



CO-PRODUCTION PATHWAY

This training resource is specifically designed for public bodies in Wales. It directly addresses the Future Generations Commissioner's recommendations that must increase engagement with the public to build trust, strengthen consensus, and bridge the gap between policymaking and citizens.

In combination the pathway involves many activities which may stretch some of your participants in terms of thinking and training style.



This pathway provides a structured journey for teams to move from "giving people a say" to "sharing the power".

What it helps you achieve:

- **Authentic Involvement:** Moves the dynamic from "consulting" (asking for feedback) to "creating" (building together).
- **Systemic Integrity:** Aligns internal culture with the external mission of the Act by exploring power and agency.
- **Impactful Design:** Identifies points of friction between policy intent and human barriers to ensure services genuinely improve lives.

What this pathway document covers

- *Setting the scene*
Ideas for the best ways to host the training
- *Priming for impact*
What things do you need to consider before hand, what would set you up for a successful training event.
- *Catalysing Action Agenda*
A selection of activities put together as a suggested agenda with some flexibility to allow for breaks and any additional activities you want to bring in.
- *Sustaining the Impact*
Suggestions for bringing the learning to life with follow up activities and commitments.
- *Suggested case studies*
To help bring the ideas to life
- *Supporting Resources*

Annex - all the listed cards for your reference



Setting the Scene: Two-Day Camp

To disrupt ingrained ways of thinking requires a significant investment in the teams being asked to deliver. We have designed this pathway as a "Two-Day Camp" to physically and mentally remove participants from their daily habits.

- **Deep Immersion:** Provides the time needed to exhaust obvious answers and reach more transformative solutions.
- **Relational Trust:** The evening session—unstructured yet purposeful—builds the shared experience required for honest co-production.
- **Distance for Boldness:** Being away from the desk makes the long-term feel reachable and the systemic feel personal.
- **Plan your location:** Ideally this training requires a setting that will inspire participants to think beyond the everyday. By moving participants from the every day you demonstrate the value you place in them. As well as the setting, is there opportunity to take participants on a site visit to an inspiring project? If the team is looking to improve how working with community groups are you able to invite some along to some of the training to hear from their perspectives?



Prepping for Change: Priming the Mindset

Change begins before the room meets to ensure participants arrive as "agents of change", the pathway suggests the following act.ivate options.

- **Know Your Crowd:** Before you design any element of the training, get to know the team and their needs. Have discussions with key members, how are they currently working, what have been the barriers to co-design previously? Use anonymous surveys to understand attitudes, barriers and opportunities from the perspectives of the wider team, use this to help design the two days.
- **Act.ivate Knowledge:** Think about the information you want to share with the participants, what is the best way to do this. If you plan on using participants we recommend looking at the Sparkline (TM) scripting

Take a note of the activities identified as stretch and the nature of your trainees - will you have to think about amendments to limit the extent of the challenge? Or spend time working working on intergroup trust?



Catalysing Impact - a suggested pathway for the two days. See this as a suggestion, amend to meet your needs.

DAY 1

(Timings are generous and allow space for breaks)

9:30	Act.ivate Beginnings	Set a curious, alive tone within the first five minutes to bring a curious tone, and build trust.
9:45	Act.ivate Agreement	Establish shared trust before moving to the hard work of social change.
10:00	Act.ivate Co-Design	An introduction to the key concepts of the day, looking at why this shift in perspective is important for future generations.
11:30	Act.ivate Shared Power	A challenging session that will ask participants to explore their own, and organisational biases
14:30	Act.ivate Perspective	A moment for quiet independent reflection. Allowing participants to reflect on different ways of seeing.
15:30	Act.ivate Conversations	Amend the prompts to what does it take to share power - this is a good opportunity to bring in other voices - you can also bring in act.ivate meaning to talk about what you measure versus what the community feel



DAY 2

(Timings are generous and allow space for breaks, if no site visit is planned you can bring finish time forward by 2 hours)

