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Future probing for prodaptive organizations

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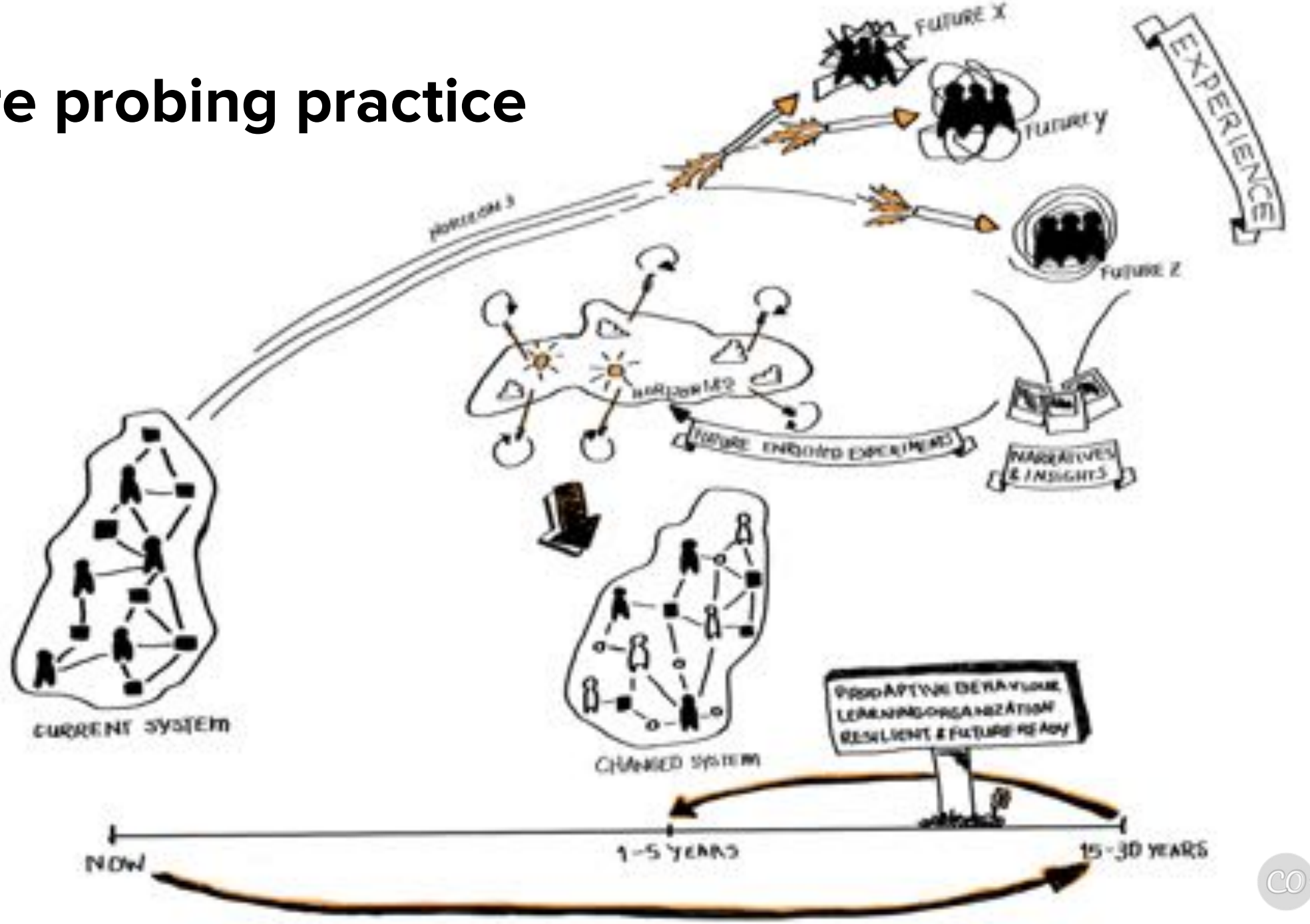
RSD7 2018, Turino

