

Find YOUR creative zone Thursday 14:30

Presenter(s): Jonathan Brown

Science is clear: we know that creativity can be stimulated, and research has confirmed that the environment is a key factor in stimulating, or hindering, individual and group creativity. But which environmental conditions foster creativity? What are yours? What are those of your colleagues? Your client? ...

This experiential workshop will allow you to explore and discover 4 potential universes (or zones) created by combinations of sound and movement, from none to ... a lot.

Learning objectives:

- Raise awareness of the impact of certain environmental variables on personal creativity.
- Develop your own strategies to find yourself in YOUR creative zone!
- Enhance your toolbox to help others find their optimal zone to foster their creativity.

Workshop in English avec support en Français

Max. participants: 30

The Anxiety of (Not) Ending: Explorations in Art, Ambiguity, and Creativity Thursday 14:30

Presenter(s): Jessica Hunter

While experiencing uncertainty can be uncomfortable, research indicates that resting in states of not-knowing disrupts routine thinking patterns and allows more creative possibilities into our lives. Drawing from various theories within philosophy, psychology, and neuroscience, this session examines how encounters with unfamiliar works of art- specifically abstract art- can help us cultivate our tolerance for ambiguity. We will explore the connections between art spectatorship, attention, movement, and creative thought through discussions, exercises, and activities.

Learning objectives:

- Understand theories about how increasing ambiguity tolerance can change mindsets and heighten creative thinking.
- Experience various ways of engaging with art and understand their different effects on ambiguity tolerance.
- Practice leveraging the experience of staying present with uncertainty to unlock creativity.

Workshop in English

Max. participants: 30

Open Up New Possibilities with Positivity Thursday 14:30

Presenter(s): Kim Marie McKernan

Creative Problem Solving (CPS) helps organizations grow in many ways, but focusing on problems can fail to produce long-term change. This workshop enables you to master practical ways to deliver more team engagement and better outcomes using Positive Creativity.

Based on a combination of CPS and Appreciative Inquiry (AI), Positive Creativity focuses on reframing problems as opportunities and designing positive questions to open up new thinking and achieve buy-in from your team during challenging times.

Learning objectives:

- Learn proven concepts for implementing a powerful combination of AI and CPS with your team.
- Practice reframing problems as opportunities and design positive questions to open up new thinking.
- Get guided support and real-world examples to turn positive creativity into a skill set you own.

Workshop in English

Max. participants: Unlimited

Let's Ynnovate the public sector: how to boost change from within Thursday 14:30

Presenter(s): Fleur Pullen & Marieke Aantjes

Over the last 10 years, Ynnovate has successfully created a powerful network of change facilitators in the Netherlands; the Ynnovators Network. This group of 1,500 public sector employees is boosting innovation within the public sector.

We will share our approach and learnings in building a movement of change in a bureaucratic environment. Together, you will explore the dos and don'ts, and generate ideas for structuring and empowering networks of change.

Learning objectives:

- Learn about our approach and tools to boost public sector innovation.
- Get inspired about how to create a movement/network of change facilitators.
- Understand how to facilitate change in government and how to make it successful.

Workshop in English

Max. participants: Around 20

To dream the possible dream - A process and tools to discover, formulate & strengthen wishes Thursday 14:30

Presenter(s): Sylvain Rouillard & Clara Kluk

This workshop is an opportunity to identify and clarify the desires you have (and sometimes didn't know you had!). If you are a facilitator, it is also a great occasion to discover new tools that will help individuals and groups to pinpoint and embrace their wishes.

You will discover 5 sub-steps we synthesized within the "clarification of the wish" step, and at least 5 techniques, maybe unusual, certainly a bit artistic, that will reveal possible dreams and give energy to enter the change process.

Learning objectives:

- Clarify the importance of dreams and wishes as a starting point of the change process.
- Enhance your knowledge of the details of what is happening in this step (the sub-steps).
- Discover tools that help reveal and strengthen the wishes in yourself and others.

Workshop in English avec support en Français

Max. participants: 24

Innover par les imaginaires : le persona, c'est vous ! Jeudi 14:30

Présentatrice(s)/Présentateur(s): Diouldé Chartier-Beffa & Siga Diagouraga

Les participants se mettent dans la peau de 9 personae construits autour de situations porteuses d'un enjeu émotionnel fort. En vivant de l'intérieur l'émotion qui pousse à agir chaque persona, ils imaginent de nouveaux possibles (modèles opératoires, offres, ...) sous la forme d'expérience à produire (émotionnelle, symbolique et sensorielle) qui précède la conception fonctionnelle de la solution. Les personae proviennent d'une étude prospective (par web-ethnographie) sur les mutations de la famille.

Objectifs d'apprentissage :

- Connecter des données objectives avec ses propres émotions, pour produire des idées appliquées.
- Distinguer les différentes composantes de l'imaginaire et la façon dont elles déterminent les usages.
- Modeler une innovation à partir de l'imaginaire de son destinataire, gage de son utilité.

Atelier en Français with support in English

Max. participants : 18

Pour transformer l'organisation, commencez par la tête! Jeudi 14:30

Présentatrice(s)/Présentateur(s): Carole Deschandol

Les équipes dirigeantes ont une spécificité particulière dans les transformations : la manière dont elle fonctionne a un impact direct et de grande amplitude sur les changements. Son mode opératoire, par « reflet systémique », comme par capillarité, viendra faciliter ou compliquer le travail de transformation et s'avérer être un levier ou un frein dans l'accompagnement des changements.

A travers cet atelier, nous vous proposons de réfléchir à la manière d'embarquer les équipes de comités de direction dans les changements et d'en faire de véritables alliés.

Objectifs d'apprentissage :

- Appréhender les spécificités des équipes dirigeantes dans une organisation.
- Comment créer l'alliance avec l'équipe dirigeante pour penser et déployer le changement.
- Comment piloter les changements avec des interventions simultanées, multiniveaux & variées (coaching, intelligence collective, créativité etc...).

Atelier en Français

Max. participants : 20

CPS Lab Thursday 14:30 and 16:30. Friday as well, at the same hours.

Facilitators: Chiara Micalizzi, Liz Monroe-Cook and Sylvain Matte

The CPS Lab, offered on Thursday and Friday afternoon, provides participants a safe space to go deeper into the practice of what they will have learned in the morning programs. This will be achieved through activities centered around the application of the CPS Process and associated tools and techniques.

