

A?

Aalto University
School of Arts, Design
and Architecture

creative teamwork

Tuuli Mattelmäki (ref Mikko Jalas)

15.9.2015

Groupwork task Background

- Creative teamwork is built on perception, empathy, dialogue, attention, humor and, naturally, creativity.
- Living at times of socio-environmental crises, teamwork is as crucial as never before. In the course Creative Teamwork, we practice changing our perception from "one" to "other", focusing on our surrounding, the changes the surrounding is going through and our embeddedness in this process.
- To practice this change of perspective, the course location - Lapinlahden Lähde - is a generous environment, allowing mapping exercises of a great variety of agents, times, and positions. Therefore, we start the course with a tour through Lapinlahden Lähde to set the grounds for an active engagement with the place and the agents part of it.

Task step by step

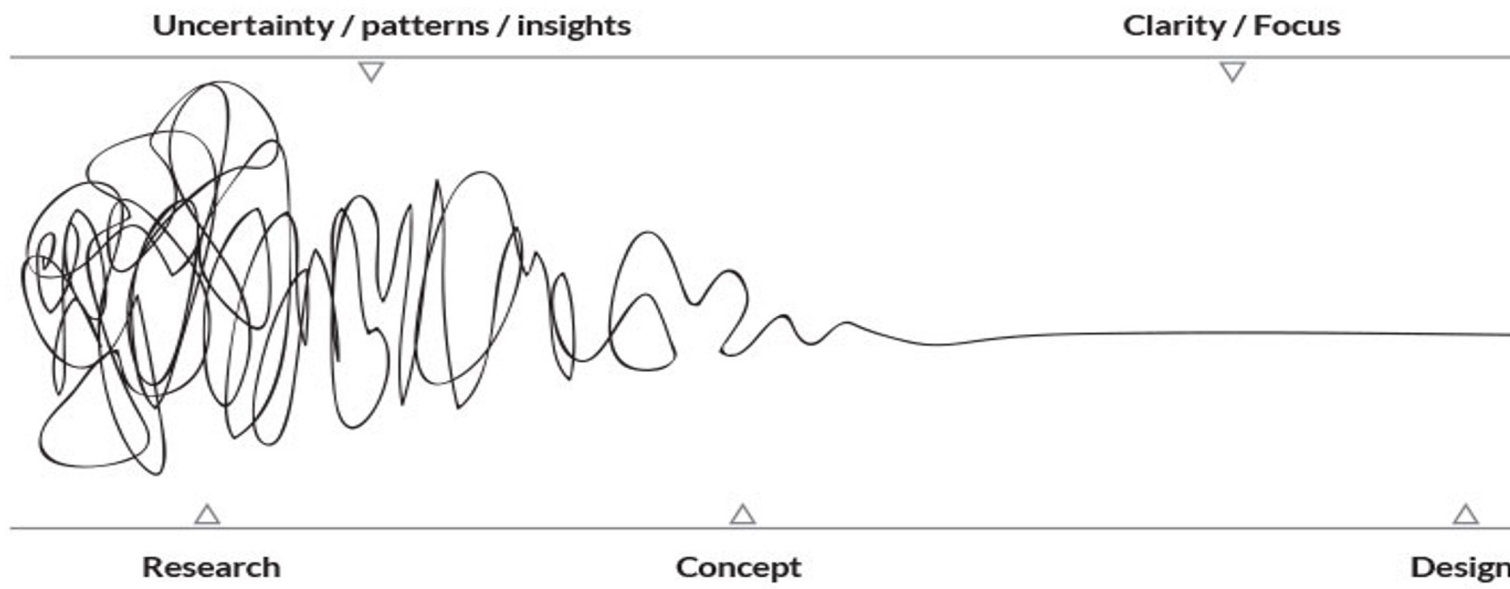
- On day 1 (15.9) you will in groups conduct interviews with humans and more-than-humans (rocks, water, noise, trash, flying squirrels etc) and build connections between the botanical, built and material systems of the location.
- Between day 1 and day 2 you will create as a group stories that give voice to these mapped agents.
- On day 2 (22.9) you will narrate these stories while guiding the other groups through your visioned Lapinlahde Lähde.



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**Teamwork
basics & helpful tools**

**Creative practices
self-awareness & strategies**



The Process of Design Squiggle by Damien Newman

Keeping order amid the chaos

Supporting creativity in a pipeline

Time	January			February				March				April					
	Week 2	Week 3	Week 4	Week 1	Week 2	Week 3	Week 4	Week 1	Week 2	Week 3	Week 4	Week 1	Week 2	Week 3			
	8 - 14	15 - 21	22 - 28	29 - 04	5 - 11	12 - 18	19 - 25	26 - 04	5 - 11	12 - 18	19 - 25	26 - 01	02 - 08	09 - 15			
Phases	Research / Collecting Information + Developing the Brief + Identify/Define Problem							Design & Ideation / Brainstorming + Developing 3 Alternatives							Closing / Presentation + Feedback + Learning reflections		
Events	10/1 Kick off Meeting	22/1 Meeting Familon	24/1 Project management lecture	1/2 Factory visit - Pärnu	7/2 Midterm reporting 1 - Presentation	16/2 Scandic hotel visit Stockholm		28/02 - Tutoring with Leena	Meetings with Familon and Niemi		21/3 Midterm reporting 2 - Presentation	28/3 Second tutoring with Leena	4/4 Final reporting - Presentation	11/4 Final report			

