

C4c-Lab **The Co-creating for Change Lab Agenda**

DAY 1: Coming Together to Co-create Change

2:00 PM Welcome

Welcome, purpose, agenda, logistics, introduction to our work together and review of the key question

2:15 PM Getting to know each other and Connecting to our Deeper Purpose

Why do we work here? What changes do we want to see in the world? What gets us out of bed every morning? What matters in the work we do?

2:45 PM Sharing our Past: Reading between ...the timelines

What are three key events of our recent past that relate to our work?

4:30 PM Exploring our Present: Mapping Trends

What key trends are present in our industry/external environment?
Which ones are more or less important? Which one are critical to us?

5:15 PM Exploring our Present: Key Challenges of our Times

"Shift 'n Share" from six stations plus focusing our priorities for shared work

5:45 PM Adjourning

6:15 PM Dinner - Happy Hour

6:45 PM Adjourning – END OF DAY #1

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DAY 2: Finding Common Ground for Shared Action

- 8:30 AM** **Intro**
- 8:40 AM** **Exploring the Complexity of our Organizations: Collision Sessions**
Getting a glimpse of the entire organizational system by unleashing and harnessing the diversity/richness/opposing perspectives, different frameworks, mindsets and opinions in the room for true creative collaboration
- 11:00 AM** **Reviewing and Making Sense of the Present**
In looking at the present: What is emerging? What's urgent? What challenges are in front of us? What similarities and differences are taking shapes?
Reporting our findings in plenary
- 12:15 PM** **Taking Responsibility (“Proud and Sorry”)**
In stakeholders meetings, we reflect and ponder: in looking at the present, what are we most proud of? What are we most sorry of?
Reporting our ideas in plenary
- 1:30 PM** **Lunch**
- 2:30 PM** **Envisioning our Future: Imagine five years from now...**
Development of future scenarios, shared in plenary as creative scenarios and reflected upon to draw the map the our shared aspirations of the people in the room
- 4:00 PM** **Searching for Common Ground**
Creation, selection and clustering of shared aspirations/preferred outcomes “we all can agree” to create a new future (common ground propositions/action clusters)
- 6:45 PM** **Adjourning – END OF DAY #2**

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DAY 3: Prototyping Change: The Design Challenges

8:30 AM **Intro/Confirming Action Clusters**

8:45 AM **Showing Passion, Taking Responsibility: Open Space Meeting**
 On behalf of the group – and out of their own initiative – individuals self-select to volunteer as champions of the action clusters. They host concurrent meetings to define their vision/course action, hear others and gather action team members to join them in the responsibility for the follow up

10:00 AM **From Action Planning to “Action Doing”: Taking on the work**
 Each action team turns their action clusters into a single design challenge that they begin to scope and flesh out
 Action teams get to work following a general introduction to Design Thinking/Rapid Iteration methods (creative problem solving, iterative, inquiry process based on empathy, experimentation, emergence and prototyping)
Familiarization of action teams with 40-page Action Doing for Change-Toolkit)

10:45 AM **Empathizing/Re-Defining/Reframing/Re-Thinking Sessions**
 Action teams work through their challenges with the creation of:

- A Problem Statement, to redefining the boundaries of the challenge
- An Assumption Mapper, to map the assumption of the challenge for better understanding
- A Stakeholder Map, to understand the people involved and their needs
- A Re-framed Design Challenge, to search for the perfect strategy/problem/solution fit
- A Challenge Validation interview, to identify real user/stakeholder issues of the challenge

12:15 PM **Lunch**

1:00 PM **Idea Lab Sessions**

The project teams continue to work their challenges by:

- Getting inspiration from other industries, to get ideas on how to solve their challenge
- Brainstorming ideas, to map all possibilities with their challenge
- Prototyping the great idea they select, to make it tangible and get feedback from others
- Preparing for a panel interview to present their idea and pitch their solution to key decision makers

2:00 PM **Shark-Tank Sessions**

Teams display their prototypes and pitch their solutions in plenary, one after the other. Each team is given either a red/yellow/red light by key decision makers

3:00 PM **World Café Conversation: What future is emerging?**

Making sense of our time together, building conditions for wise follow-up actions

4:15 PM **Final Circle**

4:45 PM **Adjourning – END OF DAY #3**