

DESIGN THINKING WORKSHOP: VISION, MISSION AND VALUES at ADCE

Asociación de Derecho Colaborativo de Euskadi (Collaborative Law Association of Euskadi) and ArTeale Foundation

May 19 2017, El Caserón (Armentia, Vitoria-Gasteiz, Spain)

Introduction:

ArTeale Foundation was recently established as a private initiative instead of a public trading company. It is a non-profit organisation run with its own resources which aims to develop model programmes in Collaborative Law and practice.

ArTeale Foundation aims to channel the most innovative topics by incorporating artistic initiative to attain creative solutions for the future which will help prevent and manage conflicts. This new Foundation is also trying to obtain additional resources from patronage.

In order to fully draw on synergies and all positive aspects that we believe the collaboration between ArTeale and ADCE ('the Association') offers, the ADCE board decided to draft an agreement towards this goal. It was designed as a **collaborative contract** intended to appraise the effects of this new approach to collaborative contractual relationships, leading by example before offering the concept to our clients. This approach entails a new method in professional practice based on conciliation of interests and collaborative negotiation.

The first meeting with Nahia Llona, counsel for ADCE, exposed the need to define the Vision, Mission and Values of the Association. A workshop on collaborative practice and Design Thinking was thus organized to address this need in a participative and co-creative manner.

There are two reasons why we turned to Design Thinking (DT) as our methodology:

- 1) DT provides a general perspective, a visual chart, a 'map' that offers guidance and shows where we are and where we want to get to.
- 2) DT combines our three main sources of knowledge; *head* (reason, ideas and thoughts), *heart* (emotional experience) and *hands* (creative capacity) – Head, Heart and Hands.

As previously stated, this collaborative practice and Design Thinking workshop was organized and financed by ArTeale Foundation and its purpose is to develop pilot projects for collaborative Law and practice.

Fifty people who have contributed on different levels and can provide a wide range of viewpoints were invited to the workshop. For the sake of efficiency as well as for technical reasons, not all associates were invited to participate, though they will be included in the workshop that will be held in Bilbao on 23rd June.

The President of ADCE shared beforehand a document containing her Vision, Mission and Values for ADCE and the collaboration relationship with ArTeale. Participants also received a document with questions on their personal Vision, Mission and Values.

Finally, twenty members of ADCE responded to the invitation and sixteen professionals participated in the workshop, organized in four groups of four participants.

The remaining four professionals oversaw the structure of the workshop, each taking a different role;

- Alex Carrascosa, in charge of facilitation (observation and maintenance of the structure and general dynamics),
- Carmen Velasco as neutral (observing conversations, forms and contents),
- Luis Sala in the role of communication expert (language observer),
- Adolfo Nuñez as journalist and designer of the following video clip:

<https://youtu.be/x01FdPxYQsU>

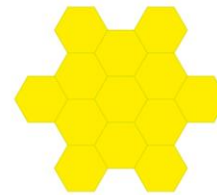
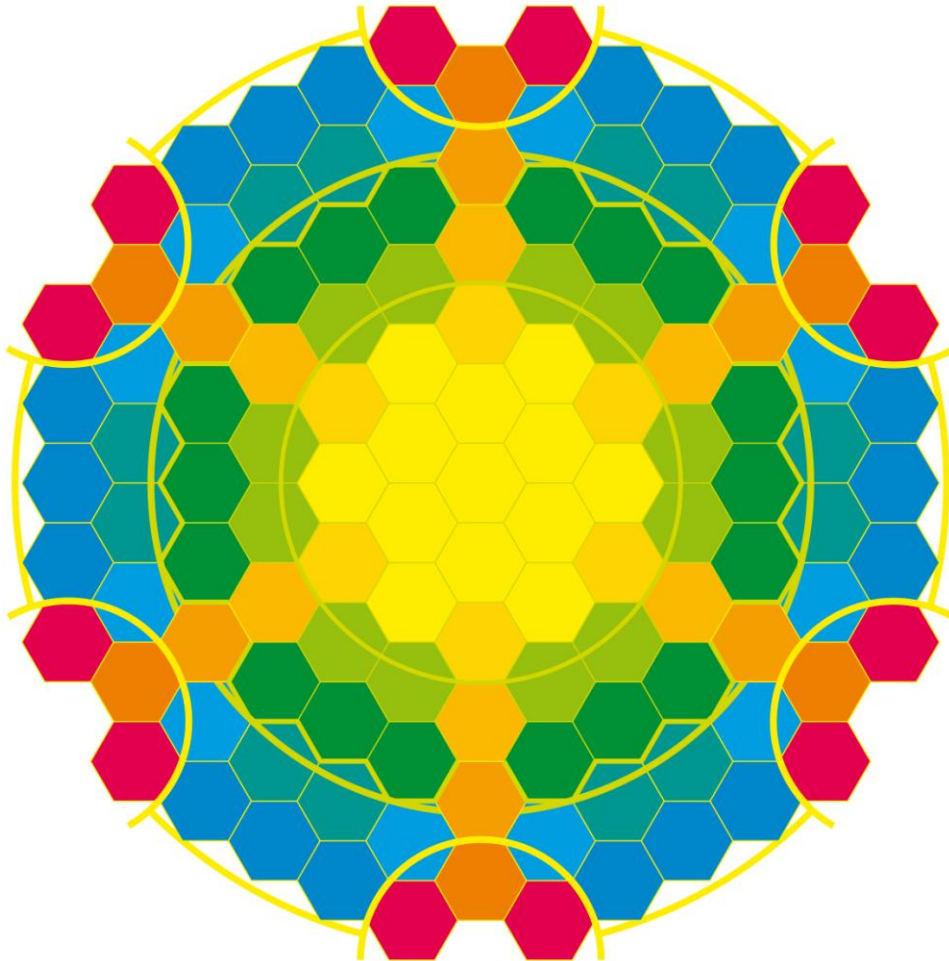
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WORKSHOP GOALS:

