Appendix report

Empower Cociety: A systemic design approach to unravel Cociety's potential and design a Social Innovation Strategy

Marije IJpma
Master Thesis Report
MSc. Strategic Product Design
August 2023

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Note: all documents in the Appendix are vector files. If a document or images is not readable, try zooming in a bit.

A. Design Brief

DESIGN FOR our future

TU Delft

IDE Master Graduation

Project team, Procedural checks and personal Project brief

This document contains the agreements made between student and supervisory team about the student's IDE Master Graduation Project. This document can also include the involvement of an external organisation, however, it does not cover any legal employment relationship that the student and the client (might) agree upon. Next to that, this document facilitates the required procedural checks. In this document:

- The student defines the team, what he/she is going to do/deliver and how that will come about.
- SSC E&SA (Shared Service Center, Education & Student Affairs) reports on the student's registration and study progress.
- IDE's Board of Examiners confirms if the student is allowed to start the Graduation Project.

USE ADOBE ACROBAT READER TO OPEN, EDIT AND SAVE THIS DOCUMENT
Download again and reopen in case you tried other software, such as Preview (Mac) or a webbrowser.

STUDENT DATA & MASTER PROGRAMME

Save this form according the format "IDE Master Graduation Project Brief_familyname_firstname_studentnumber_dd-mm-yyyy".
Complete all blue parts of the form and include the approved Project Brief in your Graduation Report as Appendix 1 !

family name: IJpma
initials: MF given name: Marije Flor
student number: 4654145
street & no.:
zipcode & city:
country:
phone:
email:

Your master programme (only select the options that apply to you):
IDE master(s): ( ) IPD ( ) DfI (★) SPD
2nd non-IDE master:
individual programme: - - (give date of approval)
honours programme: ( ) Honours Programme Master
specialisation / annotation: ( ) Medisign ( ) Tech. in Sustainable Design ( ) Entrepeneurship

SUPERVISORY TEAM **

Fill in the required data for the supervisory team members. Please check the instructions on the right !

** chair: I. J. Mulder dept. / section: HCD (section: DCC)
** mentor: H.J. Hultink dept. / section: DOS (section: MCR)
2nd mentor: Marina Beermann
organisation: Cociety
city: Hamburg country: Germany
comments (optional)

Chair should request the IDE Board of Examiners for approval of a non-IDE mentor, including a motivation letter and c.v..

Second mentor only applies in case the assignment is hosted by an external organisation.

Ensure a heterogeneous team. In case you wish to include two team members from the same section, please explain why.

APPROVAL PROJECT BRIEF

To be filled in by the chair of the supervisory team.

chair I. J. Mulder date 01 - 12 - 2022 signature

CHECK STUDY PROGRESS

To be filled in by the SSC E&SA (Shared Service Center, Education & Student Affairs), after approval of the project brief by the Chair.
The study progress will be checked for a 2nd time just before the green light meeting.

Master electives no. of EC accumulated in total: ____ EC
Of which, taking the conditional requirements into account, can be part of the exam programme ____ EC
List of electives obtained before the third semester without approval of the BoE

( ) YES all 1st year master courses passed
( ) NO missing 1st year master courses are:

name date - - signature

FORMAL APPROVAL GRADUATION PROJECT

To be filled in by the Board of Examiners of IDE TU Delft. Please check the supervisory team and study the parts of the brief marked **.
Next, please assess, (dis)approve and sign this Project Brief, by using the criteria below.

- Does the project fit within the (MSc)-programme of the student (taking into account, if described, the activities done next to the obligatory MSc specific courses)?
- Is the level of the project challenging enough for a MSc IDE graduating student?
- Is the project expected to be doable within 100 working days/20 weeks ?
- Does the composition of the supervisory team comply with the regulations and fit the assignment ?

Content: ( ) APPROVED ( ) NOT APPROVED
Procedure: ( ) APPROVED ( ) NOT APPROVED
comments

name date - - signature

Design a strategy to enable Cociety to build towards a resilient society — project title

Please state the title of your graduation project (above) and the start date and end date (below). Keep the title compact and simple. Do not use abbreviations. The remainder of this document allows you to define and clarify your graduation project.

start date 21 - 11 - 2022 — 29 - 06 - 2022 end date

INTRODUCTION **

Please describe, the context of your project, and address the main stakeholders (interests) within this context in a concise yet complete manner. Who are involved, what do they value and how do they currently operate within the given context? What are the main opportunities and limitations you are currently aware of (cultural- and social norms, resources (time, money,...), technology, ...).

In 2015, 193 countries signed the UN Paris Agreement. They agreed to limit global temperature rise to 2 degrees, preferably 1,5 degrees. To achieve this goal, the global rise of CO2 emissions each year needs to stagnate in 2030. From 2030 to 2050, the global emissions per year have to decrease to net-zero in 2050 (Paris Agreement, 2015). As a result of the UN agreement, more and more countries set their own climate targets and companies have started to formulate climate goals as well. However, the actual change is going slowly. As presented in the most recent climate top COP 27 in Egypt, the world is currently not on track to achieve the 2 degrees rise goal.

Germany is one of the front running countries, with ambitious climate goals and active to achieve the goals. One of Germans' key sustainable leaders is Micheal Otto. He is a well known climate activist and key speaker on sustainability events. He has won multiple prizes for his efforts at sustainability (1997: German environmental prize, 2002: Sustainability Leadership Award). Surprisingly, he is the company owner of Otto group, one of the biggest e-commerce companies. In my first brief research, this company has climate targets but is nowhere near to being a sustainable frontrunner. I suspect that Micheal Otto has a lot of frustrations about how his own company is difficult to steer towards sustainable operations. Therefore, he has founded his own foundations that each help to achieve a positive social and sustainable impact on society. He started with Umweltstiftung (engl.: Climate foundation) Micheal Otto. Currently, he is founder of eight non-profit organisations and supports them with his monetary resources, his knowledge and expertise and connects them with his network. All the foundations strive towards more sustainable and social practices in society.

A few years ago, the idea arose that the eight separate foundations could work (better) together as they all aim for a more just and sustainable society. The foundations could use resources more efficiently, profit from each others interdisciplinary knowledge and network and become a community that has a bigger impact than each of the foundations on their own. Micheal Otto founded an umbrella organisation that should focus on this idea: Creating a resilient society cooperatively - CO-CIETY.

The previous year, the organisation Cociety did not yet show the wished effect. The foundations do not feel responsible and have no motivation to play a part in building the Cociety community. Therefore, Marina Beermann took over the leadership of Cociety in October 2022. Marina Beermann is an ecological economist and worked in the cooperation between WWF and EDEKA (big German supermarket). Marina sees the potential of cooperation for society and has the goal of letting Cociety rise up to that potential.

At the moment, there is not yet a clear goal and strategy to achieve the potential of Cociety cooperation. Here my graduation opportunity arises.

space available for images / figures on next page

introduction (continued): space for images

SPD Graduation opportunity Marije and Cociety

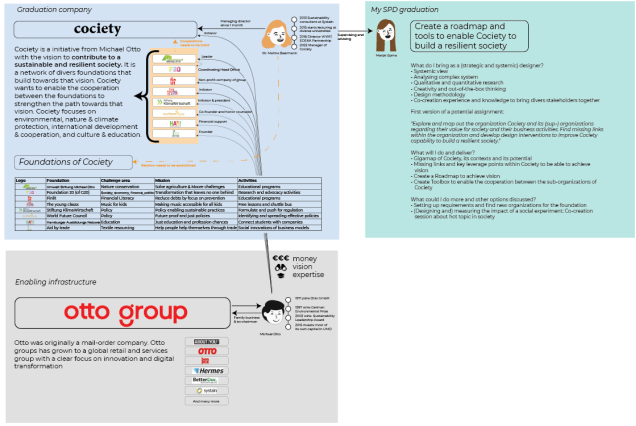


image / figure 1: Overview of Cociety and their context in relation to by graduation opportunity

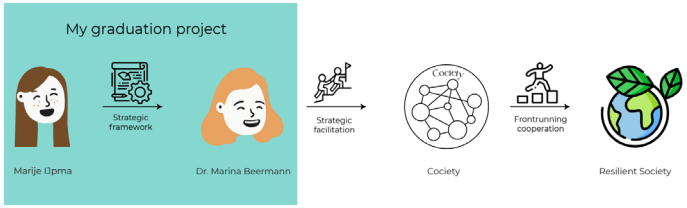


image / figure 2: Scope of my graduation project

PROBLEM DEFINITION **

Limit and define the scope and solution space of your project to one that is manageable within one Master Graduation Project of 30 EC (= 20 full time weeks or 100 working days) and clearly indicate what issue(s) should be addressed in this project.

At the moment Marina Beermann has no defined strategy that builds towards the goal of a well functioning cooperation between the foundation. Also there is not yet a concrete (SMART) goal of Cociety and Marinas role is not yet totally defined. At my graduation, I want to design a strategy that enables Marina to achieve Cociety's potential. In the longterm, Marina and/or potential other members of Cociety should be able to build towards a resilient society.

The scope of the project is based on different factors.
First, the project is based in Hamburg, Germany. I can work mostly online from the Netherlands, and I will plan a few field trips to the location. I will use inspirations form the Netherlands but I apply my ideas to the location of Hamburg.
Second, I will focus on the existing organisations infrastructure around Cociety (the Otto Group, the founder Michael Otto, Cociety and the eight sub-foundations).
Third, I will analyse the organisations by focusing on their way of working, their business activities, their visions, their motivations and their current impact.

The solutions and deliverables of this project will focus on strategic advice to enable Marina to create Cociety that builds towards a resilient society. I will generate an overview of the infrastructure of Cociety and its context to be able to give strategic advice. I integrate tools and/or other design interventions into the advice that will help Marina to realise their wished impact in practice.

ASSIGNMENT **

State in 2 or 3 sentences what you are going to research, design, create and / or generate, that will solve (part of) the issue(s) pointed out in "problem definition". Then illustrate this assignment by indicating what kind of solution you expect and / or aim to deliver, for instance: a product, a product-service combination, a strategy illustrated through product or product-service combination ideas, ... In case of a Specialisation and/or Annotation, make sure the assignment reflects this/these.

"Explore and map out the organization Cociety and its (sup-) organizations regarding their value for society and their business activities. Find promising and or missing relations within the organizations and develop a strategy with clear design interventions to improve Cociety's capability to build a resilient society together."

I expect to deliver an overview of Cociety's organisational infrastructure, probably in the visual form of a Gigamap. This will include different actors like the Otto Group, Micheal Otto, Cociety, the eight sub foundations and the value they each have for Cociety. I will show potential leverage points in the current systems, probably missing/unstable/one-way relations or value flow.

I will design for these leverage points a strategy to improve Cociety's capability to build a resilient society together. In this strategy I advise Cociety where change in the organisation is needed en how this could be achieved. This will be in a roadmap enriched by tools or other design interventions to achieve their vision.

Personal Project Brief - IDE Master Graduation

TU Delft

PLANNING AND APPROACH **

Include a Gantt Chart (replace the example below - more examples can be found in Manual 2) that shows the different phases of your project, deliverables you have in mind, meetings, and how you plan to spend your time. Please note that all activities should fit within the given net time of 30 EC = 20 full time weeks or 100 working days, and your planning should include a kick-off meeting, mid-term meeting, green light meeting and graduation ceremony. Illustrate your Gantt Chart by, for instance, explaining your approach, and please indicate periods of part-time activities and/or periods of not spending time on your graduation project, if any, for instance because of holidays or parallel activities.

start date 21 - 11 - 2022 29 - 6 - 2022 end date

Explaination of the extended timeperiode for graduation:
I row on pre-national level approximately 10-12 times a week. Due to the high time consumption of this sportactivity, I will not be able to work the full 42 hours per week at my graduation. I have decided that 3,5 days per week (28h per week) should be doable combined with my rowing ambitions. The 100 days for graduation will be achieved in 28 weeks and 3 days.

Personal Project Brief - IDE Master Graduation

TU Delft

MOTIVATION AND PERSONAL AMBITIONS

Explain why you set up this project, what competences you want to prove and learn. For example: acquired competences from your MSc programme, the elective semester, extra-curricular activities (etc.) and point out the competences you have yet developed. Optionally, describe which personal learning ambitions you explicitly want to address in this project, on top of the learning objectives of the Graduation Project, such as: in depth knowledge a on specific subject, broadening your competences or experimenting with a specific tool and/or methodology, ... Stick to no more than five ambitions.

I am very enthusiastic about this project as it focuses on creating positive impact for society and the planet together with other enthusiastic and motivated actors and organisations.

I want to prove that I can scale a social innovation to increase their positive impact (Strategic Design for Social Innovation). I show that I can analyse and grasp the complexity of actors and their interests (Context and Conceptualisation, SPD Research, Design for Complexity). And that I can create impact through providing the company with a viable roadmap (Design Roadmapping, Design Strategy Project, Brand and Product Commericalisation).

I want to learn that how I can make positive impact in practice, not in a study project. I want to experience the ambiance and motivations of the actors and learn how to deal with the obstacles that exists in real life. I want to improve my expertise and experience in co-creation with actors and learn what possible impact co-creation has in practice. Furthermore, I want to learn how to ensure longterm viability of the wished and generate positive impact.

My personal learning ambitions are to become fluent again in German and learn the German terminology about climate and social impact and innovation. I also want to learn to combine my graduation ambitions with my rowing activities to achieve recognition on national and international level.

FINAL COMMENTS

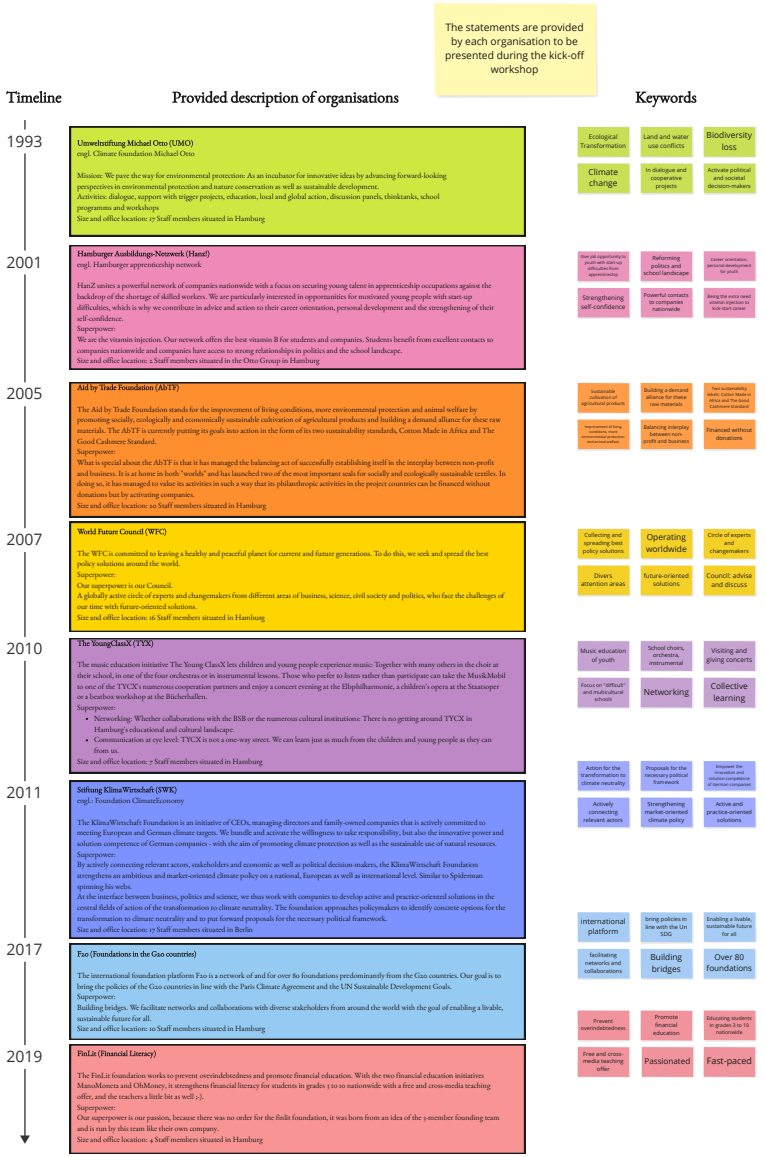
In case your project brief needs final comments, please add any information you think is relevant.

Initials & Name MF IJpma Student number 4654145

Title of Project Design a strategy to enable Cociety to build towards a resilient society

B. The eight foundations

The eight foundations are thoroughly researched. This overview of the foundations information is based on their websites, publications and media communication. Additionally, information provided by each foundation for the introduction during the kick-off workshop is used.



C. Interviews

Setup of the interview

Interviewees: Employees of the different foundations (as many different as possible) that have had interactions with Cociety (before Marina came)

- [redacted] World Future Council
- [redacted] Umweltstiftung Micheal Otto
- [redacted] HanZ!
- [redacted] FinLit

Marina planned to do interviews with the directors of three other foundations (Umweltstiftung Michael Otto, Aid by Trade foundation, F20, The Young ClassX). Stiftung KlimaWirtschaft did not have the time for an interview.

Goal: Status quo about the perception and expectations of Cociety

Topics: 3-5 questions were formulated to get insights about these three topics

1. Opinion and thoughts about previous experiences in the context of Cociety
2. Positioning of their own foundation topics, stakeholders, target group and goals in comparison with the other Cociety foundations
3. Thoughts and wishes for the upcoming networking event and Cociety's future.

Setting: Marina introduces Marije, Marije leads the interview and goes through the interview guide, Marina gives comments whenever a question arises.

- Online with [redacted] (WFC) and [redacted] (UMO)
- In Hamburg at the Otto Group with [redacted]
- Hybrid with [redacted] online and Marina and Marije in Hamburg

Interview guide: The interview guide was made in collaboration with Marina and send beforehand to the interviewee.

1. Blick zurück: Was ist bisher zu Cociety passiert/erarbeitet worden?	**1. Past: What were your activities in the past with Cociety?**
- Was sind deine **heutigen Schnittpunkte** mit/zu Cociety?	- What is your current interaction with Cociety?
- Was waren deine **bisherigen Schnittpunkte** mit/zu Cociety? - Welche **Dokumente** hast du zu/über Cociety schon erarbeitet? (ggf.: Können wir diese im Nachgang von dir erhalten)	- What are your past interactions with Cociety? - Which documents did you create in the context of Cociety?

