



U Blueprint for a Strategy/Innovation Task Force

U process Step	Outcomes	Process	Checklist
Co-initiation (12 weeks between initial commitment and project kick-off) 	Shared commitment and clarity on: 1. <i>Why</i> : why this matters 2. <i>What</i> : focus, result & scope 3. <i>Who</i> : <i>sponsors</i> , core team, support team 4. <i>How</i> : process 5. <i>When</i> : timeline 6. <i>Resources</i> : €€ and people 7. Individual ' <i>leadership challenge</i> '	<ul style="list-style-type: none"> • Conduct <i>deep dialogue interviews</i> to form your team • Connect to your potential team members by inquiring where they stand • Establish commitment among core group players • Clarify what, who, when • Create taskforce • Commit to timeline • Secure sponsor support for forming core group 	Ingredients for initial commitment meeting 1. Client with burning business issue or constellation of stakeholders with a burning community issue ("we need to change the situation and I can't do it alone") 2. Sponsor/decision maker 3. Time and place for a generative conversation 4. <i>Don't convince</i> people to participate
Foundation Workshop (2.5 days) 	Shared clarity and commitment on: 1. Purpose 2. Intended outcome 3. Proccess 4. Roles & responsibilities 5. Resources 6. Milestones (including deep dive planning and preparation of checkpoints with clients and sponsors) 7. Foundational Teambuilding for the team 8. Increased listening skills: <i>4 level dialogue</i> 9. Create heart to heart connections in your team	<ul style="list-style-type: none"> • <i>Bring the challenge alive</i> to each member of the team • Clarify the process • Teambuilding/team self-organization • Inspiration for the way forward • Deep dive & dialogue training • Learning journey preparation • Dialogue interview training and deep dive preparation • Commitment to roles and responsibilities & roadmap • Learning to deal with differences and conflicts • Be disciplined about 	1. <i>Team composition</i> : diversity, bias for action, open mind, entrepreneurship, young, creative 2. Prepare sponsors to spell out the context and the expected outcomes 3. Personal interaction time between sponsors and team 4. Dialogue interviews with team members prior to kick-off 5. Infrastructures to support the deep dive journeys 6. Work infrastructures for the team 7. Clarity around roles and responsibilities among

reflecting on your experiences

- Practice personal story telling

- sponsors, consultants, team
- 8. Secretarial support for the team
- 9. Roadmap: checkpoints for learning journey process
- 10. Full-time participation by all members of the team

Deep Dive Learning Journeys

(10 weeks)



1. Visits to *places of most potential*
2. Capturing golden nuggets of discovery in real time
3. Feedback notes to interviewees
4. Web of relationships
5. Preparation of retreat workshop by crystallizing key results

- Create questionnaire
- Create list of people and places of most potential
- *Start interviews during the first 3 days*
- Conduct daily mini U review
- Listen with your head, heart and hand
- Journey to understand the system

1. Get journals to each team member
2. Digital (*video-*) cameras
3. Create web space for documentation of learning journeys
4. Support for setting up learning journeys (both strategic and administrative support)
5. Visit places *beyond your personal comfort zone*

Retreat

(5-7 days)



1. Learning journey synthesis
2. Interweaving stories and experiences
3. Brainstorming/imagining possible futures
4. *Stillness* (presencing)
5. Crystallizing the future that is wanting to emerge (collectively)
6. Identification of the 3-5 prototyping initiatives
7. Action plans

- Synthesis
- Solo activity
- Inner practices
- Silence
- Make use of *Inspirational force of nature*
- Bonfire dialogue
- Collective crystallizing
- Prototyping initiatives
- Action planning
- Presentation planning




1. Prepared inputs from deep dive
2. High quality space (room)
3. Good access to nature
4. Sunrise seminars (Qi Gong, Aikido, Yoga)
5. Toy box/clay for sculpturing
6. *Involve yourself*: 'if you're not part of the problem, you're not part of the solution'
7. Dedicate time for solo

Prototype Commitment

1. *Executive/sponsor commitment* to moving forward with 1-3

- Present: *give sponsors experience*, not just

- Criteria for prototype selection:*
1. Is it relevant? Does it matter

<p>(1-1.5 days)</p> 	<p>prototypes</p> <ol style="list-style-type: none"> 2. Clarification of desired outcomes from prototypes 3. Resources and support (including additional team members and technical resources) 4. Roadmap for prototyping: 3-4 feedback cycles with customers 	<p>presenting to them</p> <ul style="list-style-type: none"> • Discuss • Commit • Action & scenario planning 	<p>to the stakeholders involved?</p> <ol style="list-style-type: none"> 2. Is it revolutionary? 3. Can it be done rapidly? 4. Can you do it in a small scale and locally? 5. Are you focusing on the right things? Can you see the whole in it? 6. Is it relationally effective? 7. Is it replicable? Can you scale it?
<p>Prototype Development</p> <p>(14 weeks)</p> 	<ol style="list-style-type: none"> 1. Create and present <i>real prototypes</i> 2. Gather real data and analyze feedback 3. Iterate: implement feedback (adapt) and 4. Present again to stakeholders 5. <i>Repeat this fast-cycle iteration 3-5 times</i> 	<ul style="list-style-type: none"> • Create • Build • Present • Iterate • Build upon <i>competencies team members</i> 	<ul style="list-style-type: none"> • Resources and roadmap • Environment that supports rapid experimentation • Use daily rapid prototyping review sessions • Ongoing documentation by digital storytelling • Support team available in real time • Access to sponsors to remove barriers quickly
<p>Prototype Presentation</p> <p>(2 days)</p> 	<ol style="list-style-type: none"> 1. Present prototypes to stakeholders 2. Feedback 3. Commitment whether to take prototype initiatives to the next level 4. Document lessons and results 5. Communication strategy 6. Release of project team 7. Plan for <i>institutionalizing</i> 	<ul style="list-style-type: none"> • Present results • Commit next steps • Review process • Reflect on personal lessons • Celebrate • Leverage 	<ul style="list-style-type: none"> • Enough time to review and reflect on all three levels of the project (products, process, personal) • Briefing of customers/clients and preparation of team how to present exiting results to its audience • Take 2 days • Find political support