Zdeněk Miler • Hana Doskočilová

MYYRÄN sateenvarjo

TAMMI



‘in the same boat’

Empathy in design



“Empathy in design as a respectful and genuine interest in understanding fellow individuals, and as experimental approaches that have been developed in and for design research and practice”

(Mattelmäki et al. 2014)

Hakio & Mattelmäki 2023
<https://www.tandfonline.com/doi/full/10.1080/14606925.2023.2247272>
2

THE DESIGN JOURNAL
<https://doi.org/10.1080/14606925.2023.2247272>

 **Routledge**
Taylor & Francis Group

 OPEN ACCESS  Check for updates

Turning inwards for change – The role of inner conditions in transformative co-design

Kirsi Hakio and Tuuli Mattelmäki

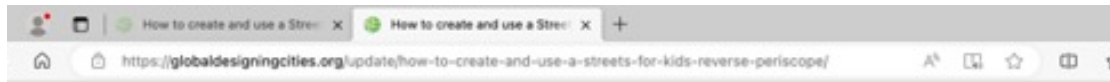
School of Arts, Design and Architecture, Aalto University, Espoo, Finland

ABSTRACT

The transformation towards eco-social sustainability is an important issue for many of us. Those involved in transformative activities often undergo continual processes of self-reflection, enhancing their awareness and capabilities. This paper focuses on co-design with transformative aims and on processes for which the ability and willingness of

KEYWORDS

Transformation toward eco-social sustainability, co-design, inner conditions, reflective empathy, self-awareness



GDCI PROJECTS • FEBRUARY 21, 2023

How to create and use a Streets for Kids Reverse Periscope



Get On Their Level: Viewing the Streetscape from 95 Centimeters - Global Designing Cities Initiative

by Merita Petäjä, study psychologist

How to survive multidisciplinary teamwork

DESIGN THINKING

Mindsets (dispositions)



RADICAL
COLLABORATION



REFRAMING



CURIOSITY



MINDFULNESS OF
PROCESS



BIAS TOWARD
ACTION

by Merita Petäjä, study psychologist

How to survive multidisciplinary teamwork

DIFFERENT KINDS OF THINKING:

ENGINEERING
THINKING



Solve your way forward

BUSINESS THINKING



Optimize your way forward

RESEARCH THINKING



Analyze your way forward

DESIGN THINKING



Build your way forward

Radical Collaboration

- **Collaborative Intention:** Individuals learn how to stay in the Green Zone, maintain a non-defensive presence, and make a personal commitment to mutual success in their relationships.
- **Truthfulness:** Individuals commit to both telling the truth and listening to the truth. They create a climate of openness that allows others to feel safe enough to discuss concerns, solve problems and deal directly with difficult issues.
- **Self-Accountability:** Individuals take responsibility for the circumstances of their lives, the choices they make, either through action or inaction, and the consequences of those choices, both intended and unintended. They would rather find a solution than find someone to blame.
- **Self-Awareness and Awareness of Others:** Individuals commit to knowing themselves deeply and are willing to explore difficult interpersonal issues. They seek to understand the concerns, intentions, and motivations of others, as well as the culture and context of their circumstances.
- **Problem-Solving and Negotiating:** Individuals use problem-solving methods that promote a cooperative atmosphere. They avoid fostering subtle or unconscious competition.

