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# **Content**

**Open Space Works Cooperative: profile**

**What our clients value**

**We serve and consult**

**Founders**

**Consulting Services**

Strategic Planning & Concept Development

Large Meetings Design & Facilitation

Context Analysis & Impact Evaluation

**Meet our Team**

Maryana Zaviyska

Oleksandra Tselishcheva

Taras Tymchuk

**References**

**Contacts**

# Open Space Works Cooperative: profile

Open Space Works Cooperative was established as an independent consultant group in 2016. We work together in order to strengthen our competencies in organisational and community building by mutual support and experience sharing. We work with international financial and technical cooperation projects, national foundations, private companies when traditional organization and community development approaches do not work or even harm.

## Key Competences

- Stakeholders Analysis and Engagement,
- Organizational and Community Development
- Large Group Facilitation in Open Space, Future Search, World Cafe, ToP

## What our clients value

### Independence

Being independent from organizational structures and donor funding, we can be objective and uninfluenced in assessing the operating context, potential risks, and possible scenarios for the development interventions.

### Deep understanding of the Context

Working with the various clients such as the Government of Ukraine, an international financial and technical cooperation projects, local communities, large and small businesses, NGOs and networks, we can keep pace and understand what is happening now, both in the area of community development as a whole and in separate segments, as well as understand what methods work well and why, and which do not work.

### Complex solutions

We understand that the challenges encountered by organizations working in the field of community development require complex solutions. The multidisciplinary experience of each team member allows us to look at the project from different angles and find hidden opportunities, identify risks and manage in advance.

### Support at all stages of work

We often do a little more than it is foreseen in the contract, because we understand that community development work has many pitfalls that can not always be reflected in the contract.

### Mutual iterative learning

If the implementation of the contract did not bring us as executors and customers new knowledge that allows us to change our habits or approaches, then such a contract can be considered unsuccessful. But so far this has not happened in our practice.

## We serve and consult



Deutsche Gesellschaft  
für Internationale  
Zusammenarbeit (GIZ) GmbH

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE



## Founders

Maryana Zaviyska, Oleksandra Tselishcheva, Taras Tymchuk





# Consulting Services

## Strategic Planning & Concept Development

### Future of Civil Society in Belarus

<b>Client</b>	Pact Belarus, BRAMA (USAID funded project)
<b>OSWC consultants</b>	Maryana Zaviyska, Oleksandra Tselishcheva, Taras Tymchuk
<b>Date</b>	August - November, 2019
<b>Key responsibilities:</b>	<ul style="list-style-type: none"><li>• Drafting a conceptual model and agenda for the Belarus Future Search meeting, including using materials of Pact's past Future Search reports;</li><li>• Holding at least two meetings with Pact staff to discuss the Future Search conceptual model, agenda and results;</li><li>• Preparing handouts for the participants;</li><li>• 2,5 day-facilitation of the Future Search workshop for roughly 40 Belarusian civil society leaders and stakeholders;</li><li>• Drafting of a written analytical report based on the results of the Future Search workshop</li></ul>
<b>Format</b>	Future Search Methodology
<b>Contact person</b>	Vasili Kukharchyk, Pact Belarus Country Director, <a href="mailto:vkukharchyk@pactworld.org">vkukharchyk@pactworld.org</a>

### Civil Society Peace-building Initiatives for Donbas

<b>Client</b>	UNAEDI, Hanns Seidel Stiftung
<b>OSWC consultants</b>	Maryana Zaviyska, Taras Tymchuk
<b>Date</b>	September-December, 2019
<b>Key responsibilities:</b>	<ul style="list-style-type: none"><li>• Design a stakeholder engagement process for participatory planning</li><li>• Conduction of 3-day Strategic Planning Session on Civil Society Peace-building Initiatives for Donbas</li><li>• Drafting of a written analytical report based on the results of the Future Search workshop</li></ul>
<b>Format</b>	Future Search Methodology
<b>Contact person</b>	Olena Maksimova, Hanns Seidel Stiftung, Deputy Director, <a href="mailto:maksimova@hss.de">maksimova@hss.de</a>

