

The Codesign University Diploma (**D.U Codesign**) is a transformative and evolutive life-long learning program, that aims to introduce a diverse community of engaged professionals to the theory and practice of collaborative innovation. The program was first launched in 2015 and grows in a highly accelerated rhythm ever since. Although the D.U Codesign remains an experimental program, the need to formalize its architecture and mechanics became evident in an attempt to both communicate and disseminate it, but also to achieve its effective formative evaluation.

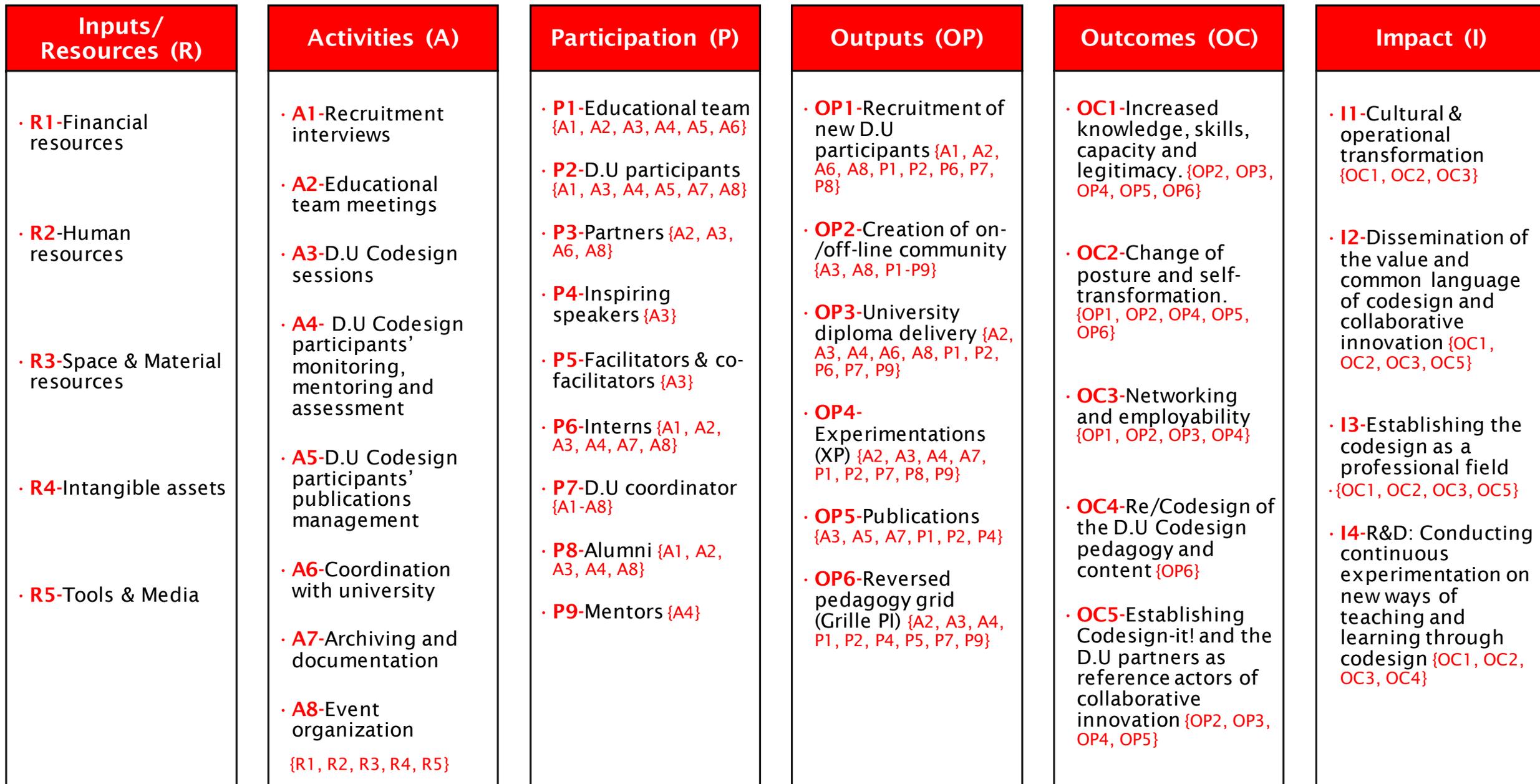
The **logic model**, is a tool that can support design, planning, communication, evaluation and learning. After researching for different formalization tools, a series of different reasons -including among others its extensive and effective application- proved the logic model to be a promising tool to use during the first official attempt of global formalization of the D.U Codesign program. The effective application of this model could thus serve as a visual approach to the implicit maps that different stakeholders carry in their minds about how a model does or should work.

