Course : Practising co-development

Experience sharing workshop to improve your professional practice

Practical course - 2d - 14h00 - Ref. COV
Price : 1590 CHF E.T.

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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.

◎ Teaching objectives

At the end of the training, the participant 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

Intended audience
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.

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

Course schedule

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.

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 and locations

REMOTE CLASS
2026 : 28 May, 28 May, 14 Sep., 14 Sep.