9:00	Site visit	Optional - Take the opportunity to visit examples of good practice happening in the area - look to the third sector actors in particular for examples of innovative activity.
11:00	Act.ivate Empathy	Use learning from site visit/or community session to map out frictions which need to be advanced
12:00	Act.ivate How Might We	Ideate mechanisms to increase citizen participation in solutions
12:30	Act.ivate Future Vision	If the principles of citizen participation is achieved what is the future organisation like
14:00	Act.ivate Reverse Planning	What would it take to get us there
14:45	Act.ivate Prototype	Test out new ideas from the reverse planning through experience prototyping
16:00	Act.ivate Commitment	Gather agreement that the learning will turn into action



Sustaining Impact

Ensure that the human investment of the past two days lead to lasting change

Story Log	Commit to collecting stories with community members who have contributed to the learning. Make this a shared endeavour to improve involvement and trust.
Act.ivate You	This work isn't easy - keep yourself connected with those who can support your own personal development.



CASE STUDIES

The following Case Study provides an inspiring Pre-training read, or example to use within the training sessions.

There are also many brilliant case studies available on the [OFGC website](#) and in the *2025 Future Generations Report*. In your preparation take some time to read through the examples. It will help in your own knowledge building and support your confidence as a trainer.

<u>Civic Square</u>	Civic Square CIC are a not for profit community group working in Birmingham to regenerate an area of disused land for community use. They have developed engaging and exciting mechanisms to bring the community together to co-produce the plan. The planning work is supported by training, learning and skills swapping!
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RESOURCES

To help in your preparation you may want to review the sources which underpin the Act.ivate cards selected in this pathway.

Stanford School	<u>DESIGN FOR SOCIAL CHANGE</u> by Lesly Anne-Noel - <u>Online resources</u>	Act.ivate Shared Power
Stanford School	<u>Stoke Deck</u>	Act.ivate Beginnings
Stanford School	<u>Inspiration Walk</u>	Act.ivate Inspiration
Stanford School	Future Library <u>Full Resource</u> <u>Tour from the Future resource</u>	Act.ivate future vision
Copro Network Wales	Whole range of resources	Act.ivate Co-Design
Nancy Durate	Resonate (book) <u>TED Talk</u>	Act.ivate Know your Crowd Act.ivate Knowledge
Hwb Dyfodol	<u>Hwb Dyfodol</u>	Act.ivate future vision and reverses planning
Inner Development Goals	<u>Overarching Principles</u>	Act.ivate you.
Open Policy Toolit	DEFRA <u>Open Policy Toolkit</u>	Act.ivate Prototype



ACTivate

AWAY DAY

The right place
changes what
people think is
possible



Getting out of the building isn't a perk - it's a **design decision**. When people are physically removed from their desk, their inbox, and the habits of their working day, they **think differently**. An away day, done well **makes the long-term feel reachable and the systemic feel personal**.

Phase: Setting the stage **Time:** Full Day **Works best with:** Any group

AWAY DAY

You will be presented with multiple 'Catalysing Action' cards. Choose the ones most appropriate for your audience to define your workshop structure.



Lead with a spark card. Get your participants warmed up and ready to engage with the Act.

Choose 2 - 3 flame cards for the morning session to begin exploring the Act with your team/s.

Remember, lunch is part of the design. Allow participants time to explore their location. Blue sky thinking is often most rewarding between activities.

The afternoon needs a jolt so open it with a spark card to get participants' energy up ahead of a deep dive with one of the fire cards.

Close the session with the commitment card. People remember what they decided, not what they were told.

WORKS WITH

- Act.ivate the Future — Visioning to use the distance from the office for bold thinking.
- Act.ivate Commitment to bring the day back to earth before people leave.



ACTivate

TWO-DAY CAMP

Two days to
imagine, build,
and commit to a
different future
together.



The deepest change happens when people have enough time to exhaust the obvious answers and reach the interesting ones. A two-day camp creates the conditions for genuine transformation. There is huge value in getting teams away from the familiar, with enough space to think boldly, enough rest to think clearly, and enough shared experience to trust each other by the end.



Phase: Setting the stage Time: Two Days Works best with: Teams, Senior Leaders, Board Members

TWO-DAY CAMP

You will be presented with multiple 'Catalysing Action' cards. Choose the ones most appropriate for your audience to define your workshop structure.



