

# VALUE: TOT

**Nina Tange**  
DPU, Aarhus Universitet

# Co-creation

- › **Co-creation / participatory design attempt to actively involve different stakeholders in the design process to help ensure the result meets their needs and is usable.**

**Purpose: Train people in be able to facilitate co-creating processes in their organization:**

A

- › relational process – social
- › innovative strategy – creative

## For you to think?

- › What are usefull things/methods/learnings to be taken from Co-creation - including AI and Facilitation?
- › How can these be used in VALUE?

# There are different co-creation methods

Ex

1. **Appreciative Inquiry: a model that seeks to engage stakeholders in self-determined change.**
2. **Facilitation: generally aims at ensuring the participants' active involvement, learning, meaning making and intrinsic motivation.**

# 1. Appreciative Inquiry (AI)

- › **AI explores, describes and inquires into exceptional moments which gives life to a system and activates the members competences and energy (AI Handbook, 2003)**
- › **»AI inquires into, identifies, and further develops the best of what is in an organization« (Coghlan, Preskill, Catsambas, 2003)**

# AI outcome

*Humans move in the direction of the questions we ask” (Cooperrider, 2015)*

- › **You focus on what you want more of – not what you want less of. This creates momentum and intrinsic motivation among the participants.**
- › **It is easier to create change by amplifying the positive qualities of a group than by trying to fix the negative qualities.**
- › **Through the act of inquiry you create the social realities you are trying to understand.**

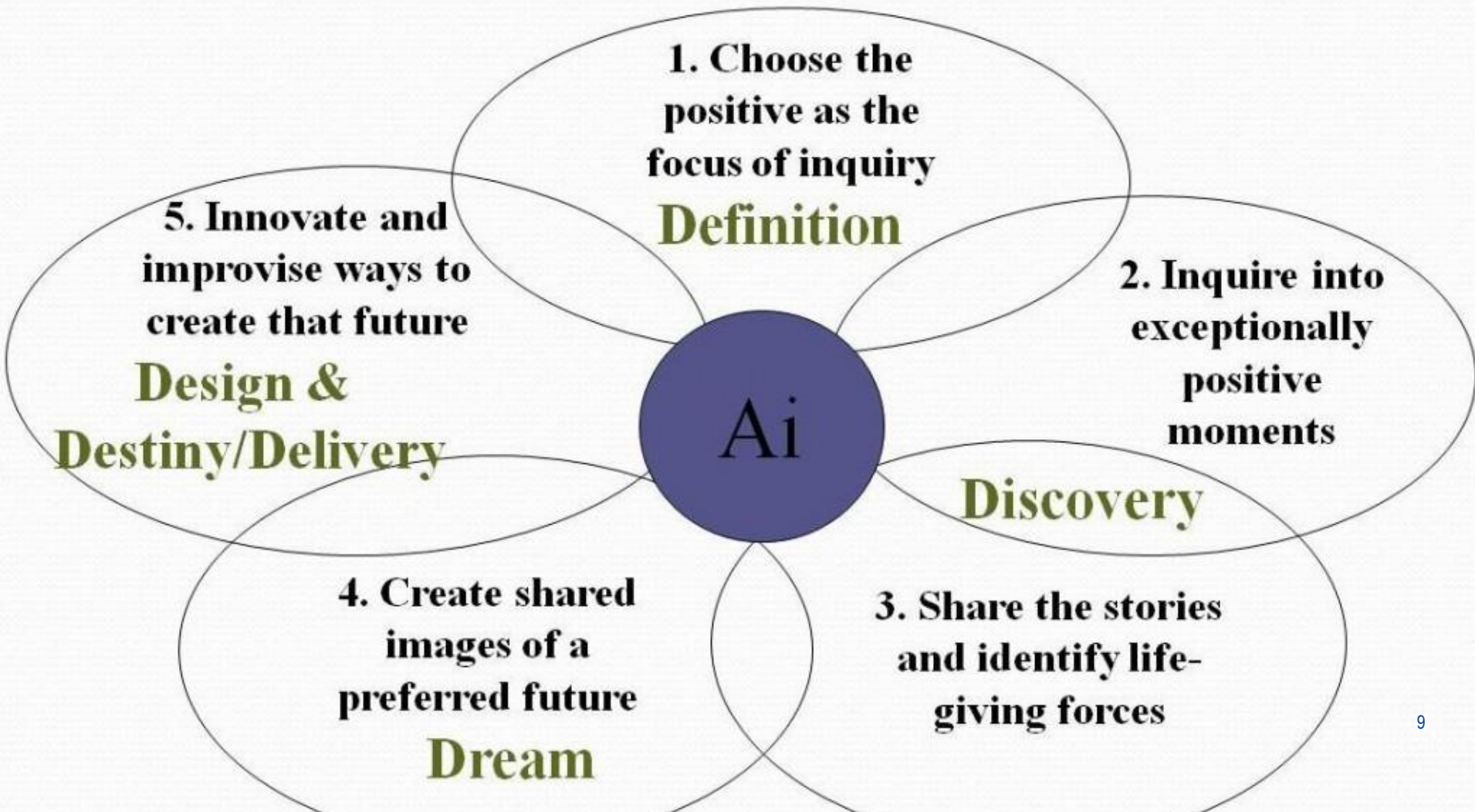
1. Definition: What is our focus? What do we want to enhance and strengthen?