Participants will have an opportunity to apply tools and techniques while working on real challenges using CPS. Those who feel ready can stand up, take a crack at putting their facilitation skills and abilities to the test, and receive constructive feedback from expert facilitators and from their peers.

All CREA participants are welcome, with the understanding that the structure and focus of the CPS Lab is around opportunities to deepen one's learnings while applying CPS.

The CPS Lab is spread over both afternoon time slots, Thursday and Friday. Participants who join the Lab for the second time slot will be asked to integrate one of the subgroups formed in the first time slot.

Learning objectives:

- Deepen understanding of concepts, process, tools, and techniques learned in morning programs.
- Increase ease and comfort in using CPS tools & techniques through application on realistic situations.
- Learn and gain confidence through constructive observations & feedback from expert facilitators and peers.

Workshop in English et en Français

Max. participants: Unlimited

CPS Lab Jeudi 14:30 et 16:30. Vendredi également, aux mêmes heures.

Facilitateurs: Chiara Micalizzi, Liz Monroe-Cook et Sylvain Matte

Le CPS Lab, à l'affiche jeudi et vendredi en après-midi, offre aux participants un espace sécuritaire pour approfondir la pratique de ce qu'ils auront appris dans les programmes du matin. Le tout sera accompli via des activités centrées sur l'application du processus CPS et des outils et techniques associés.

Les participants auront l'occasion d'appliquer des outils et des techniques tout en travaillant sur des défis réels à l'aide de CPS. Ceux et celles qui se sentent prêts pourront se lever, mettre à l'épreuve leurs compétences et habiletés de facilitation puis recevoir des commentaires constructifs d'animateurs experts et de leurs pairs.

Tous les participants de CREA sont les bienvenus, avec pleine considération du fait que la structure et l'orientation du CPS Lab sont axées sur les opportunités d'approfondir ses apprentissages tout en appliquant le CPS.

Le CPS Lab est réparti sur les deux plages horaires de l'après-midi, jeudi et vendredi. Les participants qui se joindront au Lab pour la seconde plage horaire devront s'intégrer à l'un des sous-groupes formés dans la première plage horaire.

Objectifs d'apprentissage :

- Approfondir la compréhension des concepts, processus, outils et techniques vus dans les programmes du matin.
- Accroître la facilité et le confort d'utilisation des outils et techniques CPS via l'application à des situations réelles.
- Apprenez et gagnez en confiance grâce aux observations et commentaires constructifs d'animateurs experts et de pairs.

Atelier en Français and in English

Max. participants : Aucune limite

Know your Personal Stakeholders Thursday 16:30

Presenter(s): Tim Dunne & Maggie Dugan

“Part of me wants to, and part of me doesn’t.” Have you ever said this? Within you there are many different parts – different voices that represent the many roles you’ve played, or still play, in your life. We call these different parts personal stakeholders. Your stakeholders can help you, and they can inhibit you. If you know them better, you can use them to fuel your creativity to help you create change, and adapt to it.

Learning objectives:

- Make an inventory of your personal individual stakeholders.
- Meet and listen to these stakeholders, and understand how they impact you on a day-to-day basis.
- Learn how to develop strategies to deliberately call upon your personal stakeholders to help you solve problems, make decisions and embrace change.

Workshop in English avec support en Français

Max. participants: 40

Listening to Learn: Lean in to Empathy Thursday 16:30

Presenter(s): Patricia Flanagan & Michelle Dolan

Empathy is the fuel of a decent society. To use your creative thinking powers to build new solutions and drive change requires prioritizing and understanding the human needs at the core. How often do you feel that someone really listens to you, hears you and understands your perspective? Highly experiential listening, learn and share exercises will help you unleash your curiosity, build new connections with others and feel the magical powers of collaboration.

Learning objectives:

- Build skills in listening with empathy to understand what is really important to others.
- Develop your curiosity and experience the power of human connection.
- Discover how empathetic listening supports you to unearth user needs.

Workshop in English

Max. participants: 20

In Out Living Thursday 16:30

Presenter(s): Joe Gammal & Alessia Berti

Connection-making is the essence of creativity. Methods like analogy, absurdity, and irrelevance are favorite ways of creating new provocative stimulus, but this is only one half of the connection-making equation. The other half is how you process that stimulus that leads to the breakthrough. What if you could 10x your ability to make connections to WHATEVER stimulus you experience?

We'll explore this question by going deep on a foundational Synectics technique "In-Out Listening", a way of making the most of the "experiences" happening around you by making the most of the "conversations and connections" going on inside of you. We'll introduce this tool and then go much further, exploring together the possibility of In-Out Living -- what that might mean if, perhaps like breathing, we consciously see and experience the world differently.

Learning objectives:

- Leverage the natural dynamics of listening & attention to maximize connections & increase creative potential.
- Consciously see the world around and within you thru "new lenses" -- more freshly, openly, and deeply.
- Apply those "new" lenses to your CREA conference and any learning experience to unlock new possibilities.

Workshop in English

Max. participants: 20

Love in Action Thursday 16:30

Presenter(s): Allie Middleton & Newell Eaton

Life & work complexities are so often baffling, we lose heart to act mindfully & strategically. What helps us stay resilient and enable positive change in these moments of personal & global crisis? As creatives, our practices can expand toward conscious innovation, starting with ourselves first. Love in Action is a set of conscious leadership practices for our current Now. We recruit our most renewable resources, compassionate curiosity and courageous action to co-create a new future together, a new collective Now.

Learning objectives:

- Learn basic mindfulness approaches to learning from the inside out.
- Explore how to adapt creative problem solving practices with a presencing approach.
- Discover how leadership demands deeper resilience and insight for conscious innovation practices to be revealed.

Workshop in English avec support en Français

Max. participants: 25

Can CHANGE be predicted? Thursday 16:30

Presenter(s): Yoel Kluk

There is a lot of fuzz around predictive models, amongst which: can we predict the future? I think we cannot, but on the other hand we know humans are repetitive beings. So our behavior patterns can be observed, and any change in the pattern can be documented. Thus we cannot predict what I will do on a specific date, but we can predict the probability of many of my behaviors and identify what is influencing those behaviors.