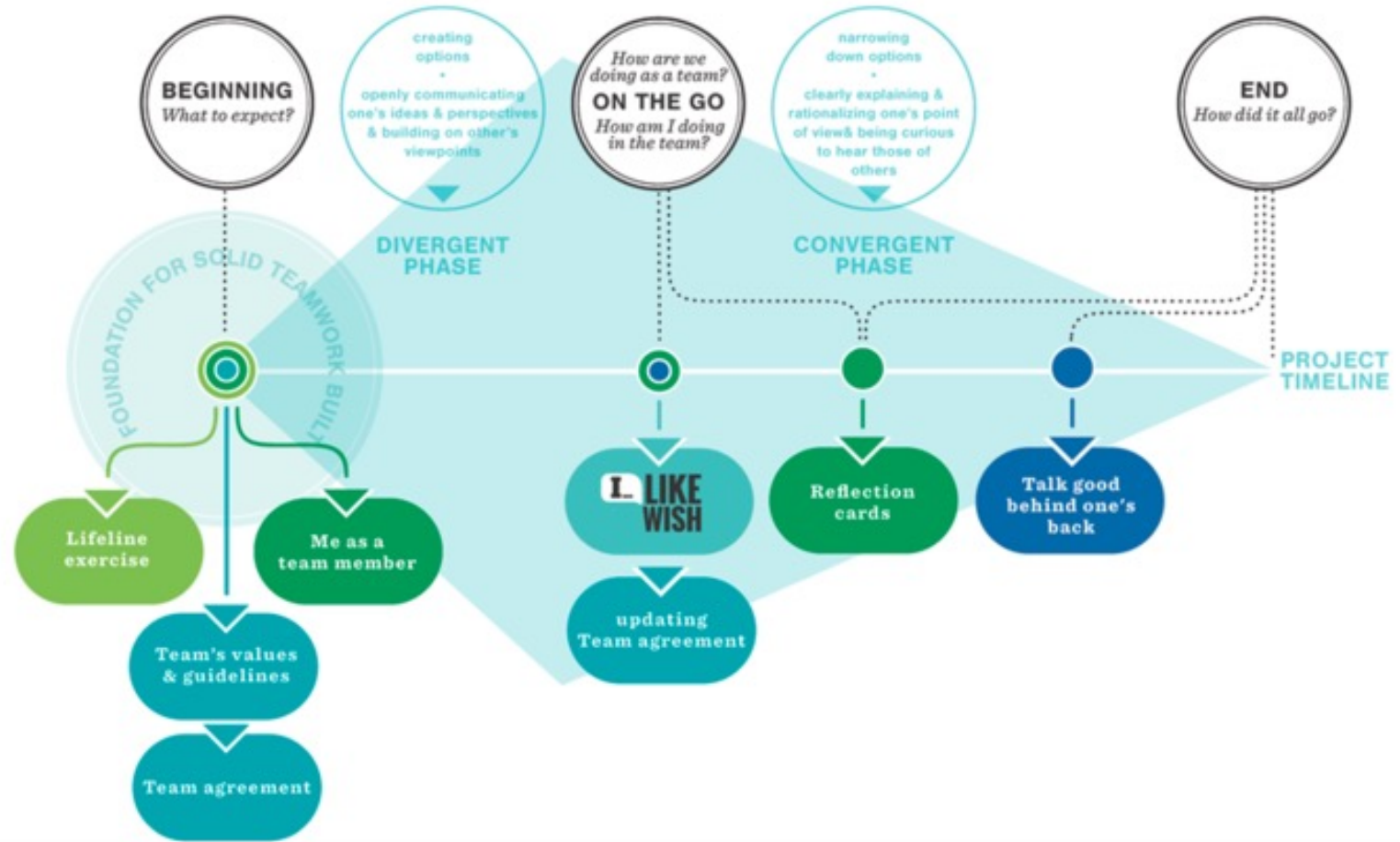
Teamwork 3 phases

Beginning: What to expect?

On the go: How are we doing as a team and how am I doing in the team?

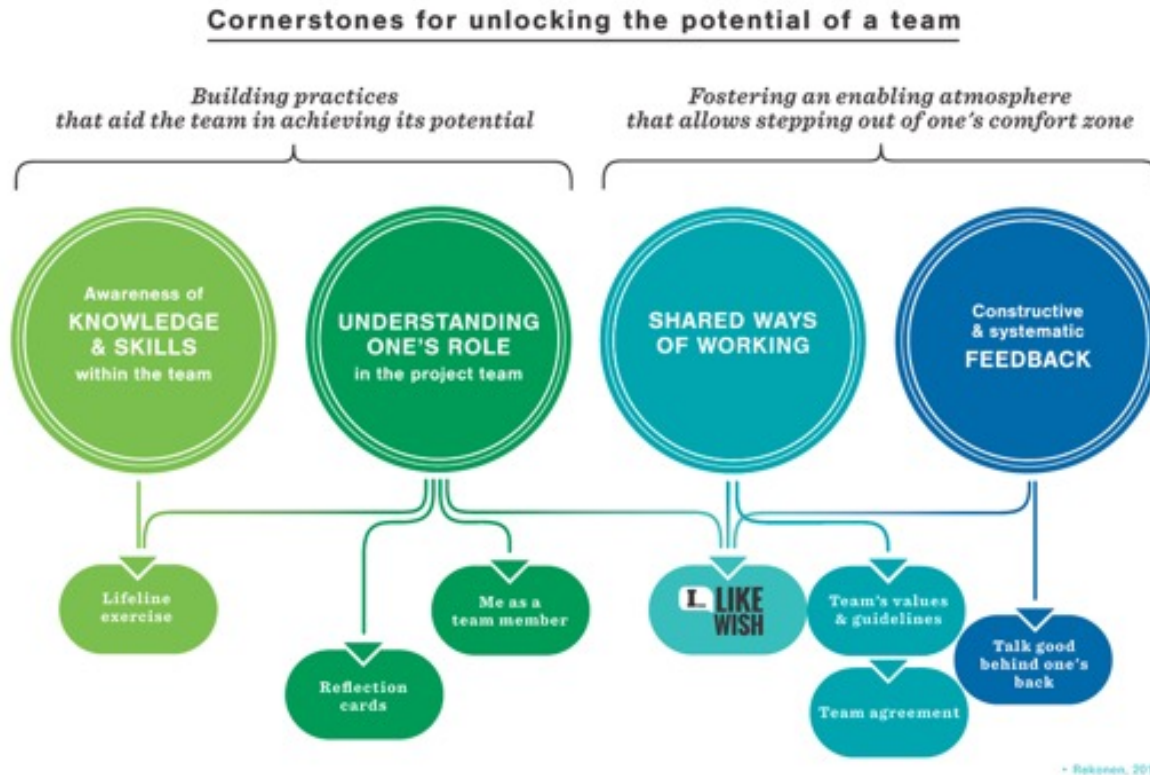
At the end: How did it all go?