## Strategy for Family Milk Farms Development in Ukraine

<b>Client</b>	UkrMilkInvest
<b>OSWC consultants</b>	Maryana Zaviyska, Taras Tymchuk
<b>Date</b>	July- November, 2019 <ul style="list-style-type: none"><li>• Design a stakeholder engagement process for participatory planning</li><li>• Mentorship support to client on building stakeholders ecosystem for future development of family milk farms industry in Ukraine</li><li>• Conduction of 3-day Strategic Planning Session on Family Milk Farm Industry Development</li></ul>
<b>Key responsibilities:</b>	<ul style="list-style-type: none"><li>• Drafting of a written analytical report based on the results of the Future Search workshop</li></ul>
<b>Format</b>	Future Search Methodology
<b>Contact person</b>	Mykhaylo Korylkevych, Founder&Owner, <a href="mailto:kmd@dubnoinvest.com">kmd@dubnoinvest.com</a>

## Development Advocacy Campaign for IDPs Community

<b>Client</b>	Alliance NGO (funded by German Embassy)
<b>OSWC consultants</b>	Taras Tymchuk
<b>Date</b>	October 2016 <ul style="list-style-type: none"><li>• Design a stakeholder engagement process for participatory planning</li><li>• Conduction of 3-day Strategic Planning Session</li></ul>
<b>Key responsibilities:</b>	<ul style="list-style-type: none"><li>• Drafting of a written analytical report based on the results of the Open Space workshop</li><li>• IDP Advocacy campaign 'I have a right to vote' was initiated and planned.</li><li>• Participants signed common agreement that became a basis for Coalition of IDP NGOs aims to protect election rights of IDP</li></ul>
<b>Result</b>	
<b>Format</b>	Open Space Technology
<b>Contact person</b>	Svitlana Zakrevska, <a href="mailto:svetlaza@gmail.com">svetlaza@gmail.com</a>

## Participatory design of public spaces (HUBs)

<b>Client</b>	Initiatives of the Infrastructure Programme for Ukraine, GIZ
<b>OSWC consultants</b>	Taras Tymchuk, Maryana Zaviyska
<b>Date</b>	February-April, 2019 <ul style="list-style-type: none"><li>• Conducting pre-feasibility study for creating public spaces in Petropavlivka community and Dnipro Politechnik University using World Cafe methodology</li><li>• Engaging key stakeholders to participatory design of public spaces in Petropavlivka community and Dnipro Politechnik University</li><li>• Mentorship support to local leaders on convening and developing stakeholders ecosystem</li><li>• Facilitation of participatory development of public space concepts for Petropavlivka community and Dnipro Politechnik University using Open Space Technology</li></ul>
<b>Key responsibilities:</b>	<a href="http://openspace.works/petropavlivkaos">http://openspace.works/petropavlivkaos</a> , <a href="http://openspace.works/dnipro_os">http://openspace.works/dnipro_os</a>
<b>Links</b>	
<b>Format</b>	World Cafe, Open Space Technology
<b>Contact person</b>	Olena Kovalchuk, Project Coordinator at 'Strengthening of Ukrainian municipalities hosting IDPs' project, <a href="mailto:olena.kovalchuk@giz.de">olena.kovalchuk@giz.de</a>





## AntiCorruption Tools for Amalgamated communities

<b>Client</b>	Global Communities (DOBRE program)
<b>OSWC consultants</b>	Taras Tymchuk, Maryana Zaviyska
<b>Date</b>	December 2017
<b>Key responsibilities:</b>	<p>Design and conduction of participatory planning session on anticorruption tools for community development</p> <p>The session involved all stakeholders of the initiative: DOBRE staff, public budgets experts, community leaders, youth and donor representatives. The session results become a work plan of further DOBRE activities in communities</p>
<b>Result</b>	
<b>Format</b>	Future Search Methodology
<b>Contact person</b>	Marat Kyurchevsky, Project Management Specialist, Office of Democracy and Governance, USAID/Ukraine. <a href="mailto:mkyurchevsky@usaid.gov">mkyurchevsky@usaid.gov</a>

