CO DEVELOPMENT

It is a very simple method to promote mutual aid between peers, within a team.
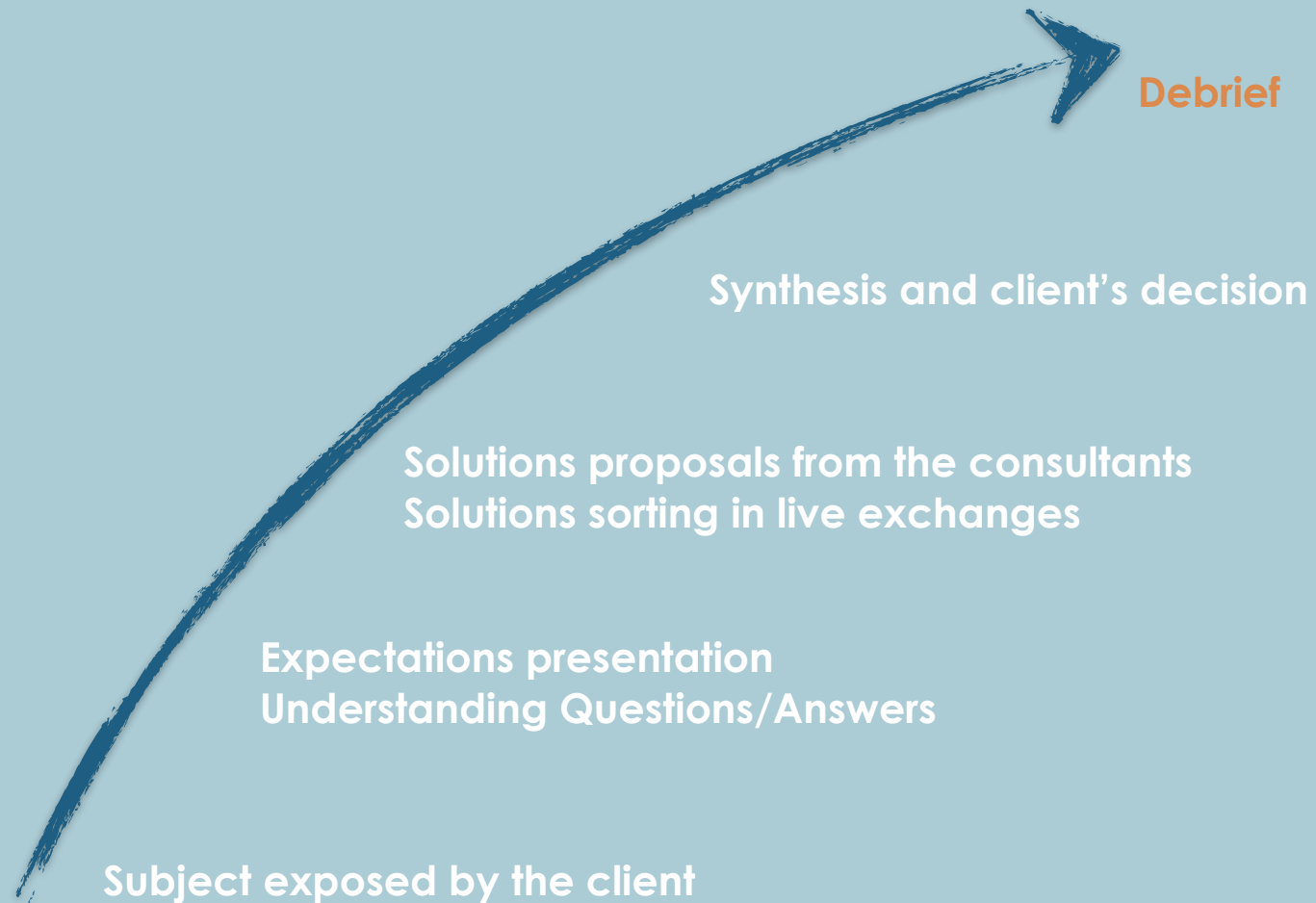
- The main principle is based on the wish to learn from others.

- It offers methods and postures to transform this wish in efficiently productive exchanges.

Co development is based on the attitudes of the participants :

It requires the wish to learn from others more than to teach

Co development is a really flexible method for which you will find numerous definitions.

- **Usually organized in groups of 4 to 6 people, but 2 people works well also, we are used to this configuration in ALBUS.**

- **It is better to have some time ahead, especially at 5 or 6 :**
    - 30 min is a minimum
    - Theorists talk about 2 to 3 hours minimum ; this seems needed especially for really wide topics ; but do not be afraid to work only 30 min on specific subjects

- **The principle of a co development discussion is :**
    - One of the members brings a topic on which he is blocked => He is the CLIENT
    - The others will try to understand the issue then propose solutions => They are the CONSULTANTS
    - In co development, the CLIENT decides in the end.

AVENTURES PAR ALBUS

Debrief

Synthesis and client's decision

Solutions proposals from the consultants
Solutions sorting in live exchanges

Expectations presentation
Understanding Questions/Answers

Subject exposed by the client

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Subject exposed by the client

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CLIENT

A precise presentation, short if possible

As transparent as it can be

Talk on a topic that we wish to improve

Tell the whole project, the whole context. It is useless.

Make reality look better.

Talk on a topic we won't have time to improve

The presentation will usually last between 10 and 20 min

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Expectations presentation / Understanding Questions

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CLIENT

End with a precise expectation, clear and honest : « I need you on this point »

Only ask general reactions

CONSULTANTS

Ask questions « Why » to understand the context

Accept the situation as it is

Offer the usual solutions put in place in this kind of subject

Say « You should have… »

This part can last from a few to 20/30 min depending on the topic complexity and the number of co developers

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Solutions proposals

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CLIENT

Make the consultants go deeper « How would you… »	Accept a principle without knowing how to put it in place
Refuse what doesn't fit or please	Accept to avoid offending

CONSULTANTS

Propose illustrated and argued solutions	Insist on one solution that doesn't seem to please to the client
Think as if we were doing it ourselves and take into account the clients constraints, even irrational ones (fears)	Propose what worked for you and will NECESSARILY work elsewhere
Complete solutions that please the client in a « YES AND » logic.	Let the client with a solution that is only a principle without ensuring the « fish out of water » effect

**This part can last 1 hours if the topic is quite dense.
But also 15 min in a small accustomed group.**

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Synthesis and decision making

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CLIENT

Apart from « thank you », it is useful to say on what we start, even only to assume your own solution

Do as if it was normal and free (it is time)

CONSULTANTS

Eventually indicate the dark points that will have to be worked on afterwards (not especially on co development)

Decide to please

Sometimes only a few seconds.

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Debrief

OPTIONAL

For a team of beginners, we will take the time for a debrief on a discussion itself

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CLIENT

Say where we felt helped / heard and where we weren't

Blame the posture of the consultants (who are learning as much as you)

Say if we dared, with which techniques

Blame the posture of the client (who is learning as much as you)

CONSULTANTS

A few minutes