

Innovation & Collaborative Work

Catalogue 2021



100% Airbus subsidiary

Fully customisable learning solutions

Interactive learning techniques

Network of distinguished partners

International delivery

3 Service Lines



Learning

Developing management and leadership skills for individuals and teams in order to optimise business processes, methods, tools and quality standards in the aerospace industry



Innovation & Collaborative Work

Designing and delivering inspiring experiences to foster innovation and facilitate business transformation, building on our clients' full potential

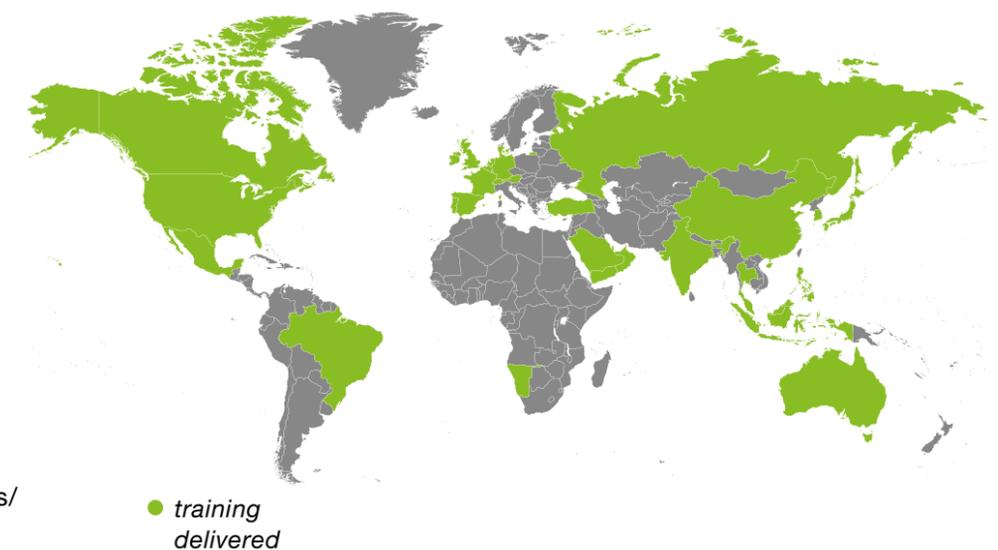


Knowledge Management

Ensuring that expertise and talent remain in your business. Knowledge Management gathers the set of techniques for identifying, analysing, interpreting, grouping, capitalising and sharing knowledge within an organisation

We design and deliver learning solutions to develop the knowledge, skills and behaviours of professionals within and beyond the aerospace industry, worldwide.

- OEMs
- Suppliers
- Airlines/Lessors
- Airports
- MRO companies
- Authorities/Universities/Clusters



Our vision

To be a Leading Catalyst of Business Transformation

INNOVATION & COLLABORATIVE WORK



Our mission is to design and deliver inspiring experiences, to foster innovation and facilitate business transformation, building on our clients' full potential.

For us, business transformation is the journey to align **People, Process and Technology** initiatives to support and create new business strategies.

INNOVATION IS RE-THINKING, RE-IMAGINING AND RE-INVENTING BUSINESS.



Our working principles to foster success and well-being



For buyers

- HR Talents
- Transformation Platforms
- Supply Chain
- Procurement
- Project and Programme
- Engineering



...And end-users

- **Collaborators**
 - Project Leaders
 - Transversal Leaders
 - Commodity Managers
- **Innovators**
 - R&T
 - Experts
 - Entrepreneurs
 - Product Managers
- **Transformers**
 - Change Agents
 - Catalysts
 - Trainers and Facilitators

INNOVATION & COLLABORATIVE WORK

FOCUS ON CUSTOMER NEEDS

Welcome changing requirements by involving customers in the design and validation of solutions. Demonstrate agility throughout the relationship.

EXCELLENCE AND GREAT DESIGNS

Commit to delivering content and resources of the highest quality. Strive to be one step ahead, anticipate customer needs and set trends.

FAIL FAST AND LEARN

Aim to prototype, test early and often. Take controlled risks of small failures and learn from them. Accept non-perfection and share learning.

COLLABORATION AND COOPERATION

Aim to walk the talk by placing collaboration at the heart of our activity. We benefit from a robust network of industry experts to co-design learning solutions tailored to your needs.

