



The Design Charrette

~ a whole system, multi-stakeholder engagement process

A professional development opportunity...from Jean Singer and Michael Keller

Why a Design Charrette—Intention and Purpose: *To share an effective and proven process for responding to emerging complexity and the need for innovative responses.* We would use the Design Charrette as a vehicle to deepen practitioner capacity to design, facilitate and launch complex change work and increase the ability for a human system to respond more appropriately to emerging conditions. Working in a community of seasoned, peer-to-peer learners learning from and with each other within the Design Charrette process, participants develop multiple design solutions through rapid prototyping in a team-based collaborative setting. Here's a link for the full [Design Charrette description](#)

What it is: *The Design Charrette format is a unique social engagement process for innovation on complex human system challenges where no one solution is appropriate nor where any one person has the answer.*

- It is highly productive in developing a number of appropriate solutions and alternatives to the complex issues, each of which addresses the particular circumstances and critical issues presented
- It assists people responsible for leading change to design innovative and high leverage approaches to resolve complex issues involving diverse stakeholders finding common ground and taking effective action
- It is an ideal way to contribute to on-going process improvement activities which engage the whole system

As a process, the Design Charrette is a focused, short duration, innovation session during which a group of people who have a vested interest or particular expertise and perspective work collaboratively to develop new ideas to address or resolve an issue. The process is effective for:

- Making explicit what is implicit, revealing the interdependent presenting conditions of the human system(s) involved—for the design challenge presenter and the participants. This involves bringing forth all of the dynamics at play within the design challenge context—specific issue(s), key players, culture, relationships, risks, strategies, on-going patterns in the system, what's been tried to date, and so on. It is useful for:
 - Cross-functional business groups tackling challenging issues or strategy development and need a rapid prototyping approach
 - Leadership teams looking to create “game-changing” conditions within the organization
 - Multi-stakeholder collaborations looking to “jumpstart” their strategic work.

Using a Design Charrette Process as a Lens for Professional Development:

As a practitioner, you will experience a social innovation design process. More importantly while learning how to set up and facilitate this process, you will build your adaptive capacity and competence to reveal and hold the tensions that occur naturally whenever humans engage co-creatively.

We anticipate the following specific benefits and outcomes:

- ***Build your capacity and expand social engagement innovation through peer to peer resourcing for continual development of new techniques and improvement upon existing approaches...a framework for continuous process improvement based on what is learned which:***
 - Develops breakthrough responses to intractable problems arising in the context of complex social systems interactions
 - Brings together particular people and fosters relationships that can directly support the propagation and development of innovation over time
 - Honors diverse culture, perspectives and expertise encouraging cross sector and cross disciplinary innovation and decision making
 - Creates a forum for building trust and trustworthiness for critical and strategic thinking while also developing an environment for enhanced collaboration

- ***Build your capacity to design multiple approaches to a particular set of conditions within a human system/organization by recombining a variety of generic changes processes which:***
 - Enhances the capacity for rapid response through prototype development and multi-loop learning
 - Creates reserves of for viable alternatives for current and future complex issues
 - Provides an opportunity to explore openness relative to multiple approaches to challenging human dynamics
 - Enables the capacity for scaling up (and down) to adapt to changing conditions within the complex issue response

Who would benefit from attending?

- Leaders and people responsible for change within organizations
- Consultants and practitioners interested in whole system engagement approaches
- Educators - administrative and curricular levels, high school through graduate school

General Session Format: A ten-week period in which there will be:

- Three weekend residencies; Friday evening through Sunday 1:00pm-ish
- Online teamwork over the intervening weeks

Sequencing:

First Residency and Subsequent On-line Sessions:

- Experience the initial Assessment and Introduction to Presenter #1's design challenge and participate fully in the overall Design Charrette (DC) process along with the underpinnings of the process,

- Presenter #1 takes what has been offered/prototyped in the DC and applies learning in their real time real work challenge
- On-line discussions and coaching in peer-to-peer team(s) focusing on Presenter #1's implementation particularly as conditions shift in their real time real work situation

Second Residency and Subsequent On-line Sessions:

- Continue follow-up and support of Presenter #1 in their process
- Experience and learn the design and the facilitation of the DC process itself through the setting up of Presenter #2 to engage in their particular design challenge
- Online environment; peer-to-peer support/learning as we focus on Presenter #1 and #2's implementation and shifts that occur within their work systems as a result of applying learning

Third Residency:

- Debrief and continue follow-up support for Presenter #1, participant learning edges, and deepening the learning and engagement for Presenter #2
- Opportunities for exploring additional tools and engagement practices, especially focusing on participants' developing their own capacity to deliver a DC. The consistent reflective practices utilized throughout the process will be referenced to reveal individual areas for next growth and personal development towards deepening their craft.
- Hold a concluding on-line after action review—reflecting on consolidated work and learning

Total Cost includes: Tuition, facilities, meals and lodging = \$2500

Location and Logistics: Residencies at Talaris Conference Center, Seattle, Washington
talarisconferencecenter.com

Tentative (only) Dates for weekend Residencies:

- 23-25 January 2015; 20-22 February 2015; 27-29 March 2015

Registration Deadline = 30 June 2014... Contact Michael Keller, michaelkeller@shaw.ca for registration forms and questions.

Please share this practitioner development opportunity with anyone in your professional network.