- Warum hast du dich für Cociety/im Kontext von Cociety engagagiert/eingebracht? Was war deine **Motivation**?	- Why did you participate and engaged in the context of Cociety? What was your motivation?
- Was hat dir am Prozess oder den Inhalten in der Vergangenheit **nicht so gut** gefallen?	- What did you not like about previous processes or contents?
2. Feedback zu bisherigen Auswertungen	**2.**
- Inwiefern stimmen Sie ein mit der Gruppierung ihrer Stiftung?	- To what degree do you agree with the clustering of your organisation on the topics, the stakeholders, the goals and the target groups?
- Inwiefern stimmen Sie ein mit der Gruppierung im Kontext von Cociety?	- To what degree do you agree with the clustering of your organisation in the context of Cociety?
3. Auftaktworkshop: Blick nach Vorne	**3.**
- Was wäre aus deiner Sicht das beste Ergebnis, was wir durch den Auftaktworkshop erreichen können: a) für dich als individuelle Mitarbeitende b) für deine Organisation (deinen Arbeitgeber) c) für Cociety	- In your opinion, what would be the best possible result from the kick-off workshop? a) For you as individual employee b) For your organisation c) For Cociety
- Hast du (konkrete) Ideen für die Umsetzung des Workshops? a) Wenn es um die Vernetzung und das gegenseitige Kennenlernen untereinander geht b) Wenn es um das Kennenlernen von Cociety als neue Organisation geht - Was sollte deines Erachtens auf keinen Fall/nicht passieren auf/im Auftaktworkshop?	- Do you have suggestions for activities for the workshop? a) To network and get to know each other b) To get to know the organisation Cociety - What should not happen?
- Wenn wir noch weiter in die Zukunft schauen, wie würdest du dir die ideale Rolle von Cociety vorstellen in 5-10 Jahre? a) für dich als individuelle Mitarbeitende b) für deine Organisation (deinen Arbeitgeber) c) für Cociety	- In 5-10 years, what would be the ideal role of Cociety? a) For you as individual employee b) For your organisation c) For Cociety
4. Offenes Feedback / Was möchtest du uns noch mitgeben/sagen?	**4. Open feedback, Advice for us?**

Insights

Positioning of their own foundation topics, stakeholders, target group and goals (question area 2)

General insights about the clustering

- Do not divide the foundations in Social and Environmental Sustainability
    - Instead search for similarities, not focusing on the differences
    - Problems and solutions in Social and Environmental Sustainability can be approached in the same way and often are related, the different foundations can still work together within the broader topic of Sustainability.
- The presentation where the clustering is based on, is made by Gregor Weltzer. The foundations leaders quickly needed to hand in the content for the presentation. A few of the content is already outdated.
- The definition of the key words is important, different organisations and even people within the organisation can interpret the words differently.
- The employees of Otto Group (and their partner companies like EOs) do not know (enough) about the existence of the foundations and their impact on society and the planet.

Adaptation of the positioning and clustering of the foundations:

- WFC
- UMO
- HanZ
- FinLit

On the next page the updated clustering of the organisations based on their own foundation topics, stakeholders, target group and goals is presented.

The updated version is also shown in the report.

Themen

Stakeholder

Event Ziele

Event Zielgruppen

Personal impression of the employees:

- Children and Youth expert
- Shows interest and engagement
- Is aware of and likes hierarchy

- Guarded (deu. Zurückhaltend)
- Has a lot of energy for “heart” projects
- Tries to stay within new defined main business of UMO

- Feels lonely
- Has direct contact with Michael Otto and know a lot about the dynamics within the Otto family and Otto group business
- No (social) media expert

- Young and open and a little bit unexperienced (deu.unwissend)
- Friendly and understanding
- Knows that Marina cannot make Cociety a success on her own

Perceived problems of Cociety:

- Ideas get lost
- Ideas of employees are not taken seriously, Leader make the decision, feeling that time, energy and effort of employees are not valued
- Individual outsider Weltzer made an important decision about the future direction of Cociety
- Unclear matrix of Cociety (too vague and undefined)
- Unclear financial means and opportunities
- Unclear goal of the activities and Cociety in general
- Meeting of the leaders of the foundations are too full and there is no time to go in depth in specific topics
- Meeting of the leaders of the foundations are a Blackbox for the employees and others
- Employees have done something for Cociety because their chefs asked them, there is a need for intrinsic motivation for the employees to participate in Cociety activities
- The main challenge: finding the DNA or clamp/clip of Cociety for al foundations: What is the exciting/particular that we do?

- The project of him (Climate song) and other ideas are kicked into the long grass/came to nothing
- No recognition of work

- Karl had high expectations of Cociety, but these were not accomplished
- Remarkable sidenote: Karl did not ask about what Cociety stands for, he gives the impression to know what Cociety stands for

- It feels like an unsolvable problem
- Endless discussions that lead to frustration and are demotivating
- The innercircle (Johannes and Tina) make the decision
- HanZ is an outsider and often not involved, when involved treated like a child
- Feeling that the other think: Why should I help the weak when my foundation is going well?

- The organisation stayed too long in theoretical status/mode/discussion
- **Function followed form instead of form followed function**
- Focus on Leaders and not open for the employees to participate

Conclusion

- Employees effort, time and opinions are not valued
- The focus lies on the leaders and their ideas and opinions, with out transparency to others
- Cociety is still theoretical, it needs clear goals and actions

Potential role of Cociety:

- Exciting voice (“Sprachrohr”),
- Having cool lighthouse projects
- A lot of potential in foundations, they is a lot of diversity and they are engaged
- Start in Hamburg than grow Germany wide
- Goal should be to reach the broad and general public

- Nexus: bundle of excess energy
- Giving energy into project and receiving more energy out of it
- Being able to do projects that fall outside of main focus of own foundation
- For UMO it should be an extension of own topics

- Community
- Everybody does/adds what he is good in
- Resilience: building the confidence of society
- Everybody has relations to everybody and things along with problems and helps
- Concrete projects with qualitative (NOT quantitative) results

- Network of creative engaged/active people
- Publicity/Reputation of own organisation
- **Societal impact of companies (Eos/Otto Group) highlighted to motivate young people to become their employees**
- Trust in each other
- A platform, a community, being supportive

Conclusion

- Being a platform or community of engaged people for societal impact
- Knowing and supporting each other
- Doing projects that reinforces each individual strength and creates positive publicity for the organisations

Ideas for Cociety:

- Teams platform for updates and exciting projects (just like in the Bildungscafe)
- Meeting every 6 weeks, everybody needs to prepare meeting (just like in the Bildungscafe)
- Youth Forum (background???)

- Let it self-organise (like Communication employees already did), but there needs to be a reason to meet

- Employees of the foundations help/work at the other foundations (projects)
- Collective Contact bank
- Stimulate resilience society by educate the society about the principles of resilience

- Involve Benjamin und Janine Otto (children of Dr Michael Otto)
- Projects in cooperation with the Otto Group

Conclusion:

- Wish for a platform to connect and update each other
- Give the room to let the employees self-organise
- Stimulate resilience
- Include new partners in the current Cociety network

Workshop ideas:

- Room for discussion

- Listen to everybody, nobody should feel overruled
- Do not loose important insights, try to save everything important that is said
- Find common identification points
- Have fun until the end
- Achieve the goal set at the beginning of the workshop

- No hierarchy and ego-trips
- Speed dating to get to know each other
- (un)moderated small group discussions
- It needs to become clear what the benefit of Cociety is
- It should motivate people to participate in Cociety projects

- Concrete exercises
- Working in small groups
- Getting to know games
- Goal should be a creation of We-feeling

- Give a lot of time for networking
- For FinLit this is also advertising and publicity

-
- Find identification points
- Working in small groups
- Everyone has different amount of knowledge about Cociety show everyone the process, to be on the same status quo

Conclusion

- Everyone on the same knowledge level about what Cociety is and could be
- Give a lot of time for networking
- Create a motivating environment and we-feeling
- Find common starting points for collaborations

D. Creative facilitation advice

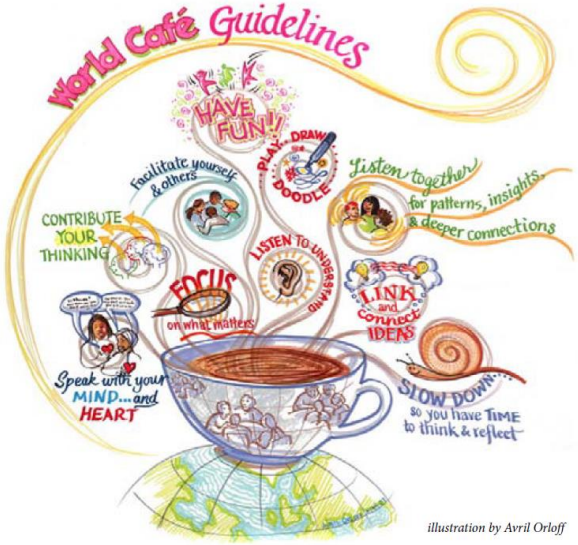
Katrina Heijne is interviewed during a 30 minutes online meeting. Kartina Heijne is creative facilitation expert at the faculty of IDE.

Set up: Online meeting, starting with a small presentation about my graduation company, the project, the context and the goal for the kick-off workshop. In an open conversation, we discussed the best approach for the creative facilitation session. The current setup is presented and feedback on approach, details and dangers is given. Lastly, we discuss my setup for the market stand 1.

Feedback/Advise:

In general, clear setup, but a few points of attention. The points are discussed with Marina and Alexandra and are incorporated in the workshop plan. The complete workshop plan can be found in Appendix **E.**

- Be active from the beginning to get everybody in the active mode. However, due to cultural differences a “inactive” presentation/welcoming probably is a must in the German expectations. We kept the 2 presentations short (max 15 minutes) and will start with a stand up directly afterwards.
- Create an open atmosphere to promote discussion and creativity. The location is quite different than normal event rooms and sparks already to think different. Furthermore, the way we are and behave is open towards everyone and trying to involve and listen to everyone.
- Write down every discussion to not loose interesting insights. Try to let the participants write down their own ideas, but if they forget or are in the heat of a discussion, the facilitator can write down the discussion elements.



- Give conclusions and show visual results to create acceptance. In the Workshop setup we created more time to have a wrap-up after each phase.
- In the later digitalised version of the results, the raw workshop results need to be recognisable. We decided to digitalise all post-its in the raw form to miro. We only clustered the postits and added Marina and mine insights and thoughts for next steps. The results of the workshop can be found in Appendix **F.**
- The market stands phase has a lot of similarities with the world café methodology. I looked into the methodology and used that as background knowledge for my market stand 1 and how to behave as a facilitator during the whole workshop. The images shows a representation of advice I gave to participants to spark creativity.

> The World Café is built on the assumption that ...
>
> People already have within them the wisdom and creativity to confront even the most difficult challenges; that the answers we need are available to us; and that we are Wiser Together than we are alone.

E. Workshop guide

Start	Ende	Dauer
10:30	17:30	420

Start		Ende	Dauer	Moderation	Inhalt	Methode	Material	Warum? Erwartetes Ergebnis	Räumlichkeiten / Catering
10:30	-	11:00	30		Ankommen & Orientierung Vorschlag: offene Wand mit der Frage: Was muss heute passieren, damit es für dich gut investierte Zeit ist?		Chart mit Frage im Foyer	Ankommen, Orientierung im Raum und mit den Beteiligten, Einstimmen Orientierungskarten	**Im Foye**r Stehtische, Garderobe Häppchen, Obst, Getränke zum Empfang
11:00	-	11:15	15	Marina	Begrüßung (Marina): Orientierung - Begrüßung Marina - Kontext: Wo stehen wir? Warum gibt es diesen Workshop? Wir sind Cociety. Ich brauche euch heute in eurer Rolle als Cociety-Mitglied!!!! - Erwartungshaltung / Zielsetzung des Workshops - Blick auf die Agenda	Vortrag	Mikrofon	Orientierung, Wertschätzung,	**Kunstraum**: Bestuhlung mit Ausrichtung auf die Bühne - vielleicht im Halbkreis? Präsentation über PowerPoint im Hintergrund, Leinwand, Beamer Mikrofon 3 Handmikrofone - kurze Einweisung
11:15	-	11:30	15	DMO	DMO Wo stehen wir Wo wollen wir hin? Was ist dafür wichtig? Was ist unsere wichtigste Ressource: Austausch, Gemeinschaft, Identität, Wir setzen auf, indem,…. Zweck ist geframt	Vortrag	Mikrofon	Framing, Wertschätzung und Einstimmen auf den Termin	
11:30		11:40	10	Alexandra	**Alexandra** Rahmenbedingungen Einführung in die erste Übung Meine Rolle Spielregeln Hinweis auf Agenda und Time-Boxing Einführung Line-up	Vortrag	Mikrofon		**Kunstraum**: Bestuhlung wird von TN selbst in die hintere rechte Ecke platziert. 1 MA Markthalle zur emotionalen Stütze
11:40		12:10	30	Alexandra	**Line up** - **Wer gehört zu welcher Initiative**? Erst sammeln sich die Mitarbeitenden einer Initiative, dann Klärung des Gründungsjahrs - so ungefähr und dann aufstellen. Rechts 1990, links 2022 UMO 1993, HANz 2001, Aid by Trade Foundation 2005; World Future Councel 2007 The Young ClassX 2010, Klimawirtschaft 2011, Stiftungsplattform F20 in 2017, FinLit 2019, Cociety 2022, Vorstellung der Initiativen durch Alexandra - nach ihrer Vorgabe - Welcher **Wert prägt dich bei der ARbeit am meisten?** (entsprechend der Ergebnisse aus der Befragung: Vertrauen, Zuverlässigket, Excellenz, Motivation) - **Wie wichtig ist euch bei der Arbeit die partnerschaftliche Arbeit/** gemeinschaftlices Arbeiten ? Gemeinschaftlich etwas zu gestalten? Auf einer Skala von 0 (links) bis 10 (rechts): - Meine Arbeit muss Sinn machen - ist relevant nach rechts, irrelevant nach links Hinweis auf Gruppenfoto	Line up	Kästchen auf dem Boden oder eine gut sichtbare Linie / Pole	**World Café**: Ziel ist in einen intensiven Austausch, Diskussionen und Ideenfindungen zu kommen. Wir haben 4 Thementische vorbereitet - Themenradar - welche Themen umfass die Arbeit der 8 Organisationen, Initiativen? Vernetzung - Wozu un in wlecher Form kann man sich zukünftig kennenlernen/ vernetzen? Cociety und Resilien - Was ist die Entstehungsgenese von Cociety und was versehen wir unter Resilienz? Bisherige Projekte - Bildungscafé und Umweltsong zeigen, was an Projekten bereits stattfindet. .Findet euch nach dem Mittagessen in Gruppen zusammen und findet euch dann an einem Tisch ein. Alle TN werden zu allen Thementischen kommen und das jeweilige Ergebnis weiterdenken, weiterdiskutieren. Pro Tisch ist eine Zeit von 15 Min. vorgesehen, dann wird gewechselt. Am Ende stellen die Tischpatinnen die Ergebnisse vor.	**Kunstraum**: Klären wo wir den Zeitstrahl am besten auf den Boden kleben können
12:10	-	13:10	60		Mittagessen				Foyer

13:10	-	14:10	60	Marije	**1. Themenradar** Welche Themen/Arbeitsfelder umfasst die Arbeit der 8 Initiativen?	World Café	Spielregeln für jeden Tisch Jede von uns bereitet ihr Thema vor	Big Picture der Themen = wird allen nach dem Workshop zur Verfügung gestellt	**Kunstraum**: 8 Stehtische (Abstimmung Catering) und
				Daniela	**2. Vernetzung** Wozu und in welcher Form kann man sich zukünftig kennenlernen/vernetzen?		Kleine und große Post it, 1 Brownpaper unterteilt in Cociety intern und Cociety extern	Übersicht über Wünsche/Ideen = Fahrplan für Cociety in 2023	
				Marina	**3. Society & Resilienz** Was ist Entstehungsgenese von Cociety? Was verstehen wir unter Resilienz?			Würdigung was war und Bildabgleich zum Thema Resilienz	
				Alexandra	**4. Bisherige Projekte** Bildungscafé/Umweltsong/ggf. auch die Kommunikationskolleg:innen: was ist schon an Projekten passiert? Wo seht ihr Anknüpfungspunkte		Rechner Marina,	Kreation von neuen Ideen, Fahrplan für Cociety 2023	
14:10		14:30	20	Alexandra	**Wrap up** Fragen an die Themeninhaberinnen: Stellt in 5 Min. eure Ergebnisse vor. Was ist neu und was war überraschend?		2 Mikros holen	Teilhabe an den Ergebnissen und Klärung von Verständnisfragen	
14:30		14:50	20		Kaffeepause				Foyer
14:50		15:00	10	Alexandra	**Neues Setting erklären:** - Wir starten mit der Arbeit am Warum/ Purpose für Cociety - Kurzes Update der Ergebnisse aus den Befragungen in den Kleingruppen Vorstellung durch Marina, Alexandra (Zentrale Punkte aus der Präsentation für DOM mit zentralen Punkten auf Post-It und als Briefing gilt die Präsentation - Aufteilung in Kleingruppen - Hinweis geben: Wir brauchen ab jetzt eure Sicht als Mitglieder von Cociety!! Erklären Methode, Vorgehen erfolgt in den Kleingruppen	Moderation	Flipchart mit Golden Circle Post-it mit zentralen Aussagen der Befragungen	Unterschiedlicheste Menschen mit Cociety beschäftigt. Dann haben wir exemplarisch einige xxxxx Golden circle Simon Sinek hat mit seinem Golden Circle entschlüsselt, weshalb es Menschen und Organisationen gibt, die erfolgreicher sind als andere – obwohl sie den gleichen Zugriff auf Berater, Marketingagenturen etc. haben. Was Wie Warum **Was**: Jede Person, Jede Unternehmung weiß, was sie tut z.B. Maschinen herstellen **Wie**: Andere wissen wie sie es tun z.B. per Alleinstellungsmerkmal wie Nachhaltigkeit Vaude – weder	**Kunstraum**: - 2 Stellwände bei jeder Gruppe - 15 Stühle pro Arbeitsgruppe, 4 Arbeitsgruppen insgesamt (1 MarX, 1 Foyer, 2 Kunstraum) Stühle werden im Vorfeld auf die Räume verteilt - Eine Wand für das Sammeln der jeweiligen Ergebnisse (Maße ca. 3-4 Meter) mit der Option, dass bis zu 60 Leute davor stehen können) Idee Mike: Auf der Bühne zur Inszenierung, Alternativ an der rechten Seite des Raumes
15:00		15:00	0		**Ablauf:** **Allein**: Jede/ Jeder macht sich Gedanken zur Frage 1 in der ersten und zweiten Runde (5 Min.) **Vierergruppe**: Hier verfeinert ihr eure Ideen aus den Paaren. Achtet dabei auf Gemeinsamkeiten und Unterschiede (15 Min.) **Alle**: Welche Idee findet eure Gruppe besonders bemerkenswert? Jede Gruppe stellt eine wichtige Idee am Ende auf einer vorher definierten Fläche aus (20 Min.) **Tipps und Stolperfallen** -Sorge dafür, dass sich jeder zuerst im Stillen Gedanken macht, bevor	Liberatingstructures	Flipchart, um die Methode vorzustellen A3 Blätter zur Ergebnispräsentation	Marina: Gruppe 4 Marx Dani: Gruppe 3 Marije: Gruppe 2 Alex: Gruppe 1 Beteiligung von allen zur Generierung von Fragen, Ideen und Vorschlägen	