- Elucidating the Vision, Mission and Values of the participating associates.
- Gathering the different Visions, Missions and Values in a common frame/format.
- Pouring the Vision, Mission and Values common record into a shared Story – an *Inter-Story* (a story of stories).

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vision

- The Association is a showcase for collaborative professionals, a guiding light for associates and, at the same time, an umbrella that gathers people associated at the centre-point of the umbrella as well as people wishing to embrace the collaborative movement and who also feel included under this umbrella, as part of a wider circle. The shaft of the umbrella is the strong belief in collaborative Law/practice as a vital need in our society.
- Faith in the Collaborative Movement as an initiative and a source of Social Innovation. From ADCE (as a service and a utility for personal and professional improvement) we strive to transform society favourably at 'macro' level and from there at 'meso' and 'micro' levels (where many little actions can achieve a great deal).
- A paradigm shift: Collaborative Law/practice as the best option, product and process.
- Promoting Collaborative Law/practice among associates, law professionals and society in general.
- Global and unifying vision, where differences add up.
- Communicating through listening; lending an ear to the needs raised by society and providing a collaborative answer. Our speech is strong, so through our methodology we can spread it around society.
- Optimising the relational bonds generated, particularly collaboration with administrations.

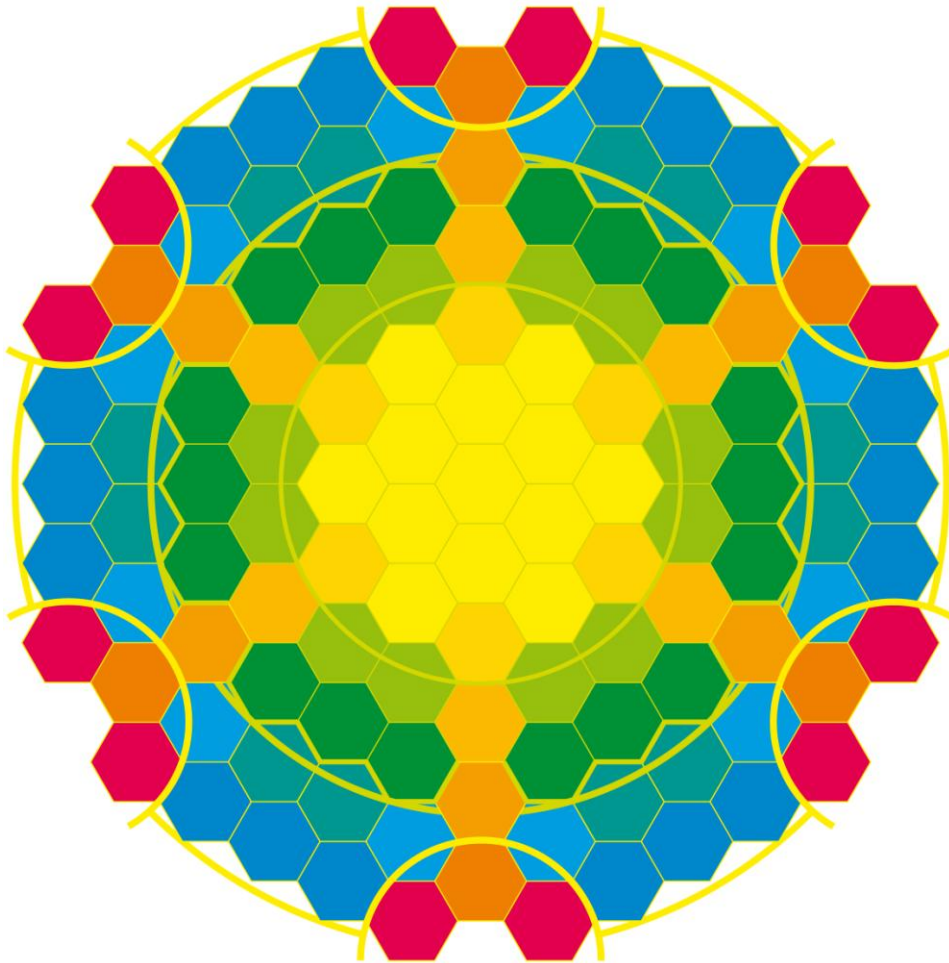


key ideas

- Showcase for professionals
- Guiding light
- Sheltering umbrella

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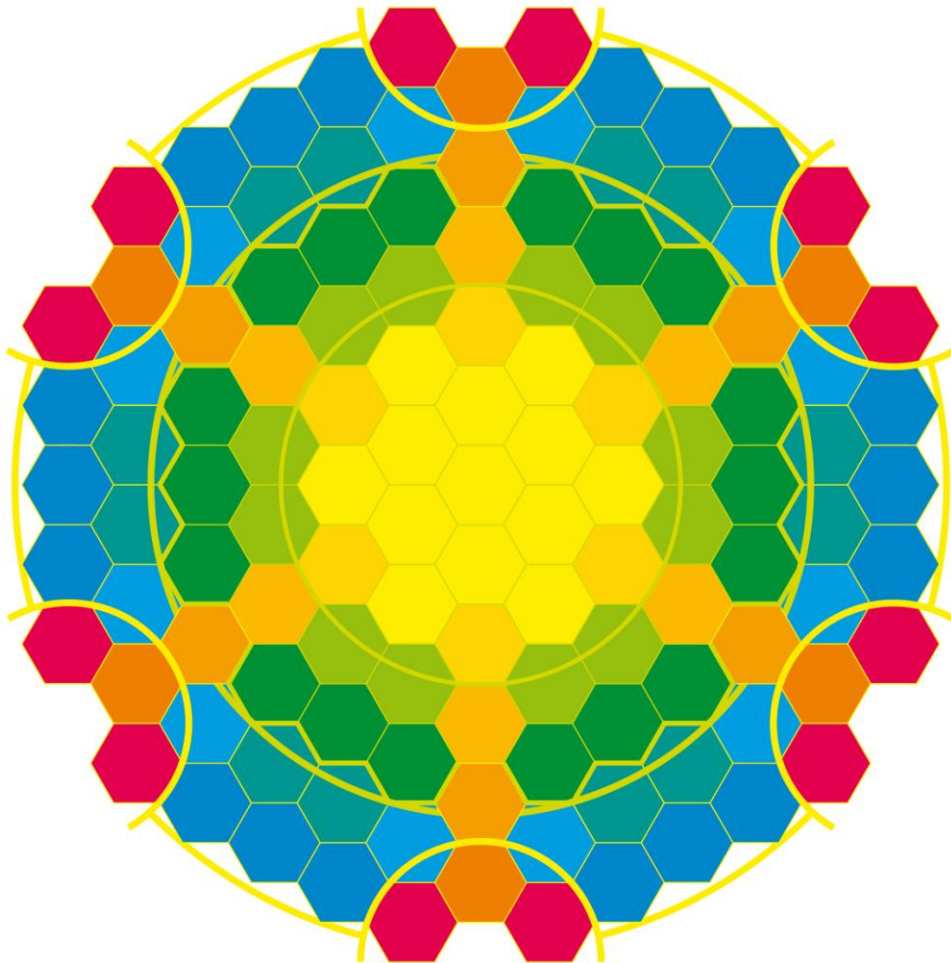
- Outwards (social); release and widely spread a different way to prevent and manage conflicts. Favour efficient communication (checking over our flaws and shortfalls).
- Inwards (relational); train professionals and agents from various backgrounds, especially Public Administration. Improve internal communication to avoid losing focus or feeling excluded within the group.
