



Cooperative Principles & Values: What They Are and How They Work (Created by Erin Hancock, Summer 2016)

1. Training Session Information	
Group size: 6-30	Facilitators: 1-2 main, up to 4 floaters to support small group discussions depending on group size
Topic: Cooperative Principles and Values	Length of Session: 2 hours

2. Learning Objectives
<p>What do we want the participants to know and/or be able to do?</p> <ul style="list-style-type: none"> -Gain exposure to all coop principles and values -Discuss tangible ways to illustrate cooperativism (i.e. being a 'cooper') in day to day living in the coop -Be able to speak confidently about elements of coops inside and outside of the community

3. Set Up
<p>A. Learning Environment</p> <ul style="list-style-type: none"> -Circle set up, able to see all people in the group, chairs for everyone, table optional -Extra space for breakout groups nearby -Wall space to hang flipchart paper
<p>B. Resources / Materials</p> <ul style="list-style-type: none"> -Flipchart (large sheets) and markers -Projector and computer -Printout of principles and values for all attendees -Printout of the 7 principle scenarios (1 copy for the facilitator to have as their guide for indicating which principle is which after the group guesses, and 1 copy to be cut up for 7 different group members to read aloud – do not include the answer) -Printout of the resource page for everyone and workshop feedback forms for everyone -Water and snacks on the tables
<p>C. Items to Prepare Before the Session</p> <ul style="list-style-type: none"> -Review facilitation notes, debrief questions, consider current or recent relevant examples to help messages land -Review the values and principles and be familiar with them -Test technology (audio, video) -Clean up learning space and bring chairs as needed -Print what is needed and prepare materials -Review facilitator checklist (in education folder on google docs) -If more than one facilitator, determine who will facilitate which sections

4. Schedule		
TIME	TOPIC/ACTIVITY	MATERIALS/NOTES
10 mins	<p>Opening</p> <ul style="list-style-type: none"> -Welcome participants -Review objectives for the workshop -Post a “parking lot” page for things that we want to capture (maybe for a future workshop or if there is extra time at the end) so we can list them somewhere throughout and not get off topic -Review community agreements (more details in the “community agreements” document) for the meeting and have people add as they go around to start the workshop, stating their names, pronouns as well as a 	<ul style="list-style-type: none"> -Workshop plan on wall if desired (loose outline, not timed, high level to leave room for facilitator to adjust as needed, but to give participants an idea as to what to expect)

	<p>response to an icebreaker question (such as “what is the first thing that comes to mind when you hear coop principles?”)</p> <p>-Request a volunteer to be a vibes checker</p>	-Community agreement on wall
10 mins	<p>Review of coop definition, principles, values</p> <p>-Start by distinguishing difference between principles and values. The International Cooperative Alliance states: “The cooperative principles are guidelines by which cooperatives put their values into practice.” So principles are a little more tangible in terms of defining the “how” part of cooperation. Invite the group to ask questions for clarity. (2 mins)</p> <p>-Then do a flip charted brainstorm/popcorn discussion for the group to try to capture all of the values and principles without seeing them yet, where you have 2 blank flipcharts to start- coop principles on one flipchart and coop values on the other (get 2 people to record at each flipchart)</p> <p>-Once the brainstorm has slowed down, circle the “official ones” with help from the group, add any that weren’t suggested yet</p> <p>-Next show slides of the ICA principles and have people read them (choose one person to start then go around the table – 1 person per principle) then slide of the values and have someone else read them</p> <p>-Hand out the principles and values handout to each person</p>	<p>-Flipchart paper, markers</p> <p>-Computer, projector, ppt with slides for principles and slide for values from International Cooperative Alliance (ICA) – in your folder</p> <p>-Handouts of principles and values for each person (principles image on 1 side and values image on the other)</p>
10 mins	<p>Principles Video and Discussion</p> <p>Show this video: https://www.nasco.coop/resources/cooperative-principles (3 mins)</p> <p>-Open the discussion to popcorn style sharing (not a go-around):</p> <ol style="list-style-type: none"> Do they look familiar? Does anybody need clarification? (then get the group to provide the response if you’d like) Does anything stand out to you? Do they seem to fit how housing coops work as you understand them? How do we illustrate our principles to the outside community? How do they witness cooperation through how we live (public facing)? <p>(7 mins)</p>	-Projector and computer with sound, video loaded
30 mins	<p>How Do Principles Play Out? Game</p> <p>-Introduce 7 different examples for each principle for how they are put into action in coops (hand out the slips of little stories for different people to read aloud to the group one by one) and then have the group decide which principle they think the example is illustrating one by one. Allow for a little debate and discussion, then reveal it and if it seems helpful, review the key elements of that principle again from the ICA description. (10 mins)</p> <p>-Divide the group into small groups of 2-4 (mixed between the houses) and assign them each 1-2 principles to come up with an example relevant to NCHC for how the principles are OR could be expressed (have them choose someone to report back to the group a quick summary of their examples). (15 mins)</p> <p>-Reconvene and have people share 1 example from each group with the larger group (5 mins)</p>	-Printout of the “Game.coop principles” 7 principle scenarios (1 copy for the facilitator to have as their guide for indicating which principle is which after the group guesses, and 1 copy to be cut up for 7 different group members to read aloud)
10 mins	“5 minute” Break	
25 mins	<p>Living Our Values Discussion</p> <p>-Post the coop values on the wall</p> <p>-Provide people 5 mins to turn to their neighbor to share ideas about how they do or can personally live the coop values in their participation in NCHC (5 mins)</p> <p>-Open a large group discussion for 20 mins on how interactions and behaviors in the coop look or could look if we consciously live the coop values (20 mins)</p> <p>Discussion questions:</p>	-Chart paper with values listed

