



'You cannot learn without changing.  
You cannot change without learning'

D. R. Tobin

## WHAT DID WE LEARN ?

### Introduction

Our journey is getting close to its goal... it is time to look back and reflect on what participants learned and on how cooperation and team dynamics unfolded during the journey.

The objectives of this step are:

- Facilitate the tools to resume and review the contents of the whole project.
- Discover the way co-operatives are organised and represented all through Europe.
- Share your project and your experience with other people from all over Europe.
- Test participants' learning during the project.

### Looking back to your journey

This is a great time to look back to the project and take some time to review not only what you achieved through your co-op working project, but also 'how' you functioned as a team and what you learnt about the advantages and the shortcomings of working together in a cooperative way.

It is very important to dedicate quality time to facilitate reflection and discussion within the team and to close appropriately this co-operative process.

Here we propose to you our way of doing this, but as you already know, you can adapt our suggestions to your own needs and context.

The annexe **STEP5 – TFS1 – FINAL ASSESSMENT** provides a guide to lead the collective reflection about the achievements of the coop-working project. We suggest that participants go through the questions individually first, and write their thoughts and answers in post-its. Then the facilitator can guide the reflection and the discussion at the whole team level, inviting everyone to share their thoughts and remarks, ensuring everyone's participation in the team evaluation process. A white canvas on the wall can be used, so that participants can participate creatively by sticking their post-its, drawing or adding commentaries on it.





## Retrospective of the team (optional activity)

We propose to you the Retrospective **STEP 5 – TFS 2 – RETROSPECTIVE** as another powerful activity that allows insights to emerge from the team reflection.

The retrospective helps to think about the way the team worked together, to discover strengths and weaknesses in its functioning and to propose ways to enhance its performance.

It is really focused on “how” the team has worked together, rather than on “what” it has achieved.

Great teams lead retrospectives periodically in order to foster their continuous improvement.



## Focus point: the cooperative movement in Europe

Now that you know much more about how cooperatives work, it is time to look at the big picture.

Cooperatives exist all over the world and are organised at the national and trans-national level through their representative organisations. The annexe **STEP 5 - FOCUS POINT – THE COOPERATIVE MOVEMENT IN EUROPE** provides a picture of this movement at the European level, focusing in particular on worker and social cooperatives.

### Projects in the lab: time to share your experience!

Now that your journey is getting to its end it is important to share your experience with other people from all over Europe and the world: your achievements and your ideas can be an inspiration for other teams willing to start their cooperative experiments and you may get in touch with new cooperative friends from all over Europe.

Do not miss the opportunity to contribute and share your coop working project in the CoopLab website! You can share your project through this online template that you can fulfil directly on Cooplab websites in a few steps.

We suggest you divide the team in sub-groups, each one working on a specific section of the template.

You can fulfil the template in your own country language, but we ask you to translate at least the summary information sections (in English), in order to spread them more easily all over the web!

Thank you for your contribution!





### STEP 5 – TFS 3 – PROJECTS IN THE LAB TEMPLATE

#### ¿What did we learn?

Playcoop interactive quiz allow you to test participants' learning about the topics covered in all the five steps. Now it's time to play it in the GRAND SLAM mode in order to verify the learning throughout the all cooperative journey. It is fun and interactive!

Finally, here is a summary of the main learning points of step 5 to help you keep on track during the journey. [STEPS 5 – LEARNING POINTS RESUME](#).

## WHAT DID WE LEARN ?

Time	Content	Activity - methodology	Resources	Materials	developed skills	Related cooperative principles
40 min.	Looking back to your journey Review of the coop-working project	Individual and team evaluation	Trainer's guide STEP 5 – TFS 1 – FINAL ASSESSMENT	<ul style="list-style-type: none"> <li>• Print one copy per participant of STEP 5 – TFS 1 – FINAL ASSESSMENT</li> <li>• Markers</li> <li>• Post-its</li> <li>• White canvas or a blank wall in the room</li> </ul>	<ul style="list-style-type: none"> <li>• Self-assessment</li> <li>• Reflection</li> <li>• Negotiation</li> <li>• Communication</li> </ul>	<ul style="list-style-type: none"> <li>• Democratic member control</li> <li>• Education, training and information</li> </ul>
40 min.	Retrospective: "how" did our team perform ?	Individual and team activity	Trainer's guide STEP 5 – TFS 2 – RETROSPECTIVE	<ul style="list-style-type: none"> <li>• Markers</li> <li>• Post-its</li> <li>• Print template STEP 5 – TFS 2 – RETROSPECTIVE in A2 or A1 size</li> </ul>	<ul style="list-style-type: none"> <li>• Self-assessment</li> <li>• Reflection</li> <li>• Negotiation</li> <li>• Communication</li> </ul>	<ul style="list-style-type: none"> <li>• Democratic member control</li> <li>• Education, training and information</li> </ul>
40 min.	Organisation of the cooperative movement in Europe	Exposition - Lecture Group review and discussion	Trainer's Guide STEP 5 – FOCUS POINT– COOP MOVEMENT IN EUROPE	<ul style="list-style-type: none"> <li>• Print Focus Point (one copy per participant) or show it through a Data Show</li> </ul>	<ul style="list-style-type: none"> <li>• Analysis and reflection</li> </ul>	<ul style="list-style-type: none"> <li>• Education, training and information</li> </ul>
60 min.	Projects in the lab. Resume and share your coop-working project.	Work in groups Group review and discussion	Trainer's Guide STEP 5 – TFS 3 – PROJECTS IN THE LAB TEMPLATE	<ul style="list-style-type: none"> <li>• PC</li> <li>• Data Show</li> <li>• STEP 5 – TFS 3 – PROJECTS IN THE LAB TEMPLATE (online template)</li> <li>• Internet connection</li> </ul>	<ul style="list-style-type: none"> <li>• Communication</li> <li>• Creativity</li> </ul>	<ul style="list-style-type: none"> <li>• Democratic member control</li> <li>• Education, training and information</li> </ul>
20 min.	What did we learn?	Group reflection Coop-game	STEP 5 – LEARNING POINTS RESUME Coopgame	<ul style="list-style-type: none"> <li>• Internet connection</li> </ul>		

Total time 160'

Total time (with optional activities) 200'