Future Probing for Prodaptive Organisations

Caroline Maessen, Suze van Houten, Remko van der Lugt

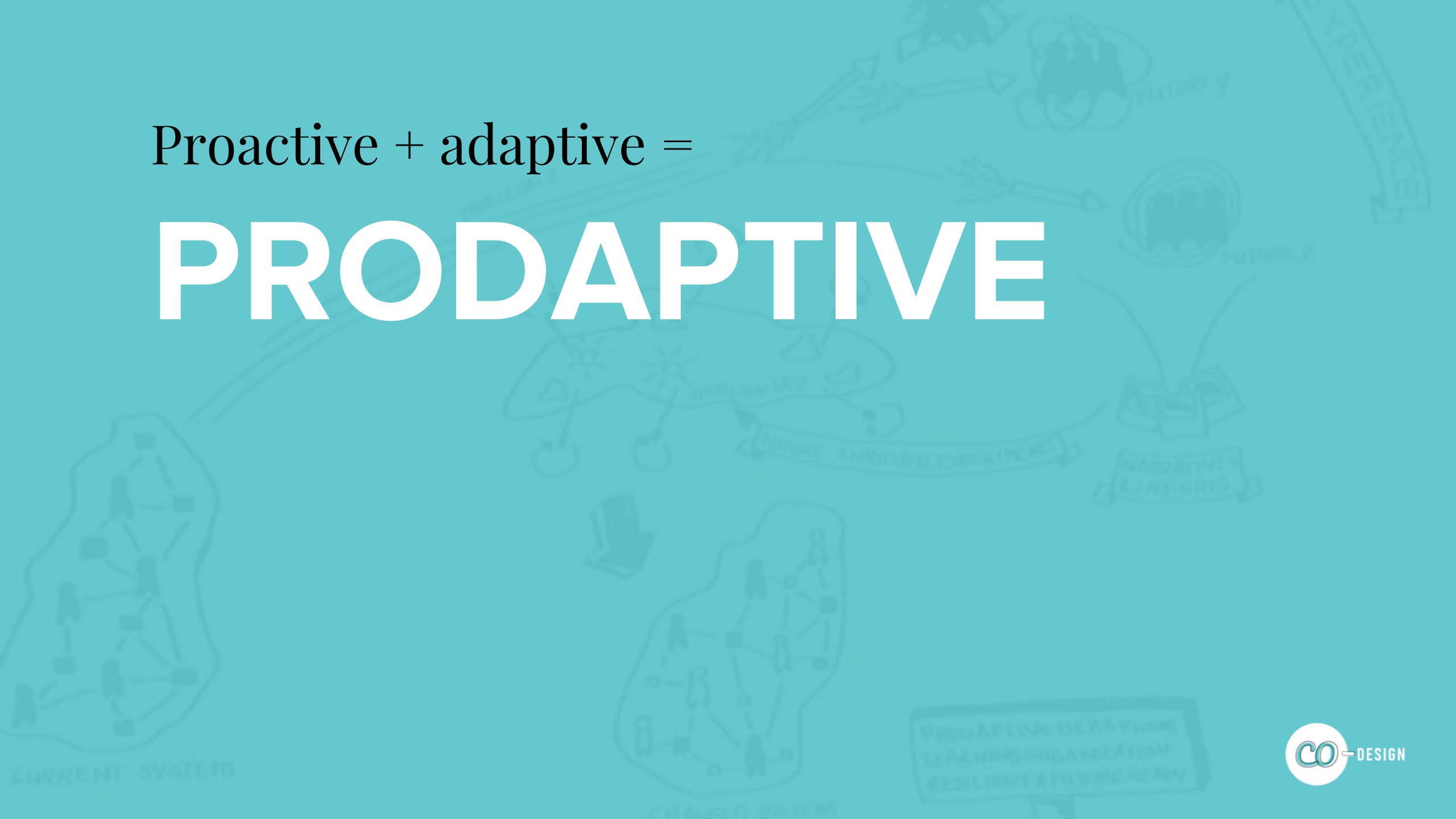
CO-DESIGN

Future probing practice



Proactive + adaptive =

PRODAPTIVE



GENBRIO

ASUS

De probe

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
What if data driven learning is completely focused on self actualization?
What if all data protection laws are abolished and all data & content are openly available?