A two-day workshop can involve great variety for your participant. We recommend choosing two flame cards and one fire card for each day. Use spark cards as needed to inject energy into your day.

The evening is part of the programme. A shared meal, a creative provocation, a bonfire conversation - something unstructured enough to feel like rest but purposeful enough to keep the thinking alive. A guest storyteller, a local artist, a commissioner from the future. Make it memorable.

Start day two with a reflection on your first day. Move through to your remaining exercises and remember to throw in spark cards as needed.

Close the session with the commitment card. People remember what they decided, not what they were told.

WORKS WITH

- Act.ivate the Future — Visioning to open up day two with possibility.
- Act.ivateStory Harvest to close with the most significant change the two days produced.



ACTivate

KNOWLEDGE

How you share the Act matters as much as what you share.

Most people lose their audience not because their content is weak but because they forget who they're talking to. Your job is to know them well enough to make the Act feel like something that was already theirs. Nancy Duarte analysed history's greatest talks and found they share a common shape — a rhythm of contrast between what is (the current reality) and what could be (the better future made possible by an idea). That contrast creates momentum. It makes ideas feel not just interesting but urgent, necessary, and achievable. This card shows you how to use that structure when training on the Act.

Phase: Priming for change **Time:** Varies **Works best with:** Any group

KNOWLEDGE

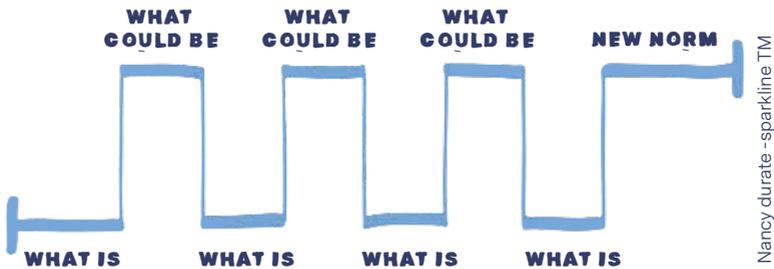


Before you design a single slide, map your sparkline. On one side write **what is** — the reality your participants are living right now (targets missed, short-term pressures, decisions made without future generations in mind). On the other side **write what could be** — what becomes possible when the Act is genuinely embedded.

Don't save the contrast for the end. Move between tension and possibility throughout. Every time you name a problem, follow it with a real example of someone who solved it differently.

Use the S.T.A.R. moment (Something They'll Always Remember). Build towards one moment of transformation in your session: a surprising case study or a bold question that reframes everything. That's what people carry out of the room.

Combine story and data deliberately. Data without story is forgettable. Story without data is unconvincing. Use case studies from the Act.ivate webpage to inspire your participants.



WORKS WITH

- Act.ivateStory Harvest to gather the real stories that will power your next session.
- Act.ivate Conversations to move from presenting the Act to exploring it together.



ACTivate

KNOW YOUR CROWD

Your participants are the heroes. Your job is to know them before you meet them.

The Act lands differently depending on who's in the room. A finance team needs different direction to a communications team. A room full of cynics needs a different opening than a room full of converts. This pre-training survey helps you tune to the frequency of your audience to tailor the sessions so your content meets their needs.

Phase: Priming for change

Time: 20 minutes (trainer) · 5 minutes (participant survey)

Works best with: Any group

SOURCE OF INSPIRATION: Nancy Durate *Resonate*

KNOW YOUR CROWD



Draft a 3-minute survey. Ask four core things: their baseline knowledge of the Act, their confidence applying it, their tolerance for uncertainty, and the single practical outcome they need from you today.

System change needs creative thinking. Include at least one metaphor question to start building creative muscle before the session begins.

Edit ruthlessly. If a question doesn't directly help you adapt your facilitation pitch or pace, delete it.

Review your findings. Think about the range of personality types you see in the responses. Identify the ratio of enthusiasts, sceptics, and pragmatists to form your facilitation brief.

Target the sceptics. Design your opening specifically for them. If you win them over early, the rest of the room will follow.

