

1.3.2. Product format

The formats can take different forms and in between formula's :

- A **closed exchange** amongst participants, without notes being taken by the employers' organisation and hence no reporting. Advantages are selectivity and exclusiveness. A clear disadvantage is that wider audience does not benefit from exchange
- **Open debate**, with note taking, short publication afterwards and open to public.

A variant is exchange between different types of publics like experienced managers with young entrepreneurs.