Surfing the data wave

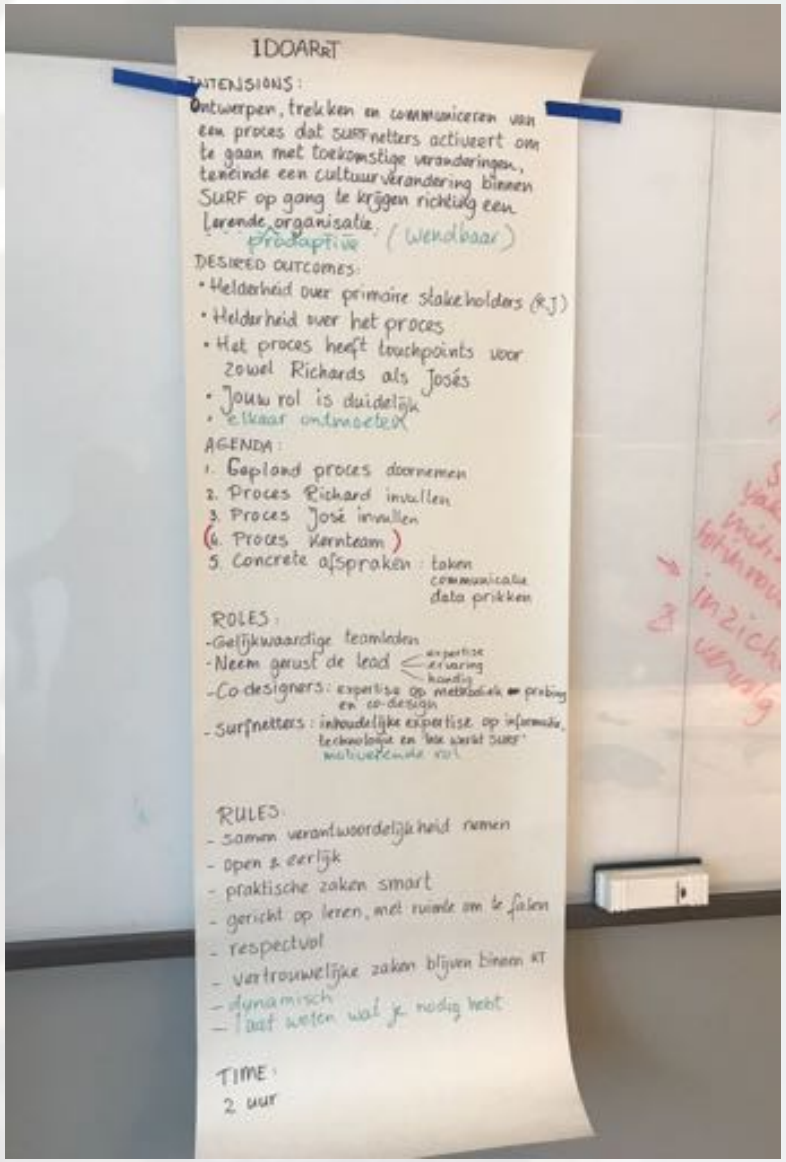
organisation

- 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)

CO-DESIGN

What worked well?

