

CO-THINKING WORKSHOP *WITH AI*

Practicing Co-Thinking with AI for tackling stalled transformations



Contact us at

www.rimagineAltion.de



Book this workshop as part of the
Leadership in the age of AI – Kompakttraining from
BearingPoint

WELCOME - AGENDA

A (little) bit of
background

- Framing the workshop, CLEAR and the “C” in CLEAR (Co-Thinking)
- 0:30

Group Work

- 3 rounds (sharpening → expanding → collaborative imagining)
- Group reflection
- 1:45

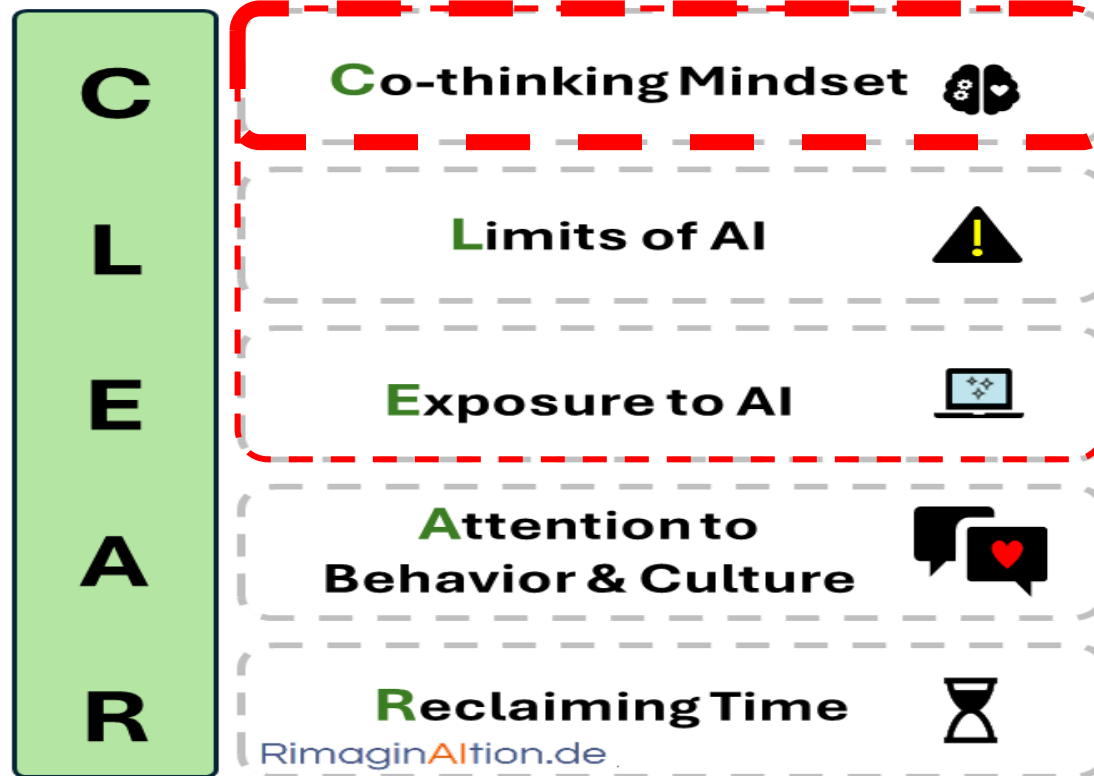


Reflection

- Learnings
- Developing AI-Related Skills
- 0:40

THE FIVE KEY SKILLS FOR LEADERSHIP IN THE AGE OF AI

The **CLEAR**-AI/ Leadership Skillset



WHAT IS CO-THINKING WITH AI?

- The act of using AI to expand human creativity and imagination
- A process that should enhance human judgment, does not replace it
- A collaborative partnership – of *unequal* partners
- A practice that is enabled through critical dialogue based on **dialogical thinking**

WHAT IS DIALOGICAL THINKING?