Framework for supporting teamwork along the project



Graphics by Anna Kuukka

Teamwork first-aid kit



<https://www.aalto.fi/en/collaboration/teamwork-first-aid-kit>

TEAMWORK
First-Aid Kit

LIFELINE
exercise



LIFELINE EXERCISE

- 1 Draw a "lifeline" & mark significant occasions in your life, e.g. HOBBIES, STUDIES, WORK EXPERIENCE, VOLUNTARY WORK etc.
- 2 Think: How has the different time periods affected your PROFESSIONAL SKILLS? How have they built up your personal STRENGTHS & OTHER CAPABILITIES?





LIFELINE EXERCISE



15 min

This is my lifeline:





LIFELINE EXERCISE



*10 min
per team member*

- 1 *Share your story!*
- 2 *Think: Based on your experience, WHAT WILL YOU BRING TO THE TEAM/PROJECT?
Skills, knowledge, experience, understanding etc.*





TEAM'S VALUES & GUIDELINES: *Characteristics of a good team*

1 *What has WORKED WELL?*

2 THE MOST IMPORTANT THING
when working in a team?

What has not?

3 *What makes A GOOD TEAM?*



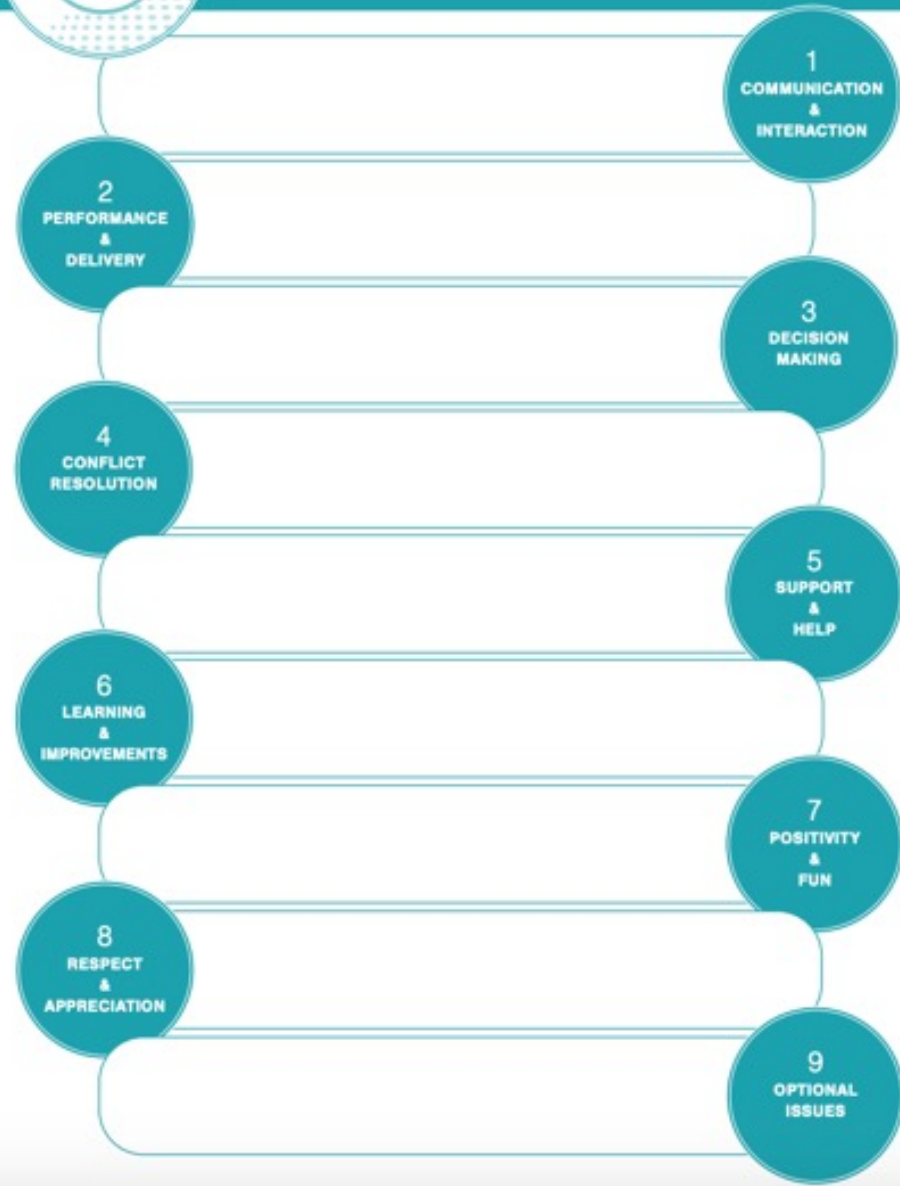
TEAM'S VALUES & GUIDELINES: *Characteristics of a good team*

Our team's VALUES/GUIDELINES:

1		...MEANING THAT WE: _____
2		...MEANING THAT WE: _____
3		...MEANING THAT WE:



