



PROGRAM USER FORUM 2011

Coordinators



Hosts



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WEDNESDAY 7 SEPTEMBER

- 12.00 - 13.00 pm Registration
- 13.00 Conference starts
Presentations* from User Forum members sharing their experiences of using the Four Rooms of Change. An opportunity to deepen this exchange in smaller groups.
- 16.15 Exchange of experience using Open Space – session 1.
During this session all Forum participants will have an opportunity to put forward a topic that he/she would like to highlight, discuss and exchange experiences with others.
- 17.45 A long-distance surprise
- 18.30 appr Dinner and socializing in a more casual atmosphere
- 21.00 End of Day 1

THURSDAY 8 SEPTEMBER Theme Manager as Change Leader

- From 08.30 am Registration for newcomers
- 09.00 Open Space – sessions 2 (and 3)
- 10.20 Planning and preparation for today's work and themes
- From 10.30 Registration – Invited Guests
- 11.00 Welcome. Presentation of the structure of the work on the theme Managers as change leaders – from a Four Rooms of Change perspective. About 80 conference participants including guests explore in different groups room by room:
- What steps can I as a manager, leader, teacher or other leading position person do to lead others in change and development?
 - What steps need to be made to support managers, leaders, educators and others who lead others in change?
- The starting point for exploring this is the Four Rooms of Change, specifically two aspects; People's different perception of reality and its consequences and the importance of the Zero Point.
- Mike Cook, Clarion Learning, Sydney Australia, presents a historical perspective of the Four Rooms of Change beginning with its roots.
- ca 18.30 appr Dinner
- 21.00 End of Day 2

FRIDAY 9 SEPTEMBER

- 09.00 am Exchange of experiences using Open Space – continued
This is an opportunity to present important topics for sharing and exchange of ideas.
- Introducing the new Step by Step Guide, version 8
- Why start an internal certification program?
What can it mean for the organization concerned, for its leaders, its internal and external consultants and the User Forum members?
Experiences from a current example.
- Demonstration of a new presentation material to describe the psychometric aspects of the Four Rooms of Change– including validity and reliability. Mike Cook, Clarion Learning
- Presentation of Claes Janssen’s new books, especially The Four Rooms of Change, Part II. Fifteen More Years of Experience.
- Conclusion and calendar information for 2012.
- 13.00 Official closing of 2011 User Forum.

* The themes of inputs from user

- The Team Barometer in real life: “It was a bit noisier in a positive way– Working with the Team Barometer”.
- Lean and the Four Rooms of Change – an awesome combination
High operating cost and the ever increasing number of people on sick leave - changed!
- Is it possible to end a public employment?
The Personal Dialectics helped to solve a decade-long problem in three days!
- Applying the Four Rooms of Change in organizations with employees from Asian and European cultures.A colleague from Hong Kong shares her experiences.
- The importance of feedback to break the censorship of the power structures.
Feedback as a key tool to break the censorship and to recognize and challenge the power structures in a group and in an organization.