- Alignment of core team
- Generative tools & process visualisations
- Student ‘injection’ in the building
- Timing moments of interaction



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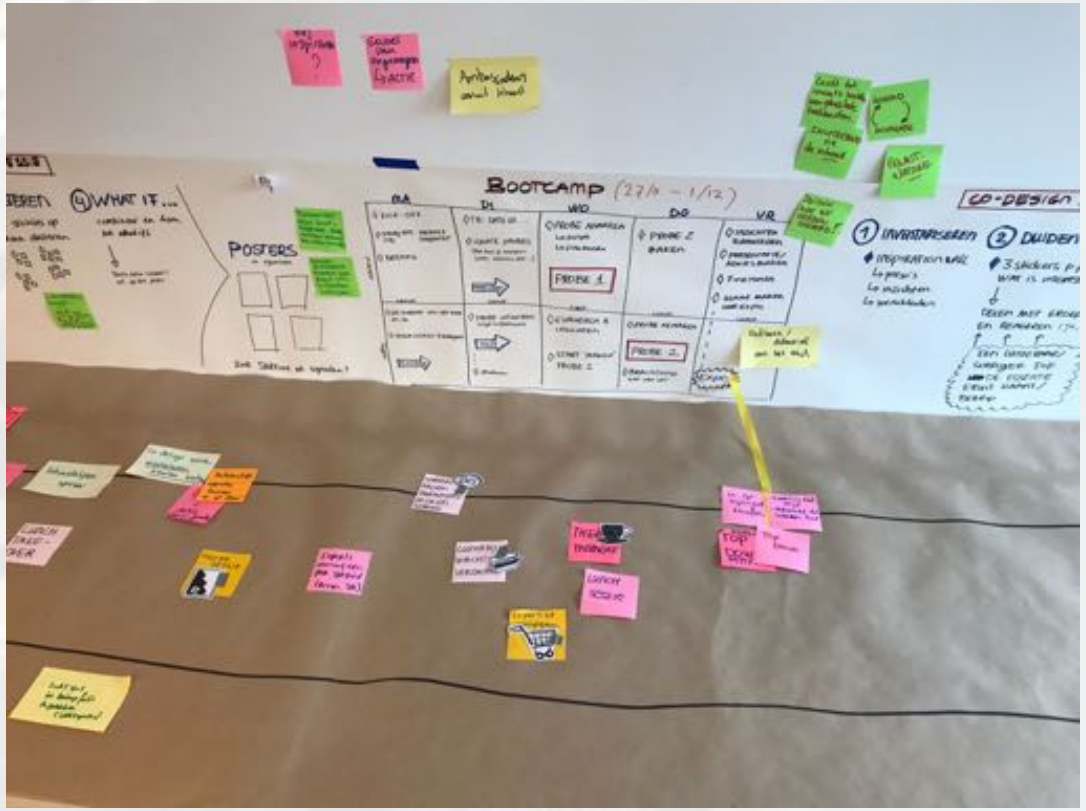

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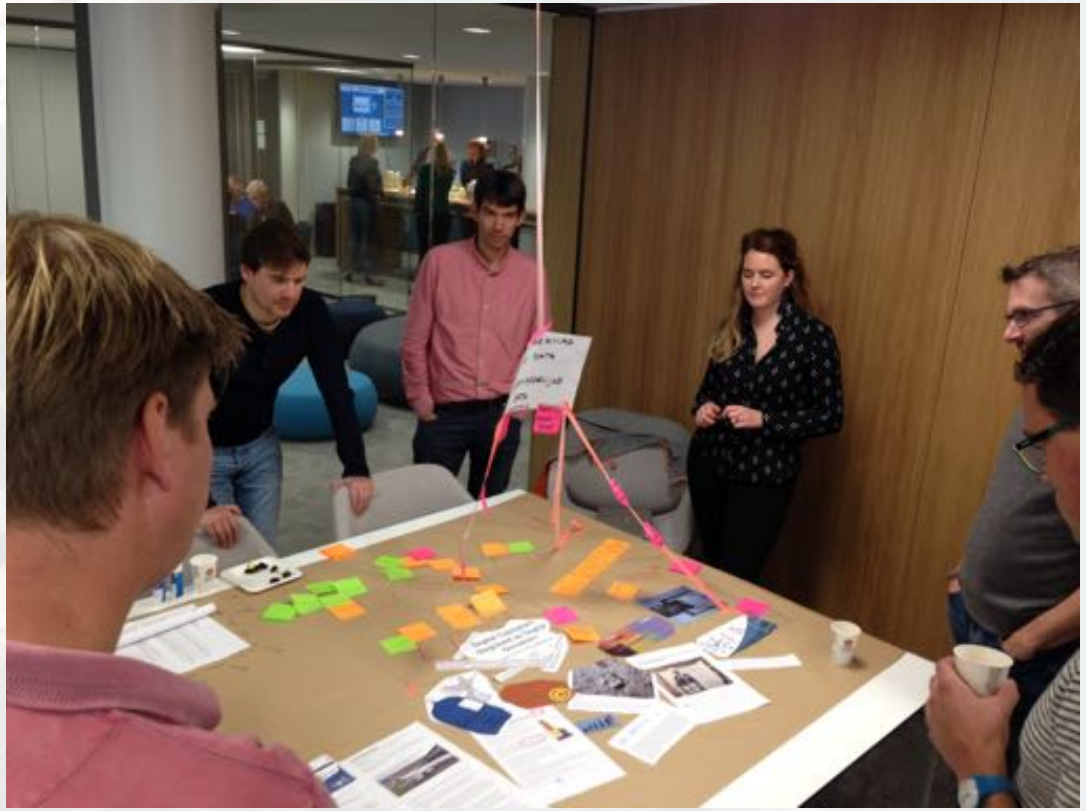

