

Intermediate I Live Workshop

Day 1 – first steps in problem solving (self-organized)

All participants have individual access to Zoom with 2 types of information:

1. General info, equal for all participants
2. Asymmetrical information for groups of 2-3 (mission packages, see below): 2-3 participants across teams receive same package. Facilitator has to ensure that in one team as many as possible different packages are assigned.

Information for all participants

→ Agenda and required information to accomplish Day I

Goals for today

Your **main team's goal** for today is to **start cracking our "Energy Community" case**. How and in which time sequence is up to you! Please incorporate in your planning the fact that in addition to this overarching today's goal for the team, all of you have **individual missions to fulfil**. Please consider here that you will need to apply **different leadership styles** depending on your mission.

When you define your team goal for today, be guided by these **overall goals which have to be reached by the end of the workshop** in terms of case cracking:

- Clearly define the problem to solve/core question to be answered
- Identify structural problem blocks/drivers and prioritize your work
- Analyse more in-depth the prioritized problem blocks
- Prepare the decision paper on the basis of the analysis results
- Deliver a pitch for the decision-makers successfully

In the following we provide **only a rough guidance how to proceed** as well as a **rough time schedule for today**. Based on this you can define your own procedure and detailed time schedule.

These material from the previous modules (among others) might be useful for you:

- *Energy Community case – Participants' briefing (PDF file)*
- *HDA approach for problem solving (PDF file)*
- *"Situational leadership and leadership archetypes" on IM I Learning Platform, Module 5*

As well as rough time table and outlook for days 2-3, see next page!

Rough guidance and time schedule

Time	Content/Task
9.00 – 9.15/ 9.30 Ca. 15-30 min	Understanding of all today's objectives and coordination in the group/teams (incl. individual missions)
9.15/ 9.30 – 13.00 Ca. 3.5 h	Working in teams <ul style="list-style-type: none"> • Planning: Organise yourselves in your teams and discuss roughly what you can manage to achieve today given overall goals for the case till the end of the workshop and the rough time schedule for today. • Implementing: Once you have defined a plan how to achieve all the goals/individual missions for all team members go ahead with implementation of your plan
13.00 – 13.30 Ca. 30 min	Debriefing in teams: <ul style="list-style-type: none"> • In your teams debrief and reflect how you were doing in the planning and implementing phase <ul style="list-style-type: none"> i. process-wise ii. content-wise iii. leadership-wise • Be prepared to share with the whole group your key take-aways as team per category: "What are 3 things you know now which you did not know before?"
13.30 (sharp!) – 14.30 60 min	Debrief with facilitator: <ul style="list-style-type: none"> • Share and deepen take-aways from team's debrief with the whole group and facilitator in the plenary room
14.30 – 15.00 30 min	Wrap-up and outlook for days 2-5

Outlook for days 2-5

► HIGH LEVEL TIMETABLE FOR THE VIRTUAL LIVE WORKSHOP

Day 1	Day 2	Day 3	Day 4	Day 5
Set the stage & Intros First steps on case cracking	Psychological Safety Concept: What makes high performing teams even more high performing HDA: Prioritization, Work planning	HDA: Analysis and synthesis building HDA: Decision-making and final recommendation	Presentation structuring Presentainment: Persuasive Presenting My personal business canvas based on my strengths and weaknesses	Pitch delivery ↓
Debriefing in teams and with facilitator	Effective Conversations ↓	"Secret" experiential module Retrospective Group Exploration Peer coaching	Pitch preparation ↓	Feedback videos and Peer Coaching Conversations Business canvas, Part 2 and Action Planning Wrap-up and bridge to Modules 9 and 10
		Cocktail mixing: 8 pm?	Homework: Video feedback for every teammate	