"Dialogical thinking is the practice of exploring ideas through open, reflective dialogue rather than aiming for quick solutions. It emphasizes listening, questioning, and building on each other's perspectives to deepen collective understanding."

- ChatGPT 5.0



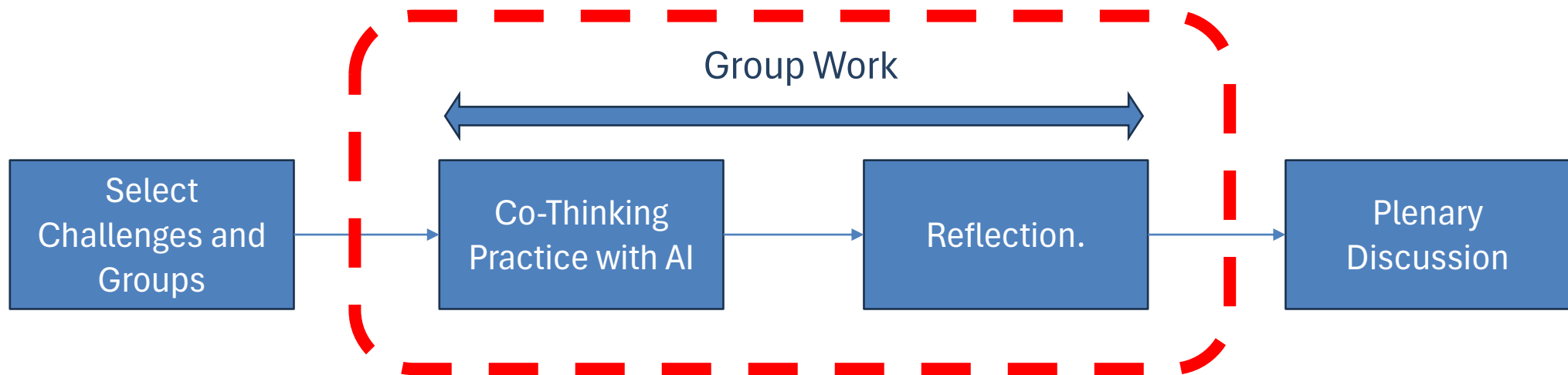
DIALOGICAL THINKING

OUR TRANSFORMATION CHALLENGES

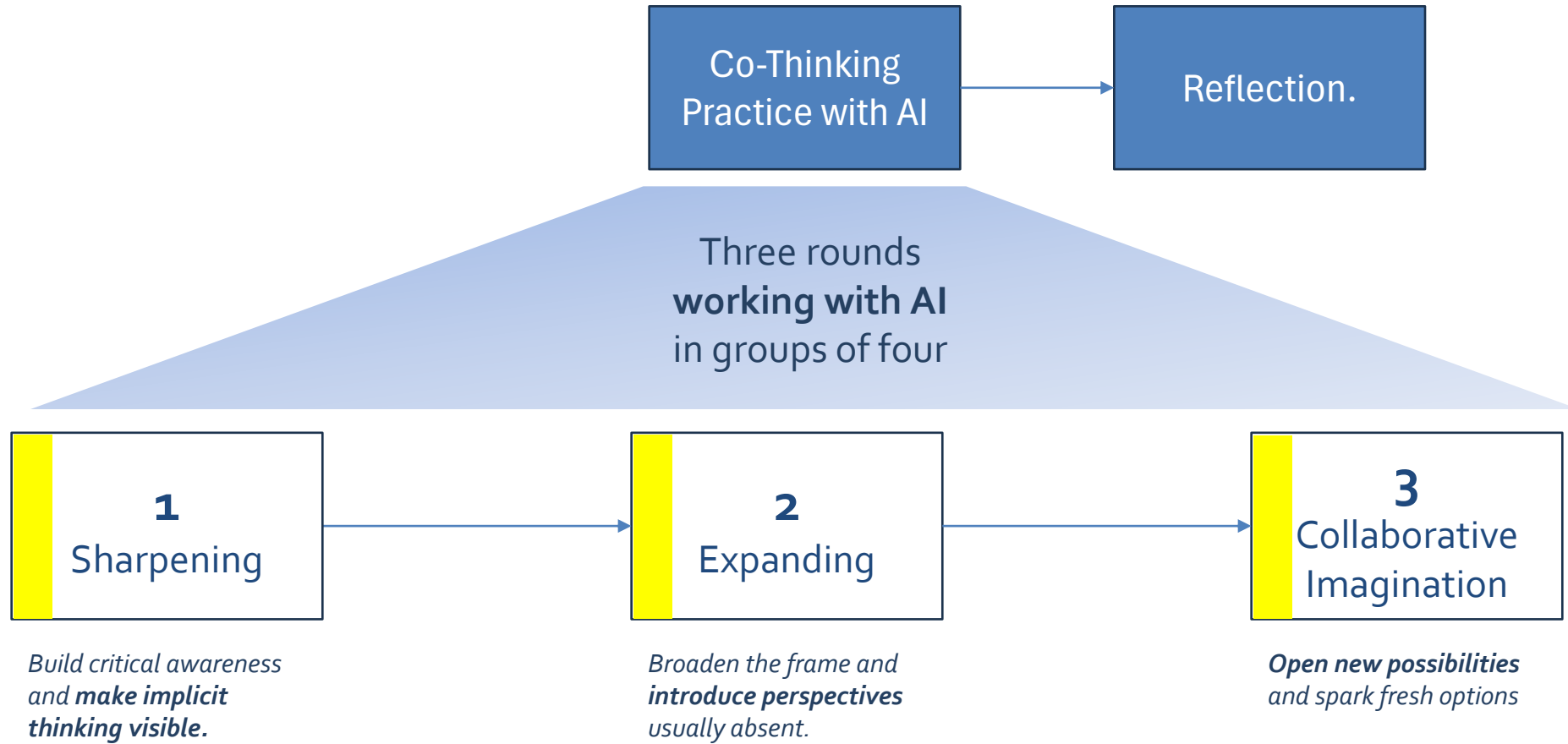
Share one sentence that describes your transformation challenge today

Can we use this as a “case study”?

PRACTICE CO-THINKING WITH AI - GROUPWORK



THREE ROUNDS IN GROUP WORK



EACH GROUP HAS FOUR ROLES

Co-Thinking with AI

Roles



Case Bringer

- Brings a real issue (e.g., resistance to agile adoption, digital initiative stalled, AI tool misused).
- Provides context at the start
- Reflects out loud when AI or peers offer insights (doesn't defend, but stays curious).
- At the end of each round: shares one insight, one question, or one surprise.



Dialogical Co-Thinker (Human Thought Partner)

- Engages the Case Bringer in reflection by listening, probing, and building on AI responses.
- Asks clarifying, stretching, or reframing questions.
- Helps ensure the Case Bringer stays in dialogue with AI outputs rather than just consuming them.
- Example: "AI suggests employees might distrust leadership. How does that land with you?"



AI Navigator (AI thought-Partner)

