



VALUE SESSION

The tool helps to identify the underlying values on which a collaboration is based with the aim to create a shared value codex.

Suggested time
Approx. 4 hours.

Materials
Post-its, pens, markers, A3 paper, wall/flipchart. List of values for inspiration

Participants
Mentor and mentee, the group of mentors, the group of consultants, etc.

GROWTH JOURNEY



Onboarding
Sparring
Innovation

PERSONAL JOURNEY



The tool helps to establish common ground between participants in a group that allows them to build trust and develop a shared value codex. To gain and sustain trust between people in an innovative development process is crucial for achieving positive results. Trust is essential when we are working with something new and unfamiliar. Furthermore we also have to align expectations, level of ambition and wishes.

STEPS

- 01 | Starting off with a mindset exercise establishes common ground and gives everyone in the room a voice. The facilitator explains the importance of having a relaxed atmosphere and an open mind, referring to childhood experiences and one specific game: "We're going to Africa, and you can all bring one thing of your own wish, it just has to start with your initial letter" (works better with a large group). The extra benefit from this exercise is it helps you to remember each other.
- 02 | The facilitator (or chosen moderator) present The Diltz Pyramid and explains the different neurological levels to show the importance of making changes that would influence the culture and approach of the project/company etc. towards the future. Moving from Behaviour, Skills, Convictions towards Values, Identity, Mission and Vision/Spirituality.
- 03 | (Working in groups – part I) Now form two groups. One group should work with the Mission. The other group should make a short explanation of who you are, using just one or two sentences. The groups present their work to each other, get feedback and adjust accordingly. Time frame: Groupwork 15-20 minutes, prepare flipchart/paper on wall 10 minutes, presentation 5 minutes, feedback/corrections.
- 04 | Individually everyone must choose 7 values that they believe in within the context of the project/company etc. Write each value on a separate post-it. Time frame: 10-15 minutes. To inspire you to identify your core values, a list of values can be found here: www.scottjeffrey.com/core-values-list.
- 05 | (Working in groups – part II) Gather the individual values/post-its produced by both groups. The groups then discuss, analyse, categorize and condense the values and choose the 7 most important values. The groups prepare a presentation of the chosen values and their meaning. Each group presents. Time frame: 30 minutes.
- 06 | (Working as one big group) The facilitator guides the two groups to



categorize the values and construct a shared list of 6-7 shared values. Write the values on a flipchart.

- 07** | Explain what the chosen values mean for e.g. mentee and mentor, respectively. Stick large pieces of paper on the wall, one for each value. Divide the participants into smaller groups. Each group starts to elaborate on a value. Write it on the paper (use one colour). Time frame: 20 minutes. Afterwards the small groups circle around to contribute with additional aspects/points, which they add. Time frame: 2 minutes for each value.
- 08** | The Identity sentences "we are...", the Mission statement, the values and the meaning to the involved groups are gathered in a Value Codex Document.

FACILITATION TIPS



VISUALISE

When you work with your group on common values, it is beneficial to share thoughts visually by writing on Post Its, sharing it on a wall for a united overview, or draw on hudge papers at the floor. In digital meeting rooms we recommend Miro, where you can work together on a digital bulletin board simultaneously.



REVISIT

Values change over time, which makes it important to revisit your values from time to time.



MOVE

It might be an idea to hang the papers on the wall and move around while thinking to get the body and mind energized, and keep the group spirit high.