, the organization decide the possible workshops.  
In the EEE conference everybody can do one if they have someone that want to assist, and no one is oblige to assist even by forced distribution. This is very good, because every speaker knows (have the guarantee) that their workshop participants WANT to be there.

### If you want to explain the EEE conference to a friend, what you say in only 3 words?

Stimulating, diverse, friendship.	insightful, regenerating, good vibes
Risk, Sharing, Experienced trainers	participatory, inspirational, sharing
Exciting -Energizing – Emotional	client orientated, international (multicultural),
great opportunity to learn (and to meet friends)	energising, friends, Exchange high standards
Great learning moment Fun, international, experiential	new and sharing knowledge and friendly support "teach"

## Motivation

### What is the main reason that you have to come to the conference each year?

- networks and community
- Sharing with people in the same field of work who do not try to sound successful only, but share everything.
- I try to come every year is to meet the people who inspired me last year and to meet old and new friends
- the chance of learning in a good environment
- Personal development
- It is a very nice platform on experiential education, and the only one around too.
- insightful, regenerating, good vibes, learning (not only from content but from people and their behaviours/ values)
- I get new energy from the way we create the program together. Full use of everyone's talent and abilities makes me happy.
- The wide range of open-minded and professional people, with their experience and skills. The exemplary behaviour of everybody according to respect and tolerance
- boredom with my life (Just joking!) I wanted to meet the people again and repeat the experience of feeling energised and getting new ideas
- to see what happens this year and live 3 days in this group

### From other conferences in the past, one aspect that you yet remember as a good reason to return to get it again?

- Ideas and contacts
- Feeling connected
- people who inspired me last year and to meet old and new friends
- great variety of the way of looking at certain things
- Learning
- Meet "soul mates"
- regenerating feeling
- The international Dinner is a must + the open group dance like the Ceilidh in Scotland – every nation has something like it, but we are in danger to forget it.
- Timekeeper during the conference
- the energising effect



## EEE community

### What are the difference between the EEE community and the EEE conference group

- The conference group is the part of the community that is able to come to the conference that particular year
- EEE community = wider all over the year and more external circle  
EEE conference = closer and for the time of the conference internal circle
- Slight difference: The ones that have been to a conference and were a part of the actual group experience. More like an inner circle and an outer circle
- The conference group is observer-participating people, the EEE is commitment people to the EEE existence
- I feel a difference between 'committed' and 'observing' EEE-ers. You pass by coming back and offering your own things, sharing in discussions etc.
- Only very little difference: to join the discussions
- The EEE community seems to be an amorph group of people who make the EEE conference happen. This group seems to lean heavily on a "hard core" of just a few. It seems assumed that you are part of the community as soon as you have visited one conference.
- Actively participating (by email, knowledge sharing, participating with presence/ workshops etc.
- Once you have been to a conference once, you are part of the community from the moment you arrive at the first conference
- I think it is a gradual process: the people that I met 10 years ago at EEE and not since are slowly fading from the inner circle (for me)
- The passage from observer. participating member for EEE member when a commitment is taken for the EEE existence and grow up

### If you want to explain the EEE community to friend what you say in only three words ?

- Sharing, caring, worth being part of.
- Risk, Sharing, Experienced trainers.
- a group of crazy professionals
- freedom to share
- democratic, conservative, traditional
- regenerating feeling
- participatory, inspiration, sharing
- extraordinary international peaceful work meeting of high professional pedagogues.
- cool friendly people
- some out-of-box people, and carefully and professional educators

# GuideLines

## Identify one aspect that you like very much about:

### 1. - Logistic and organization?

- I like them being loose.
- Flexible/informal approach
- the easiness
- There is a continuous tension to improvement
- The timetable seems the only structure needed; a big plus.
- freedom to organize workshops
- participation
- Pay Pall, early bird opportunity, very personal attendance
- very grassroots
- the non bureaucratic process

### 2. - way of work on themes?

- Inspiring ideas/thoughts
- the opportunity to join a workshop you know nothing about (for example: music and exp. learning)
- the differences
- team work
- Very high level of concern and professional experience
- I think the selection of participants is such that we have an unusual percentage of highly experienced people
- Every themes are possible, if there are someone that want to assist

### 3. - way of "be as a group"?

- Warmth of community
- re-uniting with soul mates
- the openness and friendship
- intellectual property is everyone's-true sharing
- Invited and free to step in.
- knowledge sharing
- the exemplary behavior of everybody, according to respect and tolerance. It is possible to feel part of a family but not being trapped by certain rule that make you to behave in a certain way. The conferences I shared showed that a living in diversity and in a respectful way is possible.
- everybody is and behaves "on the same level" whether they are 20 year students or 60 year old experienced Management Trainers
- open mind group

# Improvement

## One (only one) aspect about the conference and/or EEE group:

### to keep?

- the openness
- The informality
- manageable size so everybody knows everybody and can link up
- empathy
- Annual meeting.
- The structure of the conference (i.e. the Open Space model)
- Closeness
- required high level of participation of all members
- the timetable criteria decide by the workshop assistants and not by the speakers, like is traditional
- date in April was/is far better for me
- The trustful openness!
- The spirit of sharing and equality

### to finish?

- That there are a few 'key players' who hold a lot of 'sway'
- the heavy liquor on the international dinner (because it affects the workshops the next morning)
- the unsafeness/unreliability
- The idea that a community needs to be democratic by having everybody have a say in decisions.
- If Organizing the conference turn to be a good business
- people that mainly come for personal reasons, forgetting about the professionalism of the conference
- The hassle to push people into workshops. I believe that the number of workshops is not the main KPI. For example if there is only a small number of workshops offered in a conference, there is time for something else, like having talks to each other. That could be also organized in a timetable like the workshops. I'm convinced the outcome for everybody would be very satisfying. I remember saying so often to people: What a pity not having enough time to talk..
- chaotic workshop planning
- never more in the middle of May, keep the traditional date

### to improve?

- Timing - the start of May much more suitable from planning work point of view.
- improve that people are aware they should offer a workshop if they attend the conference.

- the way we choose the next conference organization and country
- the responsibility (of everyone)
- What happens between post conference and first info about next years conference.
- The decision procedure
- more free time/ opportunities to network
- money matters and decision making (sorry - there are two) money is the first
- A commitment should be a commitment. With the experience of this year, we should develop a standard timetable of organization, on which every host in future should commit himself. Including steps of organization connected to clear dates, for example: Which content should be organized until when and which information has to be send on the several steps into the community. For each step there could be also an experienced mentor defined, to give hints for the organizer. There are so many very professional examples in the past conferences, that this standard could be easily developed in a workshop on this year's conference.
- I think that some of the rituals of celebrating us as a group are beginning to be a bit strong. I think we better keep the spirit by NOT always talking about how great we are as a group. It makes it harder for new people and I feel it becomes to stiffening for me almost sect like
- To change the name of workshop leader to workshop supporter, because that is the spirit of the conference

### **What are two very strong points of the EEE conferences?**

- Community and complexity of thoughts/ideas.
- the combination of sociable networking and getting other peoples ideas on the things that are on your mind.
- focus on participation and shared responsibility for outcome and atmosphere combined with professional attitude
- The way we treat each other and specially the newcomers. You can be sure to get new ideas which you can use directly in your work and everybody is willing to share.
- Open Space model / structure by timetable only International participation.
- informal knowledge sharing / closeness
- The people and the people
- the equality in that we are everything (lecturer, listener, organizer, participant) at the same time
- workshops and open organization