



P4R Case Labs go virtual!

Case Labs are part of the P4R network meetings since the 5th meeting in November 2018 and since then have matured into a popular way to receive advice and exchange with peers on a specific work-related challenge in a safe space among network members.

We want to make the very best of the situation and therefore want to conduct several virtual case labs following the VNDs. You are warmly invited to get inspired by the discussions of the VNDs and to submit a proposal for a challenge by 15 May.

Why Case Labs?

In the area of SDG reporting it is mandatory to collaborate with multiple parties, each of them having differing needs and interests. Operating and leading in a multi-stakeholder environment in consideration of each stakeholder's interests and needs while also staying true to one's own interests may be complicated at times. But what if a challenge appears insurmountable with experiences of feeling blocked, stuck or demotivated? A challenge can be overcome by new thinking and innovative approaches. Even just looking at a challenge from different perspectives can facilitate better reflection and open up new ways of thinking. The usual presentation of good practices is often not sufficient for this purpose. Therefore, the P4R Secretariat offers new exchange formats to the network, in particular the Case Labs.

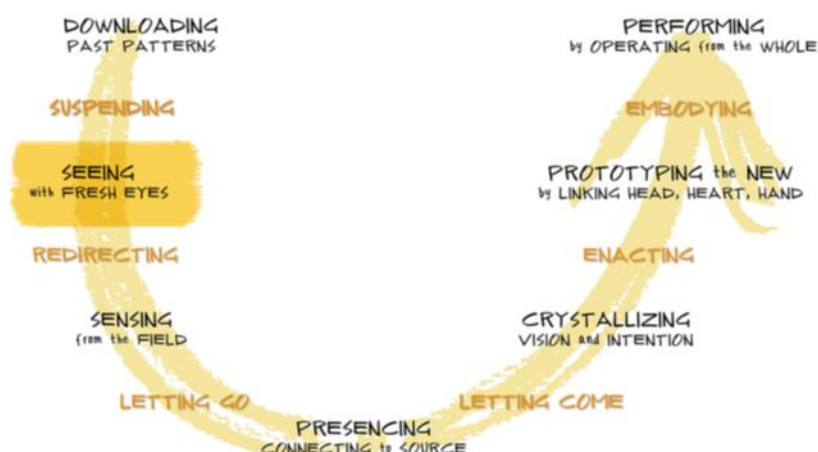
What is it about?

Case Labs (technical term according to C. Otto Scharmer is Case Clinic) guide a team or a group of peers through a process in which a case giver presents a case, and a group of 3-4 peers or team members help as coaches based on the principles of the U Process and process facilitation.

Principles:

- **Current and Concrete:** The case should be a leadership challenge that is current and concrete.
- **Key Player:** The case giver needs to be a key player in the case.
- **Counterpart:** The case involves a challenge with a specific counterpart, an individual or a group, with whom the case giver is directly engaged.
- **Inspiring and challenging:** Resolving the leadership challenge should be inspiring you and it should also be challenging you.

Case Labs allow participants to generate new ways to look at a challenge or question and/or to develop new approaches for responding to the challenge or question.





Virtual Case Labs
conducted by



**Partners
for
Review**

Case Labs aim to access the wisdom and experience of peers and to help a peer respond to an important and immediate leadership challenge in a way that enables the individual to get a sense of relieve, identify new approaches and feel more energized. This method is particularly suitable for our network, as it combines openness and innovation with trust, thus combining the principles of our community.

How is it done?

There are three roles to a case lab, the case giver, the coaches and a facilitator.

The session starts by a facilitated round of brief introductions of the participants. The case giver then presents a leadership challenge while the coaches listen deeply, without interruption. Thereafter the facilitator initiates several minutes of individual reflection during which the coaches take note any thoughts, impressions, and ideas.

Following this silent, reflective break the coaches, in turn, will share their thoughts, impressions, and ideas with the case giver. The session continues by a generative dialogue between all participants.

Throughout the entire process the facilitator manages the time and the process and may as well assist to clarify any insights or learning.

The duration of a single session is approximately 70-80 minutes.

Benefits!

- A friendly, cooperative and safe environment for the case giver to openly share their challenge.
- An experienced facilitator who holds the space, maintains neutrality, and ensures collaborative peer coaching.
- Case givers gain new insights, clarity, ideas, often feeling relieved, motivated and inspired to take action.
- Coaches providing advice and ideas beyond experience and knowledge.
- All parties stepping out of the known and into presence with an open mind (free of judgment), open heart (free of cynicism), and open will (free of fear).