15:00	-	16:50	110	Marina Daniela Marije Alexandra	**1. Aufgabe** Intro: In zwei Workshops in 2021 und 2022 wurde mit den Führungskräften aller Initiativen erarbeitet, dass wir die Resilienz der Gesellschaft fördern wollen. Da wollen wir nochmal genauer draufschauen und ein gemeinsames Bild schärfen: Verständnis: **Was wollen wir durch eine resiliente Gesellschaft möglich machen?** **Was muss** **Moderierend als Input, wenn der Gedankenprozess stockt**	Gruppenarbei	Chart mit: Wir brauchen euch in euer Rolle als Mitglied von Cociety Zwei Metaplanwände, um die Erebnisse der Teilgruppen zu sammeln und	Wir wollen das bisherige Ergebnis welches durch die Führungskräfte in einem Workshop mit Herrn Wöltje erarbeitet wurde sounden lassen! Wir nähern uns der Antwort: Was kann die Gemeinsamkeit sein. Was ist der gemeinsame Kern? Wo liegen individuelle Besonderheiten?	
					2. Aufgabe **Wie will Cociety zu einer resilienten Gesellschaft beitragen?** **Konkrete Beispiele** Vorgabe eines Frameworks für die weitere Arbeit am Purpose an der Metaplanwand notieren Indem wir…tun, sorgen wir für eine resliiente Gesellschaft Indem wir …tun sorgen wir für ..., damit eine resiliente Gesellschaft entsteht Zum Beispiel: Wir unterstützen; begleiten; wollen den Austausch unterschiedlicher Positionen anregen; unterschiedliche Sichtweisen	Gruppenarbeit	Flipchart mit Golden Circle Post-it und Stifte	Ziel der TN ist es, in den Austausch und damit ein annähernd gleiches Verständnis zu kommen, welchen Beitrag Cociety zu einer relilenten Gesellschaft leisten möchte.	
					3. Aufgabe **Ziel: Wir wollen Ideen sammeln, wie wir das erreichen können!**				
					Kaffeepause - on the fly Alle sollen bis um 16:30 Uhr fertig sein.				Kaffee To Go im Foyer
					Gallery-Walk zur Verinnerlichung der Ergebnisse. Die Teilnehmenden haben die Chance, Anmerkungen per Post-its zu machen. Die Beteiligten	Plenum	Post-it und Stifte		**Kunstraum**
16:50	-	17:10	20	Marina Alexandra	**Abschluss:** - Würdigung des Workshop-Ergebnisses (Rekapitulieren vom Tag, Auftakt von Cociety, und Marina hat das im Blick) - Offene Punkte-Liste des WS abgearbeitet (d.h. Themen zur weiteren Bearbeitung klar einzelnen Personen / Teams zugeordnet?) (ggf: Will noch etwas gesagt werden?) - Nächste Schritte: Wie geht es konkret weiter? => Action Item 1 (bspw. Kleines Team, welches den Purpose weiter	Plenum	Präsentation von Marina	Würdigung der Ergebnisse aus dem Workshop und Ausblick auf das weitere Vorgehen geben.	**Kunstraum**: Beamer und Leinwand, Bestuhlung?

F. Pilot of Marketstand A

In order to test if my design for the market stand **A** is feasible, understandable and giving useful insights a pilot test is performed.

Goal:

- How much time is needed for me to explain the exercise?
- How much time do the participants need to think individually about the questions?
- How much time is needed to have a small group discussion?
- Are the questions and sub topics clear and understandable?
- Are the questions evoking insightful answers?

Setup:

I tested with four masterstudents of the industrial design faculty. In pairs they got 1 A3. On each A3 the 2 questions and the subtopics are written, just like the original design. One A3 is formulated in English one in Dutch. The English version has more examples about I mean with the subtopics. The Dutch group gets postits the English group only pens.

During the test, I show the posters and materials and explain the exercise. I time the amount of time I needed and time how much time they are individually thinking and how long disussing in a group.

Results:

A few main things become clear.

I need approximately 3 min to explain the exercise. It is important to explain the 2 questions and the 2 subtopics clearly, with the given example of what is meant by intern and extern. I should explain what the goal of this market place is. I need to explain where the different color postits stand for and that if they wish they can comment their own name for subtopic 1.

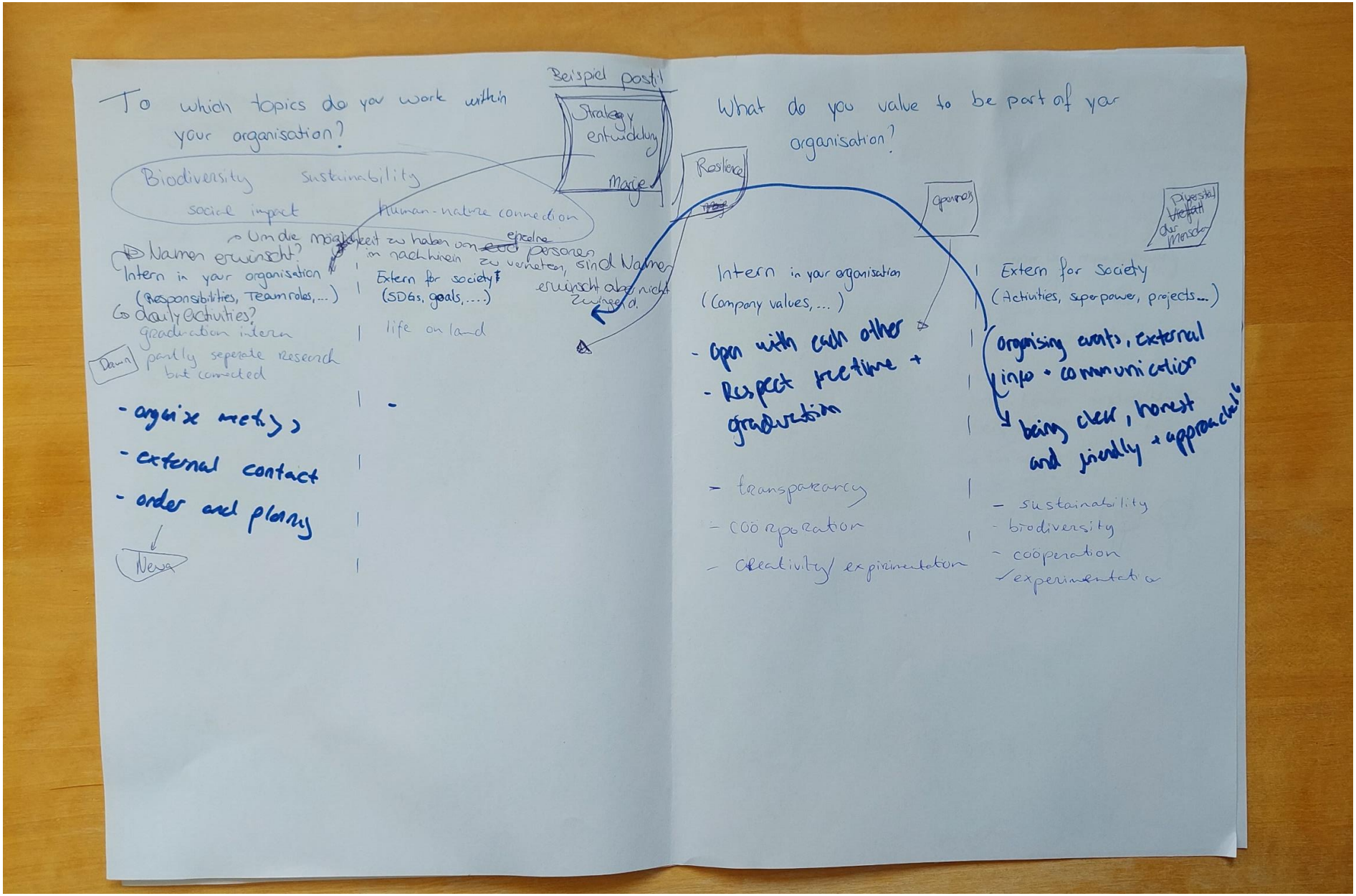
The participants need approximately 5 min to individually brainstorm, and the 7 min that would than rest from the 15 minutes total would be just enough to start a discussion and cluster a few topics.

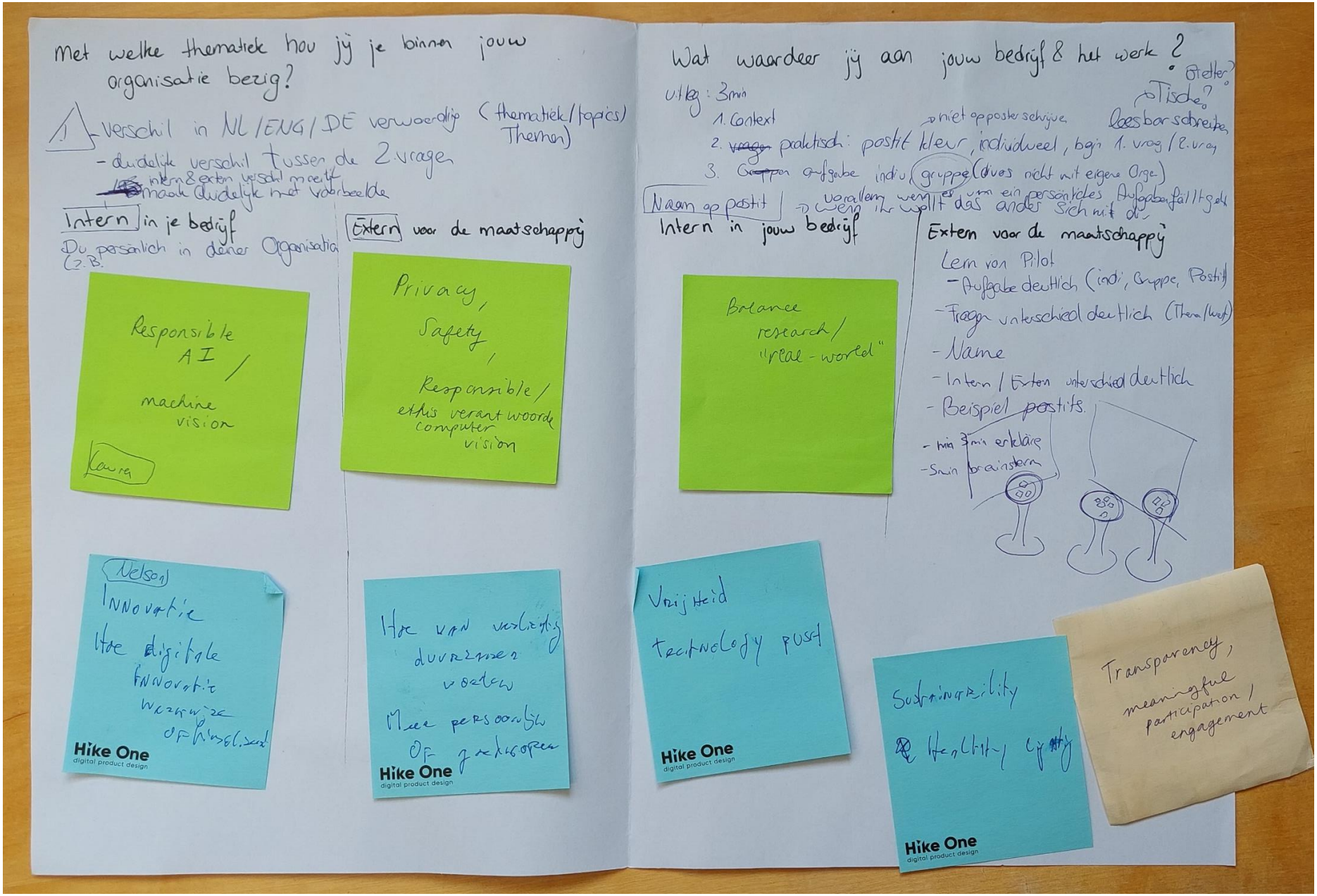
The group with the Dutch translation had a hard time to understand the question as the Dutch word for Themen (eng. Topics) gave different nuance. Also the explanation and examples of what is meant with intern/extern help to remember and understand the difference. The postis were handy to easily place text on the poster with multiple people watching the question. However, a lot of postits will be needed as each participant uses minimal 4 postits (65*4= 260). The color code should make it easy to detect the answers and amount of answers from different organisations.

I could place a example answer for each question if I experience that the current explanation of intern/extern is not good enough. I should also add a postit which reminds the participants, that it would be nice to add their name to the postits for subtopic 1.

Overall, the time was long enough to give answers to all 4 subquestions and have a brief discussion. The questions need a clear explanation and examples need to be written on the poster to see as reminder. The answers given to the questions are insightful and should help in further understand the organisations.

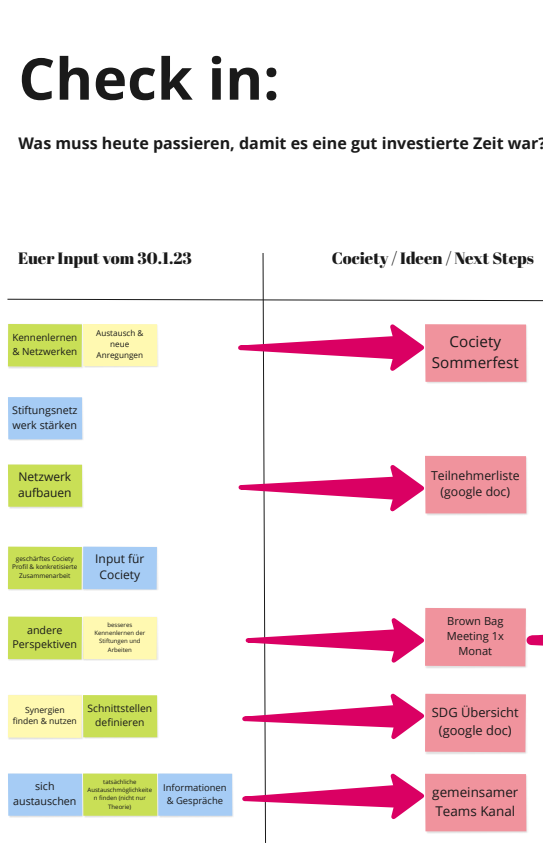
Below the filled in and commented pilot posters can be seen.


To which topics do you work within your organisation?
Beispiel postil
Strategy entwicklung
Marie
Biodiversity
sustainability
social impact
human-nature connection
Um die möglichkeit zu haben um einzelne personen in nachhinein zu verneten, sind Namen erwünscht aber nicht zwingend.
Namen erwünscht?
Intern in your organisation
(Responsibilities, Teamroles, ...)
Extern for society
(SDGs, goals, ...)
daily activities?
graduation intern
Dawn
partly seperate research but connected
life on land
- organise meetings
- external contact
- order and planning
Neva
What do you value to be part of your organisation?
Resilience
openness
Diversität
Intern in your organisation
(Company values, ...)
Extern for society
(Activities, superpower, projects...)
- open with each other
- Respect freetime + graduation
organising events, external info + communication
being clear, honest and friendly + approachable
- transparancy
- coörporation
- creativity/ expirimentation
- sustainability
- biodiversity
- coöperation
- experimentation


Met welke thematiek hou jij je binnen jouw organisatie bezig?
verschil in NL/ENG/DE verwoordig (thematiek/topics) Themen)
- duidelijk verschil tussen de 2 vragen
intern & extern verschil moeilijk
maak duidelijk met voorbeelden
Intern in je bedrijf
Du persönlich in deiner Organisation (z.B.
Extern voor de maatschappij
Responsible AI / machine vision
Laura
Privacy, Safety, Responsible / ethis verantwoorde computer vision
Nelson
Innovatie
Hoe digitale innovatie
Hoe van verlichting duurzamen worden
Meer persoonlijk of gedwongen
Hike One digital product design
Wat waardeer jij aan jouw bedrijf & het werk?
uitleg: 3min
1. Context
2. praktisch: postit kleur, individueel, begin 1. vrag / 2. vrag
3. Aufgabe indiv, gruppe (divers nicht mit eigene Orga)
niet op poster schrijven
Tische?
Gretter?
leesbar schreiben
Naam op postit
vorallem wenn es um ein persönliches Aufgaben fällt geht
wenn ihr wollt das ander sich mit di
Intern in jouw bedrijf
Balance research / "real-world"
Extern voor de maatschappij
Lern von Pilot
- Aufgabe deutlich (indi, Gruppe, Postit)
- Fragen unterschied deutlich (Thema/Wert)
- Name
- Intern / Extern unterschied deutlich
- Beispiel postits.
- min 3min erkläre
- 5min brainstorm
Vrijheid
technology push
Sustainability
Transparency, meaningful participation / engagement

G. Digital results of the kick-off workshop

The miroboard collecting all postit and ideas from the workshop is shown in this section. By zooming in all postits become readable. This gives an impression of the total contribution given during the workshop. For this graduation not all information written on each postits is relevant. The relevant information and insights are presented in the main report.



Zum virtuellen "Brown Bag "Meeting

Kernidee:
Wir haben uns zwar nun einmal kennengelernt, aber was "wir" operativ wirklich machen / in unserem Arbeitsalltag, dass wissen wir nicht.

Wenn wir uns gegenseitig stärken und Synergien nutzen wollen, müssen wir uns mehr austauschen und besser kennen lernen. Nur so können wir uns auch unterstützen und Kräfte bündeln, gezielt zusammen tun.