TEAM AGREEMENT - *fill in!*



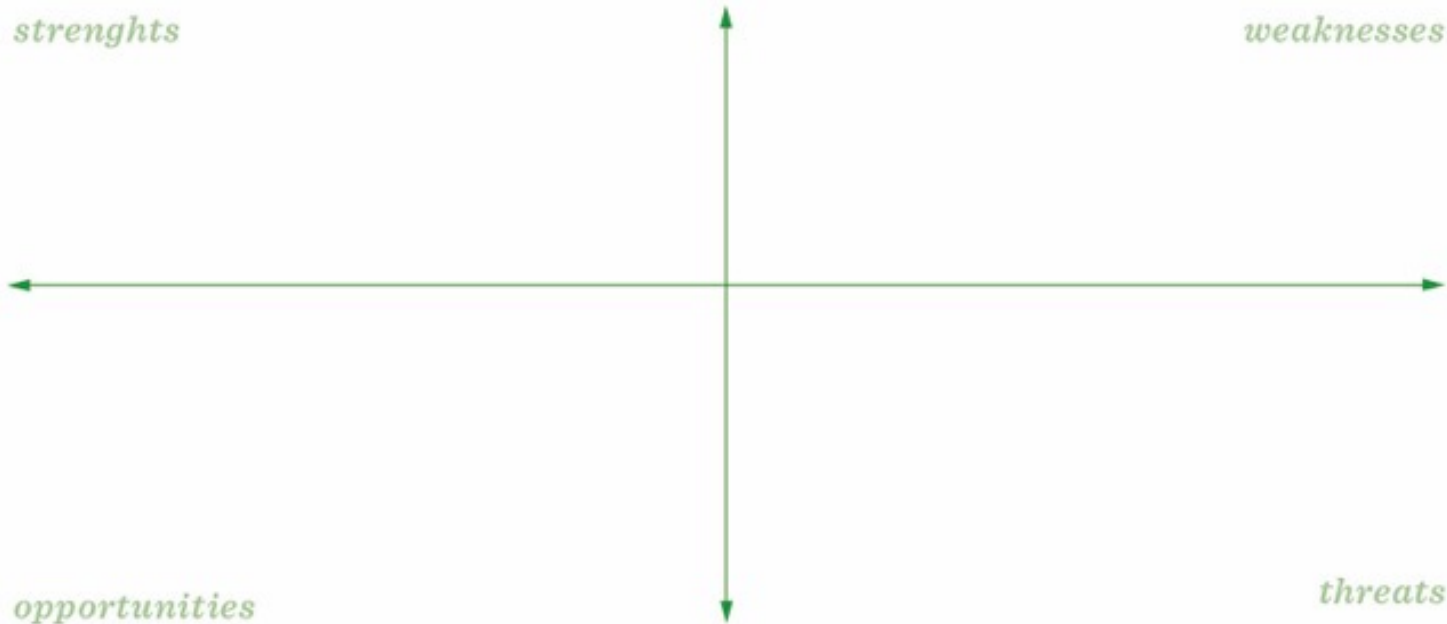
TEAMWORK
First-Aid Kit

ME
as a
TEAM
MEMBER



ME AS A TEAM MEMBER

What are my **STRENGTHS**
& **WEAKNESSES** *as a team member?*





ME AS A TEAM MEMBER



5 min
for writing



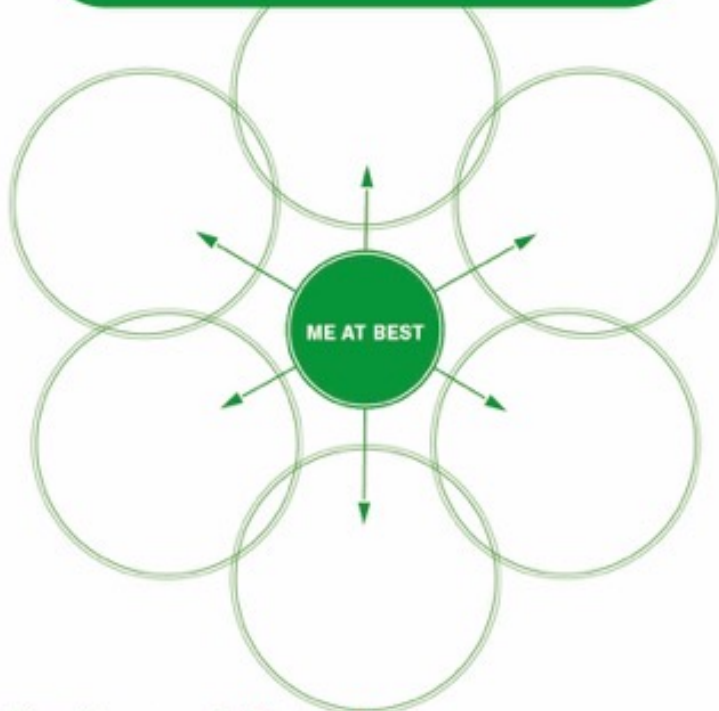
5 min
for writing



5 min
for sharing per person

1

*When am I at MY BEST
when working in a team?
How do these manifest?*



2

*What kind of SUPPORT
do I need from my team
in order to do my best?*

- _____
- _____
- _____
- _____
- _____
- _____



ME AS A TEAM MEMBER

How would you like OTHERS TO DESCRIBE YOU after this course?

“

That person is

!