2-3. Discovery: Identify which factors support when things are working well

4. Dream: How will it be if the factors from “Discovery” are present more of the time?

5. Design & Delivery: How do we make the dream phase come true.

Planning and prioritizing. Implementation of the design. The first steps.



# The future has 3 legs



- Continuity: What should we take with us – and build on?
- Get rid of: What should we leave behind?
- Transition: How should we move on? What should we do more of?



# Treasure hunt



- › The purpose of the process. Ex: **Develop good team-teaching involving educators and assistants**
  - › Groups of 4. Flipover paper to take notes from each phase
- 5 phases:
- › The future
  - › What should we get rid of
  - › What should we copy
  - › What should we do more of
  - › Next step

# The Future

- › In one year: **Develop good team-teaching involving educators and assistants**
- › Describe how it works, looks, feels ...: Content. Process. Values etc.



## Interview: What you study grows



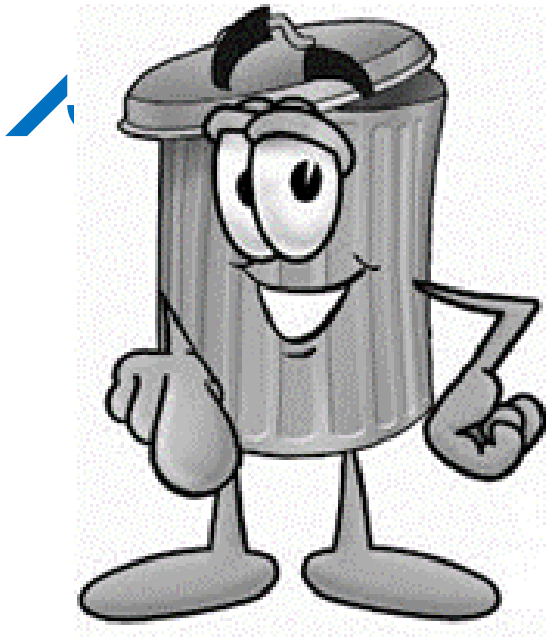
- › Think of examples of **excellent team-teaching involving educators and assistants**
- › Explore an optimal situation: What was happening? What went especially well? When? With whom? What did you do? What did others do? Etc
- › Which factors made it possible? Interviewer write them down

2 x 5 min



Stories  
Connect  
People!





1. Thinking about "the Future", what should we get rid of / do less – compared to now
2. Thinking about "the Future" – what can be re-used of what already exists?
3. What should we do more of in order to reach "the Future"



## Next step

- › Take a look at your process: What important points from your dialogue should be taken into consideration? What are your next steps?



