

# Global Design Thinking Workshop: Teamed Leadership March 2021



## What are Global Design Thinking-Workshops all about?

Global Design Thinking Workshops (GDTW) are a novel concept developed by the HPI School of Design Thinking that goes beyond the mere introduction to Design Thinking as a process and is offered to HPI students and external participants. In this program, participants experience Design Thinking not only as a process of this life-centered approach, which deals with complex innovation problems and a creative mindset in diverse teams. We combine this life-centered approach with the perspective of technological feasibility (how can ideas be realized?) and economic viability (how can new business models look like?). In our GDTW program we offer five different workshops with a respective focus topic, which we deepen:

- Strategic Futures and Human-Centered Design
- From Inspiration to Ideas
- Bring Ideas to Life: Prototyping as a Mindset
- Designing for Global Impact
- Teamed Leadership

We combine the work on a concrete innovation project with reflections on a specific topic. Our learning approach is based on the concept of problem-based experiential learning. We implement this approach as a project-oriented course in which the participants collaborate

with a partner organization (NPOs and NGOs, large companies, SMEs, young start-ups, social organizations and public institutions).

## What makes the GDTW global?

### The Program Team

We run the GDTW program with our international network of Design Thinking Coaches and cooperate regularly with partner institutions from our global network, which also gave rise to the GDTA (Global Design Thinking Alliance). Participants thus have the opportunity to benefit from the experience and exchange with colleagues from other design thinking institutions in the USA, South Africa, Sweden, Malaysia, Mexico and Egypt.

### The participants

In addition to HPI students, we particularly invite international students to apply for our global workshops. In this program, they form international, multidisciplinary teams that work together with a team coach and a project partner on a real-life problem.

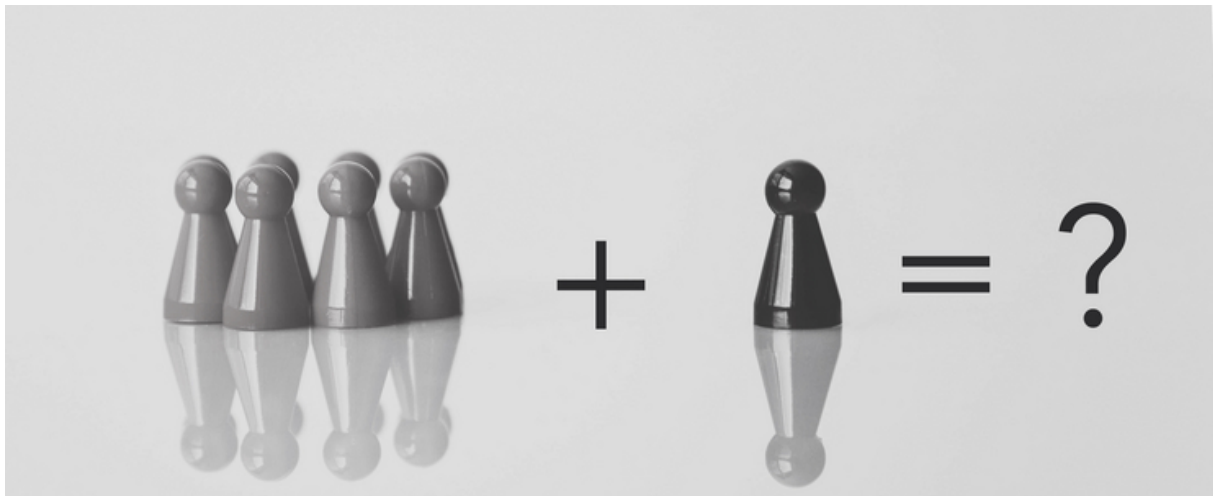
## What is Teamed Leadership?

During this specific Global Design Thinking Workshop, we will focus on **Teamwork and Leadership = Teamed Leadership**. Teamwork is the core asset of innovation and therefore one of the main pillars of Design Thinking as a mindset. This is why most organizations work in team-based environments, especially in strategy and innovation projects, but not always with the adequate understanding of team leadership based on shared values. Managing different project teams and improving their performance is an important leadership task that requires new ways of understanding, communicating and interacting with individual team members and teams alike. In order to better understand team performance, team effectiveness, team efficiency, it requires more than the establishment of new behavioral patterns; it requires new patterns of thinking that need to be understood, learned and implemented. Now, we are living at times where this is of utmost importance and we want to use the tools available in this digitalized era.

We call this radical approach "**Teamed Leadership**", which thus goes beyond the concept of leadership and even shared leadership, because it is bound to a deeper understanding of team interaction and the contextual factors of high-performance teamwork.

