



## Promoting collaboration and co-responsibility in the working environment through an innovative framework based on systemic methodologies

Simone Perazzoli\*<sup>1</sup> and José Pedro de Santana Neto<sup>2</sup>

<sup>1</sup>Constela Digital Company Videira, Santa Catarina 89564-494, Brazil

<sup>2</sup>Department of Computer Sciences, University of Geneva Geneva 1227, Switzerland

### Abstract

This study presents the outcomes of a project-oriented bootcamp designed to promote a high-performance learning and development environment, allowing sharing of ideas and knowledge in practical and active fashioning. The bootcamp foundations are based on project development and management technologies (Scrum, Kanban) coupled with artificial intelligence and systemic constellation, which we call the Digital Constellation® framework. The study was carried out with 11 students from a High School and Technical Institution located in the municipality of Florianópolis, Brazil. The participants were divided into three groups and challenged to develop a digital application from ideation to deployment over four months. By applying the proposed framework, it was possible to analyze the perception of the participants regarding their expectations, their experience with the working team, and, with the applications being developed, serving as an input for continuous improvement. An improvement in collaborative attitude and co-responsibility indicators was observed, represented by the quadratic growth model ( $r^2 = 0.80$ ). Also, a remarkable reduction in anxiety-related terms (Pearson's coefficient  $\approx 0.85$ ) was noticed along with the bootcamp. The results indicate the potential of the framework to foster innovative professionals, providing a collaborative and psychologically safe environment, exchange of experience and knowledge, and empowerment through technological tools.

**Keywords:** bootcamp; continuous improvement; digital constellation framework; learning and development; systemic methods.