In this workshop, instead of making graphs and algorithms, we will be living the visualizations and the algorithms. We will use our feet to move around making a human graph of engagement. Then we will use the surroundings to add variables and change the engagement position. This way we will experiment with the data.

Learning objectives:

- Use simulation to forecast trends (human).
- Ideate strategies to respond to the likelihood of events.
- Explore the different ways to be creative in a data driven world.

Workshop in English

Max. participants: 20

Change is in the air! Jeudi 16:30

Présentatrice(s)/Présentateur(s): Dahlia Beristáin Gil

Le travail en mode hybride a transformé notre façon de concevoir le travail et le lieu de travail. Il s'agit d'un modèle de travail flexible et actuel qui existe depuis des années. Or, malgré son apparente popularité auprès de nombreuses entreprises dans le monde, le travail hybride n'est pas une solution pour tout le monde. Certains évoquent par exemple le manque de contact humain ainsi que la richesse des discussions spontanées en face-à-face, et paradoxalement, le fait de retourner au bureau, d'y être physiquement présent, ne semble pas avoir une forte résonance auprès des gens.

Dans cet atelier, nous allons explorer les forces paradoxales mais complémentaires qui influencent ce qui fonctionne et ce qui ne fonctionne pas lorsqu'il s'agit de l'évolution constante du travail hybride.

Objectifs d'apprentissage :

- Comprendre les principes de Liberating Structures (LS).
- Apprendre en faisant, libérer la créativité et expérimenter les possibilités étonnantes qui peuvent émerger en utilisant Liberating Structure (LS).
- Combiner plusieurs structures et les mettre en pratique

Atelier en Français with support in English

Max. participants : 20

Le Walk Sprint: Exploiter le pouvoir du voyage et de la marche pour la créativité Jeudi 16:30

Présentatrice(s)/Présentateur(s): Cécile Poujade & Stephen Boucher

“Penser avec ses pieds” n’est pas nouveau : Aristote, Jean-Jacques Rousseau, Charles Darwin, Steve Jobs, et plusieurs autres philosophes, écrivains, artistes et scientifiques marchent pour voir les choses autrement. La science le confirme : la marche peut augmenter la créativité jusqu'à 60 %.

Bénéficiant de l'environnement stimulant de Sestri, cet atelier est conçu comme un cheminement commençant avant CREA et vous permettra de comprendre quels types de marche peuvent booster votre créativité et comment organiser votre “walk sprint”.

Objectifs d'apprentissage :

- Concevoir votre walkshop sprint de 90 minutes et la préparation avant.
- Comprendre quelles marches stimulent la créativité et les conseils pratiques pour l'idéation en marchant.
- Découvrir la science sous-tendant les bénéfices de la marche et des voyages pour la créativité.

Atelier en Français with support in English

Max. participants : 20

Veillez noter que l'emplacement affiché dans l'application servira seulement de point de ralliement avant que le groupe amorce une marche dans Sestri.

Please note that the location announced in the App will only serve as a rallying point before the group begins a march into Sestri.

The Fountain of Creativity Friday 14:30

Presenter(s): Matteo Catullo

Wouldn't it be great to discover a fountain of creativity—a special place that has all the creative answers you'll ever need, and all the creative questions you could ever hope for? And wouldn't it be great if this inexhaustible supply of creative insights was as close as your own pillow?

Using your dreams in a variety of techniques including drawing, theater, and even sock puppets, you will discover a true fountain of creativity that flows inside you and wakes up every night. You will reveal both the bright side and the shadow side of the countless insights that live in your sub-conscious ... insights you always knew were there, but couldn't quite reach.

Learning objectives:

- Experience a step-by-step process for accessing the creativity of their dream.
- Discover a simple approach for looking at both the bright side and shadow side of their insights.
- Practice a set of tools for uncovering the deeper meanings behind their questions.

Workshop in English avec support en Français

Max. participants: 30

Philosopher's Walk Friday 14:30

Presenter(s): Tim Hurson

Bring a serious, significant issue or problem — personal, business, marketing, social, or scientific — preferably a problem that has stubbornly resisted solution. Then map your position on the Philosopher's Walk.

After two short steps, you will likely be astonished by the insights you've gained to solve your previously intractable problem. It may seem like magic, but it isn't. It's practical, easy-to-apply brain science. Rocket fuel for your mind. Fasten your seat belt.

Learning objectives:

- Discover a remarkable intuitive way to solve intractable problems.
- Release the mental blocks that prevent you from solving the toughest problems.
- Have really interesting discussions with smart people.

Workshop in English

Max. participants: Unlimited

Creative Connections: An Improvisational Playshop Friday 14:30

Presenter(s): Jen Karno

Creative Connections provides a safe, fun, and laughter filled group experience filled with games, movement and play based activities that inspire, educate, and bring joy. You will practice incorporating a growth mindset, resiliency and other concepts, ideas and techniques using improvisation and more, then learn to apply them to business, relationships, and life. Step into your playful zone and join others to see what you can create, learn, inspire and enjoy!

Learning objectives:

- Practice a growth mindset, and think outside the box of what is possible.
- Embrace creativity and building from what is and making something new.
- Feel a deep connection with others who are needed to collaborate and have shared experiences.

Workshop in English

Max. participants: None. Minimum at 8!

Changing your emotions when you are implementing change! Friday 14:30

Presenter(s): Clara Kluk & Sylvain Rouillard

We often talk about preparation for implementation as a step where rationality is the rule. However, it triggers many emotions. We often read about and observe the emotions of the people « receiving » the change, their resistance, etc. The person who is generating change also experiment a lot of emotions that need to be taken into consideration.

We believe that in order to prepare for implementation or to help people do so, intuitive and artistic techniques are useful and they can become a valuable addition to your facilitation's tool box.

Learning objectives:

- Explore the numerous emotions that could be triggered by the action of implementing solutions and pinpoint the ones you want to nourish.
- Reflect on what could make your solutions more acceptable and even welcomed by others.
- Experiment new techniques to help you design your plan of actions.

Workshop in English avec support en Français

Max. participants: 24

Empathy Insights: Observation, Experience, and Inquiry [Friday 14:30](#)

Presenter(s): Paul Skaggs

A principal aspect of design thinking that differentiates it from other creative problem-solving activities is that it is human-centered, designers solve problems for people. In order to solve problems in a way that meets real human needs designers need to develop empathy insights. An insight is not an idea. Ideas come from our cognitive cache. Insights are things we don't know. Insights may change the way you think about a solution or may change the problem itself. Empathy insights connect designers with unmet needs of the people using their products and services.

