



CoP Facilitator Training Series

What Next?

Managing the Transition to Independent CoPs: Delivered by: Daniela Bultoc

To ensure continuity of your CoP it is recommended that CoPs run a workshop session focused on sustainability by bringing the members together to think and reflect 'what next?'. We refer you to the [Co-creation toolkit](#) for a choice of participative methods, such as DAKI, Future Workshop or Critical Uncertainties which can be adapted to the content of this workshop.

Key Topics: How to transition to an independent CoP? Identify (1) the value of the CoP, (2) challenges, needs & opportunities for the CoP, (3) how to reshape the CoP, and (4) the role of the CoP Facilitator.

The Value of a CoP

- What has been achieved & what are you most proud of?
- Who benefited from the work of the CoP?
- What would be lost/ gained if the CoP stopped; what would be lost/ gained if it continued? What are the opportunities for the Facilitator(s) & CoP members?

Answering these questions allows CoP members and facilitators to re-learn about the values of the CoP and to acknowledge the limits of the CoP. It enables to weigh the benefits against the downsides.

Challenges, Needs and Opportunities for a CoP

- Identify the current and potential challenges and needs
- Identify current and potential opportunities for the CoP, the members and the CoP Facilitator

Reshaping the CoP

- What is the focus of the CoP?
- How do you envision excellence?
- What's the shape of the CoP?
- How can actions be reshaped?
- Who is involved in the CoP?
- Who supports the CoP (sponsorship)?
- How is the CoP being evaluated?



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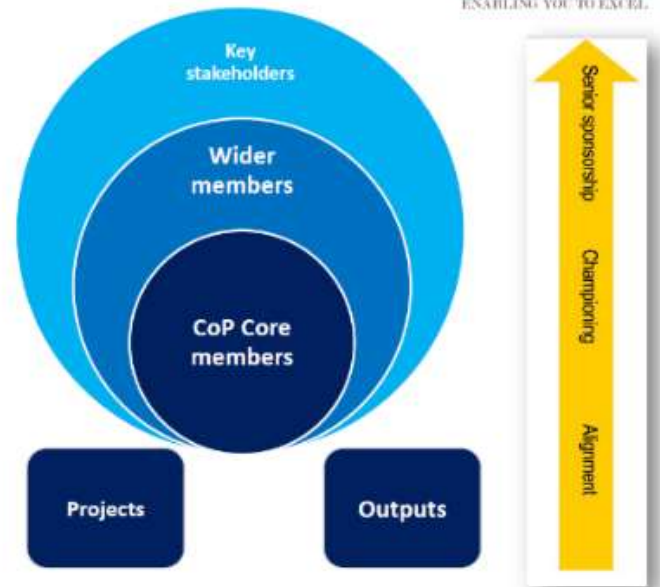
Reshaping the CoP

Important steps



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ENABLING YOU TO EXCEL.

- **WHY:** Goals and mission; why is the CoP important?
- **WHAT:** Structures, projects, agreements, timelines
- **WHO:** Roles and responsibilities; who needs to know about the CoP?



Empowering Model to Reshape the CoP:

Goal: What do you want to achieve/ are the goals? How can you assess if you achieved them?

Reality: What is the status quo of the CoP, what works/ needs improving?

Options: How to reach the goals, how can you move forward? What/ who can help/ has helped in the past?

Will: What are you going to do and when? How committed are you? What are you willing to do?

Understand and Realign the Role of a CoP Facilitator

- What are your responsibilities as a CoP facilitator in the transition period?
- What kind of skills, knowledge and experience do the Facilitators need?
- What can Facilitators do to accelerate the transition and what are the limits?