Design Thinking as a mindset in this approach not only provides a process language for innovation and a physical/mental space in which teamwork is carried out, reflected and improved. Thus Design Thinking gains not only in outcome-oriented performance, but also in purpose-oriented relevance. Team interactions not only have a direct impact on the quality of results (Outcome), but are also the goal itself: improved team performance for future work

(Purpose). The collective digital learning journeys arising from innovative teamwork are even more manifold and intense.



Accordingly, this GDTW provides a **double-fold immersion in Design Thinking**: you will learn the process, principles and methods while working on your team project, and you will gain a deep insight into creative interactions in the team, learn what shared leadership means in this context, and be able to apply it directly to teamwork. The creative challenge on which you will work in teams of five people and a team coach also consists of experiencing, understanding and reflecting on virtual and distributed teamwork with its own dynamics, in order to find out how this can be fostered.

## Our Learning Format

This is not a typical online course. This is online teamwork. We are talking about **interactive, virtual collaboration throughout the workshop** and, of course, in the teams whose team members will be in different locations. In this course we focus on collaborative forms of learning: During this workshop you will work hand in hand with an international team (max. 5 people including yourself) and a coach who will accompany you. This is a unique opportunity to learn from and with students with different backgrounds and ways of thinking, from other cities and countries, accompanied by one of our highly experienced Design Thinking coaches.

You can participate in our format from anywhere. You will need a stable internet connection, a terminal device, headphones and a microphone.

This format is a hybrid format. It means that you perform a large part of your teamwork virtually. It also involves other forms of interaction, for example "local observations & tests"; either in Berlin, Potsdam or the place where you are currently living / working. You will have to interview people (virtually) or even test your ideas with them.

If part of your team is located in Berlin or Potsdam, you can use our facilities to **work in a hybrid environment**. We offer you the **opportunity to use our Design Thinking Studios at the HPI D-School in Potsdam**. These rooms offer you a variety of digital equipment, analog materials and inspiration to think, prototype and test your ideas.

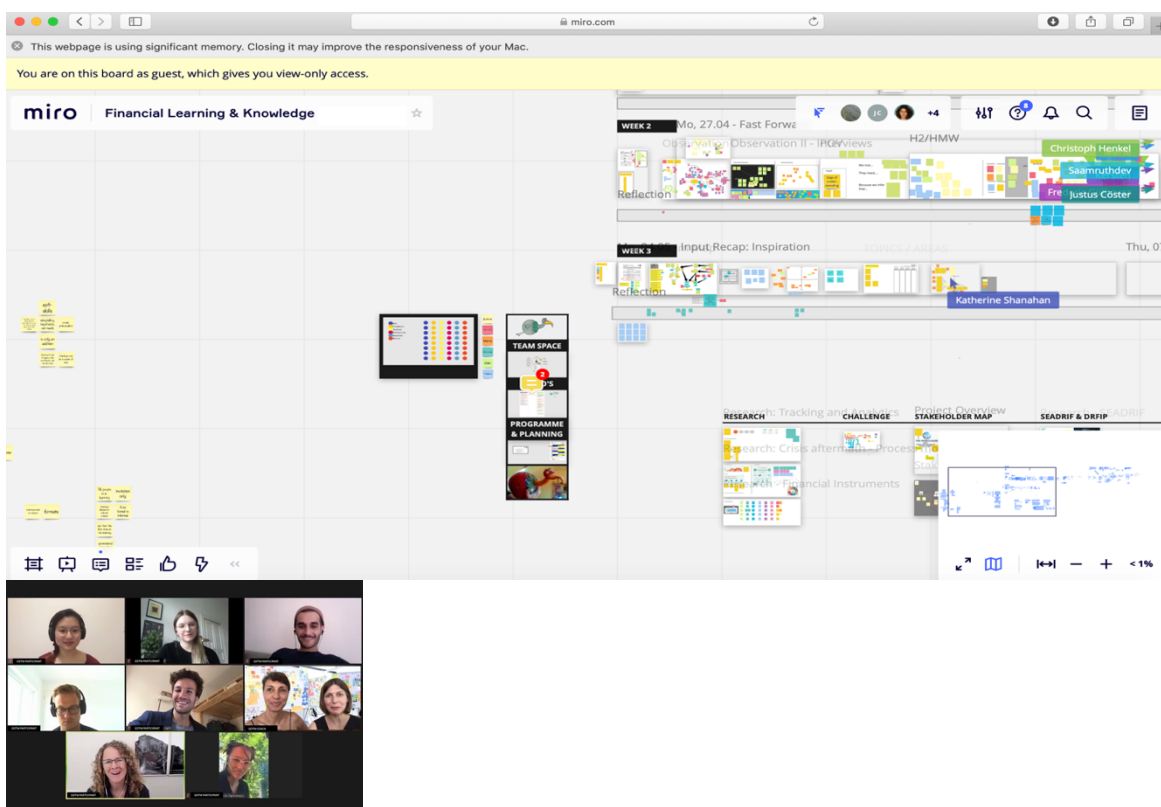
Overall, we offer you a **multilayered learning experience**. This means that you work with your team and, at the same time, we have cross sharing experiences amongst the teams in order for you to learn and gain different perspectives and from other teams:

- Thematic discourse/discussions in the entire group
- Live coaching and teamwork sessions with your individual team coach
- Exchange and collaboration with other design thinking teams
- Inspiring inputs and short presentations
- Individual reflection on content and your own learning experience

## Our Learning Tools

We use three virtual platforms for our workshop design: openHPI, miro, and bbb/zoom.

- **openhpi** will be our interactive online learning platform through which we will make most of the course content, videos, reading, discussion groups, etc. available.
- **miro** will be our digital workspace and collaboration tool for teamwork
- **bbb or zoom** will be our virtual meeting point for the entire course and the individual teams.



## Our Program Overview

The time required for active participation in this course is approximately 50 - 60 hours in March 2021. There are times that are obligatory for everyone and there are times for flexible teamwork. In the following overview you will find the basic structure.

Our program includes the **fixed times** for working together in the program and in the team (3 \* 2 days of 5 hours each):

- Monday/Tuesday 8./9.3.2021: 9.30 - 15.30 CET
- Monday/Tuesday 15./16.3.2021: 9.30 - 15.30 CET
- Monday 22.3.2021: 9.30 - 15.30 CET
- Tuesday 23.3.2021: 9.30 - 16.30 CET

We also expect **flexible teamwork** between and after the program days, as follows:

- 10. - 14.3.2021: 5-7 hours (flexible) for Design-Led Research
- 17. - 21.3.2021: 5-7 hours (flexible) for prototyping and testing
- 24. - 31.3.2021: 10-15 hours (flexible) for the creation of your project documentation

The **project documentation** of 30-40 pages of the team will be submitted on 31.3.2021.

We reserve the right to make modifications to the schedule if needed. In this case, changes will be communicated.

## Language

The official language of the course is English.

## Application

Interested students of all disciplines and universities can apply for the Global Design Thinking Workshop in March [via our online platform](#) until **January 15, 2021**. The **participation fee** is 200 euros.

HPI students can register directly by email to the Studienreferat. The participation is free of charge.

## Any further questions?

Please don't hesitate to contact us directly: Dr. Claudia Nicolai, Academic Director HPI D-School ([Claudia.nicolai@hpi.de](mailto:Claudia.nicolai@hpi.de)) & Renata Landa Lopez, Program Lead HPI D-School ([Renata.Landa-Lopez@hpi.de](mailto:Renata.Landa-Lopez@hpi.de)).

# Global Design Thinking Workshop: Teamed Leadership - March 2021

## OVERVIEW

	Content
<b>01. – 07.03.</b>	Individual task for onboarding (1 hour)
<b>Day 1 – Monday 08.03.</b>	09.30 - 15:30 CET: Welcome – Team Building – Challenge Launch – Understand
<b>Day 2 – Tuesday 09.03.</b>	09.30 - 15:30 CET: Understand – Design-Led Research <i>(optional/additional inspirational talk / happy hour)</i>
<b>10. – 14.03.</b>	Flexible Teamwork for Design-Led Research and individual reflection (5 – 7 hours)
<b>Day 3 – Monday 15.03.</b>	09.30 - 15:30 CET: Unpack – Synthesis – Ideate
<b>Day 4 – Tuesday 16.03.</b>	09.30 - 15:30 CET: Ideate – Prototype <i>(optional/additional inspirational talk / happy hour)</i>
<b>17. – 21.03.</b>	Flexible Teamwork for Prototyping & Testing and individual reflection (5 – 7 hours)
<b>Day 5 – Monday 22.03.</b>	09.30 - 15:30 CET: Prototype – Test – Iterate
<b>Day 6 – Tuesday 23.03.</b>	09.30 - 16:30 CET : Preparation of Presentation – Final Presentations - Team Reflection – Closure <i>(optional/additional happy hour)</i>
<b>24. – 31.03.</b>	Flexible Teamwork for Final Documentation and individual reflection (10 – 15 hours)
<b>Documentation Deadline 31.03.</b>	Deadline for final documentation (30-40 pages)