Learning the unarticulated needs of users through the practices of observation, experience, and inquiry allow a designer to develop products and experiences that make deeper human connections.

Learning objectives:

- Learn how to be more observant of human behaviors.
- Experience habitual behaviors with mindfulness.
- Practice asking questions to illicit stories.

Workshop in English

Max. participants: 25

Souriez, vous jouez ! [Vendredi 14:30](#)

Présentatrice(s)/Présentateur(s): Anna Edery & Arnaud Constancias et Manuel de Sousa

Un atelier pour découvrir et utiliser tous nos jeux de cartes pour vous projeter, vous raconter, vous identifier, vous connaître, créer la cohésion...et s'amuser !

Objectifs d'apprentissage :

- Découvrir, comprendre, expérimenter, prendre en main les jeux.
- Utiliser les cartes pour varier et nourrir ses animations, faciliter la prise de parole.
- Se prendre au jeu soi-même.

Atelier en Français

Max. participants : 15

Le corps, une précieuse ressource créative [Vendredi 14:30](#)

Présentatrice(s)/Présentateur(s): Sophie Harvey & Philomène Le Maréchal

Le coaching somatique, dont nous vous proposons de découvrir quelques exercices, est l'art du dialogue avec notre corps. Ce dialogue nous fournit des enseignements sur qui nous sommes, sur ce qui nous anime et sur ce qui nous fait réagir face à une situation. Son expérience et sa sagesse facilitent l'émergence de la nouveauté et une approche plus claire de nos petits et grands défis. C'est également par le corps que nous pouvons initier des changements désirés.

Objectifs d'apprentissage :

- Comprendre comment les apprentissages s'inscrivent dans notre corps ou en surgissent.
- Expérimenter l'accès aux informations inscrites dans le corps et en tirer des enseignements.
- Découvrir des outils de coaching somatique facilement utilisables en contexte créatif.

Atelier en Français with support in English

Max. participants : 20

CPS Lab [Friday 14:30 and 16:30](#) / [Vendredi 14:30 et 16:30](#)

See description on page 3 / Voir la description à la page 3

Workshop/Atelier in English et en Français

Max. participants : Unlimited / Aucune limite

Ticket to Play Friday 16:30

Presenter(s): Michelle Dolan & Patricia Flanagan

During play we tap into lesser used parts of our brains, providing new perspectives & allowing us to see things differently. Join us for an experiential workshop where you will have the opportunity to engage in a series of activities which are underpinned by the foundations of play- curiosity and exploration. We'll use a range of materials which will spark joy & take you on a memorable playful journey. Replenish your soul- come play with Rejig!

Learning objectives:

- Build your comfort with play and your capacity for problem solving, persistence and collaboration.
- Develop your playful mindset, ideas and thoughts without fear of failure.
- Discover how you can make play a part of your daily practice.

Workshop in English

Max. participants: 20

STUCK Friday 16:30

Presenter(s): Newell Eaton & Allie Middleton

We often get stuck. Are you ready start a new habit or stop an old one? Real habit change is hard to do. In this expo you will explore engaging with a blend of creative embodiment practices through the lens of the Immunity to Change model . This combination will open your capacity to live into a deeper insight of how your current behaviors are getting in your way and it will open the door to getting unstuck. These creative change techniques apply to your self and to any group or team you are part of.

Learning objectives:

- Discover hidden assumptions that impair your desire outcomes.
- Use body-centered approaches for creative problem solving.
- Develop “Immunity to Change” in a creative wholistic way.

Workshop in English avec support en Français

Max. participants: 16

The DaVinci Method - Tools to Double Your Productivity in Half the Time Friday 16:30

Presenter(s): Matthew Hood

In this workshop you will learn systems and working process inspired and developed from the great Renaissance artists and how they worked. These methods are designed to help you and/or your team become more effective in your working life, doubling or possibly tripling your creative output in half the time. This is achieved through applying time tested and science backed systems of work used by DaVinci and other creatives.

Learning objectives:

- Learn how our modern ways of work may be doing more harm than good.
- Learn to design your workday and double your work output in half the time.
- Utilize powerful processes to free up more time and focus for creativity and productivity.

Workshop in English

Max. participants: 30

Moving Beyond – Using the Arts to Reframe Problems into Possibilities Friday 16:30

Presenter(s): Anthony Hyatt

Why be limited by your view of reality? Alex Osborn wrote on the first page of his pioneering book, Applied Imagination that, “The potential power of creative imagination is all but limitless.” Imagination applied with intention transforms our perception of reality. Using tools of artists, you will understand the essence of a situation, experience it differently and respond to it in new ways. Come strengthen your creative opportunity finding muscles!

Learning objectives:

- Embody and manipulate the rhythms of your creative engagement with personal challenges.
- Capture the essence of body movements with gesture drawings.
- Use artistic tools, make and transform representations of challenges from your life.

Workshop in English

Max. participants: 20

Walk the change Friday 16:30

Presenter(s): Dorte Nielsen & Philippe Brasseur

Creativity has become more important than ever in this time of change, however the way we look at creativity may also need to change. Using shoes as an analogy, we will explore how today's challenges change our posture, our processes, our techniques, our assignments, our rhythms, and our perspective on creativity. Do we actually "walk the talk"? This original, kinesthetic workshop is designed to deeply challenge your beliefs and habits regarding creativity.

Learning objectives:

- Challenge their own beliefs and habits regarding creativity.
- Renew their approach as a facilitator thanks to a rich kinesthetic / aesthetic experience.
- Think in new ways about creativity in times of change.

Workshop in English avec support en Français

Max. participants: 25

Kata agile : expérimentez le changement à petits pas ! Vendredi 16:30

Présentatrice(s)/Présentateur(s): Maëlle Gaultier

Un atelier ludique pour découvrir le kata, un outil agile d'amélioration d'un processus ou d'un fonctionnement pour atteindre des buts ambitieux dans des conditions complexes et dynamiques. Venez expérimenter les liens puissants entre créativité et agilité et challenger votre agilité et votre créativité en équipe !

Objectifs d'apprentissage :

- Comprendre le modèle Kata.
- Faire le lien entre créativité et agilité.
- Expérimenter un processus de transformation à long terme.