Eckdaten:

- 1 x Monat ein 60-minütiges Meeting
- Rollierend, d.h. abwechselnd pro Organisation
- Die jeweilige Organisation entscheidet selbst den Inhalt des Inputs, "wobei" man mit seinem Anfangsstatement/-input immer zunächst Bezug nimmt zum vorherigen Meeting und herausstellt, wo man Ähnlichkeiten sieht zur eigenen Arbeit
- Input ist max. 10-15 min lang und mit ein paar Folien untermauert
- Rest der Zeit dient dazu Fragen zu stellen und Gedanken unter folgenden Leitfragen zu teilen:
    - "Ich sehe folgende Ähnlichkeiten/Synergien mit dir/Euch, weil....
    - "Ich kann dir helfen, indem...."

Vorschlag für Terminierung der Inputgeber:

März:	Cociety	August:	F20
April:	UMO	September:	HanZ
Mai:	finlit	Oktober:	KlimaWirtschaft
Juni:	WFC	November:	TYCX
Juli:	AbTF	Dezember:	Cociety

Vorstellung jeder Organisation

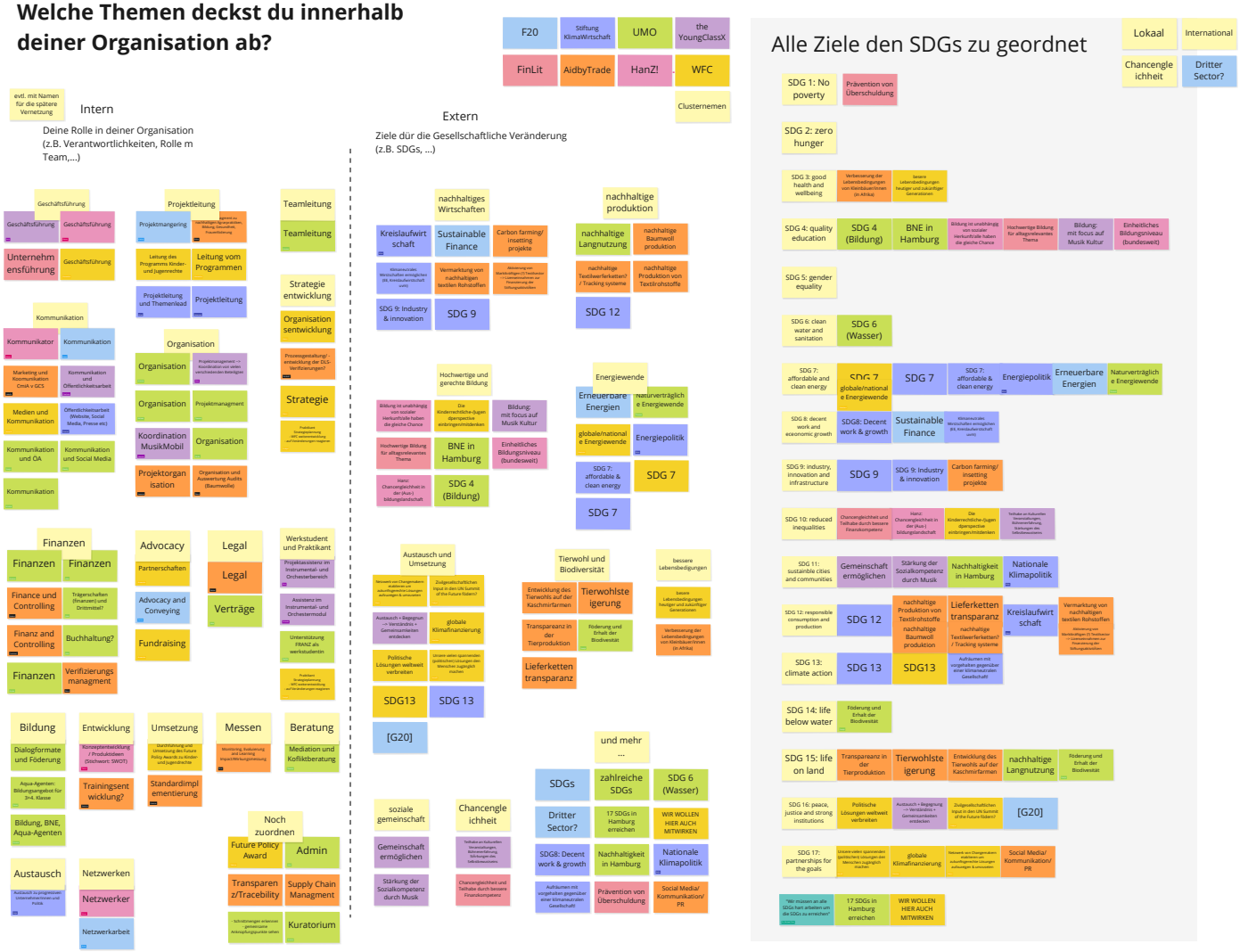
1993	2001	2005	2007	2010	2011	2017	2019	2022
UMO Umweltstiftung Michael Otto	**HanZ!**	**AidbyTrade Foundation**	**WFC**	**The YoungClassX**	**Stiftung KlimaWirtschaft**	**F20**	**FinLit**	**COCIETY**

SUPERPOWER ÜBERSICHT

Dialog	Netzwerk	Ökologie und Ökonomie/in beiden Welten	Council / Netzwerk aus Expert:innen	Kommunikation auf Augenhöhe	Vernetzung	Brücken bauen	Leidenschaft	Vielfalt
Aktivieren	Kontakte	in Wert setzen/selbsttragendes System		Vernetzung	Schnittstelle	Netzwerk		Ganzheitlichere Perspektiven
Kooperationsprojekte					Vorschläge	Kooperationen		

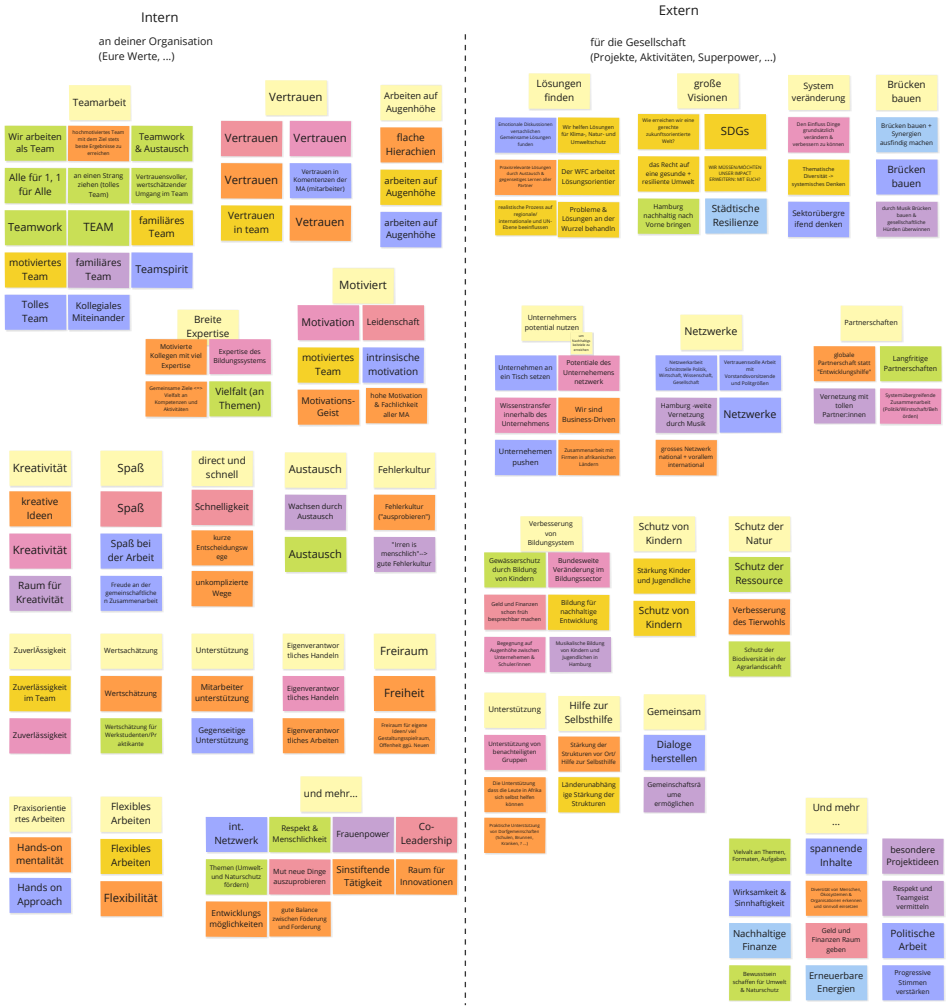
Metaplanwand 1

Welche Themen deckst du innerhalb deiner Organisation ab?



Metaplanwand 2

Was wertschätzt du besonders an deiner Organisation?



Auswertung & Next steps

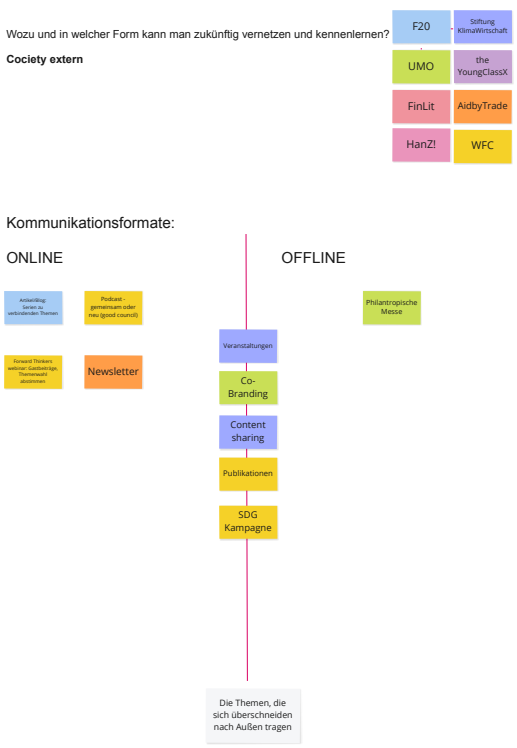
1. **Interne Vernetzung**:
- Es gibt viele überschneidende Funktionen und Aufgaben von Personen von verschiedenen Organisationen
-- > MS Team (Cociety Kanal: "Für Alle, von Allen") wird erstellt mit verschieden Gruppen basiert auf Funktion (und evtl. Arbeitsthemen)

2. SDG's Übersicht
- Es wird schon an vielen SDGs innerhalb der Organisationen gearbeitet, es bestehen viele Felder wo Organisationen gemeinsam an einem SDG arbeiten können. Für Cociety ist nun die Frage: richtet sie sich mehr auf die unbesetzten SDGs? Oder auf die, wo bereits viel Expertise besteht?
--> Ziel ist es ein vollständiges Bild zu haben zu der Frage: Was wird zu welchen SDGs schon innerhalb der Organisationen getan?
--> **TO DO Alle**: bitte prüft, ob die Darstellung hinsichtlich Eurer SDGs im MIRO Board korrekt ist

3. Society Team
- Wichtige Werte innerhalb der Organisation sind Teamarbeit, Motivation, Vertrauen, breite Expertisen, Arbeiten auf Augenhöhe, Spaß und Kreativität
--> Focus der Masterarbeit von Marije: Wie kreieren wir ein Cociety Team? Wie erreichen wir die gewünschte Teamdynamik?

4. Cociety's Mission
- Cociety's Impact nach Außen sollte sich viel richten auf konkrete Lösungen um Schritte in Richtung von großen gesellschaftlichen Problemen/Visionen zu setzen. Cociety kann die vielen Unternehmen und andere Netzwerke nutzen um systemische Veränderung zu kreieren durch Brücken zu bauen, Partnerschaften an zu gehen und Bildung der Gesellschaft.
--> Purpose finding and defining braucht noch mehr Aufmerkamkeit. Was wollen wir konkret erreichen und wie?
--> Dies stellt Input für die Purpose AG dar

Themeninsel 2: Vernetzung



Auswertung & Next steps

1. Admin/Personalwesen
- hier gab es die Meisten Wünsche/Ideen.
- ich würde gerne in einem Meeting mit den zuständigen Personen aus allen 8 Initiativen ein Meeting machen um die Post it's gemeinsam zu sichten und zu prüfen

TO DO:
- bitte gebt mir eine Rückmeldung, wer von euch hieran teilnimmt/teilnehmen sollte. Danke. Daraufhin würde ein Meeting stattfinden.
- Um dann gemeinsame ggf. 1-2 Aspekte konkret anzugehen/umzusetzen

2. Crossfunktionale Zusammenarbeit

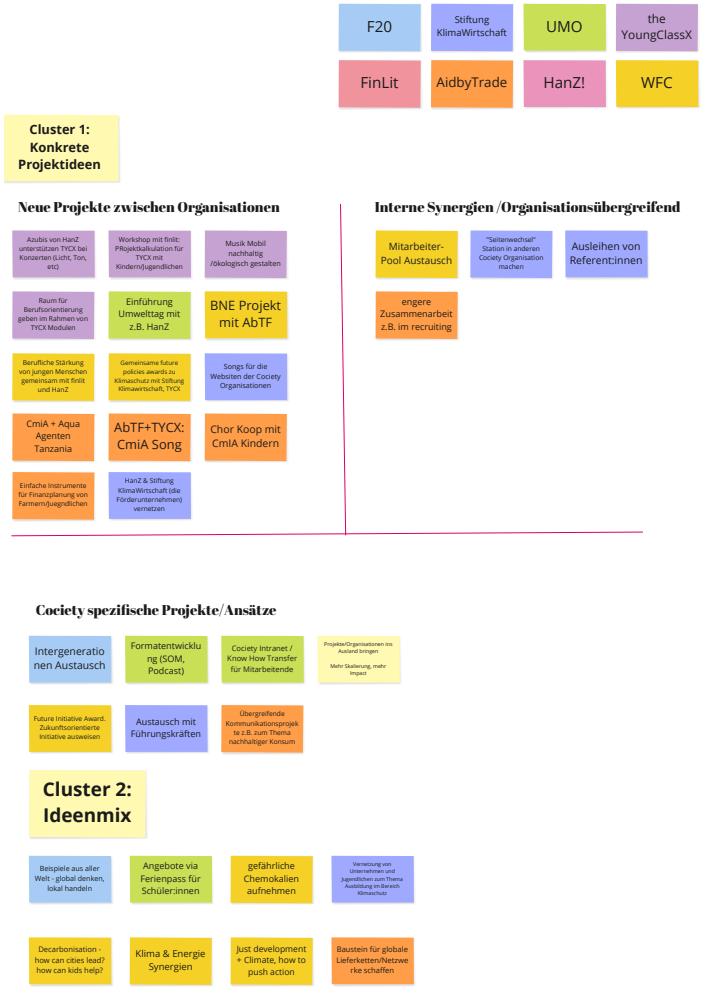
- Ich würde das Thema Cociety-Haus gerne im Sounding-Board und mit Herrn Dr. Otto besprechen wollen

3. Vernetzung extern
- Veranstaltungen: es gibt bereits ein Format, den "CoSaturday". Hierzu werde ich zeitnah einen Info-Termin (23.3.) für Alle einstellen (teams Meeting)
- Co-Branding: ich würde gerne die Idee wieder aufnehmen wollen, dass ich euch einen kleinen Text zu Cociety (für die Websiten) zur Verfügung stelle + Logos. Dann könnt ihr auf eurer Website auf Eure Verbindung zu Cociety hinweisen.

FYI: Es gibt bereits eine LinkedIn Cociety Seite, die aktiv von mir bespielt wird und Eure Organisationen vertreten sind (gleiches gilt für die Cociety Website):
https://www.linkedin.com/company/cociety/
Werdet auch Follower:in ;-)

Themeninsel 4: Bisherige Projekte

Wo seht ihr Anknüpfungspunkte?



Auswertung & Next steps

TO DO Alle:
1. Bitte prüft unter "Neue Projekte zwischen den Organisationen", ob ihr eines der Projekte starten wollt/könnt
- Bitte gebt mir hierzu eine Rückmeldung, wenn ihr ein Projekt angehen wollt

Info:
Ich habe einen **Teams Kanal** eingerichtet: "**Society: Für Alle, von Allen**"
Hierfür habe ich eine erste Ablagestruktur erarbeitet und erste relevante Dokumente abgelegt. Auch unsere **Fotos** vom Tag ;-)

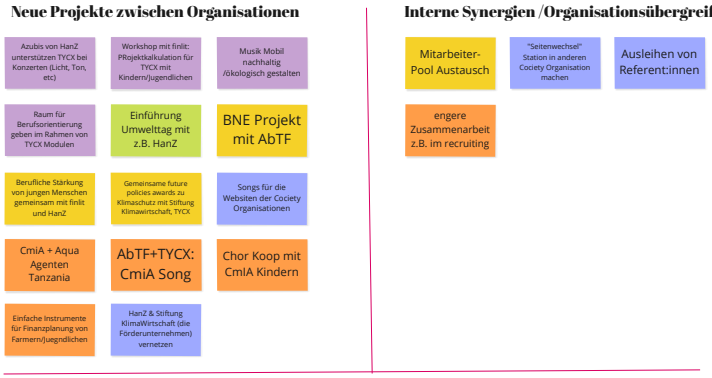
Mit dem Teams Kanal "Society: Für Alle, von Allen" haben wir einen gemeinsamen Ablage- und Kommunikationskanal. Hier könnten wir auch Untergruppen bilden zu:
- Personalthemen
- Adminthemen
- Eventmanagement
- ....
Der Kanal kann selbstorganisierend von Allen genutzt und gestaltet, d.h. entwickelt werden. Einladung erfolgt an Euch nach unserem Meeting.

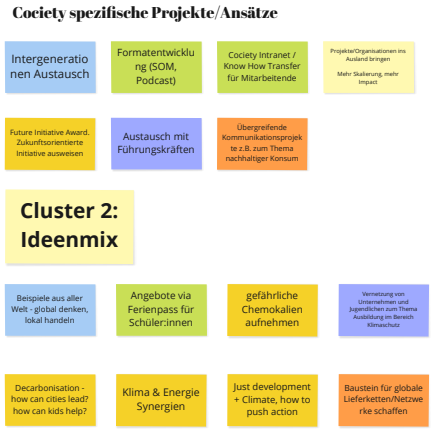
Wo seht ihr Anknüpfungspunkte?

