

Elevate your facilitation or coaching practice beyond AI

# INTRODUCTION TO CODEVELOPMENT ACTION LEARNING

## A first step to the CAL Implementation Certification™ - CO-CREATE | ACCELERATE | GROW

Thursday  
April 29,  
2026

Monterrey, Mexico – 2026 IAF Americas Pre-conference Session

As work is increasingly shaped by automation, algorithms, and asynchronous communication, the need for human connection, collective leadership and learning from each other has never been more critical.

Expand your facilitation or coaching practice beyond AI. Enable leaders and teams towards higher levels of potential & performance in these times of transformation! Get introduced to the internationally acclaimed method: Codevelopment Action Learning (CAL) : Co-create. Accelerate. Grow



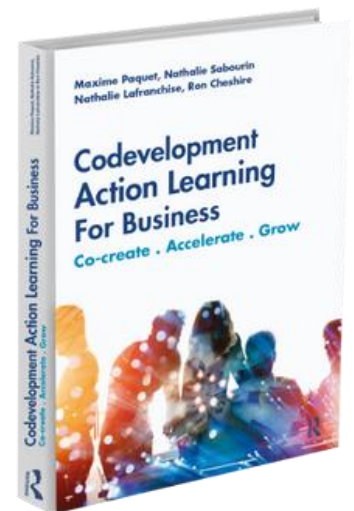
**What is CAL & Benefits ?** With CAL, small groups come together with a common intention:

- **Co-create** solutions for a work challenge or complex dilemma.
- **Accelerate** an objective or a project & learn from each other.
- **Grow and build human capabilities** to thrive in this digital age.

**Video and more:**

<https://codevelopmentactionlearning.com/#whatisca>

**Get trained by the 2 experts and co-authors and get a copy of the wordly CAL e-Book & Toolbox:** Codevelopment Action Learning for Business : Cocreate. Accelerate. Grow (2024). Routledge Taylor Francis



“CAL helped us break down silos and accelerate real collaboration.”  
 “ We became stronger as a leadership team—learning from each other and solving problems together.”  
 “ CAL isn’t just a method—it’s a catalyst for growth.”

### Your Expert Trainer-coaches & Co-authors



**Nathalie Sabourin**  
M.Sc., *CHRP*  
Co-author,  
Facilitator and  
Team Coach



**Ron Cheshire**  
MBA, *PCC*  
Co-author,  
Facilitator, Coach

### Introduction to CAL (1 day)

1. Live and experiment CAL
2. Kick-start facilitating and launching CAL
3. Be equipped to explain the CAL objectives, values, roles, 7-step method & benefits to your stakeholders

### A dynamic and experiential action learning session

- Welcome and Check-in
- CAL Foundations: Principles, 3 roles, 7-step method
- Step 0 – Preparation of Topics
- CAL session Demo
- Debrief and feedback
- Module on CAL skills & Steps : active listening and effective questioning, beneficial feedback & reflection on one’s practice
- Practice 1 : CAL Launch
- Debrief and feedback
- Practice 2 : Step 0
- Check-out: Learning journal and insights

For those interested in obtaining the CAL Implementation Certification™ - Part 2 will be offered online. Registration with the trainers after the session.

For ICF coaches, the certification represents 18 CCEs.



Elevate your leaders and unite your teams.

Limited spaces available! Book your session now!

**Introduction to CAL (1 DAY) :**

**\$ 350 USD North American Participants**

**\$200 USD Latin America and Rest of the World Participants**



IAF Americas Conference  
**Facilitating on the Edge**  
Monterrey, México

[www.iafamericasconference.org](http://www.iafamericasconference.org)

# Why CAL ? Business imperatives

45%

Global CEOs say their business models may not be viable in 10 years.

PWC



Connected teams see a 20-25% increase in productivity.

McKinsey

Teams that foster trust are

5.1x more likely to be high performing



McKinsey

## Innovative teams used

Structured and reflexive learning approaches

Harvard Business Review

## Of 500 executives

Only 11% strongly agreed that their leadership development interventions achieve and sustain the desired results

11%

McKinsey

18%

Give coaching to leaders



Bersin

Prioritizing innovation, team teamwork & learning will drive faster decision-making, innovation, higher performance, and increase engagement - setting your business up for success.

## CAL EXPERT & EXPERIENCED COACHES AND TRAINERS



Nathalie Sabourin  
M.Sc., CHRP

Nathalie is the co-founder of The Co-Leadership Group, a certified and experienced strength-based team/leadership coach and dynamic trainer & facilitator. She brings decades of experience to accelerate innovation, teamwork & learning aligned to business success with impactful leadership coaching journeys & action-learning interventions. Nathalie is a recognized expert & author in Codevelopment Action Learning & Co-Leadership. She actively shares her knowledge and experience by participating in podcasts, writing books/articles; creating coaching tools as well as contributing to teaching/speaking engagements in universities and businesses around the world.

[www.coleadershipgroup.com](http://www.coleadershipgroup.com)

- Gallup Certified Strengths Coach (2008). CoachingOurselves Partner (2016). Certified trainer in Quebec.
- Co-author : Codevelopment Action Learning for Business : Co-create. Accelerate. Grow (2024 - Routledge Taylor Francis) [www.coleadershipgroup.com](http://www.coleadershipgroup.com)
- Co-author of the best-selling book: [Le guide pratique pour implanter des groupes de codéveloppement - Collaborer et agir, mieux et autrement](#) (2017)
- Author of the CoachingOurselves Guide FlashCodev: Co-create. Accelerate. Grow <https://coachingourselves.com/topics/>



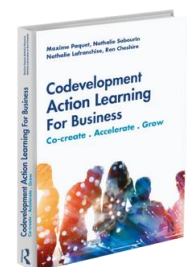
Ron Cheshire  
MBA, PCC

Ron is the co-founder of The Co-Leadership Group and an experienced certified Executive Leadership coach, author and Codevelopment Action Learning (CAL) facilitator & trainer.

His purpose: Elevate leaders and unite teams. Through personalized coaching, cohort-based leadership development programs, and team coaching journeys, he helps co-create solutions, accelerate progress, and drive growth—individually and collectively.

He partners with his clients to build thriving businesses and unleash leadership & team potential. Ron has more than 30 years' experience in financial investment management, marketing as well as strategic partnership creation.

He is the co-author of the recently published book: Codevelopment Action Learning for Business : Co-create. Accelerate. Grow (2024 - Routledge Taylor Francis) [www.coleadershipgroup.com](http://www.coleadershipgroup.com)



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