WORKS WITH

- Act.ivate Inspiration to gather both values and context before the session.
- Act.ivate Knowledge to translate what you find into how you pitch the session.



ACTivate

BEGINNINGS

The energy of a session determines everything that follows.



The **first five minutes** set the tone for the whole day. A room that starts stiff stays stiff. **A room that starts alive stays curious.** This card gives you a menu of quick activities to **open with energy, connection, and focus.** These can also be used to boost energy when it flags in longer workshops.



IGNITES



TIME



FOR YOU

BEGINNINGS



Choose your stoke based on what the room needs most:

Need to boost energy? Shake out each limb counting down from 8.

Need to get personal quickly? Everyone writes how they're actually feeling on a post-it and sticks it to their shirt. Mingles follow naturally.

Need to build camaraderie? Turn lemons into lemonade. Someone shares a frustration from their week, the next person turns it into a positive. Warms a room gently.

Need to create focus? Build a collective sentence around the circle, one word at a time. Quietly gets everyone listening - and laughing.

WORKS WITH

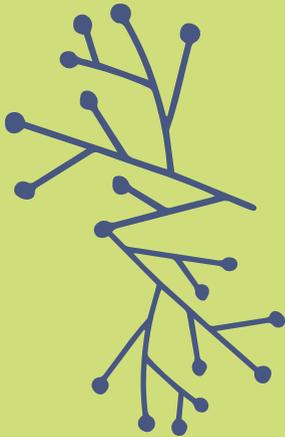
- Act.ivate Consequence to follow the warm-up with a gentle challenge.
- Act.ivate Conversations to move from icebreaker into something worth talking about.



ACTivate

AGREEMENT

**Start as you mean
to go on**



This card gives you **four simple agreements** to introduce at the start of any session as an **invitation to show up well together**. The Act asks us to work differently. **This is where that starts.**



IGNITES



TIME



FOR YOU

AGREEMENT

Introduce the four agreements briefly and ask if anyone wants to add one. Keep it to five minutes - this is a frame, not a discussion.



Ask for what you need; offer what you can

What's shared here stays here

People speak more honestly when they trust their words won't travel without permission.

Listen with curiosity, not judgement (especially when you disagree).

The most useful thing in the room is often the perspective that challenges yours.

WORKS WITH

- Act.ivate Conversations to set the conditions before the first real question.
- Act.ivate Deep Roots to frame the psychological safety needed for personal reflection.

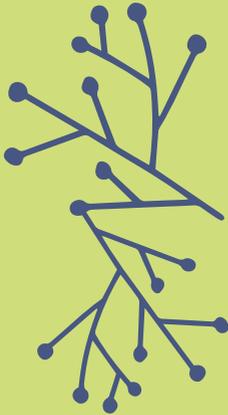


ACTivate

CO-DESIGN

**Nothing about them,
without them.**

Source Participatory Design / Stanford d.school
Lesley Anne= Noel 'Design for Social Change'



True involvement is a shift in power. It moves from 'consulting' people to 'creating' solutions alongside those who live them.



IGNITES



TIME



FOR YOU

CO-DESIGN

(AN INTRODUCTION)

Co-design is a shift in power, not just a meeting. Move from 'consulting' (asking for feedback) to 'creating' (building together).

This is a overview session aimed at explaining the concept of co-design. The Welsh Governments Sustainable Development team identify working by a process of co-design as a holistic approach to activating the Well-being of Future Generations Act. Use this as an opportunity to explore that idea in your work place.

Using skills from Act.ivate Knowledge, introduce the concept of co-deisgn to the group. Using a flipchart draw out Sherry Arnstein's ladder of participation

Ask the group to work in pairs to identify times where they have worked with wider stakeholder groups. Name the project, put it on a post it note, and place on the ladder.

Plenary ask people to volunteer to talk about their project - why is it where it is on the ladder. What does it mean for the project? Would changing its position upward change the outcomes for the better? For whom would that change happen? - what implications would there be from that change?

Close this session with a *How Might We*

A specific Act.ivate Pathway is available for Co-Design if you want to explore this in more detail.



SHARED POWER

Transparency as the starting line.

