

TRACCskills Pilot Workshop 1

Higher Education

Lüneburg, Germany, 6-8 December 2022

+ online follow-up sessions, 10 & 24 January 2023

Summary report

The initial workshop must by any criteria be deemed a success. The ongoing and final assessments of participants were overwhelmingly positive, and the project team met their own objectives for the event, within budget. The support of Leuphana University was much appreciated.

The follow-up online sessions showed high interest in implementing the lessons learned in the participants' working life. Some stumbling blocks were revealed and discussed. The generally positive outcome was documented via the responses to the post-event questionnaire.

New connections were made that continue into 2023 and hopefully beyond; several prospects and concepts for collaboration are being discussed as the project closes.



Initial workshop

A final exercise using the Nominal Group Technique (NGT) method focused on evaluation of every aspect of the workshop. It elicited more than 100 comments and suggestions, a large majority of which were positive. Two examples:

“Great set of exercises and flow, overall enough time to test and taste.”

“Great tools and time to experience them.”

Suggestions included improvements to instructions, and a reiterated wish for a slightly longer workshop - perhaps 2.5 days instead of 2. A separate collation of the feedback is available on request.

Participants

Name		email	Organization	Position
			University of Padova	
			Interdisciplinary Center for Research in Ethics (CIRE), University of Lausanne.	
			BOKU University of Natural Resources and Life Sciences.	
			Synthesis Hub	
			Teacher trainer	
			Visionautik Akademie	
			National Technical University of Ukraine, Kyiv	
			Hasselt University	
			Leuphana Universität Lüneburg	
			Universiteit Hasselt / Vrije Universiteit Brussel	

			University College Dublin	
			Self employed	
			Kritisch & Creatief / Brilliantly Diverse	
			Eberswalde University for Sustainable Development (HNEE)	
Facilitators		email	Organization	Position
Marilyn	Mehlmann	marilyn@legacy17.org	Legacy17, Stockholm	Co-founder
Elisabeth	Hofmann	elisabeth.hofmann@u-bordeaux- montaigne.fr	University of Bordeaux	Copernicus Alliance co-president
Anne	Zimmermann	Anne.Zimmermann@cde.unibe.ch	University of Bern (retired)	Copernicus Alliance former president & Legacy17 member
Alexander	Mehlmann	alexander@legacy17.org	Legacy17, Stockholm	Co-founder
Annika	Piirimets	annika@legacy17.org	Legacy17, Stockholm	Project Manager; member
Mario	Diethart	mario.diethart@uni-graz.at	Graz University	Copernicus Alliance network manager
Boris	Goldammer	bg@visionautik.de	Visionautik Akademie	Co-founder of Visionautik & Legacy17 member

Outline program

Tuesday 6 December, afternoon

Introductions, including to Leuphana	Throw the Ball: name, organization, interest
The overall program, + edge emotions	
My frustrations	Slido
My case	Slido
Intro to work groups and first exercise	
<i>Break</i>	
Introduction to Deep Listening	Deep Listening
Work Groups: Introduction to cases; choice	Appreciative Dialogue
WG: stakeholder analysis of cases	Stakeholder Analysis; potential contributions

HEI Stumbling Blocks	Cartoons
Reflections incl re Deep Listening + intro to Day 2	Throw the ball method

Wednesday 7 December, all day	
Reflections, confirm choice of case per team	
WG: Clarify options	
WG: Define values	Work with Values
WG: Criteria and timeframe for success (<i>include short break</i>)	Choice and weight of criteria
WG: Proposed decision options; identify more	Lateral Thinking
Reflections	
<i>Lunch</i>	
WG: Visit a successful future	Deep Listening, Guided Visualization
WG: Stepping stones	
Mix'n match	World Café
<i>Break</i>	
WG: Review options and criteria	Multicriteria analysis
WG: What can go wrong?	Devil's Advocate, Prioritizing
WG: Risk analysis, potential benefits	Risk Analysis, Return on Investment
WG: Decision	Fleck's Synergy; Consensual Decision-Making
Celebrate decisions / Day 3	

Thursday 8 December, morning	
Reflections/case owners' feelings about decisions	
Institutional stumbling blocks: any change?	
WG: Opportunities 'back home' <i>including Break</i>	Synergy; SDGs/IDGs
Evaluation of process and outcomes	Nominal Group Technique (NGT)
Individual: How will I talk about this course next week, when having coffee with a colleague? What will I do differently before we meet again?	Building Bridges
Introduction to the Toolbox	Hosting Transformation Toolbox
Closing: online meetings, topics to follow up	
<i>Lunch</i>	
Tour starts at 14.15 ends 15.45	(For those who can) Tour of Leuphana

The methods ('teachables') included

At the end of each day, participants were invited to indicate how they rated the usefulness of each method included during the day. This worked well for Days 1 and 2, summarized below, but not for Day 3. Follow-up of the Day 3 methods was therefore planned for the post-workshop survey.

These daily appraisals provided material for the TRACCskills Compendium.