Atelier en Français with support in English

Max. participants : 30

À l'unisson de vos émotions Vendredi 16:30

Présentatrice(s)/Présentateur(s): Cécile Ponchel

Les émotions sont les grandes oubliées en entreprise aujourd'hui, alors qu'elles régissent tout simplement notre vie, professionnelle comme personnelle. Je vous propose d'explorer l'outil d'écoute active au travers de vos émotions. A partir d'éléments de prospective qui vous seront présentés, vous identifierez ceux qui génèrent de la peur, de la colère, de la tristesse et de la joie.

Nous explorerons ensemble le vocabulaire des émotions, dans l'objectif de comprendre quels sont les besoins satisfaits ou insatisfaits qui se cachent derrière. En utilisant les principes de la Communication Non Violente, vous pourrez mesurer l'impact de vos émotions sur vos actions et donc en quoi l'attention à ses émotions profondes peut être un levier de transformation et d'engagement.

Objectifs d'apprentissage :

- Identifier et exprimer ses émotions.
- Développer ses capacités d'écoute au travers de ses émotions.
- Comprendre le lien entre ses émotions, ses besoins et ses actes.

Atelier en Français

Max. participants : 15

Adventuring in the change (in a strategic way) Saturday 14:30

Presenter(s): Nadia Benedetti

The workshop is based on the adaptative tool 'Adventure Pack', from Neurocognitive Approach. By leveraging curiosity and creativity, it helps people shifting from a negative perception of a forced change, into a motivating perception of the opportunities generated by the change. Participants will work on major recent collective changes. They will rewrite the story of the changes in a strongly positive and motivating way by using LEGO bricks as a creative tool to express ideas.

Learning objectives:

- Experience a powerful tool to accept change.
- Explore situations in with curiosity, putting things into perspective.
- Rewrite the narration of change to perceive the opportunities on top of the losses.

Workshop in English avec support en Français

Max. participants: 20

Biodanza for a change! Saturday 14:30

Presenter(s): Sophie Harvey

"When I let myself be what I am, I become what I could be." Lao Tseu

Biodanza is a powerful, proven process for stimulating vital energy, to improve integration between mind and body and to rehabilitate a natural instinctive expression of life and creativity. Biodanza is a set of joyful, liberating "exercises in movement" to a variety of carefully chosen music. And it is not necessary to know how to dance!

Learning objectives:

- Harmonize thinking, feeling and doing.
- Vitalize non-verbal communication and expression to improve creative skills.
- Awaken the pleasure of moving and stimulate joy

Workshop in English avec support en Français

Max. participants: 100

The Journey Saturday 14:30

Presenter(s): Tim Hurson

It is said that life is a journey. It may be full of peril or joy. Perhaps a chance to see the peril in the joy and the joy in the peril. Our journey may be predetermined. We don't know. But what we make of our journey can be ours to chose. Agony? Joy? Love? Learning? Despair? Opening? Perhaps a guide or inspiration for others. Come on a journey to explore your journey's possibilities. It's impossible for you to be disappointed. After all, it's about the thing you love most.

Learning objectives:

- Explore your journey so far and discover the possible journeys to come.
- Experience a practice to help you navigate the journeys you encounter.
- Learn a way to learn to fully experience each journey you make.

Workshop in English

Max. participants: 12

True Colors; Learn how you best work and work with others Saturday 14:30

Presenter(s): Jen Karno

The True Colors program is a temperament and personality typing program that helps people understand and recognize their similarities which builds self awareness, and their differences that can lead to miscommunication and conflict. Whatever challenges and changes one may be facing at home, in school, or in the workplace, this program has solutions that work to help with communication on many levels.

The True Colors system uses an assessment and then assigns colors to differentiate personality types. These colors lay the foundation of True Colors' fun and insightful personality-identification system. Participants learn what areas of growth and change they would like to implement and what strengths and areas of their style fits best in all areas of their lives to produce optimal outcomes.

Learning objectives:

- To reframe and see opportunities and new pathways forward and learning lessons.
- To embrace creativity and building from what is and making something new.
- Bring to light the importance of being seen, heard and engaged.

Workshop in English

Max. participants: None. Minimum at 8!

Playsonality: What's your Play DNA? Saturday 14:30

Presenter(s): Jacqueline Lloyd Smith & Sébastien Giroux

Playsonality: Test your DNPlay to find out your unique Playsonality style. Why is Adult Play so important? How we play is directly linked to how we learn, think, work, feel, perform, and interact with others. What you learn in play you remember for life! Do you run with scissors or play well with others? Time to find out.

If you are looking for a new way to engage with your team and you want to add more fun to your work or workplace culture, this session is designed for you. You will walk away with not only new insights about the power of play and how we all use play every day, but also a new tool that you can put to use immediately to improve team performance, while adding more play to your corporate culture as you uncover your play style with this fun online app."

Participants will need to take the assessment either before joining or at the start of the workshop, so a smart phone or a tablet with WiFi will be needed.

Learning objectives:

- Facilitate and explore play on a deeper and more meaningful level.
- Explore how our play style paves the way to the flow state and leads to top performance.
- Apply and add new and unique tools and techniques to your play toy chest.

Workshop in English avec support en Français

Max. participants : Unlimited

Le Vortex, ou l'émergence créative Samedi 14:30

Présentatrice(s)/Présentateur(s): Christine Bout De l'An

Face à un problème complexe, dont les composantes sont évolutives et paradoxales, les démarches conventionnelles de créativité sont parfois inadaptées : le temps de compléter une étape du processus, le problème a changé, ... Venez découvrir l'émergence créative avec le Vortex, une alternative à la respiration divergence/convergence ! Le Vortex vous aidera à sortir du modèle problème / solution pour vous projeter dans un schéma situation / intention. Avec le Vortex, laissez émerger la solution qui est en vous !

Objectifs d'apprentissage :

- Comprendre ou appréhender le phénomène d'émergence en créativité.
- Découvrir l'œil du Vortex, réceptacle du phénomène d'émergence.
- Aborder un problème pour le transformer en situation.

