



Outline Next4PA programme,

Workshop Ljubljana, December 12, 2013

Introduction:

Differences and sameness...

Now that the Next4PA project is well under way, reports about the challenges or pilot actions in the three countries are gradually coming in. Participants in the various regions are in different stages – some have actually already reached the first results! There is still time to continue to work on the local pilot actions.

The Workshop in Ljubljana will focus on an important part of the project: The differences between the three participating countries as a source of inspiration and unexpected solutions. The diversity in the Next4PA group can serve as a natural resource of divergence – a resource, however, we need to learn to tap into.

One more thing: We would also like to honour the hard work of all participant groups and give them space to demonstrate what they have achieved in their communities in past months. So check what we are having for lunch!

Preparations:

- Thanks to all those participants who have done great work on their challenges! Please prepare your results in such a way that you can present them in a market stall – see our lunch programme. That means: bring along pictures, brochures, objects, videos and sound recordings, waste, leftovers, etc, etc. for all the others to appreciate and make sure you can tell the story with fervour and conviction!
- By way of mental preparation: think about issues in your work environment you would like to solve but are unable to. Or think about opportunities you would like to pursue but cannot. Both can be personal or organisational/institutional, but they need to be barriers you feel are quite typical for your country.
Try to be specific, so it is better to have as a challenge: "In our weekly department meetings our department head holds long monologues which all people in the department consider a waste of time," than:



“Our departments meetings are ineffective.” The second one is too general to be useful material.

Please bring along 1 or 2 of these as input for our working day.

- All those who have a laptop, please take it along. We will want to process outcomes while we do the work.



Programme:

Thursday December the 12th.

- 09.30 Welcome and re-acquaint
- 10.00 Intro to the Programme
- 10.15 Take stock of broad challenges
- 10.45 Round 1: Choices and dilemmas in international cooperation
- 11.30 Coffee break
- 11.45 First exchange of thoughts on outcomes

- 13.30 Lunch break, including a market where all participants may showcase the results of their pilot actions

- 14.30 Round 2: Choices and dilemmas in international cooperation
- 15.15 Second exchange of thoughts on outcomes
- 16.15 Tea break
- 16.30 Extract guidelines for successful cooperation
- 17.00 What's Next?
- 17.15 Kiss & Ride

Willem+Mike 24/11/2013



Morning

Part 1

- Start with handshake exercise, all walk around.
- Ask each other about last small but relevant change in personal or professional life. New pet? Grandchild born? Best wine produced this autumn, etc...

9.30-10.00

- Then: Barnga! 7 Tables.
- Do usual debrief. Keep especially sheets with Coping Strategies.
- Partners: 1 plays; the other observes.

10.00 – 11.00

Then Coffee Break until 11.15

Part 2

- Intro: working together in multinational projects, in particular Austria, Italy, Slovenia.
- Five main areas of attention: Stereotypes, Culture, Historical Heritage, Language, Differences in Administrative systems and practices.
- Will Break up in 2 Groups, this morning and this afternoon. Mixed!
- This morning: Work on Culture + Stereotypes and Heritage.
- Make Groups

11.15 – 11.20

- Make Flip charts: 1 for stereotypes of each country + 2 for Heritage of historical issues
- All walk around and write down stuff. Meanwhile, all have green and red dots to confirm or disagree with notes of others.
- Only use dots for stuff about yourselves, i.e. your country.
- Be politically incorrect!! We're among ourselves.
- Around 20 minutes.

11.20 – 11.40

- Make mixed groups of 5, minimum one representative of each country.
- Appoint rapporteur with a PC = multi-tasking person
- Each person chooses an ingredient representing the other two countries. Ingredient that could be used in a dish (e.g. red pepper, flour, etc.)
- Put them together and decide on dishes that you can make with these ingredients.



- Think about the difficulty of properly cooking the dish: what do you need to pay attention to?
- Finish the dishes.
- Meanwhile: rapporteur takes notes

11.40 – 12.15

- At the end: translate back into recipes for successful cooperation: from general to highly detailed.

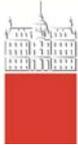
- An finally: share in public

12.15 – 13.00

With around 30 mins rubber time.

Now: invite everybody to combine lunch and market in which they can share their experiences with the pilot projects and results obtained so far.

13.30 – 14.30



Afternoon

Part 1

- Now tackle: Language and Admin Differences
- Make different groups, but again mixed, now slightly bigger: 6 or 7.

14.30 – 14.35

Groups A: Language

- Think of Barnga this morning.
- Think of needing to work in international project with these three countries
- Now suppose you cannot speak at all, like this morning.
- What do you do???
- Start practising again: Do silent workshop: no speaking.
- Everybody can write in their own language.
- But can also do all sorts of other things
- Try this for 15 minutes
- Then start speaking English
- Use the experience to produce ideas for how to work successfully together across language barriers.

Groups B: Differences in Administrative framework, systems and practices.

- Think of Barnga this morning: different rules
- Use cases pax have brought as homework
- Describe them quickly to each other
- Pick one. Any one.
- Explain in somewhat more detail (if necessary).
- Now other two countries are your advisors, from their country's perspective. What would the approach to this issue be in their country?
 - Does the issue exist? If not, why not?
 - How important is the issue? Compare different positions on this.
 - How would they solve it within their system, environment, with their normal practices.
 - Problem owner: Get new insights. Apply rules of creative communications: every idea is great, no idea killers, etc.
 - Look for the unexpected!

14.35 – 15.20



Report back in public

15.20 – 15.45

Tea Break

15.45 – 16.00

Partners report back from grid they have + comments from pax

Goal: Extract Golden Rules and Good Practice from what they have seen:
specific behaviours, micro-communication, solutions that worked, etc.

16.00 – 16.45

News from the project

16.45 – 17.00

17.00 – 17.15

Kiss & Ride