Method/course element	Very...	Fairly...	Not...
...interesting/useful			
Leuphana introduction	5	1.5	0.5
Throw the Ball	11	1	0
Slido	8	4	0
Deep Listening	12	0	0
Appreciative Dialogue	7	0	1
Stakeholder Analysis	7.5	1.5	1
Stumbling Blocks	4	3	3
How Do You Feel	2	6	0
Clarify Options	2	1	0
Work with Values	9	0	0
Criteria: choice, weight	3	2	1
Lateral Thinking	8	0	0
Guided Visualization	7	1	1
Stepping Stones	6	2	2
Mix'n match	2	6	0
Revisit options/criteria	1	2	0
Devil's Advocate	10	0	0
Risk Analysis	4	3	1
Decision/role play	6	2	0
Synergy Meeting	7	2	0

Online Follow-Up Sessions

10 January

Since for most participants only a few working days had intervened since the end of the workshop, the focus was on recalling the event and discussing questions that had arisen in the meantime; and on discussing plans for implementation of the new learnings.

24 January

At the second session participants presented and discussed their experiences with introducing the new methods into their work.

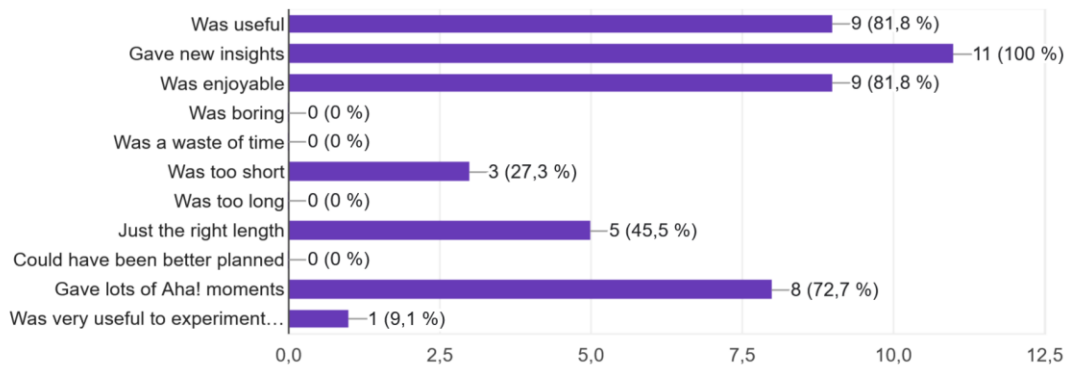
Post-Workshop Survey

11 participants responded to the lengthy post-workshop survey. They showed that the overall satisfaction was high (see diagrams below). The results will be used when designing future events.

Overall evaluation

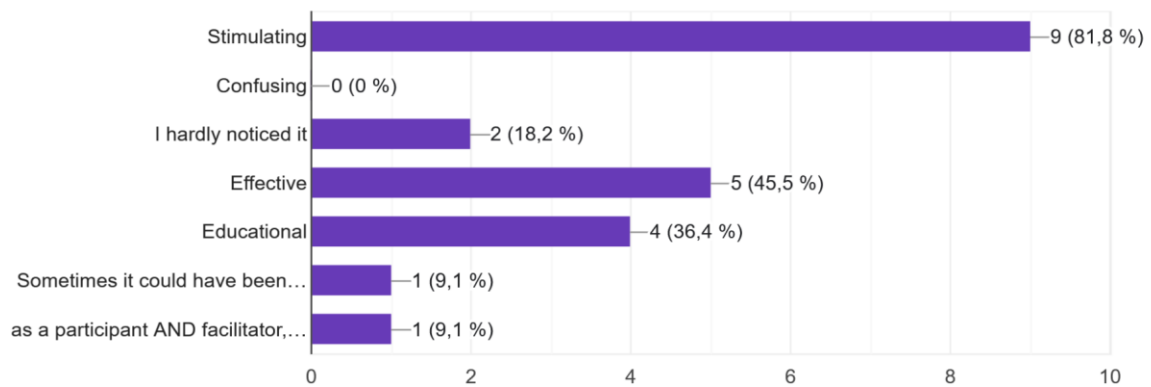
I find that the Lüneburg workshop

11 svar



I found the facilitation

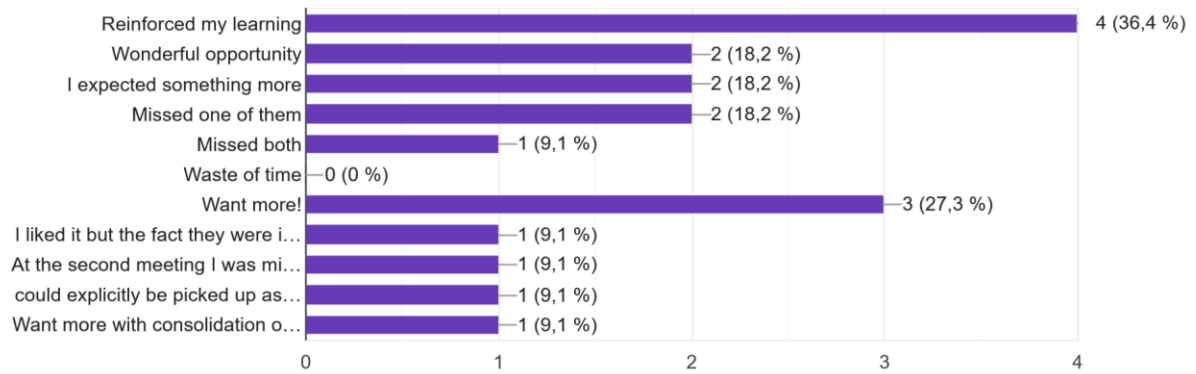
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The online follow-up meetings

How did they work for you?

11 svar



Selecting and using a real case brought by a participant

11 svar