Lesley-Ann Noel (Design Social Change)



Power isn't given; it's shared through transparency. Use **position statements** to define your 'starting line' before you **begin** you the **hard work of culture change**



IGNITES



TIME



FOR YOU

SHARED POWER

This session is intended to help participants explore power and agency and its relationship to achieving the Wellbeing Goals.

Begin by supporting the group to develop their own Individual Position Statements: Ask them to reflect on their identity and social position. Provide examples by sharing your own before giving them this prompt: "I am [identities], my power comes from [source], and my blind spots might be [X]." (more detailed questions are available from EDUCATORS GUIDE Design for Social Change (2023) Lesly Anne Noel and d.School) (make sure to give enough time to write)

Give space for participants to share and reflect on the process and what has emerged.

Pause for a break, encourage time outside in nature if possible

On the groups return, and working collaboratively co-develop the collective position statement - the group can decide at what level this works - team - department -organisation

"Our *service* has a history of [H], holds power over [decisions], and currently interacts with the world by [M]." Make sure it is written so everyone can see and interact with it.

Using the wellbeing goals as the 'change we want to see' allow a discussion to form around this prompt.

Looking closely at our collective position, what inherent power dynamics or embedded structural biases might be unintentionally preventing this change from occurring

Close with a commitment to ensure that the deep learning of the day can connect back to the every day.

WORKS WITH

Activate away day - this difficult work is best served in locations which inspire and provoke. Think about the potential of using a local country house or garden as host location, allow the setting and its history to start the conversation before turning the lens inwards.



ACTivate

PERSPECTIVE

Step outside See clearly.

Source Stanford d.school (Tania Anaissie et al.) Guided Audio Walks



Allow the environment to do the teaching. **A short walk changes our scale of thinking** from quarterly reports to ecological cycles.



IGNITES



TIME



FOR YOU

PERSPECTIVE



This activity is based on the Inspiration Walk by Tania Anaissie et al. You can find audio files to support the walk in supporting resources.

Ask participants to reflect on a challenge. For a longer session, use an emerging issue; as an opener, let them choose something personally important.

Participants take a 15-minute walk. Use notebooks to record observations of natural elements (roots, decay, flow) that catch the eye.

Synthesis: Connect an observation to the challenge. How does a natural system mirror the problem or offer a logic for a solution?

Debrief using: What did you see? Did it change the way you thought about the issue? Pair with activate commitment or deep roots.

WORKS WITH

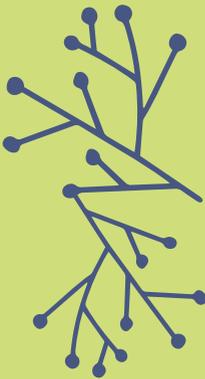
Activate Deep Roots



ACTivate

CONVERSATIONS

The right question changes everything that follows.



Most training conversations stay safe because nobody asks anything worth answering. This card gives you prompts that open things up - questions rooted in real Welsh public sector life that connect the Act to what people actually care about. Pose one question at a time. Resist the urge to fill silence - it means people are thinking. Don't correct or redirect too quickly. The interesting answer is often the uncomfortable one.



IGNITES



TIME

CONVERSATIONS



Before you ask anything, make the room feel safe. Try one of these openers:

"There are no right answers here. I'm genuinely curious what you think."

"You don't have to agree with each other, or with me. Every answer is valid."

Then choose one conversation starter. Where possible use an example from real life to introduce the concept. Refer to Act.ivate knowledge for the 'sparkline' TM approach

For rooms that need to start with experience rather than challenge:

"Think of a decision your organisation made that you're genuinely proud of. What made it possible?"

"What's something that works better now than it did five years ago, and why?"

For rooms ready to look at tension:

"What decision are you putting off that your organisation will regret in ten years?"

"Who isn't in this room whose life is affected by your work?"

For rooms ready to be bold:

"What would you do differently if future generations were watching?"

"Where do short-term pressures make long-term thinking impossible?"

WORKS WITH

- Act.ivate Consequence to follow a provocation with space to talk.
- Act.ivate Commitment Card to move from conversation to action.



