

# Water-lily



## Implementing collaborative projects to ensure lasting changes in the way a corporation is run

*“Just like the water-lily, which spreads of its own accord to cover the entire pond...”*

### OBJECTIVES

#### Intra-Entreprise Training

To cover a pond with water-lilies, you have to plant a certain number of roots and provide the necessary conditions for them to multiply of their own accord. The Water-lily program aims to set up at the heart of the organization a small number of communities that will show in a practical way that they are capable of being agents of change, leading to higher levels of productivity, innovation and commitment. Each community is supported in its work throughout in order to achieve two objectives:

1. Respond in a practical way to a problem set by the enterprise: a practical collaborative activity that corresponds to a need expressed in advance by the organization’s leadership.
2. Encourage the acquisition of a “collaborative culture” by considering the information-flow and knowledge-exchange issues involved in network management.

**The Water-lily program is your practical collaboration case-study laboratory.**

### PARTICIPANTS

- Senior executives of private or public organizations involved with thinking about internal social networks, knowledge transfer, innovation, training, human-capital management or strategy.
- The number of participants in each Water-lily group is limited to 10. A total of 3 to 5 Water-lily groups working in parallel is considered optimal.
- The participation of senior management is strongly advised for defining objectives and when the results are announced.
- Together with faculty members, a central Boostzone team supervises the coaching of Water-lily teams.



Understanding the future of the World of Work and building competitive advantages

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## PROGRAMME & APPROACH

The Water-lily program comprises the following stages



### 1 Upstream preparation

A one-day preparatory presentation session with the central team. This is aimed at choosing the groups, the work themes, the expected end-products, the sponsors to whom the end-products will be submitted, the practical methods of work (tools, precise timing, etc.). Themes need to be concrete, of relevance to the enterprise's preoccupations, defined by a sponsor, achievable within a short time-period, capable of being worked on by internal and external experts and requiring some level of research.

### 2 Team preparation

Preparation for each team, requiring each participant to have studied some documents and have signed up to a number of external sites or tools, to have answered a questionnaire about their expectations. Such preparation amounts to about one day's work for the participants.

### 3 Workshop 1 (physical presence)

A one-day presentational kick-off workshop with participants and a member of the central team.

### 4 Coached elaboration of a community recommendation (on line)

A period of mainly asynchronous and remote collaborative work lasting 6 to 8 weeks, with regular milestones, the object of which is to enable rapid collaboration and task sharing. This is expected to take the equivalent of at least one day per week per participant.

### 5 Group-prepared document

Document with the group's proposal aimed at being presented to the "decider".

### 6 Workshop 2 (in presentation)

A one-day concluding collaborative-work workshop aimed at presenting the results to the "decider", and discussing with him the relevance of the proposition and the next steps envisaged. An evaluation will also be carried out with the central team on the organizational relevance of the work undertaken during the 6 to 8 weeks and on the lessons to be drawn for the enterprise.

### 7 Post-workshop community

There will be a possibility for a community to remain in place for several weeks to enable the team to continue to work together on the next steps before it is disbanded or re-formed



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## PRE-REQUISITES

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- Reading portfolios will be issued and participants will be expected to do some simple preparatory work. Total time is estimated at 5 hours. The reading and preparatory work are an integral part of the training course.
- Participants will need to bring their laptops for the workshops.

## FACULTY

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- Course leaders are all specialists affiliated to the **Boostzone Institute**.
- The educational direction of the program is under the supervision of **Dominique Turcq**, President of the Boostzone Institute.

## FEES & APPLICATIONS

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The duration and the fees for the Water-lily program depend on the specific objectives defined in agreement with the client, the number of Water-lily groups and the level and number of faculty members.

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