“

by Elizabeth Miller, Capstone 2018

'FOR EXAMPLE: Team Familon' Rules

- One checkpoint meeting per week
- Be on time
- Be honest and open-minded
- Don't take things personally
- Use “yes, and...” instead of “no” during brainstorming
- Copy everyone in emails
- Set times for all agenda items
- If you break a rule, you need to bring food for everyone to the next meeting

Self-awareness and creative strategies - ref Kirsi Hakio 2023 Turning inwards for transformative co-design

<https://aaltodoc.aalto.fi/bitstream/handle/123456789/122322/isbn9789526413501.pdf?sequence=1&isAllowed=y>



Illustration adapted from Theory U by Otto Scharmer & Presencing Institute. Graphic design: Anna Muchenikova

<https://www.aalto.fi/en/embodyed-practices-for-teams/theory-u-social-presencing-theater-and-embodyed-intelligence>



Actualizing the potential for positive transformation. Theory U © Otto Scharmer & Presencing Institute. Graphic design: Anna Muchenikova

Capacity building for creative radicals

The aim of the CBCR project is to develop:

- Key capacities for radical creativity: deep listening, precise observation and appreciative inquiring and dialogue (are we asking the right questions?)
- Skills to see things from new perspectives, to understand possibilities that don't yet exist, and to make invisible systemic obstacles to creativity visible
- Attitudes/mindsets that help us take action to realise an emerging sustainable future
- Skills that utilise different types of knowledge to bring forth collaborative thinking and new, more creative ways of working together
- Knowledge of how these methods could be leveraged in Aalto to build new infrastructures for collaboration/engagement and radical creativity
- New connections between Aalto teams and people



Experimental learning journey in the CBCR pilot



Arawana Hayashi explains the core principles of Social Presencing Theater.



One of the first practices in each workshop was 20 Minute Dance.



Arawana Hayashi explains how Theory U and SPT go hand in hand.



Journaling is a useful tool for self-reflection which, together with embodied practices, can lead to action.



Listening

Experiencing connection enables us to shift our attention from ourselves towards others, to listen from an inner state of openness, empathy and non-judgment, and to have a genuine will to look forward together.

In a meeting, a workshop, a teaching session, a seminar, or in a simple coffee break, use that opportunity to build self-knowledge and ask yourself:

- *What do I carry with me when I enter the room?*
- *How do I relate to myself and others?*
- *What do I notice about myself as a co-creator of this unfolding social situation?*
- *What do I notice about myself as a co-creator of this social system and culture?*

Check in

Example questions for check-in

Check-in can be for example anything that everyone wants to share at that moment – what kind of tone, feeling or state of being they are coming to the joint gathering.

Some example questions could be:

- *How are you feeling right now?*
- *How do you feel about the task at hand?*
- *With what kind of tone are you coming to this meeting?*

<https://www.aalto.fi/en/embodied-practices>

Check out

Example questions for check-out

- *Where are we at as individuals and as a group?*
- *What is resonating most for the participants?*
- *Is there anything in particular we should be paying attention to as we continue working together?*
- *Was there some new learning that took place during the gathering and that we should reflect on more deeply in the future?*

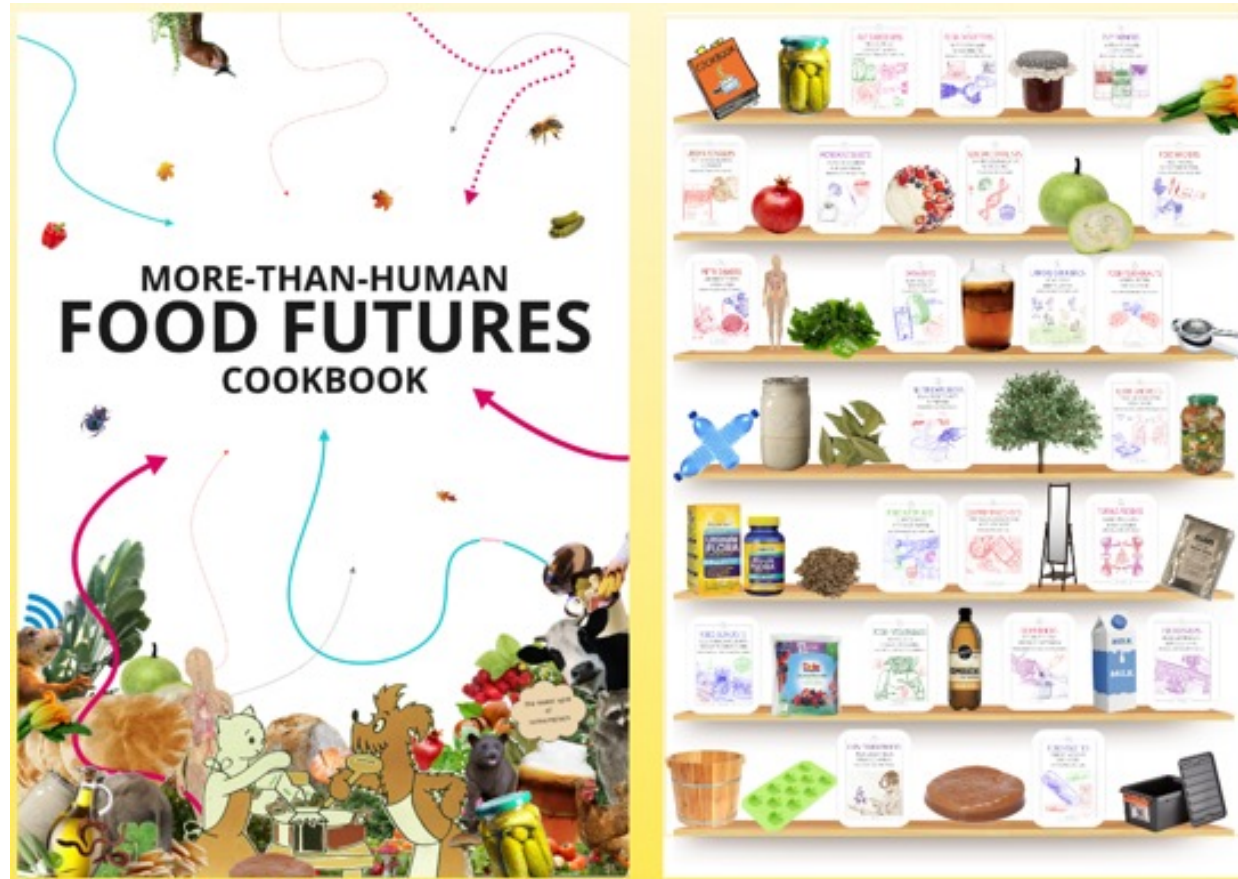
<https://www.aalto.fi/en/embodied-practices-for-teams/check-in-and-check-out>