## Civic Education Course: Concept Development

<b>Client</b>	UNDP & Ministry of Youth & Sport of Ukraine
<b>OSWC consultants</b>	Maryana Zaviyska, Oleksandra Tselishcheva, Taras Tymchuk
<b>Date</b>	August 2017
<b>Key responsibilities:</b>	<ul style="list-style-type: none"><li>• Design and conduction of participatory planning session on civic education course for Youth Worker Program in Future Search format.</li><li>• The session involved all stakeholders of the initiative: the Ministry of Youth and Sport of Ukraine, community leaders, informal education practitioners, youth and donor representatives.</li></ul> <p>The concept of the course on civic education was developed, got legitimacy in the eyes of stakeholders and allowed to write the ToR to launch the project in the shortest terms</p>
<b>Result</b>	
<b>Format</b>	Future Search Methodology
<b>Contact person</b>	Olena Ursu, Civil Society Project Coordinator, UNDP, <a href="mailto:olena.ursu@undp.org">olena.ursu@undp.org</a>

## Development Strategy for Urban Specialists Community

<b>Client</b>	CEDOS, Heinrich-Böll-Stiftung
<b>OSWC consultants</b>	Taras Tymchuk, Maryana Zaviyska
<b>Date</b>	December 2016 - June 2017
<b>Key responsibilities:</b>	Design and conduction of Strategic Planning Sessions on Urban Movement Development The strategy for Urban movement was developed and became incorporated into strategies of partners and members of this coalition. <a href="http://bit.ly/2Djd9Aa">http://bit.ly/2Djd9Aa</a>
<b>Result</b>	
<b>Format</b>	Future Search, ToP, Design Thinking
<b>Contact person</b>	Ivan Verbytsky, Project Manager in CEDOS, <a href="mailto:zhuraf@gmail.com">zhuraf@gmail.com</a>

## IDPs Integration & Capacity Development Project

<b>Client</b>	Ukrainian Social Investment Fund
<b>OSWC consultants</b>	Maryana Zaviyska, Taras Tymchuk
<b>Date</b>	August 2017 - April 2018 <ul style="list-style-type: none"><li>• Conduct context analysis and needs assessment in 14 USIF partner communities in Zaporizhzhia, Dnipropetrovsk, and Kharkiv oblasts using a participatory World Cafe format;</li><li>• develop and deliver a training sessions on stakeholder engagement;</li><li>• Development and conduction of ToT program for regional consultants of Ukrainian Social Investment Fund on: Stakeholders analysis, Productive group meetings facilitation, Communication in community.</li></ul>
<b>Key responsibilities:</b>	
<b>Format</b>	World Cafe, Open Space Technology
<b>Links</b>	<a href="https://vimeo.com/271672662">https://vimeo.com/271672662</a>
<b>Contact person</b>	Kateryna Dergachova, Capacity Development Expert, Ukrainian Social Investment Fund, <a href="mailto:k.dergachova@usif.org.ua">k.dergachova@usif.org.ua</a>

# Large Meetings Design & Facilitation

## Facilitation of Learning Exchange Meeting on Disinformation Solutions

<b>Client</b>	Google/Jigsaw
<b>OSWC consultants</b>	Oleksandra Tselishcheva, Taras Tymchuk, Maryana Zaviyska
<b>Date</b>	December 2018
<b>Key responsibilities:</b>	<ul style="list-style-type: none"><li>• Design of an Open Space learning exchange and planning session on disinformation solutions</li><li>• Facilitation of the Open Space Conference</li></ul>
<b>Links</b>	<a href="http://openspace.works/jigsaw">http://openspace.works/jigsaw</a>
<b>Format</b>	Open Space Technology
<b>Contact person</b>	Oleksiy Syvak / GR Director, CFC, <a href="mailto:os@cfc.com.ua">os@cfc.com.ua</a>

