

BEING A ROCK STAR CO-CREATOR:

3 ways to be indispensable in co-creation sessions

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An essential part of working with Karrikins Group is participation in co-creation sessions. At Karrikins Group, co-creation means we work together to create the space for you to have quality conversations with each other about how you want to lead together. **This isn't by us, to you – this is for you, by you.**

- You know your organization best and you know what's blocking the impact and the outcomes you want.
- We know how to hold the space for you to have productive, focused conversations about how to accelerate your growth together.

How you participate has a direct impact on the success of co-creation sessions. These three ways of showing up will help everyone to get the most out of our time together.

1 Be curious.

It takes intentionality to show up with a curious mindset. You may feel like you've already had the same conversations with the same people to the point where you have lost all curiosity about it. Or you may have so much on your plate that taking time to authentically engage again with your peers feels exhausting. Or you may think that you already know what someone else is going to say and you have a response ready to go. It is easy to shut down your curiosity and just want to be done. **Think of co-creation sessions as your opportunity to show up with a fresh mindset.** It is a learning conversation where you can choose to be curious and explore ideas with your colleagues.

2 Be candid.

What goes unsaid festers – it causes increased poisoning, irritation, or bitterness. When we don't say what needs to be said, with professionalism of course, this can lead to disengagement, stalled projects, side conversations, meetings after the meeting, and just plain frustration. No one can read your mind, so **having the courage to start with self and be candid during the sessions will model the way for others to also speak their truth.** Being candid will also help uncover the unproductive group dynamics and misaligned mindsets that are holding your team back from being in alignment.

3 Be patient.

We know the most inspirational WHY and the most ambitious WHAT will fail without an aligned HOW. And being in alignment takes time and practice. There will be failure and then more practice. And we all know that humans are messy. **Patience is essential for behavior change to stick.** It may feel like we are moving at a slower pace than you would prefer but know that the pace is intentional and that shifting mindsets and getting collective clarity about desired outcomes doesn't happen in one session. You need practice and so do your colleagues.

**KARRIKINS
GROUP**

We are your partners in the work we do together and we are honored to spend time with you and your team as you make the invisible visible and solve the avoided.

We know that you excel in your roles and that you are also committed to being an exceptional leadership team. Thank you for being curious, being candid, and being patient.