- Preserve the spirit of those involved while guaranteeing their values; ADCE would be a 'Jiminy Cricket' in charge of deontology.
- Display coherence with its members both on personal and professional levels.
- Elucidate concepts; Collaborative Law (CL) as the only method, collaborative practice (cp) as a preventative activity when requirements for the process in capitals are not met.
- Look for and adapt new tools to implement practice in the field.
- Stimulate emerging demand.
- Potentiate practice through monthly meeting of groups to build confidence and overcome fears based on the tangible evidence that it works. Values linked to trust and collaboration.
- Support the creation of work teams through relations between associates and the knowledge acquired in joint activities. Set the greatest intangible asset the Association can provide to its members.



- A tree with a wide canopy (many projects and ramifications), but with a weak and thin trunk and shallow roots which must support too many branches.
- A plasticine ball with numerous appendages (objectives) sticking out, growing and expanding. It is necessary to provide mass (human and material resources) to this ball so that ramifications grow more consistent, strong and solid.
- 'Jiminy Cricket' in charge of deontology.
- 'Relational Journey' as the greatest intangible asset for associates.

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- Values inherent to Collaborative Law; relinquishing judicial proceedings, honesty, respect, transparency, confidentiality, diversity, trust.
- Promotion potential from humility.
- Independence.
- Yes to rigour; no to do-goodism.
- Credibility and effectiveness.
- High quality of associates at personal and professional level.
- Awareness that not everyone can adapt to this type of process; 'we are no universal remedy'.
- Commitment, flexibility and authenticity ('we are different'). We believe in what we do, it makes us different. We work with determination, from personal change, underlining self-observation, social responsibility and the service we offer to third parties.