F20 | Stiftung KlimaWirtschaft | UMO | the YoungClassX

FinLit | AidbyTrade | HanZ! | WFC

Cluster 1: Konkrete Projektideen





Cluster 2: Ideenmix

Auswertung & Next steps

TO DO Alle:
1. Bitte prüft unter "Neue Projekte zwischen den Organisationen", ob ihr eines der Projekte starten wollt/könnt
- Bitte gebt mir hierzu eine Rückmeldung, wenn ihr ein Projekt angehen wollt

Info:
Ich habe einen **Teams Kanal** eingerichtet: "**Cociety: Für Alle, von Allen**"
Hierfür habe ich eine erste Ablagestruktur erarbeitet und erste relevante Dokumente abgelegt. Auch unsere **Fotos** vom Tag ;-)

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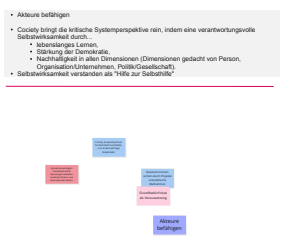
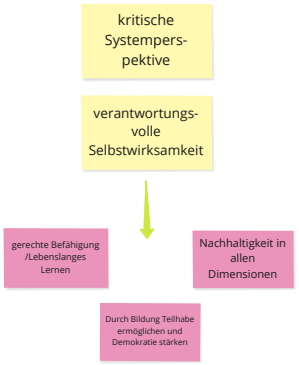
- Adminthemen
- Eventmanagement
- ....
Der Kanal kann selbstorganisierend von Allen genutzt und gestaltet, d.h. entwickelt werden. Einladung erfolgt an Euch nach unserem Meeting.

Purpose: Was wollen wir durch eine resiliente Gesellschaft möglich machen?

Gruppe 1

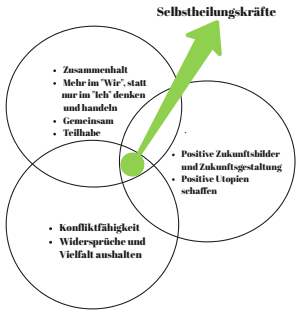


Gruppe 1



Gruppe 2

Gruppe 2



Gruppe 3

Gruppe 3

Innovations- und Reformfähigkeit

Gemeinwohlorientiertes Wohlstandsverständnis

Ein gesichertes Leben in Würde, auch für nachfolgende Generationen

Teilhabe

"Eine neue Definition von Wohlstand ist geschafft, wenn es eine resiliente Gesellschaft gibt"

Gruppe 4

Gruppe 4

3 S's: Stabilität, Solidarität, Stärken

Stabilität

Stärken bündeln

Solidarität / Gesellschaftliches Engagement

Werte, die hierfür wichtig sind:

Diversität

Mut & Zuversicht

nachhaltiges Wirtschaften

Demokratische Struktur → Als Voraussetzung oder als Resultat?

Gruppe 1

Purpose: Wie will Society zu einer resilienten Gesellschaft beitragen? Indem wir...tun, sorgen wir für eine res

BILDUNGSPROJEKTE entwickeln, die Teilhabe fördern

- intern Synergien schaffen
- offene Diskussionen mit relevanten Stakeholdern

Gruppe 2

Indem wir...

- BILDUNG fördern (Themen setzen, vermitteln in verschiedenen Formaten)
- PLATTFORMEN/ AUSTAUSCH ermöglichen
- RESSOURCEN /Finanzierung einsetzen können
- gezielt bestimmte KOMMUNIKATIONSMITTEL/-INHALTE nutzen und einsetzen

Wie im Auftaktworkshop angemerkt, möchte ich gerne eine kleine Arbeitsgruppe bilden um die Ergebnisse aus der Purpose-Runde zu verdichten.

Interessierte mögen sich bitte bei mir bis zum 31.3. melden. Wir werden dann ein erstes Treffen untereinander abstimmen.

Am Besten pro Organisation eine Person :)!

Gruppe 3

KOOPERATIONEN & WIRKUNGSVERSTÄRKUNG

Gemeinsame Mission erarbeiten

- Zieldefinition
- Methoden
- Indikatoren

Gruppe 4

- Bildung für Alle / BNE
- Mut zum Scheitern
- Gemeinsam Einfluss nehmen
- Stärken und Ressourcen bündeln

H. Intercoder reliability

Intercoder reliability test

Goal

The goal of the intercoder reliability test is to verify if the clustering and coding are clear and logical. It tests if other people outside the context would come to similar results. Especially as I am the only coder, the intercoder reliability tests if my personal conception influenced the clustering remarkably.

Method

To test the intercoder reliability one neutral coder is decided on. This is the minimum number of coders (O'Connor and Joffe, 2020). Due to time constraints and German speaking requirements the amount is kept to one external coder. This is somebody outside the context, that speaks German (as the post-its are German) and has some experience in clustering and coding. All post-its are separate data units. This led to relatively short text descriptions per data unit. Hruschka et al (2004) recommends shorter text units as it increases the reliability. Of all posters one sub question is chosen to recode, due to time constraints. Sub question three is chosen, because this question has the most value for the rest of the project. Furthermore, this question did not have the most clearly defined clusters but also not the most vague. It seems like a good representation of the level of coding. The third sub-question consists of 70 postits which is ca 25% of all data units. O'Connor and Joffe (2020) describe that 10-25% is typical as percentage of recoding data units.

In the figure below, the coding frame can be seen. In total 17 cluster names are given with a shot explanation on how they are important values. Hruschka et al (2004) describes an upper limit of 20 codes. The clusters are ordered based on the amount of postits that are part of the cluster, with the biggest cluster on top. This information is also provided to the coder.

Results

In total 60 of the 70 postits were placed in the same cluster. This shows an agreement percentage of 86%. The Cohens kappa is used as measurement for the intercoder reliability (Cohen, 1968). The Cohens kappa is calculated with the formula shown below. Also the values for each element are shown.

$$k = \frac{p_o - p_e}{1 - p_e}$$

pe	1/amount of codes	0.058824
po	correct units/total untis	0.857143
k		0.848214
agreement percentage	correct units/total untis	0.857143

The Cohen's kappa is 0.85. This is considered "almost perfect" by Landis and Koch (1977, p.265), as shown in the figure below.

Kappa Statistic	Strength of the Agreement
<0.00	Poor
0.00 - 0.20	Slight
0.21 - 0.40	Fair
0.41 - 0.60	Moderate
0.61 - 0.80	Substantial
0.81 – 1.00	Almost Perfect

.

Was wertschätzt du besonders an deiner Organisation?

Intern an deiner Organisation (Eure Werte, ...)

Teamarbeit	Eine gute Zusammenarbeit is wichtig
Vertrauen	Einander vertrauen im Team is wichtig
Motiviert	Individuelle und collective Motivation is wichtig
Flache Hierachie	Die Diversität der Expertisen und Themen is motivierent
Breite Expertise	Flache Hierachie, mit einer schnellen und directen Zusammenarbeit im Team ist wichtig
Kreativität	Raum für die Entwicklung von kreativen Ideen is wichtig
Spaß	Spaß bei der (Zusammen-) Arbeit ist wichtig
Austausch	Austausch is wichtig um weiter zu Wachsen
Fehlerkultur	Die Akzeptanz um aus zu probieren und fehler zu machen
Zuverlässigkeit	Durch Zuverlässigkeit vertrauen im Team aufbauen
Wertschätzung	Alle im Team wertschätzen
Unterstützung	Alle im Team unterstützen
Eigenverantwortliches Handeln	Eingenverantwortliches Handeln ist wichtig
Freiraum	Freiraum für eigene Ideen ist wichtig
Praxisorientiertes Arbeiten	Praxisorientiertes Handeln ist wichtig
Flexibles Arbeiten	Flexibilität bei der Arbeit ist wichtig
und mehr...	Alles was wichtig ist aber nur von Einzelnen genannt wurde

Wachsen durch Austausch	Themen (Umwelt- und Naturschutz fördern)	Vetrauen	Mut neue Dinge auszuprobieren	Kollegiales Miteinander
Austausch	Wertschätzung für Werkstudenten/Praktikante	Leidenschaft	Vertrauen in team	Teamspirit
gute Balance zwischen Föderung und Forderung	"Irren is menschlich"--> gute Fehlerkultur	Sinstiftende Tätigkeit	Zuverlässigkeit	Wir arbeiten als Team
Vertrauen	Vertrauen	Hands-on mentalität	intrinsische motivation	Motivations-Geist
Raum für Innovationen	kreative Ideen	Frauenpower	Mitarbeiter unterstützung	Schnelligkeit
kurze Entscheidungswege	familiäres Team	Vertrauen	Freiraum für eigene Ideen/ viel Gestaltungsspielraum, Offenheit ggü. Neuen	motiviertes Team
Spaß	hochmotiviertes Team mit dem Ziel stets beste Ergebnisse zu erreichen	Zuverlässigkeit im Team	Freiheit	Fehlerkultur ("ausprobieren")
flache Hierachien	Spaß bei der Arbeit	arbeiten auf Augenhöhe	Alle für 1, 1 für Alle	Raum für Kreativität
Co-Leadership	Eigenverantwortliches Arbeiten	Gemeinsame Ziele <=> Vielfalt an Kompetenzen und Aktivitäten	Motivation	Vertrauen in Komentenzen der MA (mitarbeiter)
Eigenverantwortliches Handeln	Vielfalt (an Themen)	arbeiten auf Augenhöhe	Tolles Team	Expertise des Bildungssystems
Teamwork	Wertschätzung	unkomplizierte Wege	Freude an der gemeinschaftlichen Zusammenarbeit	Motivierte Kollegen mit viel Expertise
Gegenseitige Unterstützung	an einen Strang ziehen (tolles Team)	Hands on Approach	Flexibles Arbeiten	Kreativität
familiäres Team	hohe Motivation & Fachlichkeit aller MA	motiviertes Team	Teamwork & Austausch	Flexibilität
Respekt & Menschlichkeit	Entwicklungsmöglichkeiten	int. Netzwerk	TEAM	Vertrauensvoller, wertschätzender Umgang im Team

The most differently placed postits were postits from the first general “teamwork” cluster and the last “undefined” cluster. The extra coder found more fitting places, where the quite general postits could belong too. But in general, the results show that most codes have a clear definition.

In the discussion afterwards two new clusters are formed, named “Förderung” (Promotion) and “Tätigkeiten” (field of activities). A few of the postits are moved from a broad clusters to more defined clusters.

Conclusion

The results show that the clustering in general is quite clear, however the revisiting of the clustering, inspired new links and clusters. Especially the defining of each cluster helped in seeing close links between the clusters. This reflection of the relationship and differences between the clusters leaded to the first version of value diagram.

References

Cohen, J. (1968). Weighted kappa: nominal scale agreement provision for scaled disagreement or partial credit. *Psychological bulletin*, *70*(4), 213.

Hruschka, D. J., Schwartz, D., St. John, D. C., Picone-Decaro, E., Jenkins, R. A., & Carey, J. W. (2004). Reliability in coding open-ended data: Lessons learned from HIV behavioral research. Field methods, 16(3), 307-331.

Landis, J. R., & Koch, G. G. (1977). The measurement of observer agreement for categorical data. *biometrics*, 159-174.

O’Connor, C., & Joffe, H. (2020). Intercoder reliability in qualitative research: debates and practical guidelines. *International journal of qualitative methods*, *19*, 1609406919899220.

I. Gaps in Cociety's strategy

The information collected in the first months are collected in a Gigamap. The Gigamap is structured in four sections: Context/History; Kick-off Workshop preparation, presentation & results; Roadmap; and Vision. During the process of making the Gigamap and in the visual of the Gigamap a few key questions/ gaps arose. The questions are listed below, separated in different categories.

Finance:

- Where does Cociety get the financial means from currently and in the future? Who decides how much money Cociety gets and where does the amount depend on? What does Cociety has to deliver to get the money?
- Does Cociety want to be financially independent of the initiator? Does Cociety want their own independent business model with own independent income?

Internal collaboration:

- How much do the organisations want to collaborate?
    - From monthly update presentation to Cociety Hub/Home? From informal to institutionalised?
- How does the collaboration look like? What are the organisation values and way-of-working?
    - ➔ **Formulating, Testing & Implementing values and way-of-working**
- How does Cociety build/form an effective network with impactful projects? (With the assumption that the collaborative goal is that Cociety wants to be an effective network with impactful projects)
    - Starting small with low number of organisations within their own expertise, giving time to get to know each other and the other organisations
    - Starting with external project outside the common expertise area with all organisations involved (like Co-Saturday)
    - Can Cociety use Otto Groups expertise and structure in collaborative platform?
    - ➔ **Collaboration Strategy**: BUT I have not a lot of knowledge about/Where would I start?

External impact:

- What external impact does Cociety want?
    - Does Cociety want to focus on one, multiple or all SDGs? Does Cociety focus on the SDGs within the 8 organisations expertise or on the least targeted SDGs or on SDGs with potential for new cooperations between the organisations?
    - Does Cociety want to focus on a specific target group? Which one would it be? (Immigrants, Youth, Hamburgs citizen, most vulnerable locally or globally…)
    - Does Cociety want to build a resilient society in total/general or does it focus on specific pillars? What pillars exist, are realistic and lie within Cociety's expertise?

- ➔ **Organising new workshop** with the focus on external impact wishes
- What is the scope of external projects?
    - New project within and/or outside the 8 organisations scope/expertise

Growth:

- How far does Cociety want to grow?
    - Growth of Cocietys Team (From 1 to 30, 100, 1000?)
    - Growth of the impact (within organisation, in location, in resilience aspects, …)
    - Growth of network of organisation in strength (from know each other existence to Cociety Hub) or in amount (from 8 to 20, 100, 1000)
    - ➔ What are Marinas and Dr. Michael Ottos dreams? Making a **case study if the dreams are realistic**

Appearance:

- How does Cociety want to present itself to the outside world? Brand Building and Social Media strategy

SPD Graduation Brief:

- What kind of tools or design interventions does Marina need?

J. Iterations of the value diagram

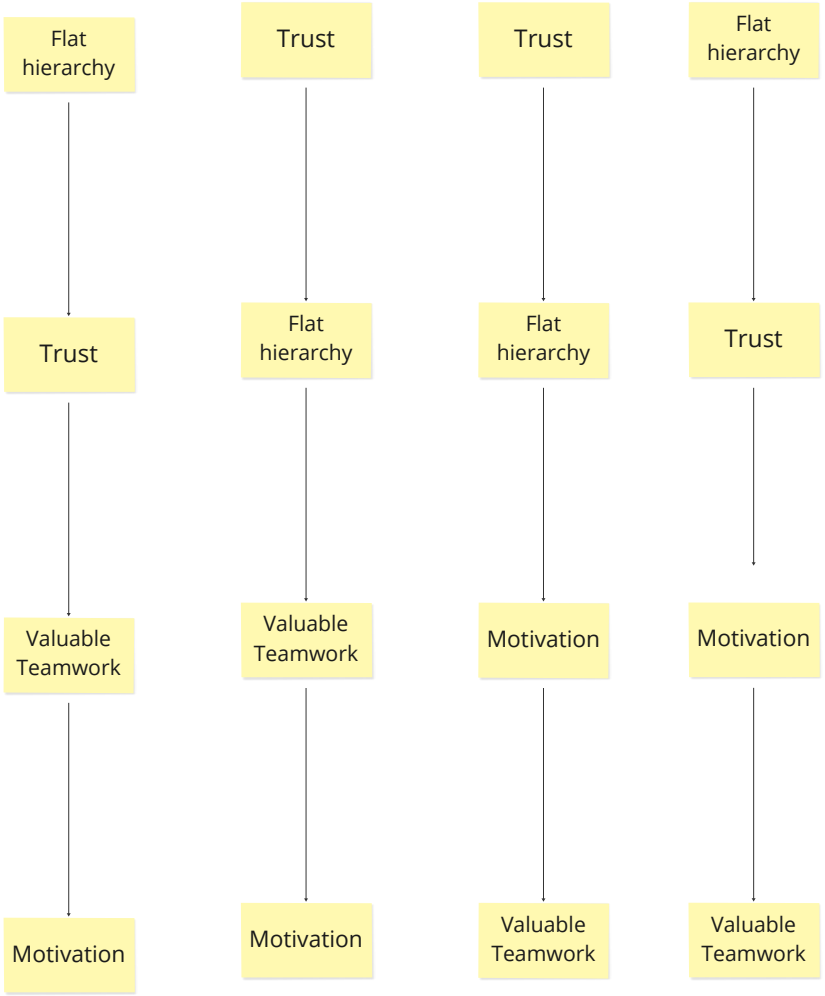
Eine gute Zusammenarbeit is wichtig. Die Grundlage dafür ist einander zu vertrauen. Das Vertrauen wird aufgebaut durch Zuverlässigkeit, die Wertschätzung und Unterstützung von Mitarbeitenden.

In der Zusammenarbeit ist eine flache Hierachie, mit einer schnellen und directen Austausch und Zusammenarbeit erwünscht. Um das zu erreichen muss es Raum für Fehler geben. Jeder sollte dennoch eigenverantwortlich Handeln und flexible in seiner Arbeit werden und bleiben.

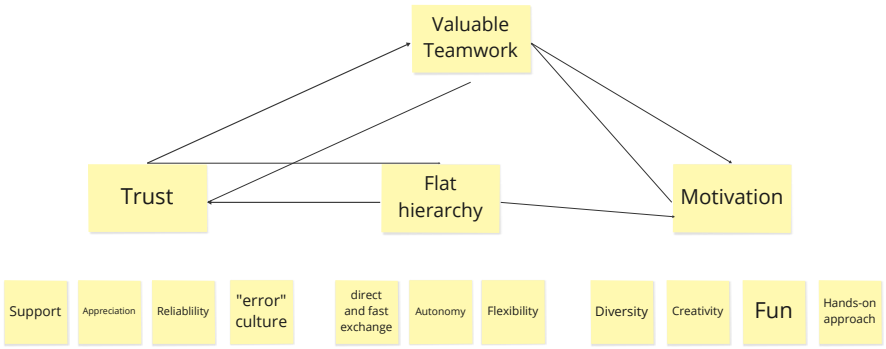
Um zusammen arbeiten zu können muss jeder individuel und collectief motiviert sein. Die Motivation kann aus der Diversität der Expertisen und Themen kommen, aber auch der Raum für Kreativität und eigene Ideen ist motivierent. Der Spaß auf der Arbeit sollte gefödert werden um die Motivation zu verstärken und zu erhalten. Auch der Hands-on approach kan motiviertent wirken.

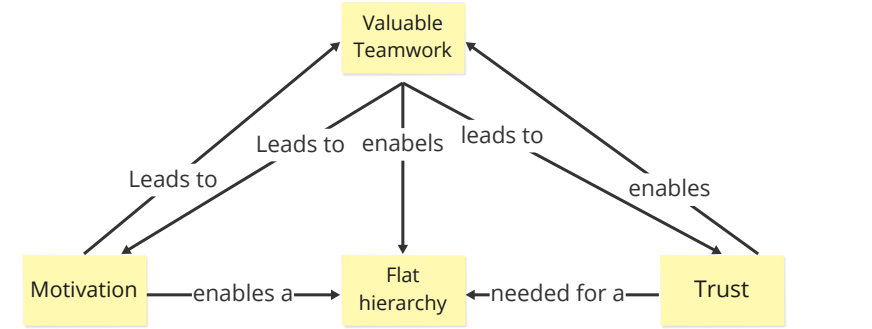
Darüber hinaus gibt es natürlich noch viel mehr wichtige Werte die noch nicht oder nur Einzeln benannt worden sind.

