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Future probing for prodaptive organizations
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Suggested citation:

Future Probing for Prodaptive Organisations

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Future probing practice
Proactive + adaptive = PRODAPTIVE
De probe

- Zelf ontworpen methode
- Informatie van data in analyse
- Reden voor gebruik
- Gebruik in praktijk
- Inzetten in onderzoek
Learnings and conclusions

- High on energy, excitement and challenging
- Anecdotal, open ended and just the one experiment
- Somewhat superficial insights

- Engage people: yes; Take things further: not really
- More slow time needed for deeper dive
- Lack of connection to daily practice
Surfing the data wave organisation

- Core team in the lead: design, organize, lead and learn!
- 3 embassies: autonomy, data ownership & educational big data
- Co-design sessions with employees (inner & outer circle)
- Bootcamps with students and embassy members (inner circle employees)
  - Planned moments of interaction (breakfast, lunch, tea, expo)
  - Situation room on the work floor (continuous interaction)
What worked well?

- Alignment of core team
- Generative tools & process visualisations
- Student ‘injection’ in the building
- Timing moments of interaction
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INNOVATION TIME?
RELEVANCE?
Landscape diagram (Stacey)

- **Far from** the FUTURE
- **Close to** Certainty
- **Agreement**
- **Organised**
  - clear expectations/
  - predictable/stable/
  - planned/controlled
- **Self-Organising**
  - Opportunities for
  - learning/ tension
  - between stability and
  - surprise/emergent/
  - patterned/adapting
- **Unorganised**
  - seek patterns/ idea
  - formation/unstable/
  - random/surprise
Adaptive space in organisations
(Uhl-Bien & Arena)
Future probing and adaptive space

Building and testing future probes creates the tension dynamics which are the core of adaptive space

- Conflict between different perspectives
- Take information back to iterate until it is possible to link up with people
Future probing practice
To learn from far future explorations and to connect this learning to near future experiments we need to enable people ...

to recognise and let go of own patterns, dynamics & paradigms (probes as scaffolds)

to change their daily practice: from focus on outcome to focus on learning (probes as boundary negotiating artefacts)

to proactively become more adaptive to make the connection (probing experiments)
THANK YOU