

# Practising co-development

## Experience sharing workshop to improve your professional practice

Hands-on course of 2 days - 14h

Ref.: COV - Price 2024: CHF1 530 (excl. taxes)

Co-development is an individual and collective development approach that promotes discussion and problem solving. This course will allow you to discover and experiment with the 6 steps of this approach in order to use it in your managerial practice, whether hierarchical or cross-functional.

### EDUCATIONAL OBJECTIVES

At the end of the training, the trainee will be able to:

Knowing the foundations of co-development: origin, usefulness, basic principles, stages

Experimenting with the customer and consultant attitude in a co-development workshop

Identifying best practices and dead ends when running a co-development workshop

Defining a Career Action Plan that integrates co-development

### EXERCISE

Discovery-based learning: practical application, individual feedback, theoretical highlighting, application plan.

## THE PROGRAMME

last updated: 06/2024

### 1) The fundamentals of co-development

- Understand the co-development objectives: problem solving, project building.
- Orient management towards collaborative operation: employee development.
- Use practice sharing as a basis for collective intelligence.
- Distinguish the three roles of the participants: facilitator/coach, consultant and customer.

*Group discussion* : Exchanges on the fundamentals and principles of the method.

### 2) Experimenting with the 6 steps of the co-development practice

- Present a project and a set of issues and choose the subject.
- Use open questioning to understand reality and the person.
- Establish a contract between the customer and the consultants.
- Use collective intelligence to help employees open up the solution area: consultation.
- Define an action plan based on advice given by the participants.
- Identify individual learning through feedback.

*Hands-on work* : Co-development workshops led by the trainer-coach where participants will play the role of customers and consultants.

### 3) Facilitating and supervising a co-development workshop

- Clearly explain the principles of success to the participants.
- Ensure compliance with basic rules of co-development.
- Lead the 6 stages and recognise the benefits and difficulties of each stage.
- Improve your facilitation skills through feedback.

*Role-playing* : Co-development workshops facilitated by the participants, in turns, in real-life mode. "Stop and go" mode to promote progress.

### PARTICIPANTS

Any person who holds a hierarchical or cross-functional managerial position or any Human Resources professional required to support employees.

### PREREQUISITES

No specific knowledge required.

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@ORSYS.fr to review your request and its feasibility.

#### 4) Using co-development in your management

- Transpose good co-development practices to general and project management.
- Encourage the sharing of practices by learning to listen and question.
- Adapt co-development to your own professional context.
- Develop an action plan for using co-development.

*Hands-on work : Collective reflection on the implementation of co-development in professional practice.*

## DATES

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### REMOTE CLASS

2025 : 17 Mar, 16 Jun, 18 Sep, 17  
Nov