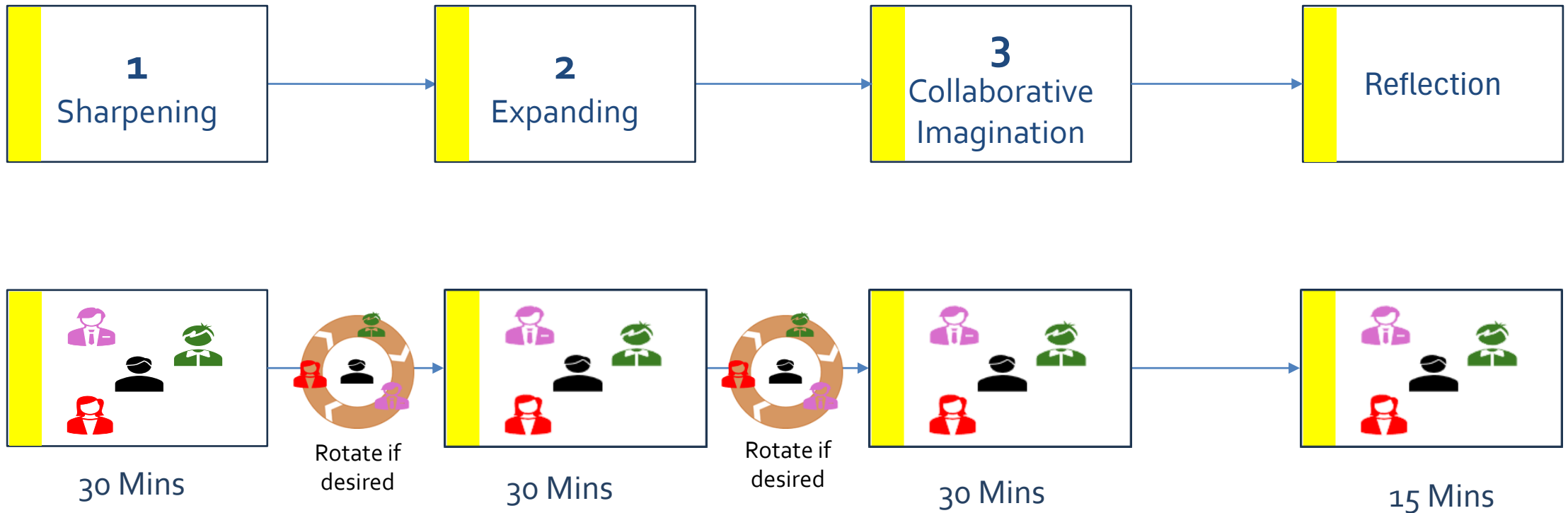
- Translates human considerations into probing AI prompts
- Operates the AI tool for the group (types in background, refines prompts).
- Shares outputs succinctly
- Suggests new prompts when the dialogue stalls.



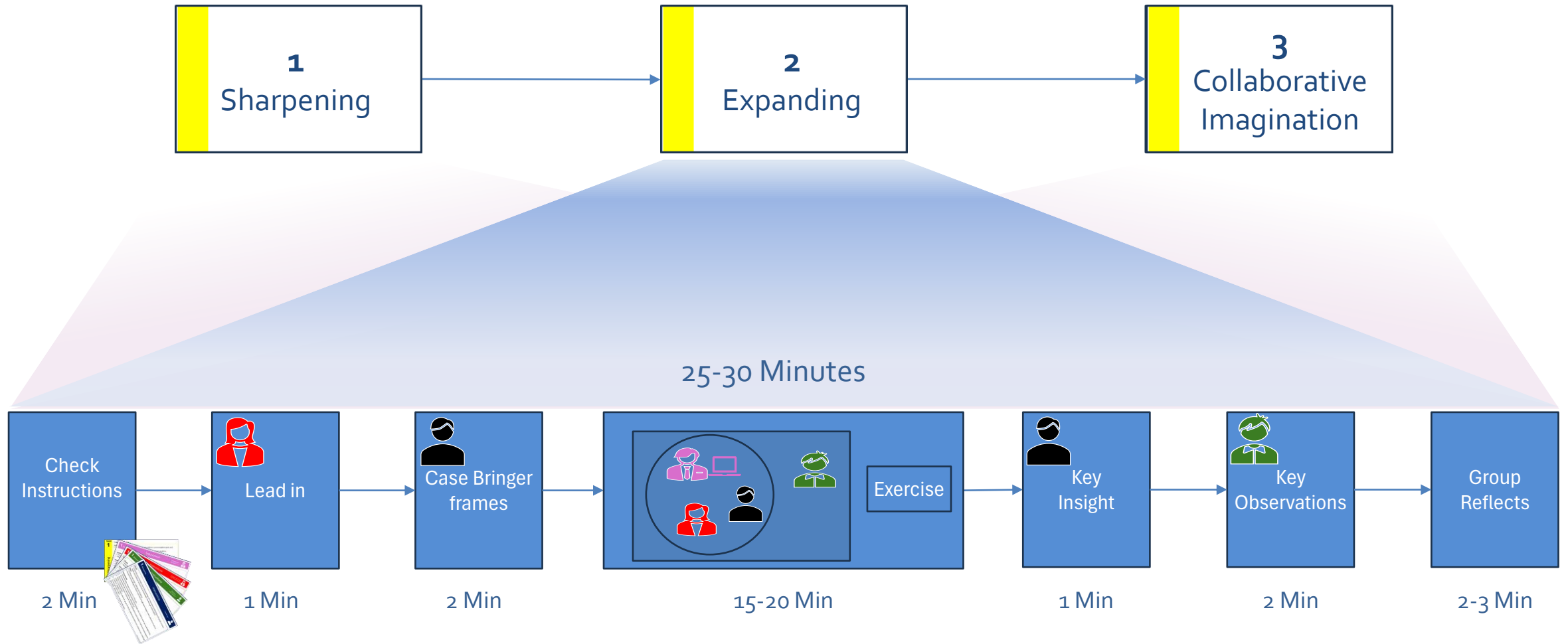
Observer (Meta-Reflector)

