INNOVATION GAMES: Part II

Gates, Gatekeepers & Keys in Innovation Processes

ispim®

organised in cooperation with

GAMiFY

Funded by the Erasmus+ Programme of the European Union

Continuous Professional Development (CPD) Session

1 HR

https://www.gamify.site

Session background

With this session we want to share methods in training for innovation designed by GAMIFY EU Knowledge Alliance.

Session objective

We invited GAMIFY Research Group to demonstrate techniques that can help organisations train for innovation using games.

**TELL ME AND I FORGET
TEACH ME AND I REMEMBER
INVOLVE ME AND I LEARN**

BENJAMIN FRANKLIN
BESTMINDQUOTES.COM

GAMIFY Session Team

Dr. Claudia Lehmann
Executive Director, Center for Leading Innovation & Cooperation, HHL, Germany

Dr Sune Gudiksen
Design Shool Kolding, Associate Professor, Denmark

Dr. Henning Breuer
Professor for Business Psychology at HMKW Berlin, Germany

Dr Carmen Abril,
Professor of Marketing and Innovation Complutense, Spain

Session content

This session centers on the diverse use of Gates, Gatekeepers & Keys in innovation processes. It builds on work done with Danske Bank and Kamstrup in the GAMIFY Project.
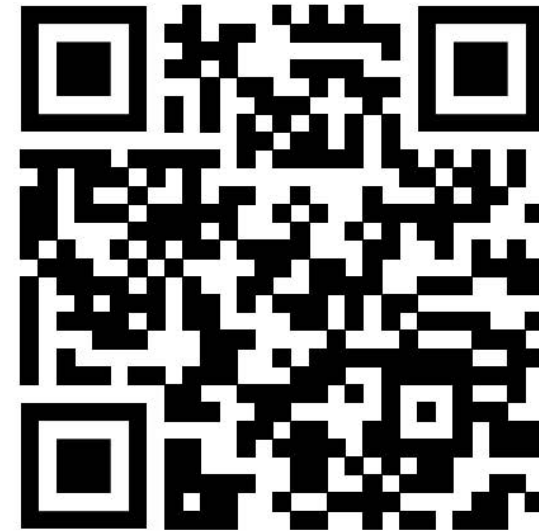
We engage participants in this gamified/role-playing session and use metaphorical play to connect their understanding of Gates (when and where), Gatekeepers (who), and Keys (what gets through and why) in innovation processes.

Through quick processes we will map how this is currently understood and role-play a few scenarios. All will be shared with participants afterwards in a compiled pdf with images and short text.

INNOVATION

GAMIFY Partners

Hochschule für Medien Kommunikation und Wirtschaft University of Applied Sciences
HMKW

kamstrup
3M
DK: design school kolding
ispim
clic CENTER FOR LEADING INNOVATION AND COOPERATION

ASIIN
Aachen Münchener
Lufthansa Systems
Danske Bank

Survey help!

</>

GAMIFICATION FOR BUSINESS

Why innovators and changemakers use games to break down silos, drive engagement and build trust

SUNE GUDIKSEN AND JAKE INLOVE

www.bizgames.org

Metaphorical play & role-playing – Gates, Gatekeepers & Keys

- Coopers Stage-Gate 1995 – the 'terms' are still broadly used

- Transformed into less rigid formats

- Business model development etc. change content in gates

- Agile movements provides more focus on iterations etc.

- Open innovation adds to the understanding of which people take part in this

- Still, however companies use 'Gates' – someone develop something and someone qualify/judges something

INTENTIONS

Session progression

1. Run through a quick 4-step game process

1. Goal is to have explored the diversity of the role gates, gatekeepers and keys play in different organizations

Purpose

▪ Sharing knowledge and getting an overview in a quick format.

▪ Creating highly interactive session with quick networking.

▪ Illustrating how one can use an open-ended metaphorical play process as first step towards creating a training game.

▪ All insights shared in a compiled pdf afterwards

1. Each participants build model on how their gates look like (10 min). Take point of departure in a typical innovation process in your organization.

Examples: developing new products or services, developing new HR competence activities, sending applications for funding, developing new teaching formats etc.

Guiding Questions

- How many gates and where in the process?
- Is it an open or closed door?
- Is it always under the same conditions (static, systematic) or more dynamic (flexible, in-the-moment)?
- Who takes part in this gate? What is their role in the organization? What is the typical mix of people and decision-making power in the room?

1. Present/share in pairs (5 min for each)

2. Clarifying questions etc. are welcome

Step 3 (At chairs) – Switch model & build on it with suggestions on 'keys'

1. Now build into the model suggestions on how to successfully approach the gate (as a developer, innovator etc.). 10 min.