DIRECT COMMUNICATION

Foster a trusting environment that enables us to quickly respond to change in a flexible manner. We prefer individual interactions and direct communication to rigid process and administration.



Transformation

Collaborative work

01

Innovation Coaching



Who is it addressed to?

- Innovation managers and leaders within any organisation or industry
- Innovation teams during the ideation, incubation, acceleration and scale-up phase

What is it?

We help to develop the capacity to navigate through challenges with new thinking, tools and methodologies to create new processes, products and services that have value for customers and the company alike.

We live in a VUCA world (volatile, uncertain, complex, ambiguous), an era of ever-increasing competition and technology that changes dramatically. Surviving and thriving in this environment requires a unique approach to accelerating innovation, catalysing discovery and tapping into emerging opportunities.

WHAT THE JOURNEY LOOKS LIKE?

- In the discovery phase, we help teams to develop new and creative ideas and translate customer insights into concrete ideas by challenging assumptions, changing perspectives and encouraging the team to “think big”.
- During the evaluation phase, we help to develop, test and evaluate new ideas to identify the highest-value opportunities and determine the feasibility of execution. Innovation is energised through taking risks, balancing the day-to-day with long-term objectives, encouraging some failure (within boundaries) or thinking cross-functionally.
- In the delivery phase, teams are challenged to go beyond the obvious. The emphasis is on enhancing questioning and listening ability and leadership skills to deliver results that exceed expectations. We foster creativity, strengthen the team and focus particularly on team interaction, cooperation and mutual support.

YOUR NEED

- You need to get a good idea to the implementation phase by driving the whole innovation process.
- You need guidelines on different stages of your innovation process:
 - Identify opportunities for innovation.
 - Prioritise opportunities.
 - Test your potential innovations.
- You need to build support for your innovations and learn from your efforts.
- You need support in the navigation of your innovation journey in order to avoid the “dead valley” for your innovation projects.

YOUR TAKEAWAYS

- Systemic and holistic innovation coaching.
- Capacity to drive the innovation process within your company.
- Improved business performance of innovation projects.
- Successful scale-up of corporate innovation.
- Tailor-made long-term innovation support.

Collaborative work

02

Disseminate
Collective
Intelligence

Who is it addressed to?

Our focus is in bringing together the people in charge of igniting and creating the conditions for change and those who are implementing new ways of working. We aim to seek a multilayer and cross functional approach when disseminating to make the most of the diversity within each organisation.

What is it?

We accompany you in your path to autonomy with the tools and methods of collective intelligence (collaborative facilitator, creativity, design thinking, innovation games, ...). Our support to your dissemination includes training, co-development sessions and supervisions on the job.

We are committed to disseminating our practices and knowledge, we believe that long lasting transformations are led from within an organisation.

WHAT THE JOURNEY LOOKS LIKE?

Together, we will design a tailor-made dissemination plan based on your specific context and need.

This could take the form of

- Learning expeditions, insights and inspirations (in and out of house), where we take a step back to see the bigger picture and identify opportunities applicable to your organisation.
- Training, where we equip you with skillsets that enable and accelerate change (collaborative facilitator, creativity, design thinking, agile, etc.).
- Facilitation, where we encourage and inspire your teams to be autonomous in fostering collaboration and to continue learning and disseminating these practices within your organisation (catalyst networks, co-dev, supervision, etc.).

YOUR NEED

- You need to spur, encourage and lead lasting change which is driven from within the organisation.
- You need to discover the methods and tools and implement new ways of working driven by Innovation and Collaborative Work.