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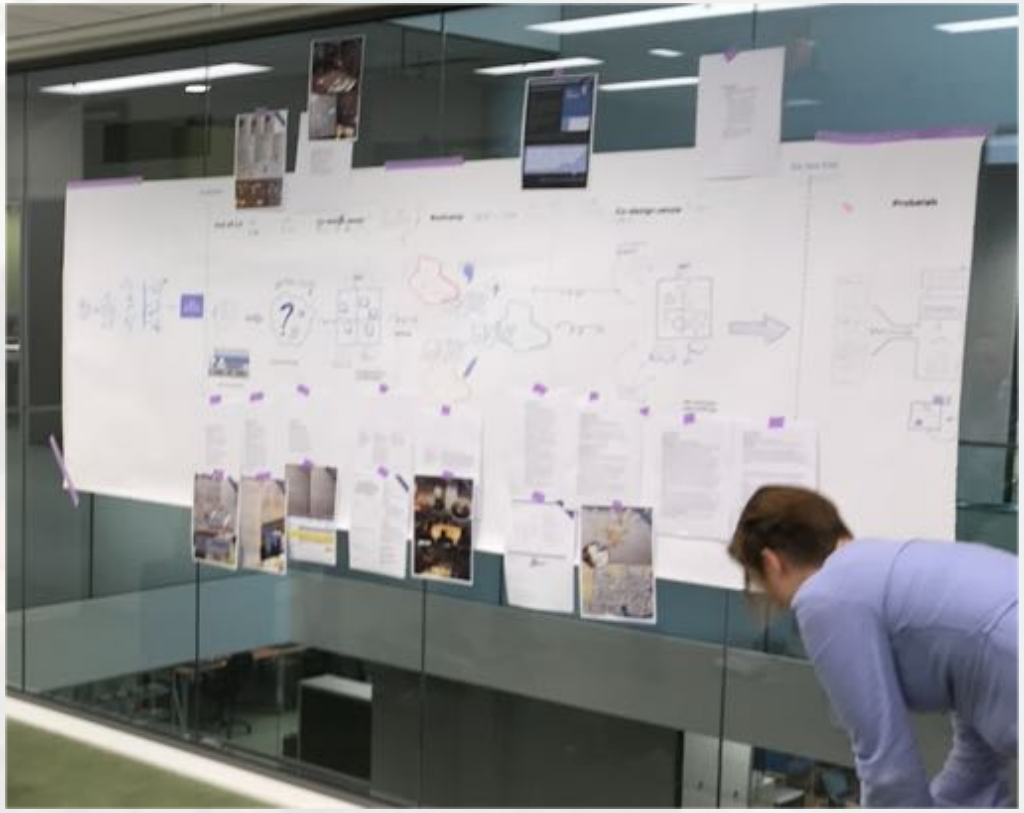
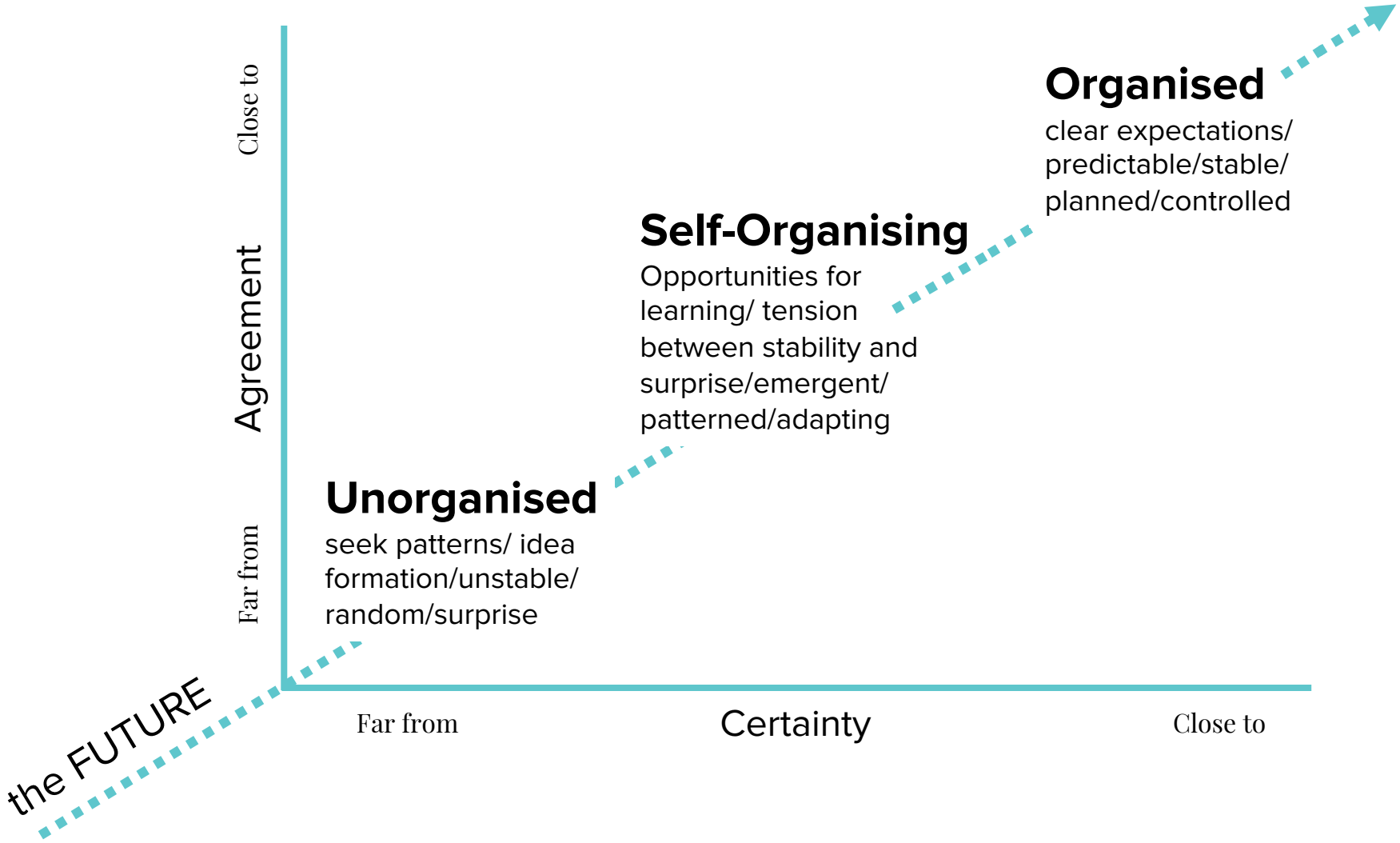