Explicit criteria	Implicit criteria
Visible criteria used in gates (official, somewhat objective)	*Not visible (interest, history and relational based)*

Design & innovation negotiation inspiration cards

Power relation negotiation inspiration cards

Step 4 (At tables) – Shared groups discussion - build a new center model with an utopia/ideal version of a strong gate

1. Share in the groups the models.

2. Then in the center create a new one which would be the utopia/ideal version of a strong gate at a selected place in an innovation process. Take generic/general principles from each model.

Cross perspectives & Summing up

- Plenum discussion – comparing utopia models

- On metaphorical play and the quality of this in open-ended methods

- How to turn an open-ended metaphorical play process into a training game? *PowerPlay as an example*

- Sharing after this session – we will take pictures of all 'Center models' and share in a pdf (write email on list if you want to receive this)

Dialectic poles
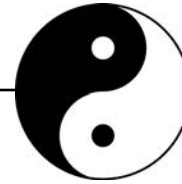
(Unformal, Unstructured)   (Formal, Structured)

Tend to be   Tend to be
innovation based   training based

Emergence   # Progression

Design thinking play/games   Instruction games

LEGO serious play   Simulation games

Innovation games   Mindset & roles games

Dilemma games
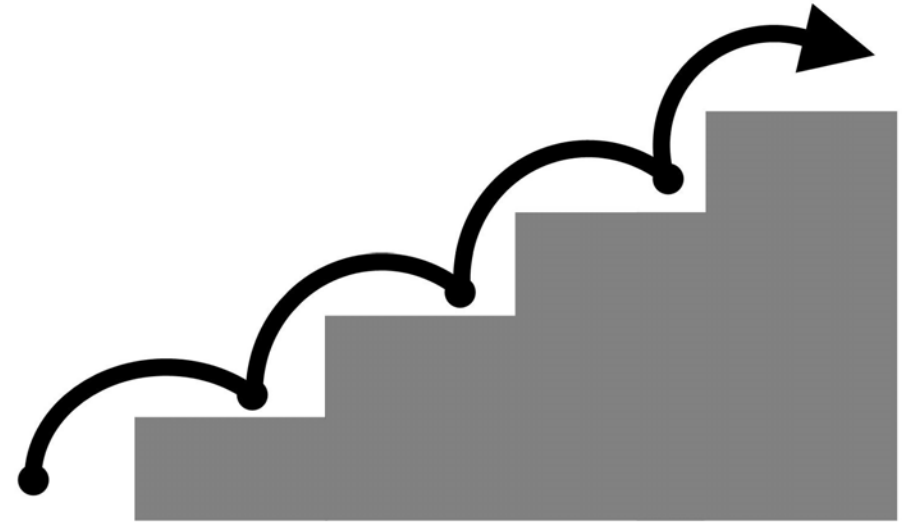
Gudiksen 2019

Emergence vs. Progression
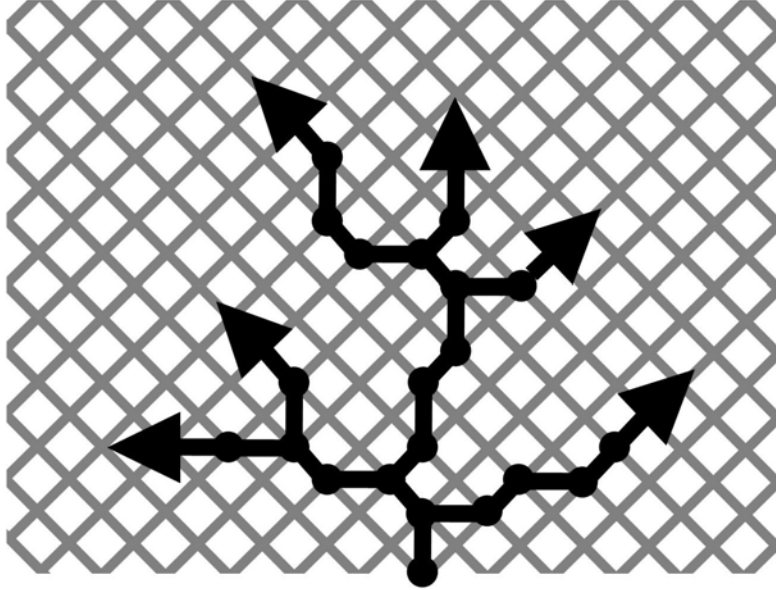
Emergence

Progression

Survey help!

THANK YOU for joining this session