MODULE OVERVIEW

Solving real problems with peers: Co-development at work

Adaptive module | ~20 min

Tomorrow's leading organizations will be those that learn faster than their competitors: Peter Senge's principle now plays out in every team. A crucial part of skill development happens among peers, and that resource is already in-house. This module makes co-development accessible to everyone: the six-step method formalized by Payette and Champagne, five informal practices with no facilitator or budget, and the condition that holds it all together—a climate where mistakes are not judged.

LEARNING OBJECTIVES

01 Explain peer co-development as an attitude to learning rather than a method reserved for formal groups.

02 Run a simplified six-step session, from the client's "how" question to the final sharing of what was learned.

03 Take the consultant role: ask questions to clarify, reframe the problem, and share possible approaches without giving advice.

04 Set up five informal peer practices, in a climate where everyone dares to share a difficulty they haven't solved.

WHO IT'S FOR

Managers and team members looking to their peers for answers that expertise alone can't provide.

- **Prerequisite:** none

HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

1. **Self-assessment**: on 9 dimensions, to gauge current habits and guide the practice.
2. **Expert video**: 10 minutes, with 3 pauses for reflection.
3. **Practice scenarios**: the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.
4. **Dated commitment**: one action to try, written by the learner or picked from the suggestions.
5. **Memo to download**: key takeaways, questions, commitment, personal notes and checklists.

ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- Professional co-development in 6 steps – Adrien Payette & Claude Champagne, Université du Québec (1990s)
- Learning organization – Peter Senge, The Fifth Discipline (1990)
- Psychological safety – established concept, Amy Edmondson

SOURCES & REFERENCES

- Adrien Payette & Claude Champagne – Le groupe de codéveloppement professionnel (Presses de l'Université du Québec), method formalized in the 1990s
- Peter Senge – The Fifth Discipline (1990), learning organization
- 70-20-10 model – Morgan McCall, Michael Lombardo, and Robert Eichinger, Center for Creative Leadership
- Nadia Cody, Sandra Coulombe, Sophie Nadeau-Tremblay & Anne Kafka, "Partage et développement de savoirs professionnels en milieu collégial : l'apport du groupe de codéveloppement professionnel accompagné," Canadian Journal of Education (2025): co-development supports the growth of professional knowledge among teachers with little training in teaching methods

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