## 2. Facilitation

- › Facilitation (latin): To make easy. Participatory approach
- › Facilitation generally aims at ensuring the participants' active involvement, learning, meaning making and intrinsic motivation.
- › The goal of facilitation is to unleash the participants' own thoughts and ideas. This requires the participants involvement and their inclination to develop their own joint solutions.
- › Facilitation is a tool for change and can be used for both problemsolving, planing, collaboration, dialogue aligned towards common future actions etc

Like Slovenia's: "School for coordinators"

# Facilitation methods

Many facilitation methods consist of the following tools for involvement:

- › Individual reflection
- › Dialogue in pairs or trioes
- › Rounds of sharing

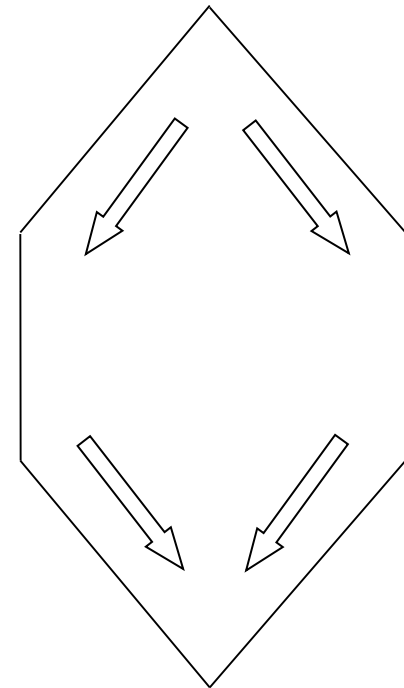


# Value creating questions

- › What are examples of good team-teaching practices? At the playground, in the eating situation, in the morning, at the end of the day.
- › What are good edu-care practices? Why are these good practices?
- › What is our shared vision of good edu-care? (Explicit images / compas). Why?
- › What characterizes “good team-teaching”? How does “good team-teaching” look? Ex: Roles & responsibilities, communication etc.
- › What are my/ strengths? What are your strengths? What are our common strengths and potentials?
- › What are specific measures/signs which indicate that we are on the right track?
- › What works well ? Why?
- › How can we use this?

# Structure the dialogue

1. Listen
2. Construction
3. Decide



# Tool: The play book

<b>What &amp; who?</b>	<b>What should we do?</b>	<b>Process</b>	<b>Time</b>	<b>Decision &amp; who does what</b>



# Gold digging

What & who?	What should we do?	Process	Time	Decision & who does what
Inclusion of children	What works?: Find specific examples where these children thrive	Individual brainstorm: : 1 post-it pr. ex.  Pairs: Listen and find more  Who has most?	3  10  1	



## The researcher

<b>What &amp; who?</b>	<b>What should we do?</b>	<b>Process</b>	<b>Time</b>	<b>Decision</b>
Inclusion of children	Investigate and learn from what works	Choose one exceptional good situation <b>Interview</b> What happened? What did you do? What did others etc.	1  2x7	

# Fernisering



<b>Emne Ansvarlig</b>	<b>Hvad skal vi udrette?</b>	<b>Form</b>	<b>Tid</b>	<b>Beslutning: Hvem gør hvad</b>
Inclusion of children	Share what works	Tell about your findings to your colleagues. And listen to each others examples	20	



## Some outcomes

- › Create a shared future
- › Reflecting & Dialogue
- › Understand and appreciate each other's professional role and responsibility
- › Ability to communicate in effective ways
- › Reciprocal trust and respect
- › Continuously learn and reflect on own practice



# “Meeting in the middle”

- 1) With VALUE in mind: What are usefull things/methods/learning to be taken from Co-creation - including AI and Facilitation? How can these be used in VALUE?

One is the facilitator

- › Brainstorm: Everyone writes in her own corner (3 m)
- › Rounds: Take turn saying one thing at a time – until everything is said (8 m)
- › In the middle: Important/usefull input from the round. Or things you agreeen on? (5 m.)