- Pays attention to the quality of the dialogue — notes when it becomes too "Q&A with AI" instead of reflective co-thinking.
- Observes how AI is integrated into the process
- Shares one observation at the end of each round about the process.

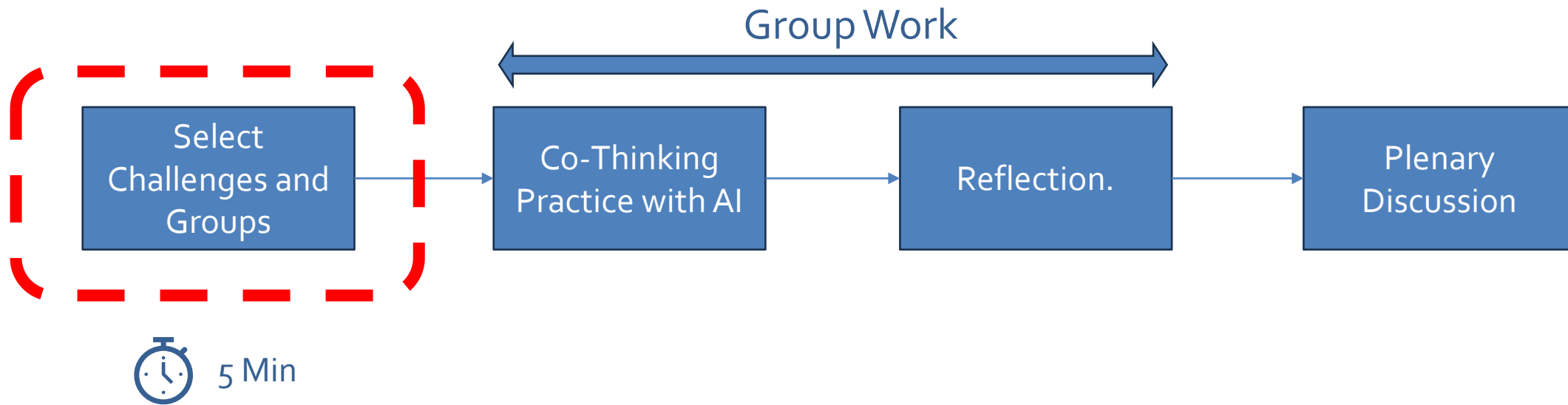
WITHIN A GROUP, THREE ROLES ROTATE EACH ROUND



INSIDE A ROUND



LET'S GET STARTED – SELECT CHALLENGES AND GROUPS



- Choose top challenges
- Create Groups of 4 – each group needs one case bringer and an AI
- Take a group of cards and select your role
- Selected case bringers should stay with their case

