

# Insight Brief: Cocreating Abilities

Cocreating abilities involves communication skills and the capacity to facilitate inclusive processes of trust and managing diverse values, interests and knowledge perspectives as well as team building.

## Key aspects of Cocreating Abilities

- **Collaboration as key:** The concept of co-creating abilities underscores the importance of collaboration as a means to drive change and innovation, particularly for complex and interconnected issues.
- **Fostering a space:** Effective collaboration requires a commitment to cross-boundary learning, leveraging diverse knowledge systems, and fostering an environment where conflicting perspectives can be understood and reconciled.
- **Communication as a foundation:** Co-creation begins with robust communication skills that go beyond mere information exchange. It involves active listening, articulating ideas clearly, and ensuring mutual understanding among stakeholders with diverse perspectives.
- **Facilitating inclusive processes:** Co-creating abilities center on designing and managing processes that are inclusive of different values, interests, and knowledge perspectives. This inclusivity is essential for building trust, fostering mutual respect, and enabling equitable participation.
- **Building trust and managing differences:** Trust-building is a cornerstone of effective collaboration. Facilitators must create safe spaces where stakeholders feel empowered to share their views, even when they differ. Navigating and mediating conflicting approaches requires sensitivity to cultural, professional, and ideological differences.
- **Encouraging knowledge diversity:** Collaboration from diverse knowledge systems—ranging from local and Indigenous knowledge to scientific expertise—are integrated. This diversity enables the identification of synergies, enriching the process of problem-solving and innovation.
- **Team building and motivation:** Successful co-creation processes depend on team cohesion and shared commitment to common goals. Facilitators play a critical role in fostering collaboration, aligning priorities, and sustaining motivation, even in the face of challenges.
- **Facilitators act as catalysts:** Cultivating co-creation skills is important for fostering collaboration and driving collective progress. Skilled facilitation is important to navigate complex co-creation processes.

Transformative skills and capacities are increasingly needed to address complex challenges and reshape our organisations and societies to respond to climate change and engage with sustainable development. The Inner Development Goals highlight the role of inner capacities for transformation and the need to link inner and outer transformation. Building from the Inner Development Goals of **BEING, THINKING, RELATING, COLLABORATING** and **ACTING**, we propose a fundamental and interconnected set of transformative skills and capacities.

“COLLABORATING - To make progress on shared concerns, we need to develop our abilities to include, hold space and communicate with stakeholders with different values, skills and competencies.” – Inner Development Goal.

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## Developing Cocreating Abilities

If you are looking to develop Cocreating Abilities, here are a few practices you can try to kick-start your journey.

- **Encourage open communication:** Recognizing and valuing the diversity of opinions and background within the group. Embrace the differences rather than seeking uniformity can strengthen the collaborative process.
- **Establish clear shared goals:** Define common objectives and help stakeholders stay focused on working toward the same outcome.
- **Facilitate constructive conflict resolution:** Addressing disagreements promptly and constructively prevents issues from escalating. Implementing conflict resolution strategies that focus on finding mutually beneficial solutions can maintain trust and keep the collaborative process on track

## Benefits of Cocreating Abilities

- **Supporting collaboration:** Organizations and communities can harness collective intelligence, bridge divides, and generate innovative solutions.
- **Fostering adaptability and resilience:** Creates and facilitates strategies that are capable of evolving in the face of uncertainty.
- **Driving transformative change:** Supports the development of shared visions and pathways for systemic progress in complex, diverse contexts.
- **Building bridges:** Facilitates understanding among stakeholders with differing priorities, values, and interests.

*This insight brief is developed through ChatGPT and Perplexity as well as editing by Lilly Diamant and Kes McCormick. The purpose is to share key insights in a condensed format and spark critical thinking.*