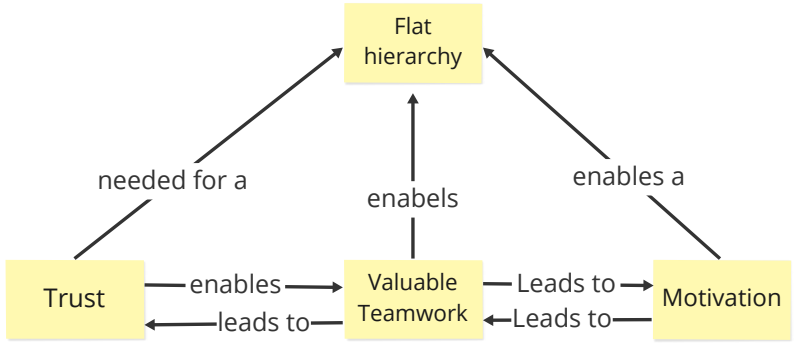
Exploration: Is there a linear relationship between the four main values?
Conclusion: Flat hierarchy and Trust form the basis. Valuable Teamwork and Motivation often are a result. Linear relations does not capture the essential dynamics.

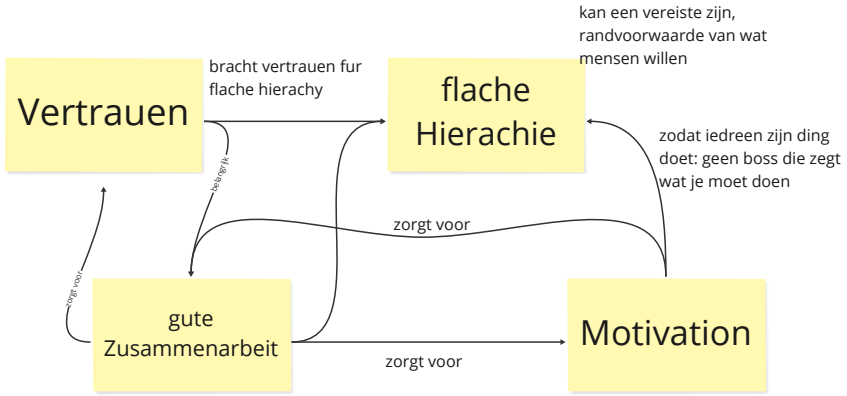


All values influence each other in many ways. However, valuable teamwork always had the most connections to the other elements. Therefore, in the final diagram shown in the main report, is positioned as the most important value at the top, influencing and influenced by the other three values.

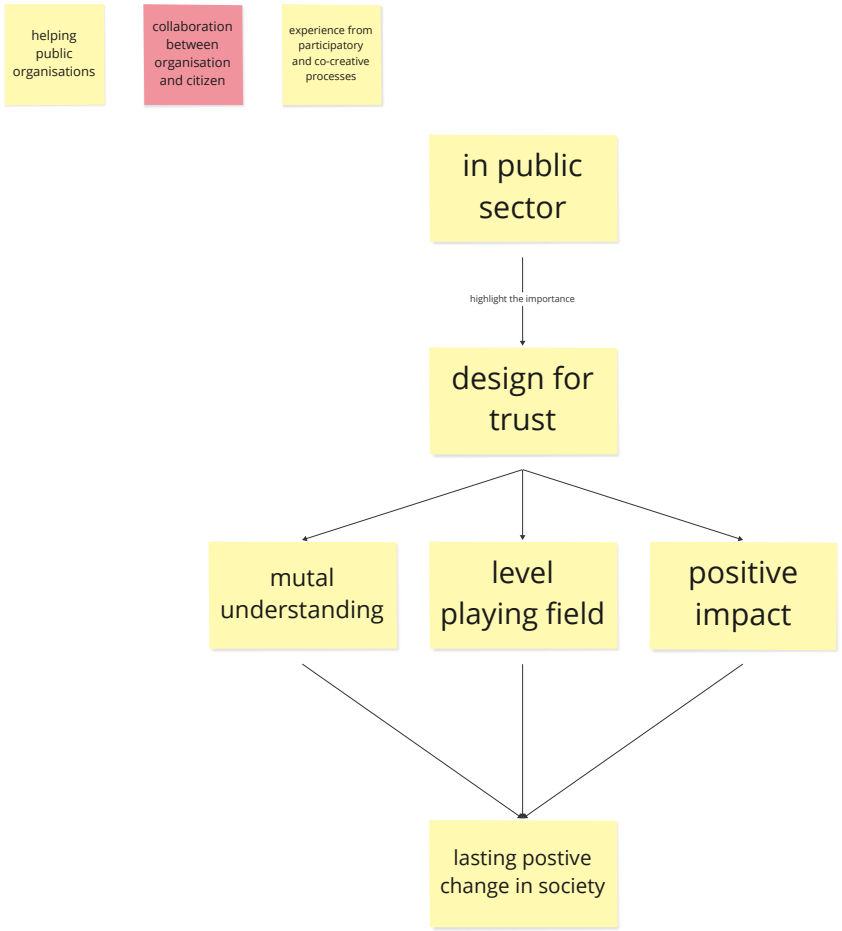








The process of designing for trust is discussed with two employees from the design agency “Zeewaardig”. Their main elements of designing for trust has many similar elements to the values important to the Cociety initiatives.



K. Full setup of the survey

In this document the full method and setup of my SNA survey is shown.

This setup can function as inspiration for other designers to define if a SNA can be insightful for their own project. Additionally, the previous ideas and iterations of the final key question of the SNA are shown. Seeing this options and iterations should help designers to have an idea of the possibilities.

Social Network Analysis

Method in general

The Social Network Analysis can be chosen to measure the current status quo a network. This is a simple analysis to get an overview and visualise the current collaboration in the network. It is used to do a baseline measurement. In a second phase, the opportunity exists to remeasure the connectivity and effectiveness of the network again after a designed intervention. In the research relational data is collected to understand the kind of connections already existing between the individuals. The goals can be to identify central individuals or organizations, knowledge brokers, bottlenecks, flow of information and informal networks and get a general overview of the connectiveness and the density of the current network. The data is collected in form of categorical data, but there is an option to add a few open questions to give the possibility to further explain ideas.

My Goals in this case study

Measuring the status quo of the Cociety-network AND be able to identify the effect of a proposed intervention at the end of the graduation. ***+ RESILIENCE of own network: before we teach others about resilience we should identify and improve our own resilience.***

My Research Question in this case study

Who knows who in the Cociety network? To what extend do the employees already in the Cociety network?

My introduction to the participants

All your input given during the kick-off workshop is greatly valued. One of your main wishes is to increase the connection of the Cociety network. With this mail I invite you to participate in a survey that aims to improve the current network of Cociety.

Your input is essential in the building of the network. To be able to give the Cociety network a boost we first would like to know what the current status of the network is. The results of this survey will give an overview of the current (inter-) organisational relations, and will help identifying main areas of potential to build the network.

Every employee plays a crucial role in the network and by filling in the survey you participate in shaping the network. As your time is valuable, the survey is designed to be easy and able to be complete in 5-10 minutes.

Your responses will be kept confidential and in the results, nobody can be identified individually. This survey is about your individual relations, but the goal and result are an overview of the collective status of the current strength of the network.

At the end of the survey, you will have the opportunity to give your thoughts and ideas on how Cociety could better collaborate and work effectively and creatively together.

We look forward to boosting the Cociety network and hope you will take the time to fill in the survey. Thank you in advance for your valuable input.

My Survey questions

1. *Main question*

"How do you collaborate with your colleagues?". With collaboration is meant how much do you exchange your knowledge and experience within the network.

1. ***I co-exist*** */co-mmunicate: I know the role of this person in the organisation. AND I know this persons name.*
2. ***I co-mmunicate****: I provide needed information/ documents when asked.*
3. ***I co-ordinate:*** *I coordinate with this person if we could help each other out with each others resources.*
4. ***I co-operate:*** *I work together with this person, we help eachother out to achieve goals.*
5. ***I co-create/co-llaborate:*** *I work together with this person to achieve our collectively defined goals*
6. ***This is me.***

Click on all of the relations that comply to your relationship with the person. *Here nothing is wrong, it is only important that you are honest in your answers.*

2. Background information

a. *What organisation do you belong to? (List of options)*
b. *What is your current function in the organisation? (open question?)*
c. *How have you worked at this organisation? (scale from 0-30 years)*
d. *What is your background? (study and/or previous experience)*
e. *What is your age? (categories?)*
f. *What gender do you identify with?*

2. Ideas and Comments

a. *Are there specific topics/projects where you feel there could be more collaboration? (open question)*
b. *Do you have any suggestions to improve the network and the collaboration between the organisation? (open question)*
c. *If you want you can leave your name below, if we have any questions on your ideas, we would like to contact you.*

Final thanks….

It is important to us that everyone is heard, therefore it is crucial that everyone fills in the survey. You would do us a great favour to remind other colleagues as well to fill in the form.

My other iterations and thoughts for the main question

Question option 2: Which relations do you have with your (indirect) colleagues?

From the kick-off workshop a few main values for good collaboration are derived. The values are translated into possible relations you can have with the other collegues. In the options below the SNA matrix could measure current status quo of these relations.

The four possible relations are recognition, trustful, equal and motivating. Each relation is defined to show what in this context the minimal baseline is.

Recognise: I recognise this person,

- *I know this person's name and role within the organisation.*
- *I have talked to this person at least once.*
- *I am able to contact this person.*

Trust: I have a trustful relationship with this (indirect) colleague.

- *I go to this person for advice and support (at least once a year).*
- *I find this person reliable and appreciate his work (and let the person know this every now and then).*
- *I can admit I made an error in front of this person (without being ashamed)*

Equal: I feel equal in my relation to this person.

- *I can communicate open and directly with this colleague.*
- *I get autonomy and flexibility from this person do my work in my own way.*
- *OR We know each other's strengths and act on that.*
- *We make decisions together.*

Motivated: I am motivated or inspired by this person

- *The creative or unique way of this person motivated and inspires me. (For at least one day)*
- *I have fun with this person.*
- *I am inspired and motivated to take concrete action. (At least every few months)*

Question option : Which relations do you have with your (indirect) collegues?

Recognise*: I know this person's name and role within the organisation.*

Support*: I would go to this person for advice and support (at least once a year).*

- *OR I can admit I made an error in front of this person (without being ashamed)*

Communication*: I communicate open and directly with this colleague. OR I communicate frequently with this colleague.*

Enjoy*: I am motivated or inspired by this person*

OR

Recognise*: I know this person's name and role within the organisation.*

Support*: I go to this person for advice and support*

Trust*: I can admit I made an error in front of this person (without being ashamed)*

Create*: I can work creatively together with this person*

Option : One simple rating question

How often do you communicate with the employees in the Cociety network?

- *matrix of everybody (name+organisation)*
- *on a scale from daily, weekly, bi-weekly, monthly, every few months, yearly, less, I don't know this person, (It is me?)*

OR

How intimated is your relation with your colleagues?

- *matrix of everybody (name+organisation)*

- *on a scale from informal relation, personal relation, very good work relation, work relation, indirect (mail) relation, no relation (yet)*
- *OR on a scale from friendship beyond workplace, Support and collaboration, Friendly relation, purely effective work relation, No relation (yet)*

OR

How do you communicate with your colleagues?

Options:
I do not know this person
I do not have contact
I provide documents and artefacts
I provide opinion, having discussions, I provide knowledge and giving advice?
I co-create together

OR

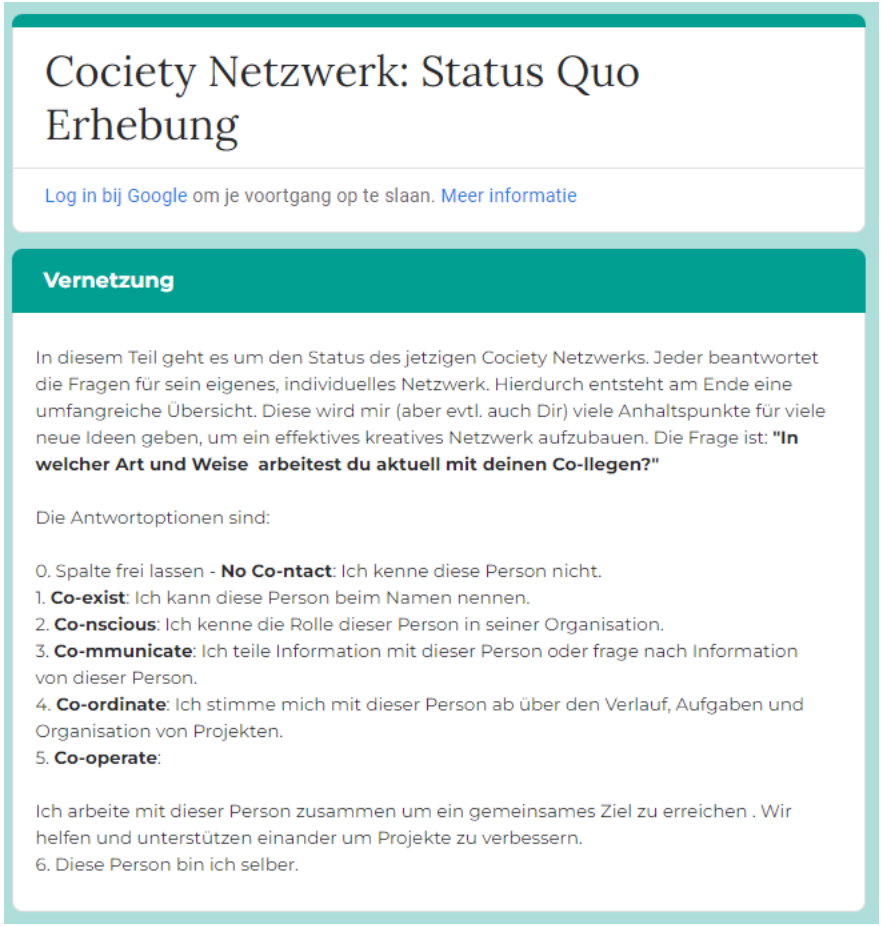
*How do you **exchange knowledge** with your indirect collegues?*

OR

What kind of knowledge or experience do you exchange most often with others?

(ex. Network contacts in the area of …, Documents about …, Experience about … events, Experience about SDG …, …)

Google forms layout of the complete survey



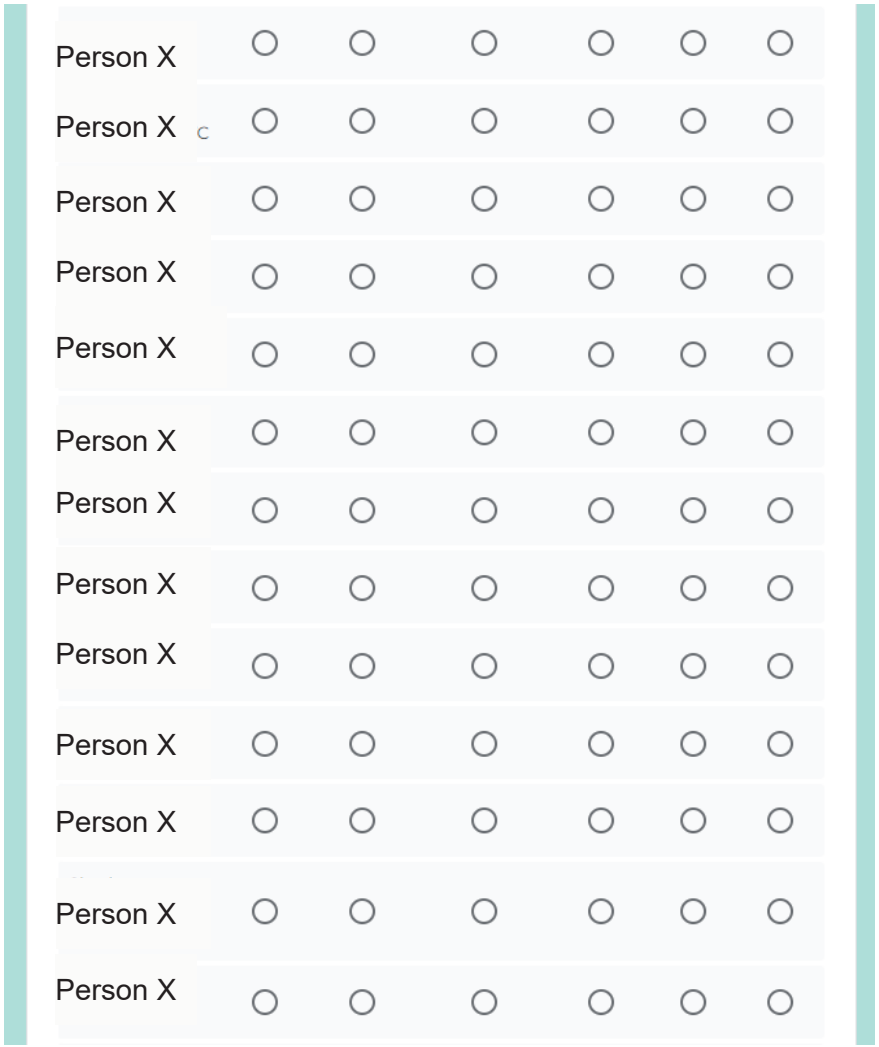
In welcher Art und Weise arbeitest du aktuell mit deinen Co-llegen?

Sollte jemand fehlen in der Liste, kontaktiert mich bitte (M.f.ijpma@student.tudelft.nl).

	Co-exist	Conscious	Communicate	Co-ordinate	Co-operate	Das bin ich selber
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○

Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○

Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○
Person X	○	○	○	○	○	○


Person X
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Person X
Person X
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Person X
Person X
Vorige
Volgende
Pagina 2 van 5
Formulier wissen

Cociety Netzwerk: Status Quo Erhebung

Log in bij Google om je voortgang op te slaan. Meer informatie

* Verplichte vraag

Hintergrundinformationen für das Organigramm

Im diesem Teil geht es um euren **individuellen Hintergrund**. Dieses Feedback wird genutzt für die Netzwerk-Analyse, aber auch im Nachgang visualisiert in ein vollständiges **Co-ciety Co-llegen Co-Organigramm**. Dies stelle ich euch zur Verfügung und wird euch ermöglichen einander einfacher zu finden für Fragen und für gegenseitige Unterstützung.

