

PEOPLE POWERED INNOVATION:

An Interactive Introduction to STS Design for the 21st Century

Shift Happens: Over 60 years ago, researchers at the Tavistock Institute for Human Relations first articulated the idea that different choices in work organization lead to different human and business results. Between roughly 1960 and 2000 we saw the evolution of several schools of STS design practice - the North American, the Australian, the Lowland's and the Scandinavian.

In the last several decades, two new communities of practice (Design Thinking and Appreciative Inquiry) have emerged in which the work of design is *“about people being inspired every day and bringing their whole selves to work; it’s about innovation arising from everywhere; and it’s about realizing remarkable relationship value with stakeholders (patients, citizens, employees, communities, and the biosphere) — unprecedented, enduring advantage and benefit.”* - D.L. Cooperrider

People Powered INNOVATION is a emerging practice that integrates the traditional emphasis in STS of reimagining work relations and coordination structures with the strengths of Design Thinking and Appreciative Inquiry.

People Powered INNOVATION ...

- Involves people from across the enterprise, the network or the ecosystem in the discovery of what works, what energizes them, and what they hope for and then innovating based on those discoveries.
- Focuses on what the world is calling for from us, what we want to create and what opportunities, resources and strengths we have to do that.
- Invites us to learn our way into the future through rapid prototyping and field testing.
- Ensures that solutions are systemic – taking into account the needs of the people, the needs of the customer/patient/client and the needs of the organization and the communities within which it lives.

As a PARTICIPANT you will ...

- Have hands on experience applying some of the tools and ideas of People Powered INNOVATION to an actual design challenge
- Experience the complementarity of Appreciative Inquiry, Design Thinking and STS Design.
- Engage in dialogues about when, where and how to use these ideas to create successful innovations in business and operating models, in service delivery processes, coordination and collaboration within organizations across functions and levels and across networks and ecosystems.