## Facilitation of Learning Exchange Meetings for CPAS's Professionals

<b>Client</b>	GIZ Project "Administrative Reform in Eastern Ukraine II"
<b>OSWC consultants</b>	Maryana Zaviyska, Oleksandra Tselishcheva, Taras Tymchuk
<b>Date</b>	April 2017, June 2018
<b>Key responsibilities:</b>	<ul style="list-style-type: none"><li>• Design of annual Open Space Conferences aimed at experience sharing and learning exchanges among managers and specialists of Centers for the Provision of Administrative Services</li><li>• Facilitation of the annual Open Space Conferences</li></ul>
<b>Links</b>	<a href="http://openspace.works/communityinnovations">http://openspace.works/communityinnovations</a>
<b>Format</b>	Open Space Technology
<b>Contact person</b>	Taras Zhuravel, Project Lead, GIZ Project "Administrative Reform in Eastern Ukraine II", <a href="mailto:taras.zhuravel@giz.de">taras.zhuravel@giz.de</a>

## Facilitation of Learning Exchange Meeting on Governmental public consultations

<b>Client</b>	Cabinet of Ministers of Ukraine, OSCE office
<b>OSWC consultants</b>	Taras Tymchuk, Maryana Zaviyska
<b>Date</b>	September 2018
<b>Key responsibilities:</b>	<ul style="list-style-type: none"><li>Design and facilitation of an Open Space learning exchange and planning session</li></ul>
<b>Links</b>	<a href="http://openspace.works/scmu">http://openspace.works/scmu</a>
<b>Format</b>	Open Space Technology
<b>Contact person</b>	Natalia Oksha, Deputy director of PR department in Secretariat of the Cabinet of Ministers of Ukraine, <a href="mailto:oksha@kmu.gov.ua">oksha@kmu.gov.ua</a>

## Developing Facilitation Skills to Work with IDPs

<b>Client</b>	Initiatives of the Infrastructure Programme for Ukraine (IIPU)
<b>OSWC consultants</b>	Maryana Zaviyska, Taras Tymchuk
<b>Date</b>	November 2018
<b>Key responsibilities:</b>	Development and conduction of a training on basic facilitation tools and techniques for representatives of culture institutions from Eastern Ukraine
<b>Format</b>	3-days workshop
<b>Contact person</b>	Olena Kovalchuk, Project Coordinator at 'Strengthening of Ukrainian municipalities hosting IDPs' project, <a href="mailto:olena.kovalchuk@giz.de">olena.kovalchuk@giz.de</a>

## Developing Facilitation Skills of NABU Detectives

<b>Client</b>	National Anti-Corruption Bureau of Ukraine (NABU)
<b>OSWC consultants</b>	Maryana Zaviyska, Oleksandra Tselishcheva
<b>Date</b>	October 2017
<b>Key responsibilities:</b>	Development and conduction of a training on basic facilitation and adult education tools and techniques for NABU detectives
<b>Format</b>	3-days workshop
<b>Contact person</b>	Polina Chyzh, Specialist of the Directorate of National Anti-Corruption Bureau of Ukraine, <a href="mailto:p.chyzh@nabu.gov.ua">p.chyzh@nabu.gov.ua</a>

# Context Analysis & Impact Evaluation

## External final evaluation of the action "Building Capacity for Civilian Protection in Eastern Ukraine" funded by the European Union

