



ACT-ivate

CO-PRODUCTION PATHWAY

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

This pathway includes several "stretch" activities designed to challenge your participants' thinking and training styles.

It provides a structured journey for teams to move from simply "giving people a say" to genuinely "sharing power".



WHAT IT HELPS YOU ACHIEVE:

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

SETTING THE SCENE: THE TWO-DAY CAMP

Disrupting ingrained habits requires a real investment in your teams. We have designed this pathway as a **Two-Day Camp** to physically and mentally remove participants from their daily routines.

- **Deep Immersion:** Gives teams the time needed to look past obvious answers and find truly transformative solutions.
- **Relational Trust:** An informal but purposeful evening session builds the shared experience required for honest co-production.
- **Distance for Boldness:** Being away from the desk makes long-term, systemic goals feel reachable and personal.



HOST TIPS:

- **Choose an inspiring location** that encourages participants to think beyond the everyday. Moving them out of their usual environment shows how much you value their time.
- **Organise a site visit** to an innovative project run by third-sector or community actors.
- **Invite community voices:** into the room to share their direct perspectives.

PREPPING FOR CHANGE: PRIMING THE MINDSET

Change begins before everyone enters the room. To ensure participants arrive ready to act as agents of change, consider these steps:

- **Know Your Crowd:** Speak to key team members beforehand. How do they currently work? What have been their barriers to co-design in the past? Use anonymous surveys to map out attitudes and opportunities across the wider team, then use these insights to tailor your two days.
- **Balance the Challenge:** Review the activities in this pathway. Consider your trainees' experience levels—will you need to adapt the tasks to manage the difficulty, or invest more time up front building 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 Getting Unstuck	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.

Civic Square	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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