Bei welcher Organisation arbeitest du? *

- ○ Aid by Trade
- ○ F20
- ○ FinLit
- ○ HANz!
- ○ KlimaWirtschaft
- ○ The Young ClassX
- ○ UMO
- ○ WFC
- ○ Anders: _____

In welchen Bereichen arbeitest du für deine Organisation? *

Kreuze bitte **alle** deine Tätigkeiten an.
Sollten Tätigkeiten fehlen oder lieber anders formuliert werden, kannst du dass unter "weitere" nennen.

- ☐ Finanzen
- ☐ Personal
- ☐ Administration
- ☐ Geschäftsleitung
- ☐ Strategie Entwicklung
- ☐ Projektleitung
- ☐ Projektmanagment
- ☐ Kommunikation
- ☐ Referent
- ☐ Anders: _____

Welche Kompetenzen, Expertisen und Wissensbereiche hast du, die du mit anderen Co-llegen teilen könntest?

Jouw antwoord

Zu welchen Thematiken arbeitest du für deine Organisation?
Sollten Thematiken fehlen oder lieber anders formuliert werden, kannst du das unter "weitere" nennen.

- [ ] Bildung
- [ ] Klimaschutz
- [ ] Biodiversität
- [ ] Energie
- [ ] Politik
- [ ] Kinder und Jugendarbeit
- [ ] Internationale Entwicklungszusammenarbeit
- [ ] Anders:

Wie viele Jahre arbeitest du schon für deine Organisation?

Jouw antwoord

Was ist dein Hintergrund? (Studium/bisherige Funktionen)

Jouw antwoord

Wie identifizierst du dich?

- ◯ Frau/Weiblich
- ◯ Mann/Männlich
- ◯ Divers
- ◯ Ich möchte lieber nicht angeben

Was ist dein Alter?

- ◯ unter 26
- ◯ 26-35
- ◯ 36-45
- ◯ 46-55
- ◯ 56-65
- ◯ 65 oder älter

Ich stimme zu, dass mein Name, Funktion, Hintergrund und Expertisen * im Organigramm mit allen Co-llegen geteilt werden.

Solltest du nur ein Teil deiner Information teilen wollen, kannst du im untersten Kästchen eintragen, welche Information NICHT geteilt werden soll.

- ◯ Ja
- ◯ Nein
- ◯ Anders:

Vorige | Volgende | Pagina 3 van 5 | Formulier wissen

Co-ciety - Initiativen für eine resiliente Gesellschaft

Was brauchen wir und was machen wir?

Wo in deinem Arbeitsalltag würdest du gerne mehr empowert oder unterstützt werden? *

Tipp: Denke mal zurück an vergangene Monate, in welchen Bereichen hattest du Fragen oder Probleme, wo du gut Unterstützung gebrauchen könntest?

Das können Aspekte sein, in deinen Themenfelder, aber auch Aspekte die weniger die direkten Arbeitsthemen betreffen.

Jouw antwoord

Bist du bereit einen CO-llegen einmal im Monat 20min zu helfen mit etwas, wo du mehr Erfahrung hast?

	1	2	3	4	5	6	7	
nie	○	○	○	○	○	○	○	natürlich immer

Resilienz

Resilienz bedeutet, dass wir als Menschen in der Lage sind, Lösungen für Probleme zu finden und uns an die immer wieder verändernden Rahmenbedingungen erfolgreich anpassen zu können. Das kann auch bedeuten, dass wir transformativ, d.h. grundlegende, strukturelle Veränderungen vornehmen müssen, um auch langfristig resilient sein zu können. Es gibt bestimmte Einflussfaktoren, die Resilienz fördern. Diese wollen wir als Cociety fördern, auf individueller und gesellschaftlicher Ebene.

Resilienz setzt sich für uns aus folgenden Elementen zusammen:
Vernetzung, d.h. ein Austausch und Kooperieren von Menschen und Organisationen zur Bündelung von Kräften und dem Schaffen von Allianzen sowie ein vernetztes und systemisches Denken in ökologischen, sozialen, kulturellen und ökonomischen Zusammenhängen.
Diversität, d.h. ein Zusammenwirken von heterogenen Akteuren mit unterschiedlichen Meinungen und Expertisen.
Empowerment, d.h. eine Befähigung für die Bewältigung von Herausforderungen und Teilhabe an der Gestaltung.
Transformationsfähigkeit, d.h. die Fähigkeit sich zu entwickeln und Probleme aktiv zu lösen und (positive) Zukunftsbilder zu entwickeln.

Mit Blick auf die untenstehenden SDGs: **welche sind aus deiner Sicht für "Society - Initiativen für eine resiliente Gesellschaft" zutreffend?**

- ☐ SDG 4: Quality education
- ☐ SDG 9: Industry, innovation and infrastructure
- ☐ SDG 10: Reduced inequalities
- ☐ SDG 11: Sustainable cities and communities
- ☐ SDG 16: Peace, justice and strong institutions
- ☐ SDG 17: Partnerships for the goals
- ☐ Anders:

Gibt es weitere Ziele aus deiner Sicht, die nicht genannt sind, aber explizit für Cociety zu treffen?

Jouw antwoord

Mit Blick auf die **Tätigkeiten** von dir, deiner Organisation und den 4 Kernelementen zur Förderung von **Resilienz** (Vernetzung, Diversität, Empowerment, Transformationsfähigkeit):

Welche konkreten Projekte, Tätigkeiten von Dir/deiner Organisation fallen dir dazu ein?

Hintergrund der Frage ist, dass wir eine Bestandsaufnahme machen, welche resilienzfördernden Beiträge von den Cociety Organisationen bereits umgesetzt werden. Diese dient als Grundlage für die Erweiterung der Cociety Website. Alles wird natürlich vorher mit euch abgestimmt ;-)!

Jouw antwoord

Vorige | Volgende | Pagina 4 van 5 | Formulier wissen

DANKE!

Vielen Dank, dass du dir die Zeit genommen hast, um deine Meinung zu äußern. Ich werde im Mai die Resultate mit euch teilen.

Um ein so umfassend wie mögliches Bild zu erschaffen, würde ich es sehr wertschätzen, wenn du deine Co-llegen und Co-lleginnen fragst, ob sie auch den Fragebogen ausfüllen möchten.

Hast du den **Co-ciety Teamskanal** schon aktiviert? *

- ◯ Ja, alles funktioniert
- ◯ Nein, ich habe technische Probleme: Rufe bitte beim Otto IT team an (040 64614110), die stehen auch offen für Fragen von externen
- ◯ Anders: _____

Solltest du noch andere **Ideen oder Anmerkungen** haben, kannst du die hier noch nennen.
Dies kann alles sein, aber z.B. auch deine Ideen über was Cociety sonst noch verbessern oder erreichen könnte.

Jouw antwoord

Vorige | **Verzenden** | Pagina 5 van 5 | Formulier wissen

L. Data clean up guide

This document was used to remember the steps necessary to take to transform the answers from the google forms into Gephi. I done this multiple times as new answers dropped in.

This guide can help other designers as well to quickly transform their data.

From google forms to Excel survey responses

1. Open google forms answer sheet and download excel format.

	A	B	C	D
1	Timestamp	Do you know Person A	Do you know Person B	Do you know Person C
2	4/20/2023 10:16:35	Conscious	Conscious	Conscious
3	4/20/2023 10:16:51			Conscious
4	4/20/2023 10:18:32	Co-exist	Conscious	Co-exist
5	4/20/2023 10:19:41			
6	4/20/2023 10:20:13	Co-exist	Co-exist	Co-exist
7	4/20/2023 10:20:42			
8	4/20/2023 10:20:43	Conscious	Conscious	
9	4/20/2023 10:20:58	Conscious	Conscious	
10	4/20/2023 10:24:38			
11	4/20/2023 10:25:54	Co-exist	Co-exist	This is me
12	4/20/2023 10:27:13		Co-exist	
13	4/20/2023 10:29:09			
14	4/20/2023 10:57:34	Co-operate	Co-operate	Co-operate

2. Add the names of the person that filled in the survey in an additional column (column B) after the timestamp, by hand or with a function. If you do it by hand:
    a. Freeze your column B and the rows with the names of the people in the network
    b. Highlight all “this is me”- answers in the matrix with find and select
    c. Scroll through the matrix and add the names
    d. Eecheck if you have placed the right names!

    In hindsight it would have been easier to just ask the individuals name.

	A	B	C	D	E
1	Timestamp		Do you know Person A	Do you know Person B	Do you know Person C
2	4/20/2023 10:16:35	Person F	Conscious	Conscious	Conscious
3	4/20/2023 10:16:51	Person C			This is me
4	4/20/2023 10:18:32	Person W	Co-exist	Conscious	Co-exist
5	4/20/2023 10:19:41	Person R			
6	4/20/2023 10:20:13	Person A	This is me	Co-exist	Co-exist
7	4/20/2023 10:20:42	Person Q			
8	4/20/2023 10:20:43	Person B	Conscious	This is me	
9	4/20/2023 10:20:58	Person R	Conscious	Conscious	
10	4/20/2023 10:24:38	Person T			

3. Check SNA rating if everybody added ONE “This is me” rating, by highlighting this rating.
    a. If a participant filled in “this is me” more than once, mark the text in that row red and try to discover who this would be. Add the name to column B.
    b. If you cannot identify for sure who filled in the answers in that row, you have to declare that row invalid. The data answers of this person are not filled in correctly.
4. Change all categorical data into numerical data that can be analysed by Gephi.
5. Make separate sheets for each the SNA matrix answers and your background information answers. Keep the timestamp and name in each sheet.
    a. Section 1 SNA
        i. Fill all empty spaces with a 0, with replace function. **Gephi does not accept blanks!**
        ii. Make „this is me“ answers a 6, with replace function. **Gephi does not accept text in the data about the relations (edges)**

	A	B	C	D	E
1	Timestamp		Do you know Person A	Do you know Person B	Do you know Person C
2	4/20/2023 10:16:35	Person F	2	2	2
3	4/20/2023 10:16:51	Person C	0	0	6
4	4/20/2023 10:18:32	Person W	1	2	1
5	4/20/2023 10:19:41	Person R	0	0	0
6	4/20/2023 10:20:13	Person A	6	1	1
7	4/20/2023 10:20:42	Person Q	0	0	4
8	4/20/2023 10:20:43	Person B	2	6	5
9	4/20/2023 10:20:58	Person R	3	2	3

    b. Section 2 background information
        i. Clean up data based on how you want to use it
            Ordinal data can be used for filters
            Intervals can be used for filters and edges
            Ratio data can be used for filters, edges and calculations
        ii. Use Pivot table to analyse answers in Excel if desired.

SNA data preparation: from excel to CSV files for gephi

1. Make a **data sheet** in excel, where each individual connection is shown. Show Participant in column A and connected to in column B. And the weight of their relationship in column C
    a. Convert the SNA matrix to a three column table by using a PivotTable, see guidelines at https://www.extendoffice.com/documents/excel/2773-excel-convert-matrix-to-list.html
    b. Filter all zeros out of it, keeping only the existing relationships

	A	B	C
1	Filled in by	Connected to	Strength
2	Person A	Person A	1
3	Person A	Person B	6
4	Person A	Person C	0
5	Person A	Person D	0
6	Person A	Person E	1
7	Person A	Person F	2
8	Person B	Person A	3
9	Person B	Person B	1

2. Make **Nodes sheet**, with ID number from 1 to XX (amount of people), all names next to it, and again the ID number and if you want to include background information in your analyisi add all specifications in separate columns like gender, organisation, function, thematics, age, experience, …

ID	Label	2ID	Organisati	Gender	Age	Experienc	FilledIn	C
1	Emma	1	Aid by Tra	Weiblich	0	8	No	
2	*Person B*	2	Aid by Tra	Weiblich	40	1.666667	Yes	
3	*Person C*	3	Aid by Tra	Weiblich	50	1	Yes	
4	*Person D*	4	Aid by Tra	Weiblich	30	2.66	Yes	
5	*Person E*	5	Aid by Tra	Maennlich	0	16	No	

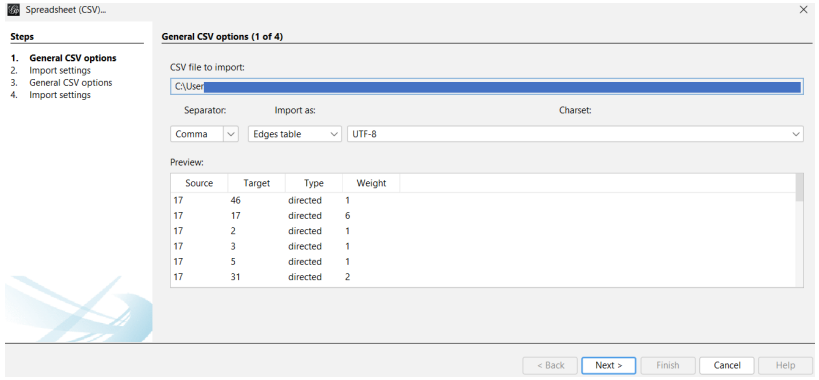
3. Make **Edge sheet**, with column titles “Source” (participant) as ID number, “Target” (connected to) as ID number, and add specifications like weight and if the relation is directed

Source	Target	Type	Weight
1	46	directed	1
1	17	directed	6
1	2	directed	1
1	3	directed	1
1	5	directed	1
2	31	directed	2

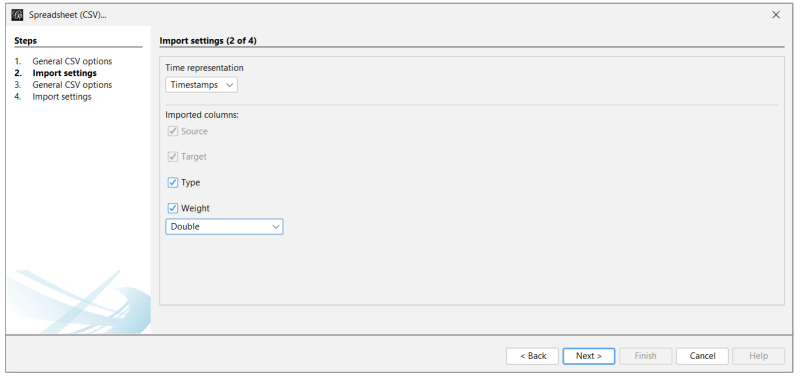
4. Delete row with connection to between the same person (for example: participant A→participant A)
5. Export Nodes and Edges sheet individually as CSV file.
6. Save file as Excel file

Import CSV in Gephi

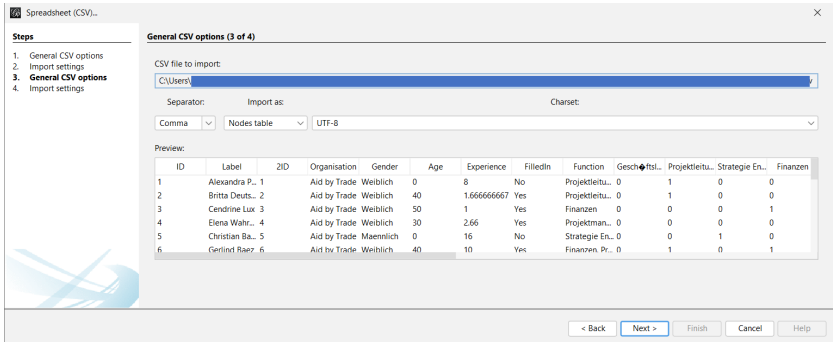
1. Open Gephi an start a new project. Go to the data labatory tab and click import spreadsheet.
2. Select your Nodes AND Edge sheet csv files
3. Gephi asks you to check if it detected the right data and made the right table format. If the table is not correctly show, just make small adaptions in your excel by trial and error. It is important that the excel does not contain any other formats (like bold fonts or calculations).
4. Below my settings are shown
    a. First the edge sheet



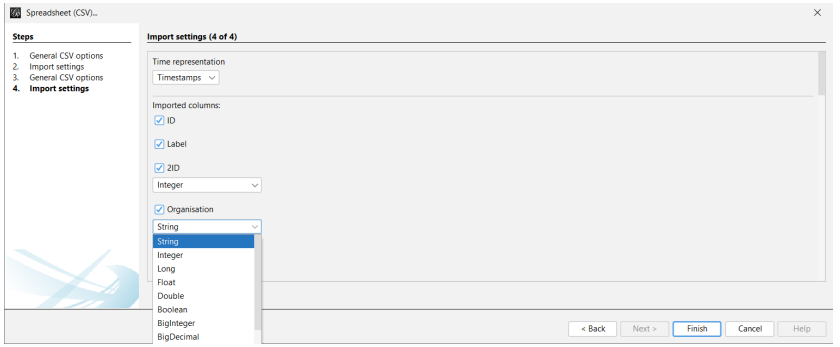
    b. The data settings for the edges



    c. The nodes sheet



    d. The settings for the nodesheet: Google or ask GPT about the statistical specifications



M. Iterations of visions

Iterations from March 2023

Cocietys external impact should focus on creating concrete solutions for systemic change
within society. To achieve this Cociety can use their network of companies and others to build bridges, create partnerships and educate society.

Cociety's external impact should prioritize creating tangible solutions for systemic change within society. To accomplish this, Cociety can utilize their network of companies and others to build bridges, establish partnerships, and educate the public.

In order to develop a successful Cociety network, it is essential to create a motivated team with diverse expertise who trust each other and engage in direct communication. Creativity and joy should also be fundamental components of the team's collaboration.

Iterations from April 2023

"Educational initiatives for a resilient society"

"Initiatives to be able to solve problems"

"Initiatives to be able to develop"

"Cociety empowers initiatives to build a resilient society"

"Initiatives empower a resilient society"

"Initiatives to empower a resilient society"

"Empowerment for a resilient society"

Iterations from June 2023

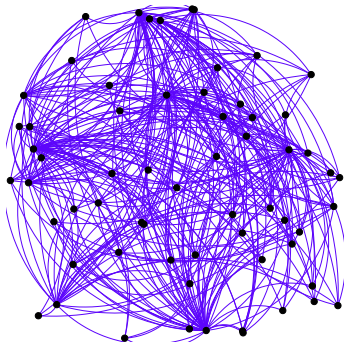
Cociety's vision:
“Cociety is a growing network of foundations to increase the resilience of each individual organisation and society as large. The key resilience elements of Cociety are building connections, fostering diversity, empowering people, and enabling transformation.”