<b>Client</b>	Center for civilians in conflicts
<b>OSWC consultants</b>	Maryana Zaviyska, Taras Tymchuk, Petro Koshukov
<b>Date</b>	2021
<b>Key responsibilities:</b>	<ul style="list-style-type: none"><li>• Design &amp; develop a concept for project evaluation with methodological preparation;</li><li>• Conducting evaluation, data collection and analysis, interviews with key informants and stakeholders;</li><li>• Writing of the evaluation report;</li><li>• Preparation of key findings and recommendations.</li></ul>
<b>Contact person</b>	Liza Baran, Country Director, Ukraine, <a href="mailto:lizabaran@civiliansinconflict.org">lizabaran@civiliansinconflict.org</a>

## Analysis of NQA's organizational development

<b>Client</b>	GIZ / EU4SKILLS
<b>OSWC consultants</b>	Maryana Zaviyska, Oleksandra Tselishcheva, Taras Tymchuk
<b>Date</b>	2020
<b>Key responsibilities:</b>	<p><b>Planning of the assessment process</b></p> <ul style="list-style-type: none"><li>• Identification of priority issues and areas of concern</li><li>• Developing an assessment plan</li></ul> <p><b>Collecting and making analysis of the information</b></p> <ul style="list-style-type: none"><li>• Assessment of organizational performance</li><li>• Assessment of organizational capacities</li><li>• Assessment of organizational motivation</li><li>• Assessment of external environment</li></ul> <p><b>Reporting: reflecting interventions and recommendations</b></p>
<b>Contact person</b>	Olena Kovalchuk, Project Coordinator, GIZ/EU4SKILLS, <a href="mailto:olena.kovalchuk@giz.de">olena.kovalchuk@giz.de</a>



## Monitoring of Local Initiatives Implemented by Project Participants

<b>Client</b>	Council of Europe
<b>OSWC consultants</b>	Maryana Zaviyska, Oleksandra Tselishcheva, Taras Tymchuk
<b>Date</b>	2016-2017
<b>Key responsibilities:</b>	<ul style="list-style-type: none"><li>• Develop a concept for the follow-up of the initiatives and change in the communities resulting from participation to activities.</li><li>• Collect and analyze the relevant data, according to the methodology and tools discussed and agreed with the project team.</li><li>• Prepare a monitoring report on the initiatives implemented.</li><li>• Propose to the project team a selection of 20 success stories already largely implemented/ finalized that could be further promoted and shared with other beneficiaries of the project, and suggest means to document them;</li></ul>
<b>Contact person</b>	Svitlana Gryshchenko, Project Manager, <a href="mailto:svitlana.GRYSHCHENKO@coe.int">svitlana.GRYSHCHENKO@coe.int</a>

## Context Analysis, Mapping Key Stakeholders for Future Cooperation

<b>Client</b>	IM Swedish Development Partner, Moldova
<b>OSWC consultants</b>	Maryana Zaviyska, Oleksandra Tselishcheva, Taras Tymchuk
<b>Date</b>	2018
<b>Key responsibilities:</b>	<ul style="list-style-type: none"><li>• Conduct a clear and precise analysis of poverty and human rights situation; special focus should be given to the rights of persons with disabilities;</li><li>• Provide an analysis on the current civil society role and challenges;</li><li>• Provide overview statistics on human development trends;</li><li>• Conduct a stakeholder analysis;</li><li>• Provide recommendations to effectively integrate gender, disability, environment and conflict sensitivity in the potential strategy.</li></ul>
<b>Contact person</b>	Silvia Apostol, Country Director in Moldova, <a href="mailto:soir.moldova@manniskohjalp.se">soir.moldova@manniskohjalp.se</a>

# Meet our Team

## Maryana Zaviyska

has over 10 years expertise in Ukrainian civil society development and good understanding of current rapidly changing situation in Ukrainian and sector context. Maryana works as a facilitator of transformation processes with organizations working in social change and development sector. Her expertise is in the fields of organizational development, leadership coaching, stakeholder dialogues and collaborations, mentorships for individuals and organizations, and action research processes. Her work comprises partnership building in complex multi-stakeholder initiatives ranging across the development spectrum.