In November 2017, three different groups of D.U Codesign stakeholders (ranging from members of the educational team, to participants and alumni of the program) gathered around a series of workshops aiming to cocreate the program's logic model. The workshops were followed by a synthesis of the results and a first review, which lead to the D.U's logic model V.1. explained in detail along the pages that follow.

NOTE: the word "logic" in the logic model reveals that there is a logical relation linking the different elements of the model. Having this in mind, you are invited to read the D.U's logic model by following an "If...then..." logic when passing from the element of one column to the next one. For this purpose, the elements in each column are listed with a unique letter corresponding to each column (e.g. **A...**- for the **Activities** column) followed by a unique number indicating a specific element of this column (e.g. **A3**- for the element D.U Codesign sessions of the Activities column). Moreover, the letters and numbers in {...} demonstrate to which elements of the preceding column is each element of the following column linked.

Logic Model

Codesign university diploma (D.U Codesign)



Resources

- **R1-Financial resources:** They include the application and inscription fees by the participants (900€/ individuals or public organizations & 3900 €/ private organization) and the financial support coming from partners.
- **R2-Human resources:** Members of the educational team, inspiring speakers, facilitators, co-facilitators, participants of the university diploma, alumni, mentors, the coordinator(s) of the university diploma, the university administrator(s) and periodic intern(s).
- **R3-Space & Material resources:** As referring to the Codesign-it! and its partners' facilities (flexible and modular spaces that foster collaboration), other inspiring third places, specially designed equipment and furniture (light and easily relocatable white boards, colourful post-it papers, markers, video projectors...).
- **R4-Intangible assets:** Including time allocation by members of Codesign-it! and the educational team (volunteers), scientific expertise and experience on pedagogical innovation, business anchoring, academic, scientific & business legitimacy coming from all the partners, the diversity of the D.U Codesign participants and the pedagogical model adopted.
- **R5-Tools & Media:** Including the reversed pedagogy grid (Grille PI) and the reversed pedagogy cycle (Cycle PI), a physical and online library of resources, social media (principally LinkedIn and whatsapp), Codesign-it! website, dropbox, publications, documentation and communication.

Activities

- **A1-Recruitment interviews:** members of the educational team interview new candidates, often in collaboration with current participants of the D.U Codesign or some of its alumni.
- **A2-educational team meetings:** There are two types of educational team meetings. The “country” meeting takes place once or twice a year and brings together both the educational team and other representatives of the partners that are not necessarily part of it. During this meeting, core issues concerning the functionality of the D.U, the pedagogical model and the re-establishment of its objectives are at the central point of discussion. The monthly meetings come as a lunch after every DU session. They gather the educational team and focus on topics like the decision on the next sessions' the inspiring speakers, the planning of the upcoming sessions and assignment of facilitators, the discussion on participants' feedbacks and the ways to ameliorate the D.U sessions day by day. Moreover, these meetings concern the recruitment of new participants, allocation of mentors to those who just started their cursus and decision on the graduation of those who just finished it.

- **A3-D.U Codesign sessions:** This part refers to the preparation, planning and coordination prior, during and after each D.U Codesign session. Among others, this planning includes coordination between inspiring speakers, facilitators and co-facilitators, space and logistics, following participants' activities. Approximately 10 DU sessions are delivered within one year with an estimated intervening time of 5 weeks from one another, and each D.U Codesign session consists of 6 consequential half-days.
- **A4- D.U Codesign participants' monitoring, mentoring and assessment:** One mentor is allocated to each participant so as to support him/her for the experimentation. At the same time, their progression is monitored by the D.U coordinator(s) and the educational team.
- **A5-D.U Codesign participants' publications management:** The D.U participants write articles on the content of the sessions. These articles are reviewed, corrected by the participants and eventually validated and published by member(s) of the educational team.
- **A6-Coordination with university:** An efficient and regular coordination with the university department is necessary with regards to the D.U Codesign participants' diploma acquisition, as well as the validation of the pedagogical model of the D.U Codesign and the remuneration of its speakers.
- **A7-Archiving and documentation:** The list of all different stakeholders of the university diploma, the content of all sessions and their deliverables as well the outputs of the educational team meetings are being archived. Different attempts are being made regularly in order to map the different elements of the diploma and its pedagogy, as well as the changes and modalities incorporated in it as it evolves.
- **A8-Event organization:** Open meetings and events are organized regularly following some D.U Codesign sessions so as to facilitate the networking between the different actors of the diploma and deliver the diplomas to the new graduates.

Participation

- **P1-Educational team:** Including some members of the Codesign-it! collective, some external partners, the D.U coordinator and the D.U directors.
- **P2-D.U Codesign participants:** The typology of the D.U Codesign participants is rich : jobseekers, people in professional transition, freelancers, employees of small or big institution, coaches, consultants, facilitators, educationalists, coming from private and public sector, SMEs, companies and institutions.
- **P3-Partners:** Current partners come from the Interdisciplinarity Research Center (CRI), Paris Descartes University, Française des Jeux (FDJ), the Value Web & Codesign-it!.