LIVED EXPERIENCE

**Gathering the
glints of truth.**

IGNITES TIME FOR YOU

LIVED EXPERIENCE



ACTivate

MEANING

Your organisation is already measuring things. The question is whether any of it tells you if the Act is actually working.



Most public sector KPIs measure activity (reports submitted, targets hit, boxes ticked). They tell you the machine is running. They rarely tell you whether anyone's life is better. This activity asks teams to look honestly at what they currently measure, imagine what they could measure instead, and prototype one better question to take back to their organisation.



IGNITES



TIME



FOR YOU

MEANING

Open with a short reflection: ask participants to write down three things their organisation currently measures. Then ask: whose life does this number describe?



Share a brief contrast between activity-based measurement and human-centred measurement. A delayed appointment is a statistic. Mrs Jones waiting eighteen months in pain is a story.

In small groups, run a “How Might We...” How might we measure whether our work is making a genuine difference to the well-being of people in our area? Generate options freely. Quantity over quality at this stage.

Each group selects one idea and prototypes a single measurement - not a full framework, just one question, one indicator, one story they could start collecting. It should be specific enough to actually try.

WORKS WITH



ACTivate

EMPATHY

**Say
Do
Feel
Think**

Far more than a commercial design tool, an **Empathy Map is essential for breaking through institutional bias**. It allows us to step into the lived realities of communities and anticipate the needs of Future Generations, **shifting our focus from short-term delivery to long-term equity**. Public bodies can use this tool to **deeply explore the friction between policy intent and the actual human barriers within their systems**.



IGNITES



TIME

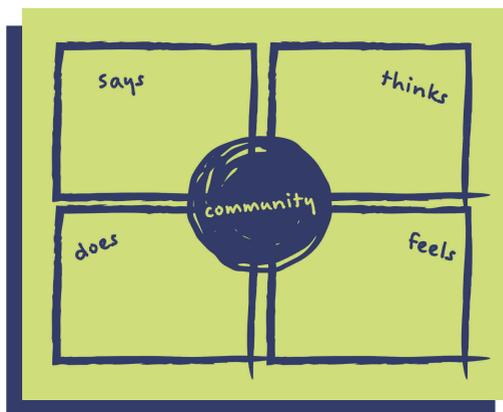


FOR YOU

EMPATHY



Define the focus to be mapped. Agree within the group what is the subject for inquiry - eg a current systemic failure in the organisation, or projecting the needs of a future citizen (e.g., a young person in 2050)?



Draw the four-quadrant grid (Say, Do, Think, Feel) on a large whiteboard or paper. Place your chosen subject at the centre. In the example shown here community is the subject

Using sticky notes, the group maps the left half. Ask them to draw on their experience to report what they know of the problem from their observation of the subject. Then move to the right hand side, this is more challenging - what internal anxieties, hopes, or cultural drivers are at play? This requires deep empathy and a willingness to confront uncomfortable truths about the status quo. Allow the time for the discussion to play out, especially if there is disagreement.

Look for contradictions across the quadrants. Is there discrepancy between what is said and done, thinks and feels? These points of friction are the starting points for redesign. *If no frictions emerge - this may be a sign that more research is needed before the empathy map can meaningfully emerge.*

Conclude by drafting a single, strategic 'We Wonder' statement to anchor the next phase of your work: "We wonder if [Group] needs [Strategic Intervention] because [Systemic Friction] is preventing them from thriving. - Move onto Act.ivate Prototype if you have time or if you are concluding now Act.ivate commitment to agree how this knowledge is taken forward.



ACTivate

HOW MIGHT WE'

Bin negativity with a new mantra for the work place.

Source Stanford d.school (Actionable Provocations)

A simple shift in language turns a brick wall into a door. Reframe barriers as invitations for collective, creative action.



IGNITES



TIME



FOR YOU

HOW MIGHT WE'

A concluding technique as part of a longer session or a stand alone playful deep dive into areas of challenge



Explain that HMW is the 'prompt' to turn insights into provocations. It works best when paired with 'Yes, and...' to build solutions collectively.

Pose a specific HMW question. Use different angles to reframe: Amp up the good, Focus on emotions, Explore the opposite, or Take it to an extreme.