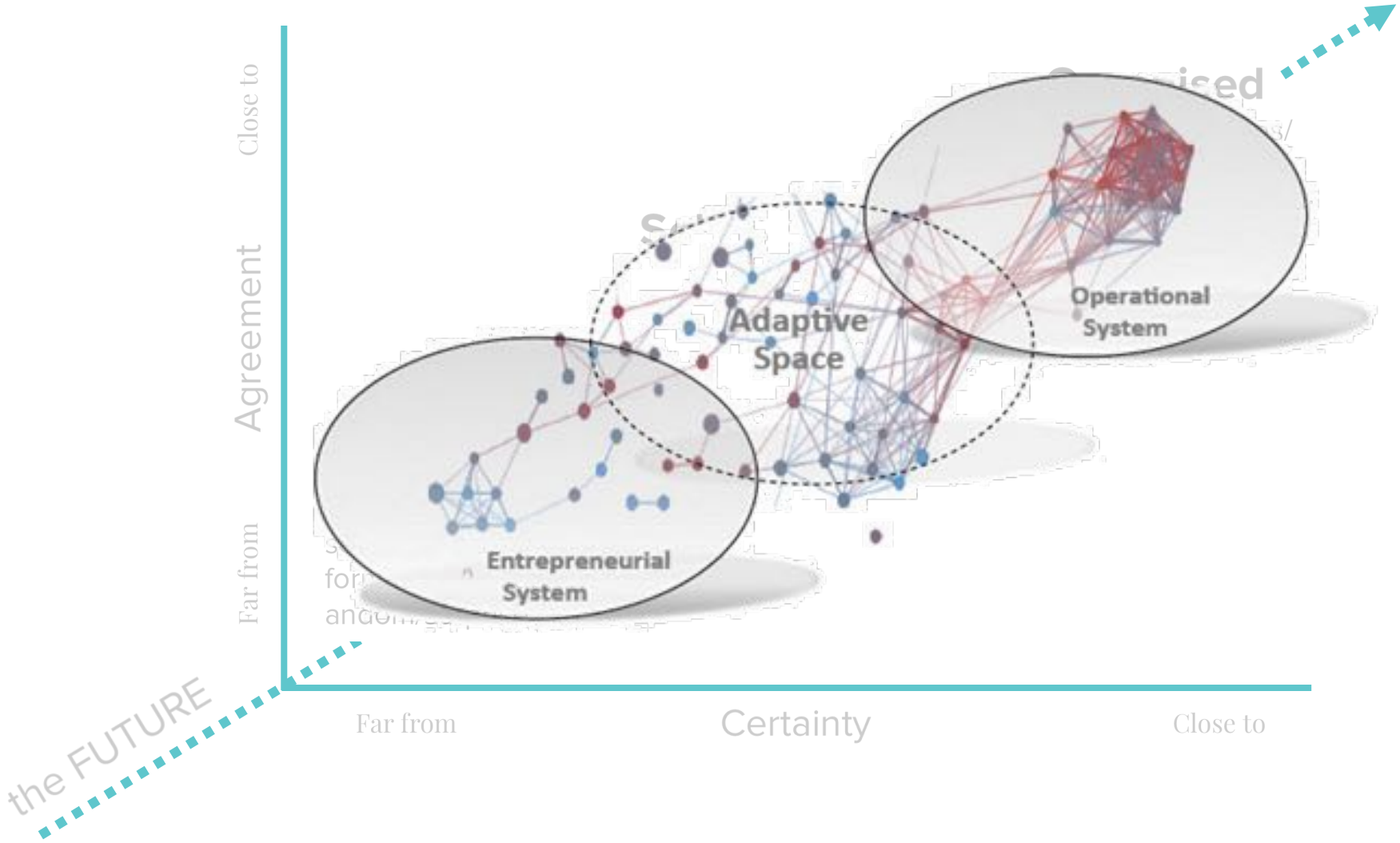
INNOVATION TIME?
RELEVANCE?