- **P4-Inspiring speakers:** Varying from professors from the Center for Research and Interdisciplinarity to all other sorts of professionals coming from Codesign-it! and its partners' network.
- **P5-Facilitators & co-facilitators:** Coming from Codesign-it! network and D.U Codesign participants accordingly.
- **P6-Interns:** Usually 5-month interns coming from Codesign-it! network and working on the documentation, facilitation and organization support of the D.U Codesign.
- **P7-D.U Codesign coordinator:** The person responsible for the overall organization and coordination of the D.U Codesign system and ecosystem.
- **P8-Alumni:** Referring to the active community held by the D.U Codesign previous participants.
- **P9-Mentors:** Including members of Codesign-it!, its network and D.U Codesign alumni.

Outputs

- **OP1-Recruitment of D.U participants:** Refers to the regular recruitment of new participants in the D.U Codesign by the educational team.
- **OP2- Creation of on-/off-line community:** Refers to the active community of all stake-holders included in the “participation” section.
- **OP3-University diploma delivery:** Refers to the delivery of the university diploma by the Descartes university after the successful completion of the D.U Codesign.
- **OP4-Experimentations (XP):** They refer to the design and realisation of a real-life experimentation by the D.U Codesign participants. In this experimentation, the participants bring the knowledge they gained throughout their journey and the principles of codesign into action by using them to address a real-life challenge, as inspired by their personal or professional life. They present their experimental journey, results and learnings during their last D.U session.
- **OP5-Publications:** They refer to the articles published by one (or more) participants, summarizing the knowledge and experience after each new inspiring speakers' intervention in the D.U Codesign.
- **OP6-Reversed pedagogy grid (Grille PI):** It refers to the completion of the reversed pedagogy grid by the D.U Codesign participants after the end of each session. The reverse pedagogy grid (or Grille PI) is a tool developed by the educational team and serves for the auto-evaluation of the participants as well as their monitoring by the educational team, with regards to the learning concepts understood and those that remain to be clarified.

The outcomes of the grid are also guiding the educational team on how to design each next session of the D.U Codesign and how to invite the most relevant inspiring speakers to the needs of the participants.

Outcomes

- **OC1-Increased knowledge, skills, capacity and legitimacy:** After completing the D.U Codesign, participants have enriched their skillset, knowledge and capacity.
- **OC2-Change of posture and self-transformation:** The outcome deriving from enhancing active listening, evolving collaborative behaviour and skills that exceed session facilitation and design.
- **OC3-Networking and Employability:** The acquisition of the Codesign university diploma comes with the enlargement of professional network of participants which has the potential to increase their employability.
- **OC4-Codesigning the D.U Codesign pedagogy and content:** Through the continuous feedback provided by the reversed pedagogy grid, the design of every next session and the amelioration of the existing pedagogy are a constant process within the D.U Codesign evolution.
- **OC5-Establishing Codesign-it! and the D.U partners as reference actors of collaborative innovation:** By designing and realizing a learning program about & based on codesign, Codesign-it! and the D.U partners become reference actors in spreading collaborative innovation in lifelong learning programs and the professional world..

Impact

- **I1-Cultural and operational transformation:** Through the personal change of posture and self transformation, the operational processes and culture of organizations transforms, new pedagogical models for life-long learning and training are being built, new perception of productivity is being developed and new ways of working emerge.
- **I2-Dissemination of the value and common language of codesign and collaborative innovation :** Through its evidence-based utility and efficacy in fostering collaborative innovation, the value of codesign is being widely spread. The contribution of codesign on the evolution of the society is being recognized, as the community of actors of codesign is growing.
- **I3-Establishing the codesign as as professional field:** By practicing and validating the art of codesign throughout a university diploma training, codesign can spread and emerge gradually as a distinct professional field.

- **I4-R&D: Conducting continuous experimentation on codesign and new ways of teaching & learning:** Continuous innovation, introduction, and improvement through constant experimentation and testing of new ways of teaching and learning using codesign.

INDEX on the description of each columns tittle

- **Inputs/ resources (R)**, i.e. the resources and inputs of the D.U Codesign
- **Activities (A)**, i.e. the full set of D.U processes on which the inputs and resources are allocated
- **Participants (P)**, i.e. The different stakeholders involved in the D.U activities
- **Outputs (OP)**, i.e. Direct products from the D.U activities and who is reached or involved
- **Outcomes (OC)**, i.e. The short term impact: the immediate outcomes, transformation and changes resulting from the D.U activities and outputs.
- **Impact (I)**, i.e. The longer-term impact: the fundamental intended or unintended change occurring in individuals, organizations, communities, or systems as a result of the DU activities within the following years.