Try Question an assumption (e.g. 'HMW share resources without a physical building?') or Create an analogy (e.g. 'HMW make this policy like a therapy session?').

Once the question is posed, the group provides answers. Every response must build on the previous one using 'Yes, and...' to ensure ideation never stops.

Use this to transition from 'stuck' policy blocks into a generative design mode where obstacles become creative constraints.

WORKS WITH



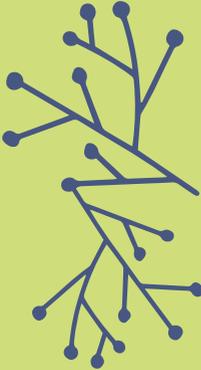
You will find this really useful addition to lots of Activate Catalysing Action Cards, especially with Yes, and. The two together are a great way to end a session exploring challenges with some positivity. Or a brilliant way to start a prototyping session.

The logo for ACTivate features the word "ACTivate" in a bold, white, sans-serif font. The "ACT" is in all caps, and "ivate" is in lowercase. The text is set against a dark blue rectangular background that has a rough, hand-painted edge. To the left of the text are four vertical white bars of varying heights, resembling a stylized sound wave or a barcode.

FUTURE VISION

What does your organisation look like when the Act is truly alive in it?

Source D.school Futures Library - Ancestor Tour



Most strategic planning asks us to project the present forward. **Visioning** asks something harder but **more useful** — to imagine a genuinely different future and work backwards from it. This activity uses **creative futures techniques** to help participants build a vivid, specific picture of what success looks like, then trace the path from here to there.



IGNITES



TIME



FOR YOU

FUTURE VISION

Set the scene: it is twenty years from now. The Act is embedded. Ask participants: what has changed? What does your organisation do differently? Who does it serve better?



In small groups, ask them to build their preferred future in detail, not as a strategy document but as a place. What do you see when you walk in? What conversations are happening? What has been stopped, started, changed? give pens paper for groups to draw their vision if it helps them.

Groups take turns giving a "tour" of their future organisation to another group, who play the role of a visiting delegation. The tour should be specific, vivid and grounded in real decisions.

Bring the groups back together. Ask: what did every tour have in common? Where did they diverge? What does that tell us about where to start?

Close by asking each person to name one decision they could make this week that points towards that future.

WORKS WITH

- Act.ivate Foresight** *A virtual visit the Stanford d.school Futures Library for more creative activities looking to the future*
- Act.ivate Commitment**
- Act.ivate Story Harvest**



ACTivate

REVERSE PLANNING

Start at the finish line to activate the goals.

Source Hwb Dyfodol



Traditional planning asks what's next. **Backcasting** asks where we need to be in 2050, then walks backward to find out what we must do **today**. A practical tool to support imaginative shifts.



IGNITES



TIME



FOR YOU

REVERSE PLANNING

This is a 'Backcasting' technique for any visioning activity. Use it to ensure your roadmap isn't just a slightly better version of today.

The North Star: Start at 2050. Describe the successful outcome in vivid detail—what has been achieved? What are the new behavioural norms?

Work Backwards: Ask: "What is the thing that immediately has to happen for that outcome to occur?" Keep asking that of every preceding step until you arrive at the present.

Points of No Return: Identify the breakthrough moments or "Points of No Return"—the specific decisions that made the final vision inevitable.

Immediate Alignment: Name the one strategic pivot needed tomorrow to ensure you are actually on the path to your 'North Star' vision.

WORKS WITH



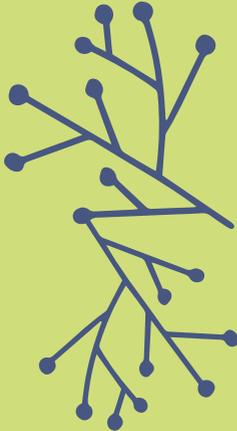


ACTivate

PROTOTYPE

Experience the future you want to build

Source Scott Witthoft (This Is a Prototype)



Say the word prototype and most of us think of mad inventors in cluttered sheds. **Challenge your trainees to get creative with 'experience prototyping'** to test how their ideas interact with the everyday. This activity brings **the skill of low-fi making to the challenges of your organisation.**



IGNITES



TIME



FOR YOU

PROTOTYPE

Prototyping is about closing the gap between "I wonder" and "I know." Identify the one critical assumption you need to test.