	<ul style="list-style-type: none"> -What would a cooper living X (choose one) value look like in practice? -What is a recent example you have seen by an individual or in our community at larger in NCHC that illustrates a coop value? -Are any of these values reflected in our policies? -How could these values be better reflected in our policies? 	
10 mins	<p>Activity – Spectrum of Cooperativeness</p> <p>-Take the participants to an open space where people can move (outside, hallway, larger room, set chairs aside). Invite participants to move to the place on the spectrum that best represents their opinion. Identify that one side is “Yes, for sure” and one side is “No, not at all” and in between is the spectrum of variation between the two. Get them to stand as willing and able and invite them to move with each question to the place on the spectrum that fits best for them, observe the group, ask for a couple examples/explanations from where different people are standing as you go, then move onto the next question/statement.</p> <p>Statements:</p> <ul style="list-style-type: none"> -Most of our co-op members exhibit the value of caring regularly -Self-responsibility is reflected in our co-op policies -Member economic participation (principle 3) is a foundational principle in terms of how our coop runs -Democratic member control is a challenging principle to carry out in each house -I’ve recently witnessed someone in the house exemplify one of the principles (definitely invite sharing for this one) (choose a couple that seem relevant to the houses currently and add as you wish) <p>-Ask for additional comments and/or questions. Summarize anything you saw.</p>	
10-15 mins	<p>Closing</p> <ul style="list-style-type: none"> -Ask the participants for a “check out” go-around where they can indicate anything they liked about the workshop, anything that could make it better and any nugget of wisdom or insight they discovered. They can also create and affirmation (a new behavior or commitment they want to make as a way to put into language their intentions for how they want to interact with the community and honor the coop way of living). -Thank everyone for their participation, sharing, etc. and summarize any key points or achievements of the day and state next steps if relevant. -Hand out workshop feedback forms and collect them on their way out. -Hand them the resource page (in the google drive) and let them know they will be getting a copy by email too. 	<ul style="list-style-type: none"> -Printed resource pages (1 copy per person) -Workshop feedback forms for each person (reminder: there are 2 per page when printing – cut ahead of time)

5. Assessment by Participants

Add a summary of feedback below here as well as the date delivered so we can keep a record over time as we deliver and improve it.

August...
Summary:

6. Facilitators Reflections on the Session

What changes could be made to make the session more effective? Include the date and summary below from a short debrief session between the facilitators or individually if facilitated by only 1.

Extra resources:

<https://www.nasco.coop/resources/cooperatives-principles-and-practices-21st-century> (more for workshop 2)

<https://www.nasco.coop/resources/principled-living-cooperation-among-cooperatives-nasco-institute>