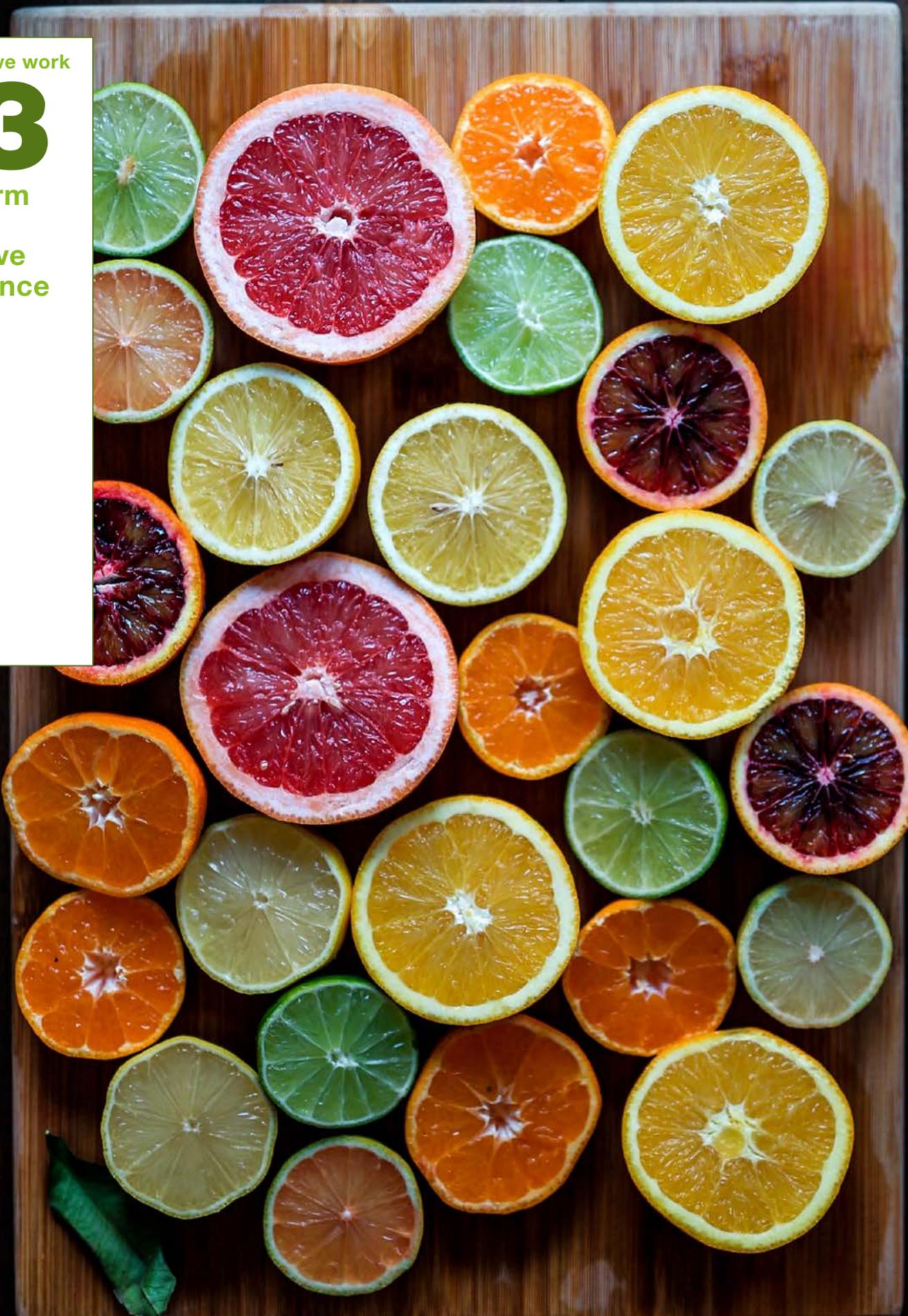
YOUR TAKEAWAYS

- Tried and tested support on Innovation and Collaborative work methods and tools relevant to your needs and context.
- Insights as to how other organisations are facing the same challenges and how they are dealing with them.
- Concrete and co-designed plans to disseminate these new skillsets and continue exploring within your organisation.

Collaborative work

03

Transform
with
Collective
Intelligence



Who is it addressed to?

We support all teams leading complex transformations that require successful collaboration across several actors/ domains to deliver an optimised, accelerated and inclusive transformation.

What is it?

At each step of your transformation we will support you with a set of tools and methodologies that will involve your teams in the ideation, problem-solving and/or decision-making. Our collaborative tools include vision and objective definition, requirements capture, ideation and prioritisation and retrospective. The transformation roadmap is co-designed with your teams and our role is to facilitate the collaboration.

We help you transform your organisation, processes and ways of working in a collaborative and inclusive way.

WHAT THE JOURNEY LOOKS LIKE?

The transformation roadmap is built upon your specific context and needs and covers several steps that enable your transformation for example

- Creating a change agent network and equipping the team with the necessary tools to lead the change through collaborative facilitation.
- Understanding of the people involved and their needs, creating personas and leading impact analysis.
- Engaging actors in the definition of the change roadmap through collaborative workshops.
- Testing and iterating the approach, getting the management onboard by leading a customer mindset hackathon.
- Getting the story straight and disseminating through storytelling.

