

Positive Participative Innovation

The Best of Open Systems Theory, Appreciative Inquiry & Design Thinking

A Roadmap For Organizations And Networks That Want To
Deliver More Impact, Value AND Enjoyment, Quickly

A Webinar Hosted by the Socio-Technical Systems Roundtable

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with

Bernard J Mohr, Don de Guerre, Douglas Austrom



What Will We Cover in this Webinar ?

- a. Who are Bernard, Don and Doug and what are we going to cover? - 5 m
- b. Who else is on the call and what interests you in this topic?- 15 m
- c. What questions do you hope we will address in this call?
(Please type your questions into the chat window) 2m
- d. What is PPI? - 5m
- e. Why this approach? - 3m
- f. Premises and principles of PPI - 7m
- g. PPI processes and application possibilities - 15m
- h. Q&A - these can also occur throughout the webinar 30m

What is PPI?

- a method of workplace and social innovation
- a tool for design of new enterprises
- an incubator and accelerator
- a process for discovering, innovating and designing
- a flexible process for organization, network or community design and development
- can be applied in a day or over years

Why this Approach?

*“Despite dramatic innovations in technology and the world of physical objects, our results in creating healthy, effective and flourishing **human systems**, -- work teams, community and government agencies, corporations, networks, ecosystems and nations -- have been highly inconsistent”*

Why do we succeed so well in one sphere and have such difficulty in another?

A growing number of social scientists are coming to recognize that the process of innovating **human systems** has to be quite different from innovating “things” — and that the seeds of change are deeply sown in the initial stages of data gathering.

We are learning that studying human action actually changes that action—in effect creating a new reality simultaneously with the process of inquiry.

- Bernard Mohr

Why this Approach? New Possibilities

- Can “human-centred” also be fully participative co-design vs expert-reliant design?
- Can a solution/asset focused approach (ie Appreciative Inquiry) enrich Design Thinking and Open Systems Theory?
- Can innovation efforts in organizations and networks be strengthened by Open Systems Theory?

PPI Guiding Principles and Premises

Solutions focused and asset based	<ul style="list-style-type: none">· Focus on <i>what we want to create</i> (our hopes and dreams)· Build on our actual <i>strengths, resources, opportunities</i>
Participative	<ul style="list-style-type: none">· Realize the power of co-creation -- <i>people who will use the innovations design them</i>· Respect the innovator in all of us
Open systems	<ul style="list-style-type: none">· Design within the larger context· Think social, technical and ecological
Emergent	<ul style="list-style-type: none">· Improve, prototype and experiment to learn and iterate quickly· Pursue possibilities and solutions that ...· <i>Advance our human experience</i>· <i>Are desirable and inspiring, simple and elegant, responsible and sustainable</i>

Infrastructure of PPI

Multi-Functional Teams

- By mixing people from different disciplinary and educational backgrounds we have a better chance of coming up with unexpected solutions

Time-boxing

- Many people notice that they work best with deadlines and concrete timelines. Likewise an innovation project with a beginning, middle and end is more likely to keep the team motivated and moving forward.

Iteration

- A new cultural norm emerges when a commitment is made to failing forward and constant renewal. The process is fast paced, imperfect and will surface your personal opinions and assumptions.

1) Initiate (HCW)



2) Inquire (HHW)

3) Imagine (HMW)

4) Invigorate (HWW)

1) **Initiate (HCW)**

- Educate, Explore, Engage
- Design the participation process
- Frame the Innovation Inquiry topic



Positive Participative Innovation Process

2) **Inquire (HWW)**

- Develop Inquiry Strategy & Questions
- Capture “Data”
- Extract insights

3) **Imagine “WoW” (HMW)**

- Develop provocative propositions
- Dream-storm Ideas
- Model

4) **Invigorate (HWW)**

- Field Test
- Mobilize
- Scale/renew/sustain

Initiate (How Could We/**HCW**)

- Educate, Explore, Engage
- Design the participation process
- Frame the Innovation Inquiry topic

Inquire (How Have We/**HHW**)

- Develop Inquiry Strategy (what, how, from whom) and questions
- Capture Data (via stories and other methods eg. journey mapping)
- Extract Observations and then Insights

Imagine “**WOW**” (How Might We/**HMW**)

- Develop a set of Provocative Proposition’s (based on the insights from your inquiry)
- Dream-storm innovations (or ideas) for the PP’s
- Model the dream-stormed innovations

Invigorate (How Will We/**HWW**)

- Field test -- Design small experiments to stress test model
- Mobilize -- Develop and iteratively implement action plans
- Scale, renew, and sustain

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Agile Co-Creation... (aka **Testing/Rapid Prototyping**) **So important... so counter cultural..**

- Rapid iteration, multiple cycles and learning loops
- Series of field tests and simple, small, low cost experiments with users and stakeholders to ...
 - Gather data, learn, and evolve your ideas
 - Test assumptions
 - Engage new participants and expand the community of stakeholders
 - Ensure that your innovations are viable, feasible, repeatable and scalable

What's PPI Good For?

PPI Works Best In Complex Situations Such As...

- Your core Service, Production or Research Processes
- Your relationships with Suppliers, Customers, Communities and other stakeholders
- Business and Operational Models (whether in the private, not for profit or government sectors)
- Key Management Processes:
 - Internal Audit
 - Strategic Planning
 - Performance Management
 - Recruitment & Retention
 - Governance
 - Reward and Compensation

How Will YOU Use Positive Participative Innovation
.....To involve **everyone** in developing the
innovations that allow your organization,
network, community or ecosystem to deliver
more impact, value AND human flourishing?

Contact Information



Bernard J Mohr (Portland, Maine, USA)

+1-207- 807-4974

bjmohr@InnovationPartners.com



Don de Guerre (Montreal, Quebec, Canada)

+1-514- 214-1692

don.deguerre@sympatico.ca



Douglas Austrom (Indianapolis, Indiana, USA)

+1 -317) 439-0906

daustrom@indiana.edu