CO-DESIGN

Landscape diagram
(Stacey)



Adaptive space in organisations
(Uhl-Bien & Arena)

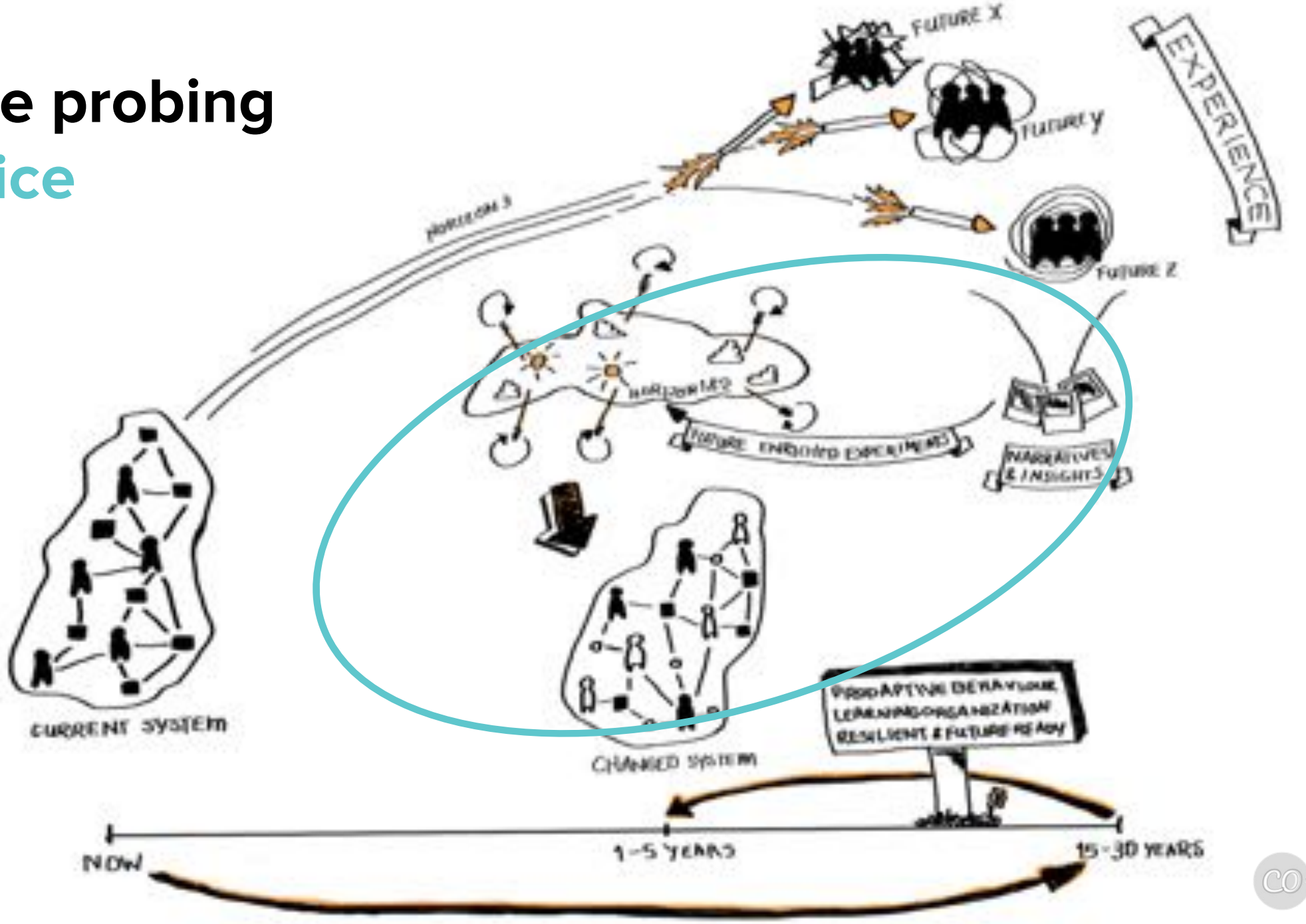


Future probing and adaptive space

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 ánd 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)

CO-DESIGN

THANK YOU