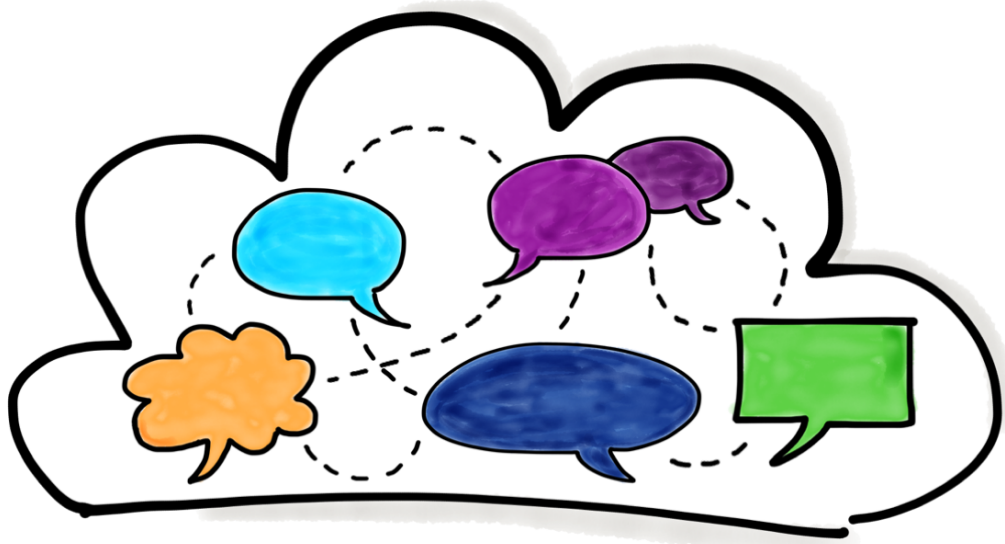


## Course – Creating co-creative dialogue spaces



### Introduction

Co-creativity is seen as a game changer in terms of achieving excellent results and developing smart ideas as well as (disruptive) innovations. It is no secret that teams can benefit from co-thinking and co-designing processes to tap into a collective potential greater than the sum of their individual potential, in turn enabling the team to come up with solutions no-one thought possible. Anyone who has already been part of such a collaboration where everyone gelled, trusted and compensated one another's strengths and weaknesses is likely to be willing to repeat such an experience in the future.

But how can dialogue spaces fostering collaboration and co-creativity be created and managed? Tapping into the broad range of skills and abilities within a team to tackle complex issues and come up with innovative solutions requires managers with facilitation skills. Facilitation is much more than just moderating a discussion. A facilitator enables people to participate, while creating room for manoeuvre and trust in the team's performance. Here, the facilitator exercises self-reflection and has the courage to enter into open-ended processes.

For facilitation to work in co-creative dialogue spaces, the manager needs to be willing and able in terms of their inner mindset, methods and the dialogue setting conducive to co-creativity within teams. This learning course focuses on enabling participants to fulfil their potential in terms of the above aspects.

<b>Course</b>	<b>Creating co-creative dialogue spaces</b>
<b>Target group</b>	Companies which understand that co-creative collaboration where the broad range of skills and expertise present in groups can be used to the fullest extent is crucial to mastering the tasks and challenges of the future.
<b>Goal</b>	The aim of this course is to develop a culture of dialogue at the company which taps into the inherent collective potential of groups and uses this potential to produce excellent results and innovative ideas and solutions.
<b>Outcome</b>	<p>After completing the course, managers, project heads and other persons chiefly tasked with organising group collaboration are able to create co-creative dialogue spaces within their given circumstances and roles:</p> <ul style="list-style-type: none"> <li>▪ They can reflect upon themselves and adopt an inner mindset conducive to initiating and managing co-creative dialogue spaces.</li> <li>▪ They are familiar with basic models for initiating co-design and co-creativity.</li> <li>▪ They can develop and teach a dialogue choreography to             <ul style="list-style-type: none"> <li>○ foster a common understanding of the topic of discussion,</li> <li>○ make the relevant perspectives transparent and understandable for participants,</li> <li>○ gather a wide variety of ideas for solutions,</li> <li>○ agree on an action plan for the solution deemed most suitable,</li> <li>○ create an agile prototype before final deployment to test the WHAT and HOW of the solution and to practice a pattern interrupt.</li> </ul> </li> <li>▪ They are able to harness the knowledge, skills and abilities of the participants for a co-creative solution and decision-making process, and can tap into the group's collective inherent potential.</li> </ul>
<b>Content</b>	<ul style="list-style-type: none"> <li>▪ Insights from neuroscience to foster an understanding of human collaboration: SCARF model, mirror neuron, attention and awareness</li> <li>▪ Theory U process (Dr. Otto Scharmer) in practice within collaboration sessions</li> <li>▪ Rogerian attitude by Carl Rogers and transactional analysis (ego states/'I'm OK - You're OK') for communication on equal terms</li> <li>▪ Systemic listening and deep enquiry</li> <li>▪ Basic principles and dynamics of social systems</li> <li>▪ Visualisation and focussing of results</li> <li>▪ Systemically effective preparation and follow-up of team meetings</li> <li>▪ HBDI personality assessment</li> </ul>
<b>Group size</b>	Minimum of 12 and maximum of 25 participants
<b>Competence</b>	Participants should hold roles where they are responsible for organising group collaboration at their organisation. They should also have prior knowledge of the basics of interpersonal communication and group dynamics.

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Structure	<ul style="list-style-type: none"> <li>▪ 1 advance focus dialogue lasting 1 hr. per person to clarify each participant's individual development goals</li> <li>▪ Part 1: 3-day workshop</li> <li>▪ Part 2: 2-day workshop</li> <li>▪ 3 individual coaching sessions via phone, each lasting 1 hr. per person</li> <li>▪ HBDI personality assessment with a graphical analysis of the results and discussion of the results during a one-on-one coaching session.</li> </ul>
Pricing	<p>€2,500 per participant.</p> <ul style="list-style-type: none"> <li>○ Plus HBDI personality assessment fee: €200</li> <li>○ Plus seminar fee and cost of overnight stay (optional)</li> <li>○ Plus VAT</li> </ul>
Booking process	The internal application process for participants should be discussed with the provider before booking the course.
Provider	<p>WIESENTHAL – Leadership Campus 4.0</p> <p>Contact: +49 (0)178 186 1007, kw@karinwiesenthal.de</p>
Course lead	<p>Karin Wiesenthal in collaboration with TEAM COCREATIVE FACILITATION</p> <p>Karin Wiesenthal is an expert on co-creative team processes who has a wealth of experience in facilitation, coaching, mediation, consulting and leadership as a result of previous executive positions. She supports managers and teams during personal and organisational change, and assists companies looking to make their business ready for the future.</p> <p>Karin teamed up with a number of colleagues to create TEAM COCREATIVE FACILITATION with the aim of enabling as many people as possible tasked with organising collaboration to inspire others in terms of the benefits of co-thinking and co-designing.</p> <p>Contact: +49 (0)178 186 1007, kw@karinwiesenthal.de</p>