A 'creaturely' way of being and engaging


– how creative practices can stimulate action towards socially and ecologically sustainable futures

<https://creatures-eu.org/laboratory/>

Experimental Food Design for Sustainable Futures



Dolejšová, M. et al. (2021). Designing for Transformative Futures: Creative Practice, Social Change and Climate Emergency. In *Creativity and Cognition (C&C '21)*



Transformation towards eco-social sustainability means not only profoundly changing what we do, but also **recognizing who we are as active players** in our social and ecological systems, and **how we do things, both alone and together** (Light et al. 2019; Grocott 2022, Hakio 2023).

CREATURES

ARCHIVES:

EXPERIMENTAL PRODUCTIONS



CASSIE THORNTON AND LITA WALLIS FT
FURTHERFIELD
The Hologram



ZEMOSSE
Commonspoly



OPEN FOREST COLLECTIVE
Open Forest



AMIRA ANNAN
CreaTures Glossary



KERENKOVIA FT. VARIOUS ARTISTS
MyCoBiont



SUPERFLUX
Refuge for Resurgence



SUPERFLUX
Invocation for Hope



HELLO
Sustainable Futures Game



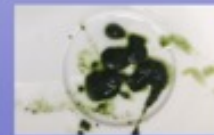
FEEDING FOOD FUTURES
Experimental Food Design
for Sustainable Futures



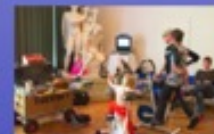
JULIA LOHMANN & DEPARTMENT OF
SEAWeed
Baltic Sea Lab



ISABEL BEAVERS
Nocturne



AGNIESZKA POKRYWKA
Cyano Automaton



Creatures aimed to increase the visibility of existing transformational creative practices and strengthen their reach and effectiveness

20 experimental productions completed

Engagement activities reached almost 340 000 people

<https://creatures-eu.org/laboratory/>



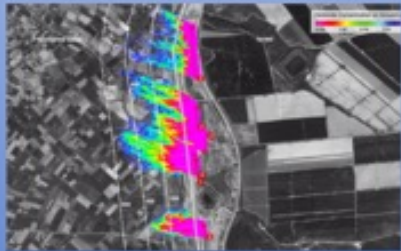
<https://creaturesframework.org/>

CREATIVE PATHWAYS



25 creative pathways for change

OBSERVATORY CASES



FORENSIC ARCHITECTURE
[Forensic Architecture](#)



RED REDEMPTION
[Fate of the World](#)



CAPE FAREWELL
[Cape Farewell](#)



AILIE RUTHERFORD AND THE FEMINIST EXCHANGE NETWORK
[People's Bank of Govanhill & The Swap Market](#)

<https://creatures-eu.org/observatory/>

Houston, L. et al (2022) [The Richness of Designing for Eco-Social Change – Creative Practice, Transformative Futures and Living Within Limits](#). *LIMITS* 2022

imagination, aesthetics and experience



- Role play animals and plants
- Creating speculative spaces
- Bodies as materials



- Experiencing rituals and myths
- Locality
- Mindfulness in natural places

surprising, inclusive, caring



- Activating communities
- Working from a particular place
- Listening and making together



- Playful game-like formats
- Making translations between groups
- Fictional world-building