Interne vision:
“Cociety colleagues work towards multiple level of resilience. They aim to create individual resilience, a resilient organisation, and a resilient society. Cociety **empowers** the colleagues to **connect** with each other to benefit from each other’s **diverse** experience, competences, and knowledge to **transform** on all levels towards resilience.”

N. Talking sheet

The talking sheet is used in discussions with Marina and Johannes to define the vision for Cociety in around 5 years. Both are first asked how Cociety looks like in 5 years in their dreams. The second question was how Cociety would look like in 5 years when being realistic. This vision is further discussed with the talking sheet. The focus of the last question was about how the internal collaboration will be in 5 years.

Scenario 1



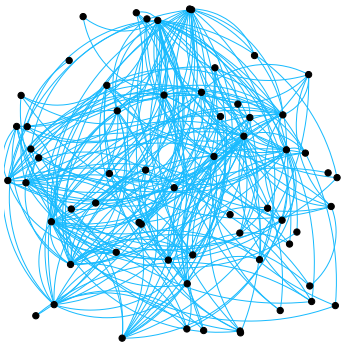
Co-exist

Mostly Coexist

Members do know each others names

Minimal cross-initiative interactions

Scenario 2



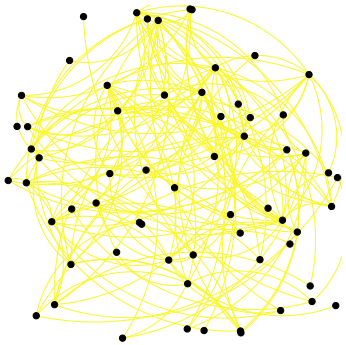
Co-nscious

Mostly Consious

Members do know each others names and roles

Members ask questions in need for support

Scenario 3



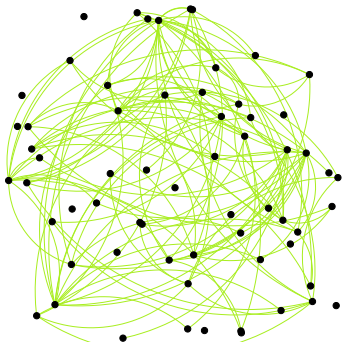
Co-mmunicate

Mostly Communicate

Members communicate regularly

Exchange of knowledge to support each other

Scenario 4



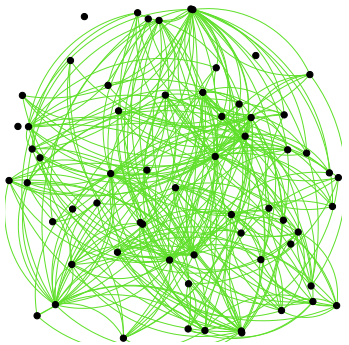
Co-ordinate

Mostly Coordinate

Members devided tasks to work towards common goal

Coordination of collaborative projects

Scenario 5



Co-operate

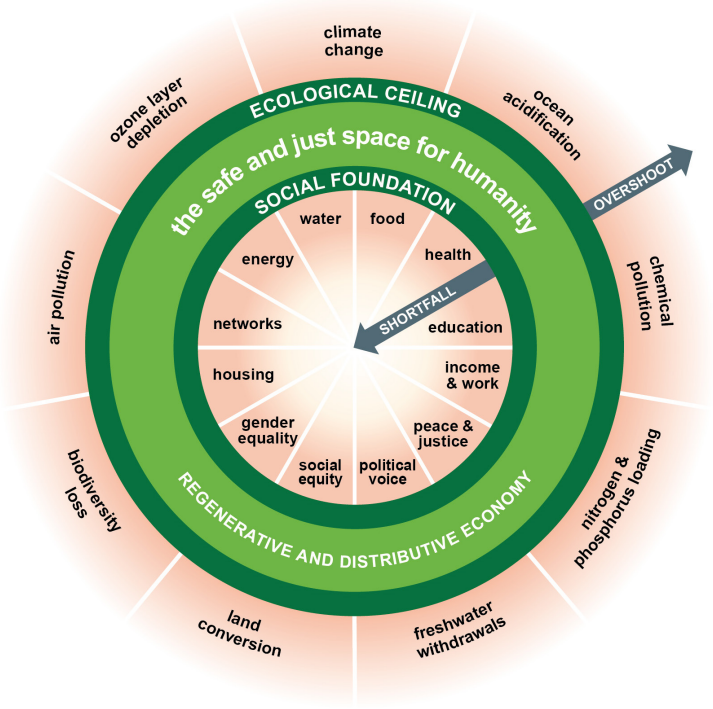
Mostly Cooperate

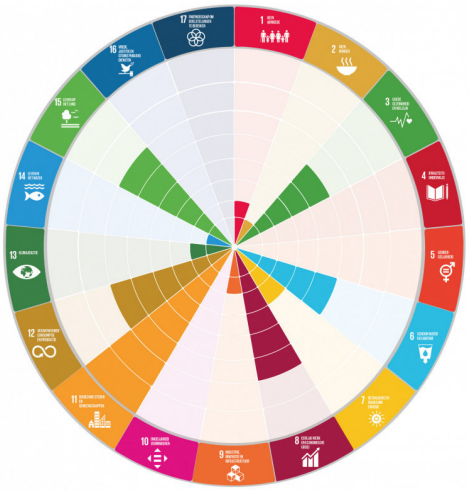
Members work together towards common goal

Collaborative projects

O. Inspirations for and iterations of the Organigram

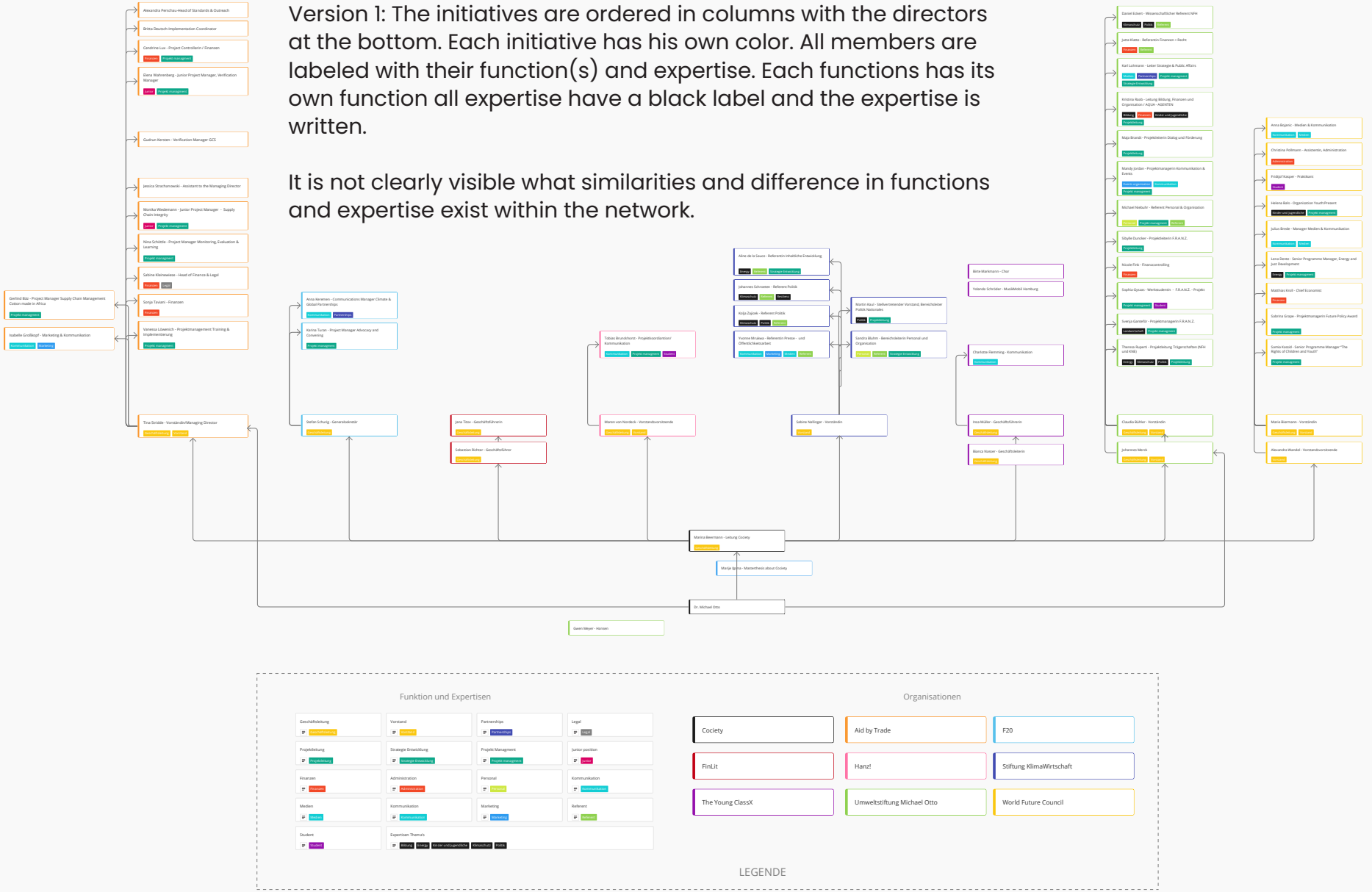
Left side: the doughnutmodel showing the circular economy
Right: different representations of SDGs showing impact or goals of companies and countries



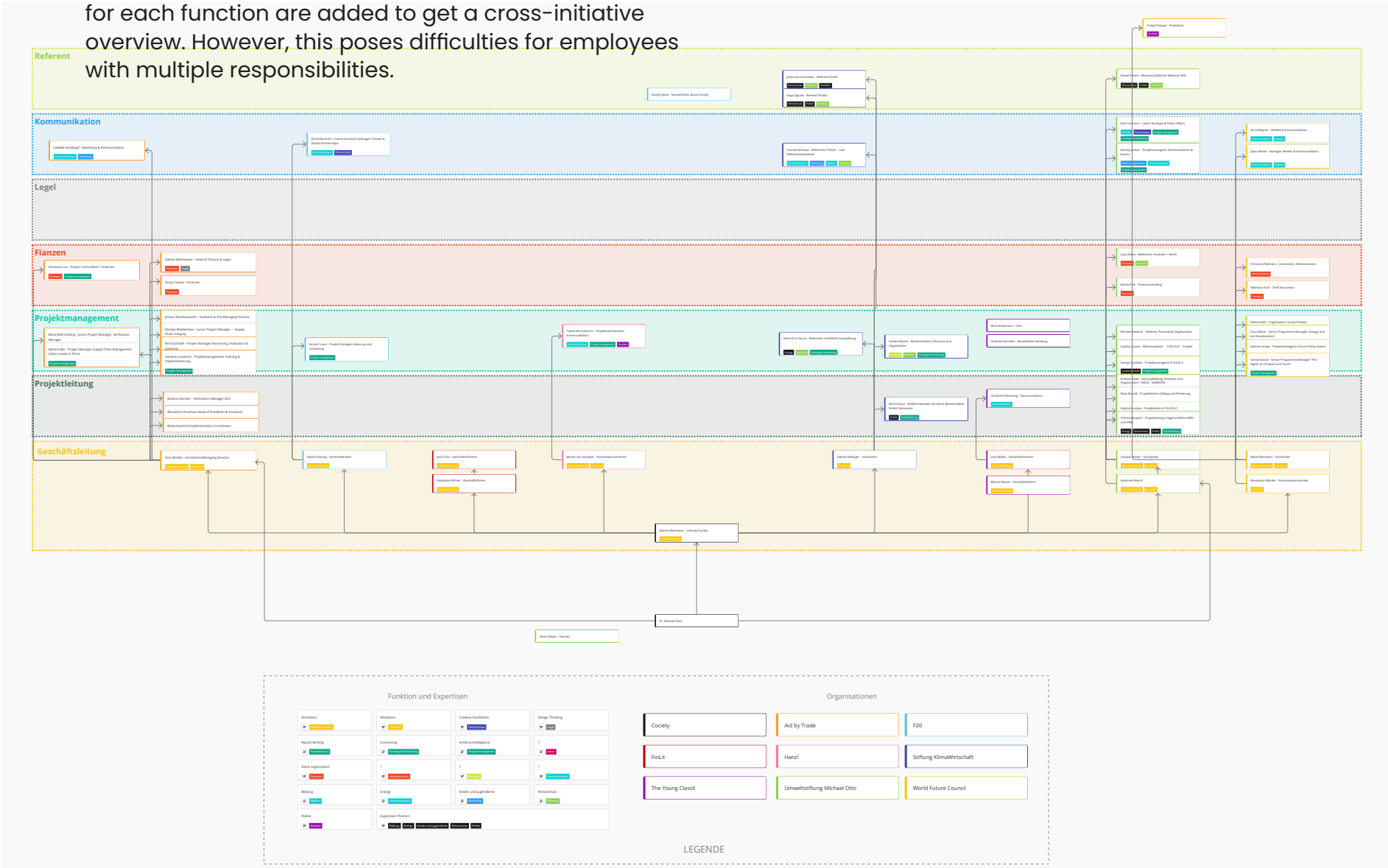


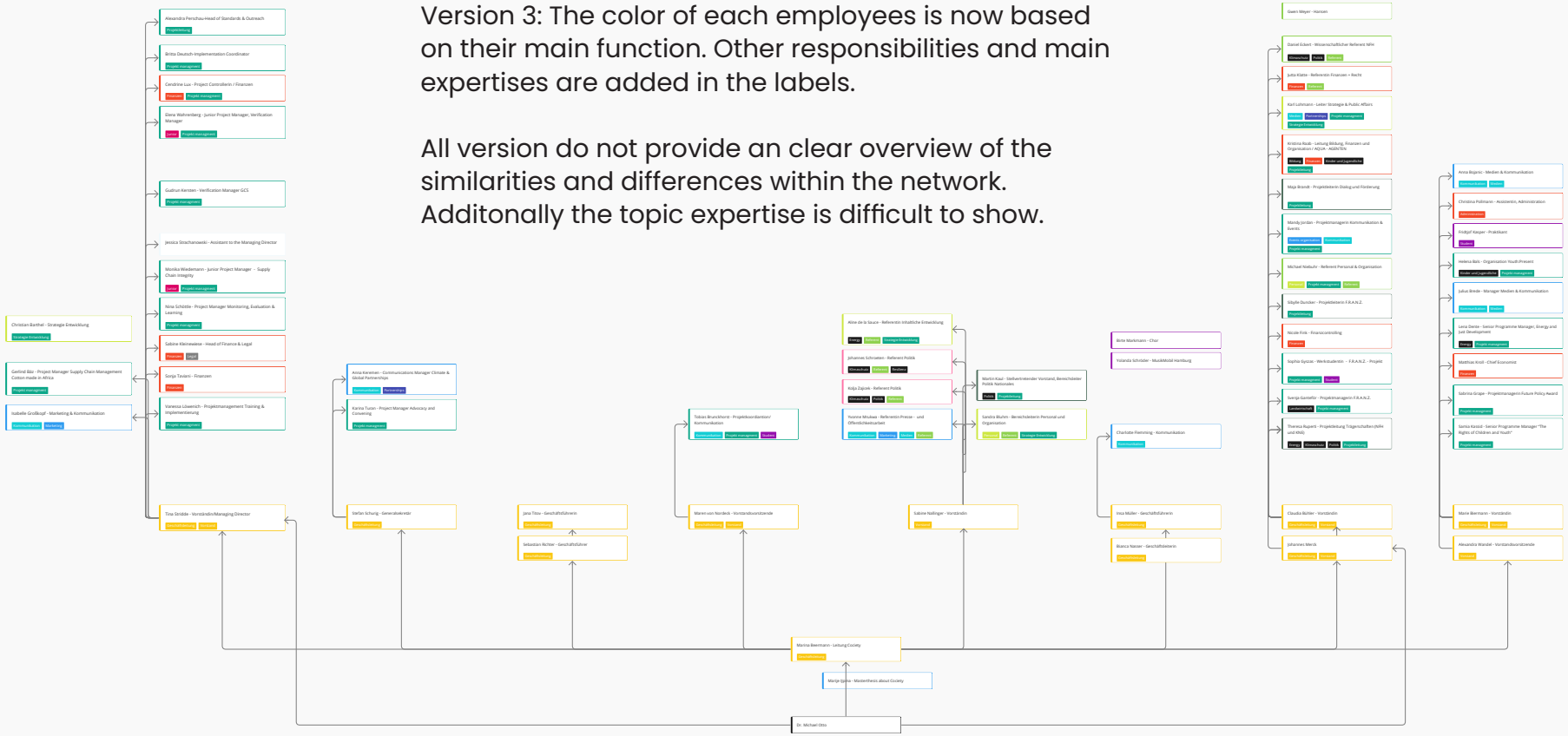
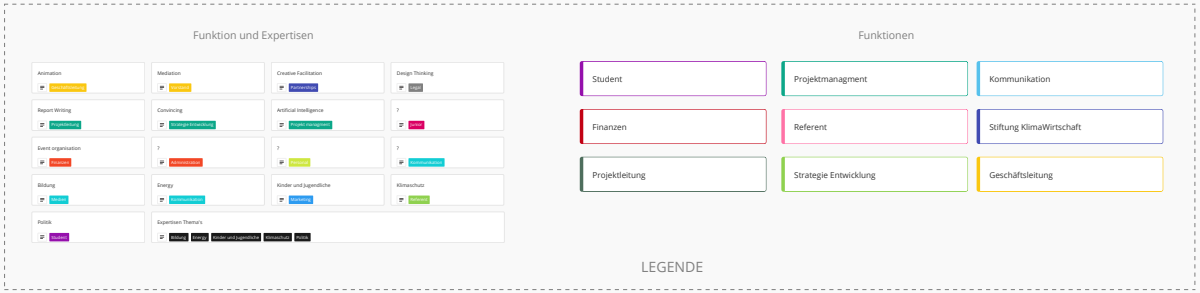
Version 1: The initiatives are ordered in columns with the directors at the bottom. Each initiative has his own color. All members are labeled with their function(s) and expertise. Each functions has its own function all expertise have a black label and the expertise is written.

It is not clearly visible what similarities and difference in functions and expertise exist within the network.



Version 2: Structure is similar to version one. Layers for each function are added to get a cross-initiative overview. However, this poses difficulties for employees with multiple responsibilities.



Version 3: The color of each employees is now based on their main function. Other responsibilities and main expertises are added in the labels.

All version do not provide an clear overview of the similarities and differences within the network. Additonally the topic expertise is difficult to show.