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the European Union



NET PES (ERASMUS +)

Réseau européen de SPE locaux – transitions
numérique & écologique – benchlearning & transfert





01

The LAB

THE LAB: A STRUCTURED COLLECTIVE INTELLIGENCE METHOD

A workshop designed to: **identify problems and produce Co-create concrete solutions**

How it works (simple):

- Structured sequence + facilitation + sub-groups (optimal around ~20 people).
- Output-focused: action sheets to ensure solutions are explicit and actionable.

Mindset (must-have)

Be hard on problems, but soft on people (rule of benevolence).

High level of analytical rigor

- Respectful and safe interactions



02

Lessons Learned

CLARIFYING THE REQUEST BEFORE THE WORKSHOP

The importance of framing

- Like a good psychologist → challenge the sponsor"
- "If the intro doesn't match expectations, participants "leave frustrated"; "everything must be crystal clear."
- "Otherwise, participants leave frustrated"

Right people, right mix (during the workshop)

- Risk: "advisors invite advisors"; → lack of diversity.
- "20 people + sub-groups = perfect timing."

The setting matters (engagement)

- France Travail uses a dedicated, comfortable place (drinks/food), "less school-like"; environment influences participation.

TURNING WORKSHOP ENERGY INTO SUSTAINABLE IMPACT

Don't jump to solutions too fast

- “Watch out for colleagues who see a solution immediately.” “First, distinguish the problems.”

Action sheets are a major strength — if simplified

- Action sheets ensure proposals include “who does what” and that we “leave with solutions.”
- But some fields are hard to fill (e.g., monitoring), so the sheet should be simplified.
- Also: “mark the value/cost” when collecting action sheets — they are the “fruit of the whole day.”

Keep the tool lightweight to maximize completion and usability

3) Sponsor closure + follow-up are often missing

- In the method, the sponsor opens and must also **close** the session.
- “We often don't do the follow-up” after the workshop — this is a key risk.

Lesson learned: Without a post-LAB follow-up mechanism, value decays quickly.

CONCLUSION

The LAB is a powerful tool,

but its impact depends on rigor... and mindset:

be hard on problems

be soft on people

OUR TEAM FOR NET PES



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Thank you!

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