

How does ChallengeX work?

Usually we work in groups of 15 to 20 people (sometimes even more). We interview participants upfront and discuss which currently are their most difficult and complex issues that cannot be resolved with standard knowledge or methods.

Every seminar consists of one to three modules. After an introduction into the principles and background of the ChallengeX method participants work on formulating their challenges. Then we work either in small groups or in a panel or in short phases of unstructured time. When working in small groups each participant has time to write about his or her challenges, to present them to and reflect them with the other group members.

During these group works participants are able to recognize patterns that hinder their development and to discover surprising qualities. Through this experience they gain an understanding of individual and collective processes, their own dynamic and paradigms. The panel presents a platform to reflect the group work and to discuss issues that emerged from it.

This iterative structure of contemplation, feedback and reflection allows to develop a multitude of perspectives in a relatively short period of time. It is not the goal of ChallengeX that participants come out with a plan for action but a good idea of what shall be the next steps. This can be a plan for action but it can also mean just knowing who to talk to next. A distinct aspect of ChallengeX programs is the utilization of creative elements such as painting. There is no analysis, evaluation or interpretation of the paintings. Instead we focus on the experience that enables us to become aware of our issues in a different way. Painting in a free space creates a great freedom to open up to sometimes uncomfortable or unconscious issues and allows us to encounter them in a playful way.