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Introduction to the Papers and Workshops

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The role of collective reflection for developing professional practices

What is the power of pausing? Pausing allows for reflection – stepping away from constant activity and immediate reactions. It may allow for gaining new perspectives and perhaps enable us to move forward in a different way. Pausing and reflecting can be viewed as a source of wisdom. In this paper, I argue that reflection, and more specifically collective reflection, has a place in organizational life and professional work, not as an additional strain or overload, nor as a one-time exercise. Rather, I argue that collective reflection as a practice and planned regular activity in the (diaconal) workplace, where leaders and professional workers are encouraged to consciously reflect together on practices and modes of acting, subsequently is widening and deepening our understandings.

These collective reflection practices are potentially opening new ways of thinking and acting. Thus, collective reflection can be considered a feasible approach in further developing organizational and professional practices. The paper emphasizes that having a space to reflect on actions, practices, and work situations may facilitate value consciousness and reflexivity and drive changes and improvements in organizational and professional practice.