Evaluation

1 Transformative societal change does not fit within single projects +

2 Unexpected outcomes are valuable +

3 Evaluations are about power and meaning-making +

4 Evaluation is creative, and should be recognized as such +

5 Creative practices can subvert existing societal processes +

6 Safety is needed for learning +

Evaluation

Nine dimensions

Ways to talk about creative practice and change

Changing meanings

Embodying

Learning

Imagining

Changing connections

Caring

Organizing

Inspiring

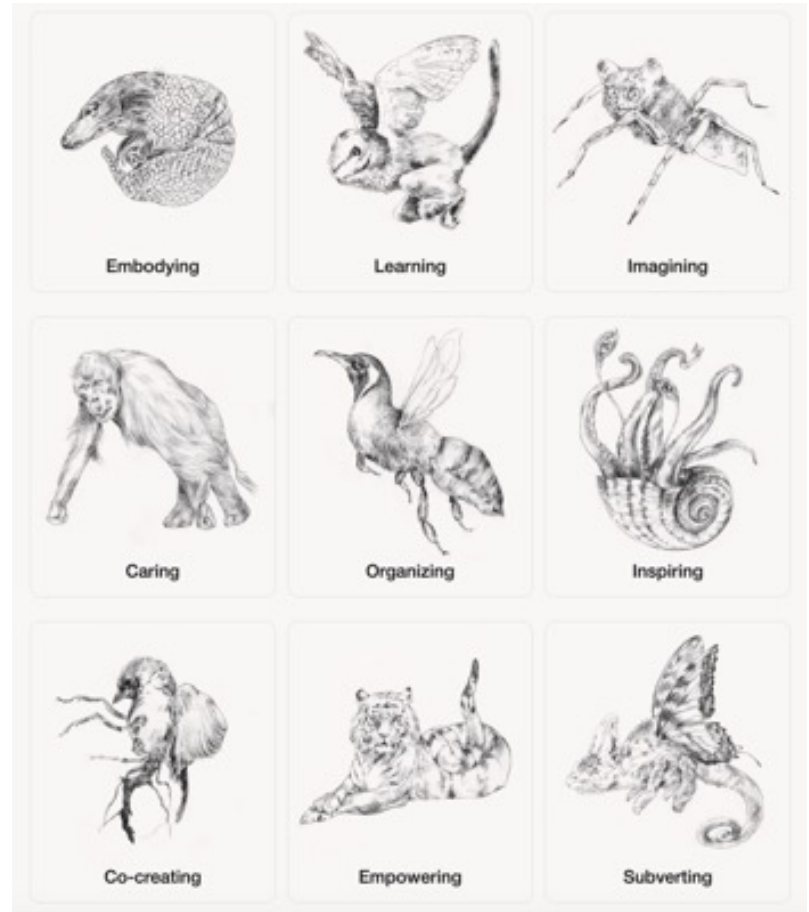
Changing power

Co-creating

Empowering

Subverting

The Nine Dimensions tool. Image layout: Margot Stoete



Visuals Milja Komulainen

<https://creaturesframework.org/>

Embodying, caring, co-creating



Nine dimensions

Ways to talk about creative practice and change

Changing meanings

Embodying

Learning

Imagining

Changing connections

Caring

Organizing

Inspiring

Changing power

Co-creating

Empowering

Subverting

The Nine Dimensions tool. Image layout: Margot Stoete

Baltic Sea Lab
@Tvärminne



Reflection for deeper learning



Eco tarot cards



Confessions by the sea

Photos by CreaTures & Department of Sea-wee



letting go of control, trusting on emergence, shifting perspectives

Jaakkola et al. (2022) Becoming Self-Aware—How Do Self-Awareness and Transformative Learning Fit in the Sustainability Competency Discourse? *Front. Educ.*

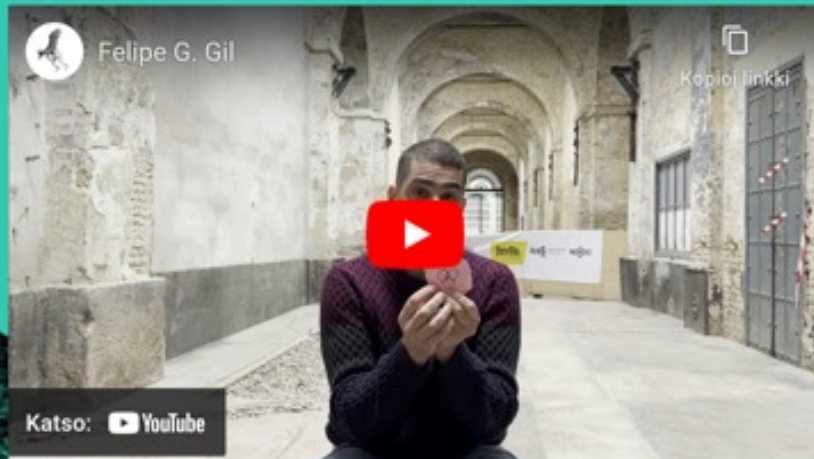
Hakio et al 2022 Following Seals and Dogs. Experimenting with Personal Dimensions of Transformative Design. *PDC 2022*



Felipe G. Gil

— Back

Humor is a way to foster bonds in a community



It is not easy to send a message to the future, especially when you would like to represent a collective voice, which is my case because I am part of ZEMOS98. But I have been thinking a lot, and I had two ideas in mind. The first one is that I didn't want to use any word from any language, that's why it is a drawing. It is not a good one because I'm not a good painter or drawer, but I think it's good to have something which needs to be deconstructed or read for the future generations. The other thing I had in mind is how can I represent something which is universal? And I know it may sound naive, but I'm going to explain why I put a smile on it. So basically what I would like to be saved and preserved is humor as a way to foster bonds in a community. One of the things we have been doing as ZEMOS98 is trying to include everyone in the room. So I know humor can be used to be mean and cruel to other people. I know humor is also a tool to prevail privileges. But the humor I would like to save for the future is the one which is deconstructing privileges, the one which is inviting everyone to take part in the conversation. The one which helps us to make spaces, shared spaces, public spaces as common as we can and as shared as we can.

<https://creaturesmessages.org/>

www.creatures-eu.org

<https://creaturesmessages.org/>



A?

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CREATURES