Atelier en Français with support in English

Max. participants : 20

L'appel des nécessités Samedi 14:30

Présentatrice(s)/Présentateur(s): Isabel Gilbert

Si, comme le dit l'adage, la Nécessité est mère de la créativité, c'est parce qu'elle crée un déséquilibre, comme un appel d'air qui nous pousse à l'aventure. Loin d'être une simple tendance, la créativité est avant tout une réponse à un ou plusieurs défis auxquels nous n'avons plus le choix de nous soumettre. Après 2 ans de recherches et de modélisation, Isabel vous livre ici le cadran des 5 Nécessités initiatiques auxquelles se soumettent les grands créateurs à travers le monde. Explorez et découvrez les différentes Nécessités à l'œuvre dans vos projets. Et si vous preniez le temps de tisser chacun de vos défis créatifs comme on tisse la toile d'un attrape-rêve ?

Objectifs d'apprentissage :

- Mieux comprendre la diversité des besoins à l'origine d'un changement.
- Sortir de la dualité Motivation personnelle VS Devoir sociétal.
- Donner davantage de sens à un projet.

Atelier en Français with support in English

Max. participants : 15

Modéliser la pensée par le prototypage Samedi 14:30

Présentatrice(s)/Présentateur(s): Bruno Poyard

Les représentations physiques (croquis, modélisations, scénarios d'usage...) sont éprouvées depuis de nombreuses années dans le domaine du design pour faciliter les activités de conception, saisir l'impact de situations complexes ou visualiser une étape du travail. Collaboration, communication, construction évolutive du sens, approche ludique de la complexité, le prototypage invite à une manipulation simple et directe en convoquant des techniques concrètes, rapides, faciles à manipuler et bon marché. Il s'agit de médiation par le design.

Objectifs d'apprentissage :

- Rendre visible l'intangible d'une pensée.
- Prendre conscience des biais cognitifs engendrés par le choix des médiums.
- Manipuler des prototypes avec des techniques simples et directes.

Atelier en Français

Max. participants : 20

Soundscapes **Saturday 16:30**

Presenter(s): Alessia Berti & Dimitrij Zanusso

Lost sounds. Forgotten sounds. Sounds that transform you. Inside. What do we mean by "exploring a landscape"? What is photography in a podcast? In this workshop you will learn how to build the backbone of your future podcast. You will start by simply looking at a landscape in a new way. By training your ears. By letting go of what you know and becoming enraptured by sounds that - seemingly - you have never heard before.

You will search for the lost sounds in a landscape of your choice and capture the ones that might be lost some day soon. Listen with new you ears. Listen again. Find your own unique perspective to tell the story of your own journey through change while it happens. Congrats. You have just started shaping your future podcast.

Learning objectives:

- Train your ears to listen in a new way.
- Experiment different ways to record sounds and voices with the device you have .
- Shape a sound architecture.

Workshop in English

Max. participants: 20

The next level of Facilitation: How to use metaphors to create a full experience **Saturday 16:30**

Presenter(s): Judith de Jong

Welcome to this playful and meaningful workshop for facilitators and trainers. You already make programs that deliver the desired result of a session. Are you also used to make that session a total experience by using a recurring theme? We will explore how using a metaphor further enhances the session.

As a facilitator, it gives you inspiration for the program, working methods and materials. For the participants, it will become a memorable meeting.

Learning objectives:

- Find a metaphor and use it in the overall program set-up.
- Choose or tweak working methods so they fit in the theme.
- Incorporate the metaphor in materials, e.g. flips, templates, token, room setup and decoration.

Workshop in English

Max. participants: 16

Create Your Life (or not) **Saturday 16:30**

Presenter(s): Maggie Dugan

When life presents us with a big challenge, change is forced upon us. But then at other times, we feel restless and we make our own change. Either way, creativity is required, whether we need to adapt to change, or to engineer it. This workshop is a chance to reflect on the forces of change in our lives, past, present and future, and how to harness our creative energy to navigate those changes.

Learning objectives:

- Build awareness of the impact you have on your environment and its impact on you.
- Take stock of the changes you've made, and those you've responded to.
- Map your creative preference, when it comes to managing changes

Workshop in English avec support en Français

Max. participants: 20

Parallax Shift **Saturday 16:30**

Presenter(s): Tm Hurson

The biggest barrier to positive change is getting stuck in your same old way of looking at the world. If you have the courage (yes it takes courage) to want to see things from a new angle and in a new light, you'll discover a tool you can use at home or work. You can start to see your situation, your challenges, your world, with new eyes. This session is not simply interactive. The only thing it's about is you.

Learning objectives:

- Enhance your ability to appropriately evaluate how you see the world.
- Get a chance to explore how you might see it differently, more completely, more usefully.
- Learn a way to apply new perspectives and a new tool to your current and future actions.

Workshop in English

Max. participants: Unlimited

Learning from the Labyrinth in the Four Square Saturday 16:30

Presenter(s): Anthony Hyatt & Matteo Catullo

It is widely known that labyrinths are places for contemplative journeys and meditation. They also are maps of the change process. Our friend and colleague Joe Miguez spent the last decades of his life sharing Labyrinth Xperiences around the world. He focused upon the architectural principles of “the lab” to design accessible labyrinth-based creativity tools. The Four Square is one of them. We will go there to “slow down so that we can go faster”.

Learning objectives:

- Experience moving through an elegant geography that comes from the labyrinth.
- Journey through the quadrants to the center then make the return.
- Allow the emergence of self-discovery, new ideas and intentions.

Workshop in English avec support en Français

Max. participants: 24

Le N.A.V.I.R.E : Venez vous confronter aux courants contraires Samedi 16:30

Présentatrice(s)/Présentateur(s): Édouard Le Maréchal

Vous avez remarqué ? Parfois les meilleures idées reçoivent un accueil tellement négatif qu'on se demande si les gens ont compris de quoi il s'agissait. Immédiatement, elles sont perçues comme risquées, menaçantes, ou même vaines et naïves... Quand c'est nous qui les proposons, nous trouvons cela profondément injuste. Dans cet atelier, je vous propose d'expérimenter une situation déstabilisante pour explorer vos propres dynamiques face à l'imprévu, à l'adversité, pour apprendre à les décrypter et à les utiliser efficacement.

Objectifs d'apprentissage :

- Prendre conscience de la diversité des postures face à l'imprévu et au risque.
- Comprendre en quoi ces postures sont à la fois des résistances et de dynamiques créatives.
- Découvrir l'outil du N.A.V.I.R.E., qui vous permettra de naviguer avec clairvoyance dans l'adversité apparente.