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GROUP WORK

PLENARY SESSION - DEBRIEF

Key Learnings



DIALOGICAL THINKING

EXAMPLES OF CO-THINKING WITH AI

Reframing

Playing the
devil's advocate

Challenging
assumptions

Creating
different
scenarios

Simulating
different
perspectives

Practicing
negotiation

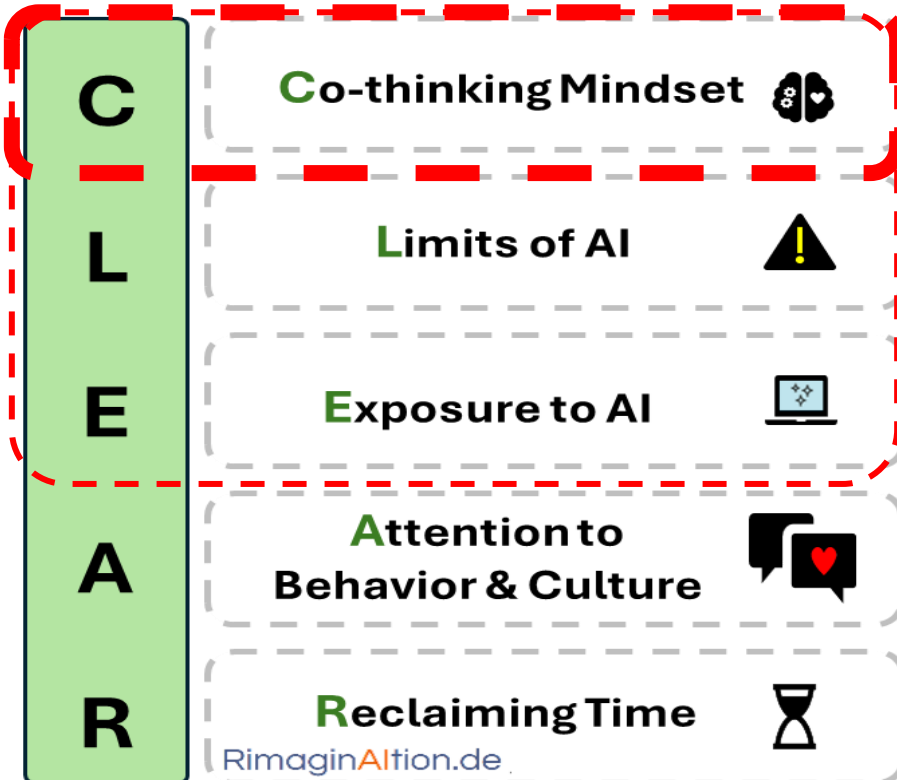
Identifying
mental models

Expanding
creative options

Roleplay

CLOSING REFLECTION

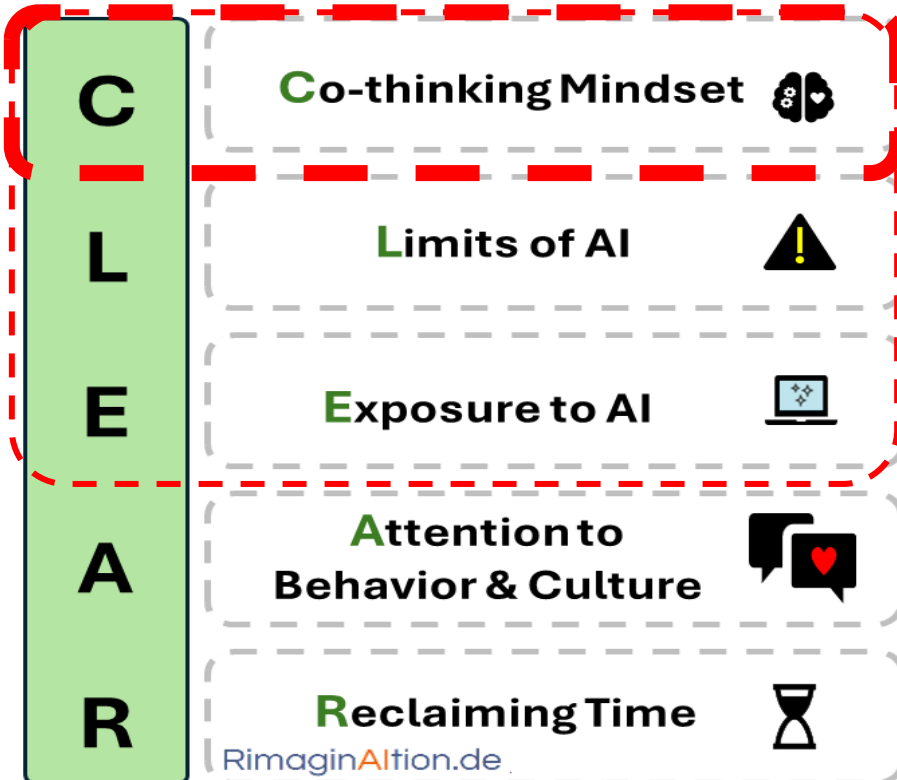
The **CLEAR**-AI/Leadership Skillset



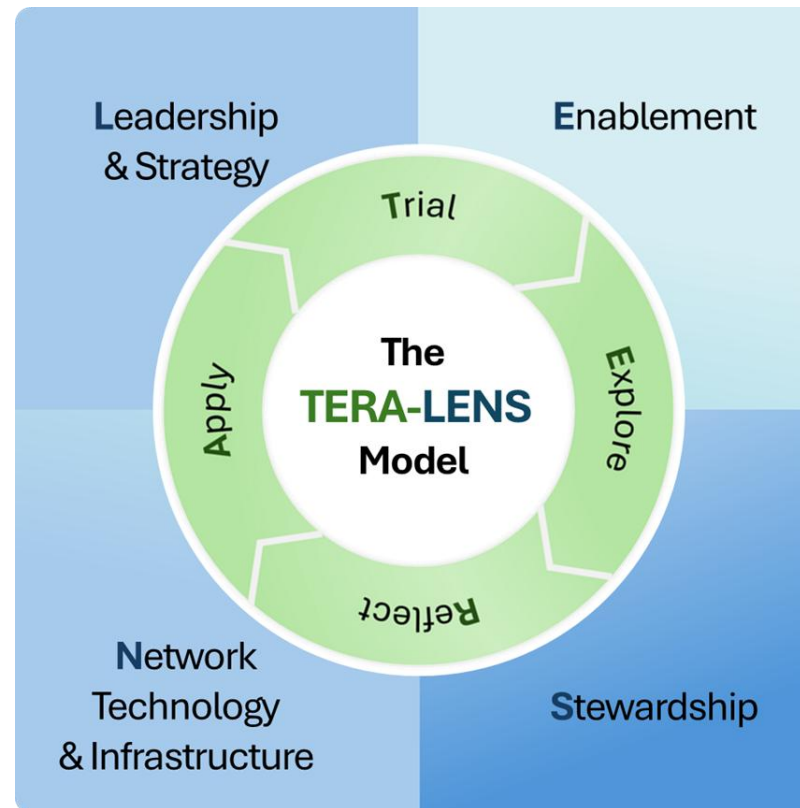
- How can I use Co-thinking within my organization to effect lasting change?
- How can I integrate these skills into my organization for effective impact?

CLOSING REFLECTION

The **CLEAR**-AI Leadership Skillset



- How can I use Co-thinking within my organization to effect lasting change?
- How can I integrate these skills into my organization for effective impact?



CLOSING QUESTION

One closing sentence per person



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THANKS



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