Start by introducing participants to their toolkit - you will have curated a range of items eg. masking tape (routes), coloured string (connections), envelopes (policy), high-vis vests, bells, and beads (budget).

Challenge groups to visualise their 'idea' using only the props available. *If no idea has already emerged for prototyping start the session with a 'how might we' question*

Instruct the team to bring the idea to life in the room. Don't explain the plan; set the stage. Use chairs as car-parks or string as the flow of information.

Once prototypes are constructed, groups pair up and explore each others. Use this as a testing phase, how do they work, where do users find friction or confusion?

Ask the group to come back together - use reflective questioning Did the physical build reveal unexpected problems? Did it help you think through the process through the eyes of the user and what did that reveal

WORKS WITH

Act.ivate Empathy either to test out identified issues, or as a precursor to test how the users responded to the new ideas.

Combine with Act.ivate How Might We to test out our solution to the problems encountered

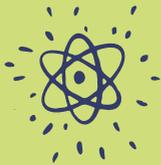


ACTivate

COMMITMENT

**One thing.
Next week.
Done.**

The gap between a good training day and actual change rests on commitment. **This closing activity asks each participant for one pledge:** concrete, personal, and achievable within seven days. **Not a goal, not an intention. A next step.**



IGNITES



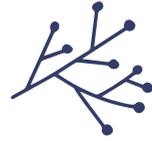
TIME



FOR YOU

COMMITMENT

Give each person a card or piece of paper. Ask them to write one commitment in this format:



By [date],
I will [specific action]
because [connection to the Act].
signed [name]

If it can't be described to a colleague in one sentence, it needs to be revised

Ask a few people to read theirs aloud. Public commitment changes the odds of follow-through.

Pairs exchange cards and agree to check in with each other in a week.

WORKS WITH

Any Catalysing Action Card
look through the Sustaining Impact cards too
to find a good way to keep the connections
meaningful.





ACTivate

STORY HARVEST

The Act coming to life rarely looks like a policy update. It looks like a decision someone made differently.

Numbers tell you whether the machine is running. Stories tell you whether anything has actually changed. **This activity gives trainers and organisations a simple, repeatable method for collecting the human evidence of the Act in practice** - the moments where someone thought longer-term, collaborated differently, or prevented something that would otherwise have happened. **Those stories are your real evaluation data, and they're also your most powerful tool for spreading the work further.**

Phase: Sustaining the impact Time: 30 mins
Works best with: All

ACT.IVATE YOU

The Inner Development Goals framework describes the inner capacities we need to tackle complex challenges — being, thinking, relating, collaborating, acting. They are not soft skills. They are the foundation. Revisit them periodically and ask where you feel strong and where you feel depleted.

Find your people. The Act.ivate network exists because this work is harder alone. Use the buddy system to connect with a trainer in another organisation, connect with someone who understands the terrain without being inside your politics.



STORY HARVEST

Ask participants to think of one moment since their training or since the Act became part of their work where something went differently because of it. This doesn't need to be big. Just a moment - a meeting, a decision, a conversation.

Ask them to tell it as a story: what was happening, what did you do differently, and what changed as a result?

Collect stories in whatever form works (written, spoken, recorded). A shared document, a short survey, or a dedicated slot in a team meeting all work.

Once you have a small collection, read them together as a group. Ask: which story represents the most significant change you've heard, and why? That question surfaces what the group genuinely values, not just what it's supposed to value.

Pro tip: use harvested stories in future training sessions as live case studies. Nothing lands better than a real example from someone in the room's sector. Build Story Harvest into your annual reporting cycle alongside your KPIs. The Act asks you to demonstrate improvement and stories are evidence.



WORKS WITH

- Act.ivate Meaning — stories are the qualitative evidence that sits alongside the measurement prototypes.
- Act.ivate Knowledge — harvested stories become the live case studies that power your next session's sparkline.