Atelier en Français with support in English

Max. participants : 25

L'hypersensibilité et la créativité - Se connecter à son être et à son corps Samedi 16:30

Présentatrice(s)/Présentateur(s): Brigitte de Boucaud & Yves Chambert-Loir

Après avoir défini ce qu'est l'hypersensibilité, nous partagerons nos expériences vécues pour apprivoiser cet état d'être, puis nous ferons le lien avec le corps, la créativité et les neurosciences, afin de vous amener à vous reconnecter à votre être profond. Puis c'est par l'expression corporelle que vous serez invités à incarner les différentes spécificités de l'hypersensibilité : les émotions, l'empathie, la créativité associative, le corps et les 5 sens, la force du mental et de la cognition. Puis nous chercherons des idées et des solutions pour que ces qualités sensibles deviennent des forces pour soi, en 2 groupes en miroir, via une expression créative avec le corps d'une part, et la description des ressentis sous forme de peinture, de mots, de dessins... d'autre part.

Objectifs d'apprentissage :

- Acquérir une meilleure connaissance de l'hypersensibilité.
- Échanger autour d'expériences vécues.
- Expérimenter des idées "qui passent par le corps" pour faire de l'HS une force.

Atelier en Français

Max. participants : 20

Pouvoir, allié ou ennemi dans un processus de changement Samedi 16:30

Présentatrice(s)/Présentateur(s): Yvane Piolet & Anne Vermès

Nous vous proposons de challenger la notion de pouvoir au sein des organisations au travers d'exemples de leaders puissants. Vous expérimenterez cette posture de leader dans laquelle le pouvoir est au cœur d'un processus avec toutes les caractéristiques comportementales, d'actions et de communication. Nous en dégagerons les leviers et freins afin de mettre en évidence le passage d'un leadership de devant à un leadership basé à l'arrière. Vous découvrirez quelques outils de ce leader nouvelle génération.

Objectifs d'apprentissage :

- Explorer différents styles de pouvoir et identifier celui que vous cherchez à exprimer.
- En s'inspirant de l'Histoire et de la philosophie, découvrir les différents leviers et freins de pouvoir dans des phases de changement.
- Découvrir des outils et techniques pour aller vers une gouvernance partagée.

Atelier en Français with support in English

Max. participants : 20

Innovate like an elephant Sunday 09:00

Presenter(s): Alessia Berti & Joe Gamal

The Innovation World and the Operational World are two worlds in which we live and work. Both are important... and we can't think in both simultaneously. Through embodied exercises we'll explore these worlds, their differences, and the mindsets and behaviors required to flex back and forth fluidly.

Learning objectives:

- Reflect on the dynamics and cycles between Innovation World and Operational World.
- Explore them metaphorically and experience them in your body while walking in, out and through each world.
- Make new connections to your life and your CREA experience and walk out of the Conference with new awareness.

Workshop in English

Max. participants: 30

Exploring Your Creative Mission Sunday 09:00

Presenter(s): Midori Evans

What creative pursuits are you currently engaged in? Art, cooking, business development? No matter what they are, Exploring Your Creative Mission takes a deep look at where you are putting your energy and what lies ahead in your creative path. Through nature photography, writing prompts, and guided feedback, the session opens the door to how you are fulfilling your creative mission and how to re-direct if you are offtrack. Bring a willingness to discern new ways forward.

Learning objectives:

- Learn what a creative mission is and how to choose or focus on theirs.
- Share and learn from each other as they lay down old patterns.
- Answer the question "What do I want to change and how will I do it?"

Workshop in English

Max. participants: Flexible

Mining for Gold, Silver and... Ourselves Sunday 09:00

Presenter(s): Paolo Sbuttoni

For each of us, CREA is unique... a personally meaningful experience. And yet we do have something important in common: the requirement to return to the "real world," and a strong desire to successfully extract and incorporate our CREA learnings and significant insights. This session is designed to help us do that. We'll work together, using a variety of experiential activities and creative tools to discover the "gold and the silver and eventually something more". Through embodied exercises we'll explore these worlds, their differences, and the mindsets and behaviors required to flex back and forth fluidly.

(This workshop is dedicated to our beloved master & teacher Jeanne Chatigny who helped us find the best in ourselves.)

Learning objectives:

- Uncover the take-home "gold" -the authentic treasure- by sifting through the numerous events and experiences of the week at CREA.
- Recall the key events, learnings and insights experienced, some of which may have been forgotten.
- Enjoy the process!

Workshop in English avec support en Français

Max. participants: 30

Visual Notebooks: creative mark-making to value many ways of knowing Sunday 09:00

Presenter(s): Kristin Stanec

Learn how Visual Notebooks change traditional education methods to create an inclusive space where participants feel comfortable using their own languages (linguistic, metaphorical, and symbolic), backgrounds, and modes of learning. Visual Notebooks manifest commitment to diversity, equity, and inclusion through prompts that privilege intuition and embodied knowledge. In this session, we'll practice creative mark-making skills and explore a curriculum that includes PowerPoint slides with daily or weekly reflections connecting self to course content and work goals.

Learning objectives:

- Explore visual mark-making as an inclusive pedagogy that supports wellbeing.
- Experience reflective exercises that tap into various languages, intuition, and embodied practices.
- Discover connections between creative change and one's course content & work.

Workshop in English

Max. participants: 40

Devenir un leader pour soi avant de l'être pour les autres Dimanche 09:00

Présentatrice(s)/Présentateur(s): Geneviève Morand

Avant d'être un leader pour les autres, il s'agit de le devenir pour soi-même. Comment développer le potentiel de son équipe sans commencer par soi-même ? Force est de constater que le changement intérieur influence la transformation extérieure. Dès lors, le défi est d'affiner notre perception du réel, à commencer par notre propre perception de qui on est et de ce qui nous met en mouvement.

Cet atelier se concentre sur la définition de notre mission de vie. L'être humain a toujours cherché à donner un sens à sa vie. Être capable de le formuler expressément, tel est le but de cet atelier. De même qu'une entreprise va où elle regarde et suit sa mission, de même en est-il pour chaque humain.

Objectifs d'apprentissage :

- Éliciter votre mission de vie en 30 mots.
- Préciser vos axes stratégiques grâce à votre mission de vie.
- Ancrer votre action par une mise en œuvre consciente de votre orient (or-riant).

