

TEAM WORK METHODS

We needed to create a team that was capable of co-creating interdisciplinary research and innovation work in a cross cultural setting.

REFLECTION WEEK AND REFLECTION DAYS

To create a space for sensemaking and team-learning, we organised one annual reflection week and several reflection days throughout the year whenever needed. The need depended on the pace at which the course of the project was changing based on our ongoing experimentation. The reflection sessions focused on understanding what we had been doing, what the learnings were, and what we should do moving forward. It was important to reserve enough time for these sessions, especially in the beginning of the project.

RESEARCH SEMINAR

We initiated a bi-weekly research seminar where we presented ongoing work at different levels of maturity. The seminars were open to like-minded researchers and external researchers attended in an organic way. This was important to create an understanding of each others' research, and develop the capacity to give feedback in an interdisciplinary way.

QUICK MEETINGS

We had several innovation and research projects taking place at the same time, and many of them changed course rapidly. In order to keep everyone informed and thus actively engaged (which was a challenge), we adopted our own quick meeting format from agile tech sprints. Once a week, we held an online 15-30 minute meeting. Each person was asked to quickly share what they are doing, what they will do, and if they need anything from anyone. This worked very well. Our team was almost always spread out over the world and therefore, a short weekly online meeting like that was very functional.

CO-LEARNING SESSIONS

We were learning greatly and rapidly, but we encountered the challenge of people being on their own learning paths rather than a shared one. To overcome this, we started to have meetings on Friday afternoons in a bar environment. The meeting normally lasted approximately 1 hour and followed a circle structure, where each person had 10 minutes to express what has been the most important and most valuable insight during that week. After each person shared their story, there was space for a discussion with the group to jointly reflect on the presented insight and to add to it. We also documented these learnings. This created a very powerful co-learning experience. The honesty and sincerity in these thoughts shared made the meetings valuable for everyone. The sessions also effectively created a shared learning path, which was richer than any individual process could have been.