The journey covers a large scope of skills ranging from change management, design thinking, collective intelligence facilitation to co-development, hackathon and storytelling.

YOUR NEED

- You need to engage and onboard teams on your transformation journey.
- You need to design and deploy a roadmap with and for your customers.

YOUR TAKEAWAYS

- Team and customer engagement
- Design thinking approach
- Internal change network set up
- Secured buy-in

Collaborative work

04

Accelerate Through Collective Intelligence

Who is it addressed to?

Any individual or team who needs support to boost collaboration and accelerate complex problem solving.

What is it?

A collaborative work session brings decision makers, experts and doers together to accelerate alignment and to co-create solutions to pave the way for an issue at stake for your organisation. It fosters collaboration by shaping the discussion needed to attain higher levels of effectiveness and alignment.

We co-design the workshop with you, in order to tackle complex problems, engage the different parties involved and create momentum or change.

We are convinced that collective intelligence and collaboration is a real lever to solve complex challenges and that the best solutions are brought forward by a diverse and multidisciplinary collaborative team.

WHAT THE JOURNEY LOOKS LIKE?

Together, we co-design tailor-made collaborative sessions to accelerate complex problem(s) resolution. We do this by:

- Ensuring a thorough design process where we will clearly identify the need to accelerate problem resolution and clearly define the expected objectives, outcomes and takeaways.
- Ensuring that the collaborative design process of the workshop includes the people who have a stake in the problem at hand.
- Ensuring you are engaged and committed to the co-design process as we will then share the methods and tools necessary for you to implement collaboration in your daily work.
- Facilitating and capturing everything that has been produced during the session so you can fully concentrate on actively participating in the working groups.
- Designing a day that inspires, brings the best ideas and solutions to life through collective intelligence and that includes the needed call for action to secure deployment.

YOUR NEED

- You need to experiment a new way to solve complex problems by using collaboration techniques and through the support of collective intelligence and a team of facilitators.
- You need to find new ways to solve bigger problems faster by employing new strategies that create forward movement
- You need to focus on inclusive collaboration.
- You need to align several diverse factors (vision, network creation, strategic roadmap creation, technical problem resolution...) in an accelerated time frame.
- You need to engage teams and maintain the momentum of acceleration.

YOUR TAKEAWAYS

- Tried and tested support on Innovation and Collaborative work methods and tools relevant to your needs and context.
- Insights as to how other organisations are facing the same challenges and how they are dealing with them.
- Concrete and co-designed plans to disseminate these new skillsets and continue exploring within your organisation.

Collaborative work

05

Manage and operate through collective intelligence

Who is it addressed to?

We support managers and HR departments in their journey towards new governance and organisation models. Strategy is co-defined with management and teams are fully involved in the implementation plan so that it fits and connects into their daily work and to ensure their buy-in.

What is it?

Our conviction is that each organisation should define its own customised model and not copy/paste an existing one. We will support you in the definition and implementation of new leadership models based on collective intelligence principles (sociocracy, holacracy, self-empowered organisations).

Our organisations have long been used to hierarchical, top-down management and siloed accountabilities. Today's volatile and complex business environment requires agility, responsibility and cooperation from the workforce.

WHAT THE JOURNEY LOOKS LIKE?

We can provide you with inspiration and testimonials on new governance models for example learning expeditions, conferences and roundtables. Based on concrete examples and considering your culture, we will design your target organisation and governance with you (collaborative codesign workshops). We will then accompany the organisation during the onboarding of your new leadership model, specific to your company, by deploying training and collaborative workshops and proposing operational coaching of your teams.

We offer support ranging from specific, local collaborative ways of working to wider governance transformations such as efficient meetings, decision-making processes and roles and responsibilities distribution

We are experts within the following governance models which could inspire your own transformation.

- Sociocracy: model based on circles, consent decision-making, elections without a candidate and double link.
- Holacracy: model based on circles, roles and accountabilities, tension management and 3-level governance (operational, governance and strategic).
- Self-empowered teams/organisation: models based on researches by Frederic Laloux, Isaac Getz (ex: Decathlon, Chronoflex, ...).
- Agility mindset and behaviours.

YOUR NEED

- Improve the efficiency and engagement of your teams through leadership models which leave space for extending responsibility, facing complexity and fostering innovation.

YOUR TAKEAWAYS

- Engaged and committed teams.
- Innovation mindset.
- Agile ways of working.
- Efficient governance processes.

Contacts



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