Atelier en Français with support in English

Max. participants : 25

La liberté...et la créativité dans le cadre Dimanche 09:00

Présentatrice(s)/Présentateur(s): Yvane Piolet

Vous êtes plutôt cadre ou liberté ? Une polarité intéressante à explorer dans les organisations, certaines s'accrochant à la hiérarchie, d'autres basculant dans des modes horizontaux et autonomes, beaucoup étant bien perdues, les gestionnaires en premier, sur ce qu'il faudrait transformer pour augmenter la « performance créative » et la motivation des collaborateurs.

Des exemples concrets nous permettront d'explorer comment trouver le bon dosage entre cadre et liberté et des outils vous seront présentés, afin de libérer l'énergie créative !

Objectifs d'apprentissage :

- Explorer les nouvelles formes d'organisation et les pratiques/outils qui vont avec.
- Comprendre les bénéfices du cadre pour changer les aspects moins tangibles d'une organisation comme sa structure.
- Explorer la notion de liberté pour soi, l'équipe et l'organisation.

Atelier en Français with support in English

Max. participants : 20

Lyrical Questions Sunday 10:30

Presenter(s): Jane Hilberry

Developed by poet Ross Gay, this magical exercise engages participants in a process of interviewing one another using unconventional “lyrical” questions. The structured experience lends itself to the kind of deep listening and empathic connection that forms the basis of trust in working groups. The exercise can be used to forge bonds between strangers or those with already close connections, and it can be used in the workplace, the classroom, or even in families.

Learning objectives:

- Cultivate empathic listening.
- Learn how to quickly create bonds in a group.
- Explore the power of randomness in creative thinking.

Workshop in English

Max. participants: 40

Chasing the Third Third: accessing our hidden genius Sunday 10:30

Presenter(s): Tim Hurson

A dialogue session for advanced practitioners interested in exploring emergent, three-dimensional thinking, intuitive and embodied approaches to materializing unexpected connections, and illuminating hidden possibilities.

Learning objectives:

- Explore the concept of, and useful metaphors for, emergent thinking.
- Explore tools that may be useful in reaching third third thinking.
- Discuss ways of introducing others to the practice of emergent thinking.

Workshop in English

Max. participants: 14

Mycelium: a socio-ecological-embodied exploration for relational creativity Sunday 10:30

Presenter(s): Alessandra Marazzi

Through embodiment practices, we explore the "How" of creation in the Mycelium, which is fluid, relational and inherently good. With a trans-contextual format, we bring this exploration into our experience of life to derive insights and practices to shift from reactive to creative.

Learning objectives:

- Experience mycelium creative responses to complex problem and transform them into insights for our life.
- Expand capacity for the orienting in the unknown by connecting to deep intention, deep care and flow.
- Develop a soma that is fluid and creative.

Workshop in English

Max. participants: 15

PowerPitch - How to sell your projects and your ideas using business storytelling Sunday 10:30

Presenter(s): Augusto Pirovano

Great communication skills are an unfair career advantage. When you are actually communicating your ideas you are transforming your audience and making visible the true value of your work.

Through a creative game and surprising examples, you'll leave with practical tools to help you communicate more effectively in any setting. Whether you're leading a team meeting, pitching a new project, or presenting at a conference, this workshop will equip you with the skills and confidence to communicate your ideas with impact.

Learning objectives:

- Transform your audience and craft an engaging story around your idea.
- Read your audience's mind to empower your message.
- Choose a memorable visual representation to abstract concepts.

Workshop in English

Max. participants: 16

Histoires de changements, changements d'histoires **Dimanche 10:30**

Présentatrice(s)/Présentateur(s): Philippe Brasseur

Changer, c'est changer deux fois : la réalité et la perception que nous en avons. Cet atelier, inspiré des pratiques narratives, invite à « raconter l'histoire du changement » auquel vous aspirez... et à « changer les histoires que vous vous racontez » (au point parfois de vous identifier à vos problèmes). Passionné par le récit, l'imaginaire et la facilitation créative, Philippe Brasseur vous fait découvrir une tout autre manière d'emmener vos publics en terre créative.

Objectifs d'apprentissage :

- Découvrir les pratiques narratives comme une démarche puissante de créativité.
- Traiter les histoires de problèmes (= les représentations) plutôt que les problèmes eux-mêmes.
- Changer et enrichir vos démarches habituelles de facilitateur en créativité.

Atelier en Français with support in English

Max. participants : 20

SIBI : explorer le chaos par le chaos **Dimanche 10:30**

Présentatrice(s)/Présentateur(s): Lydia Martraire

Captez les signaux faibles, explorez le champ des possibles pour une transformation créative.

L'approche SIBI, telle une CB, permet de se mettre en contact et de devenir un canal de transformation créative. Venez découvrir, en avant-première mondiale (oui, oui c'est vrai !!), cette approche innovante et audacieuse qui laisse la place au chaos pour embrasser le changement avec toute la puissance de votre créativité.

Objectifs d'apprentissage :

- Identifier les signaux faibles.
- Découvrir des capteurs de signaux faibles.
- Apprivoiser l'approche SIBI.

Atelier en Français with support in English

Max. participants : 20

Explanations related to languages / Explications reliées aux langues

Support in English means that at least one of the facilitators of that program or workshop is quite fluent in English and can communicate with participants, on an ad-hoc basis, to offer some assistance, answer questions or help clarify key elements of that program or workshop. It does not imply that any part of this program or workshop will be delivered in English, nor that participants can expect continuous translation of the content or of the participants' contributions. Basic understanding and speaking fluency in French is required to attend this program or workshop.

Support en Français signifie qu'au moins un des animateurs de ce programme ou de cet atelier parle couramment le français et peut communiquer avec les participants, de façon ponctuelle, pour offrir de l'assistance, répondre à des questions ou aider à clarifier certains éléments clés du programme ou de l'atelier. Cela n'implique pas qu'une partie ou une autre de ce programme ou atelier sera diffusée en français, ni que les participants peuvent s'attendre à une traduction en continu du contenu ou des contributions des autres participants. Une compréhension suffisante de l'anglais et une aptitude minimale à échanger dans cette langue constituent des prérequis pour participer à ce programme ou à cet atelier.