She has had success in increasing participation and engagement to support organizations and communities in successfully navigating change and transition. Maryana is experienced in mobilizing learning and joint planning in large groups using participatory facilitation techniques in particular Technology of Participation, Technology of Open Space, World Café, Future Search, Appreciative Inquiry. Maryana conducted participatory planning and strategy development sessions for Mondelez Ukraine, Heinrich-Böll-Stiftung (Kyiv office), Ukrainian Urban Movement, GIZ, NGOs, social organizations, and municipalities in different regions of Ukraine.

### **Contacts:**

[zaviyska@openspace.works](mailto:zaviyska@openspace.works)

+38 0 (93) 665 50 97

## Oleksandra Tselishcheva

has extensive experience in international organizations, local and national NGOs: founded and managed NGO Center for Regional Development "Top-Kaya" (Crimea, Ukraine) since 2008; managed in total of 20 projects in the area of civil society development and regional development over the course of 6 years; developed and implemented capacity building programs for NGOs.



She has experience in developing monitoring and evaluation tools for project, programs and organizations as well as experience of trainings design and facilitation. Oleksandra is good in development policies, procedures and guidelines, preparation analytical materials (Comprehensive assessment reports according to UN standards, preparation analytical notes for international NGOs and think tanks (UNDP Ukraine, People in Need, CZ, Association for International Affairs, CZ, Guidelines for Calls for Proposals, Communication procedures). For the last years Oleksandra conducted participatory strategic planning for NGOs, private companies and municipalities.

### **Contacts:**

[o.tselishcheva@gmail.com](mailto:o.tselishcheva@gmail.com)

+380 (95) 868 72 86

## Taras Tymchuk

an independent management consultant, facilitator, research and development expert. His profound expertise in the fields of managing large group conversations, civil society development, international aid development, understanding of contemporary political, social and economic context is backed by 16 years of experience.



Taras is passionate about locating, surfacing and correcting systemic bugs that drop productivity in organizations, communities and businesses. He focuses on group interactions, collective decision-making (and bringing those decisions into reality) to make this world a better place. After 10 years in civil society development sector, Taras went on with his career in the role of an independent consultant and researcher in organizational development and group processes. Over the last 5 years, he has been consulting leading national and worldwide organizations who support reforms and systemic changes in Ukraine.

In Open Space Works Cooperative, Taras facilitates participative group discussions in the Open Space, Future Search, World Cafe formats and promotes these approaches around Ukraine. Taras loves complex tasks that lie on the cross-border of education, participation, gamification and behavioral studies. In his free time Taras writes to his blog about the use of gamification in local community development and Telegram channel about aid and development industry.

### **Contacts:**

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## References

- Olena Ursu, UNDP, [olena.ursu@undp.org](mailto:olena.ursu@undp.org), +38 (044) 253 5965
- Olena Kovalchuk, Project Coordinator, (GIZ), [olena.kovalchuk@giz.de](mailto:olena.kovalchuk@giz.de)
- Kateryna Dergachova, Capacity Development Expert, Ukrainian Social Investment Fund, [k.dergachova@usif.org.ua](mailto:k.dergachova@usif.org.ua), +38 (067) 458 00 18
- Natalia Oksha, Deputy director of PR department in Secretariat of the Cabinet of Ministers of Ukraine, [oksha@kmu.gov.ua](mailto:oksha@kmu.gov.ua)
- Marat Kyurchevsky, Project Management Specialist, Office of Democracy and Governance, USAID/Ukraine. [mkyurchevsky@usaid.gov](mailto:mkyurchevsky@usaid.gov)
- Vasili Kukharchyk, Pact Belarus Country Director, +38 098 304 11 97, [vkukharchyk@pactworld.org](mailto:vkukharchyk@pactworld.org)

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