

INNOVATION GAMES: Part II

Gates, Gatekeepers & Keys in Innovation Processes



organised in
cooperation
with



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Continuous Professional
Development
(CPD) Session



<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

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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.

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.

GAMIFY project has been funded with support from the European Commission. This communication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

Survey help!



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

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

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



Step 1 (At tables) – Each participant build/visualize model of process and gates

1. Each participants build model on how their gates look like (10 min). Takepoint 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?



Step 2 (At tables) – Present/share in pairs models

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
<i>Visible criteria used in gates (official, somewhat objective)</i>	<i>Not visible (interest, history and relational based)</i>

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 anew 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)

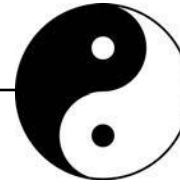
Tend to be
innovation based

Emergence

(Formal, Structured)

Tend to be
training based

Progression



Design thinking play/games

LEGO serious play

Innovation games

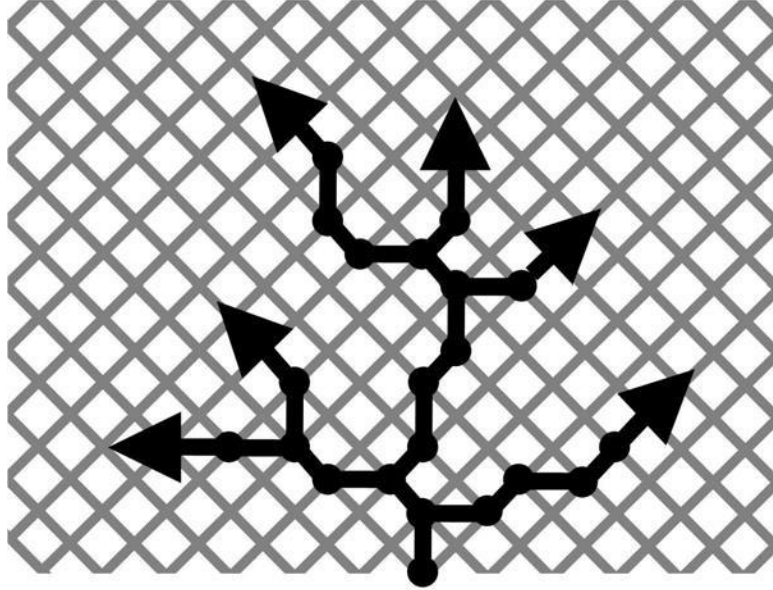
Dilemma games

Instruction games

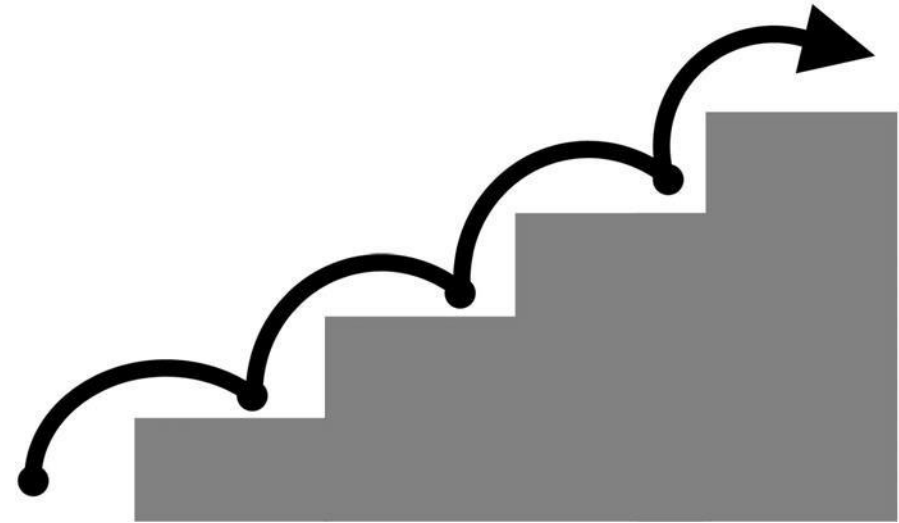
Simulation games

Mindset & roles games

Emergence vs. Progression



Emergence



Progression

Survey help!



THANK YOU for joining this session

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