



**Advanced class: Building Cultural Change**

**Experiment clinic:** Peer coaching of experiment designs

**Role of the Region** in rooting foresight, co-creation & experimentation as part of the practices & approaches (of the public sector)

# **Experiment clinic:**

Peer coaching experiment designs

Thoughts from the previous session?

1 ÖVERGRIPANDE MÅL

Kommer från:

2 KÄLLOR FÖR  
BAKGRUNDSINFORMATION

3a INTRESSETER

3b MÅLGRUPP(ER)

9 ÅTERKOPPLING TILL  
STRATEGI/POLICY

4 ANTAGANDE	ANTAGANDE	ANTAGANDE
5 HYPOTES Om... så...	HYPOTES Om... så...	HYPOTES Om... så...
8a EXPERIMENTET Kort beskrivning av vad som görs, av vem, hur länge, olika aktörers roller		
8b KRITERIER För ett lyckat/inte lyckat resultat		8c UPPFÖLJNING Samla in data

7 EXPERIMENTIDÉER

6 MÖJLIGA LÖSNINGAR

# Recap: what to take into consideration when initiating experimentation in government?

1. **Connect to policy aims or strategic objectives.** If you want to make big impact, you usually need a link between experiment and a strategy, agenda paper, or a vision.
2. **Limit your scope.** Limited scope for an experiment is usually better than a broad one.
3. **Co-Design your objectives, evidence-base and ideas.** Bringing a broad stakeholder group on board will create co-ownership for the experiment. This reduces complexity and increases probabilities for finding ways for utilizing the results.

Testing is not natural science which tells us the truth, but more politics in its real sense: they are vehicles of discussion on our shared goals, ways to get there and the decisions we need to make.

# Recap: what to take into consideration when initiating experimentation in government?

- 4. First explore, then freeze.** Innovative new practices are found by bravely exploring the unknown. However, patience and rigid methods are needed for finding out if new solutions and policies work!
- 5. Embrace failure.** You will fail only if you don't learn. So remember to learn.
- 6. Consider ethics.** Remember to consider how randomization and the experiment itself affects participants.

**What could be the role of the Region  
in rooting foresight, co-creation and  
experimentation as part of the  
practices & approaches  
of actors?**

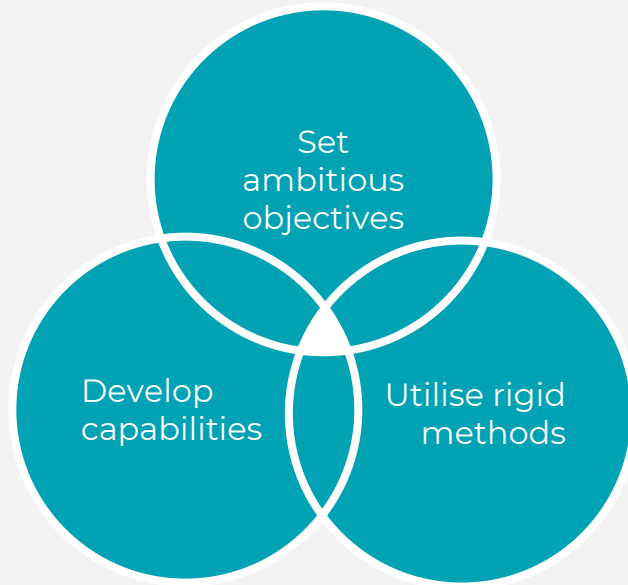
# What are the ways our region can influence?

What are the ways Region could influence that

- a) there is actual experimentation
- b) experimentation culture develops?

Think of

- modifying something you are already doing
- completely new ways





**What are the strengths of my organisation as an influencer to progress the use of foresight, co-creation and experimentation in the region?**

**What are our weak points?**

# EXPERIMENTARE PROFILAR



SKOJARE



HÄNGARE

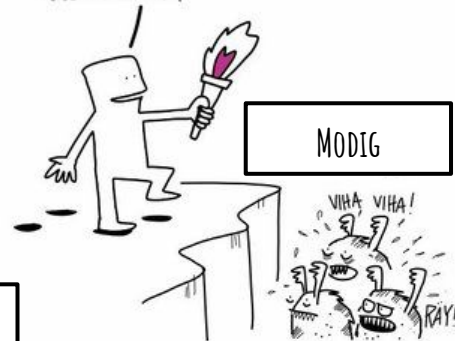


SPÄNNARE



OPTIMIST

Sieluni valolla  
minä tämän polkuni  
valaisen!



MODIG



BANBRYTARE



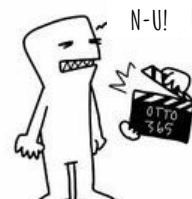
EN DEL AV GRUPPEN



DRÖMMARE



DEN SOM OM LÄRAR  
SIG OM FEL



UTHÅLLIG

#herozerohero

PERJANTA! 13.10.17

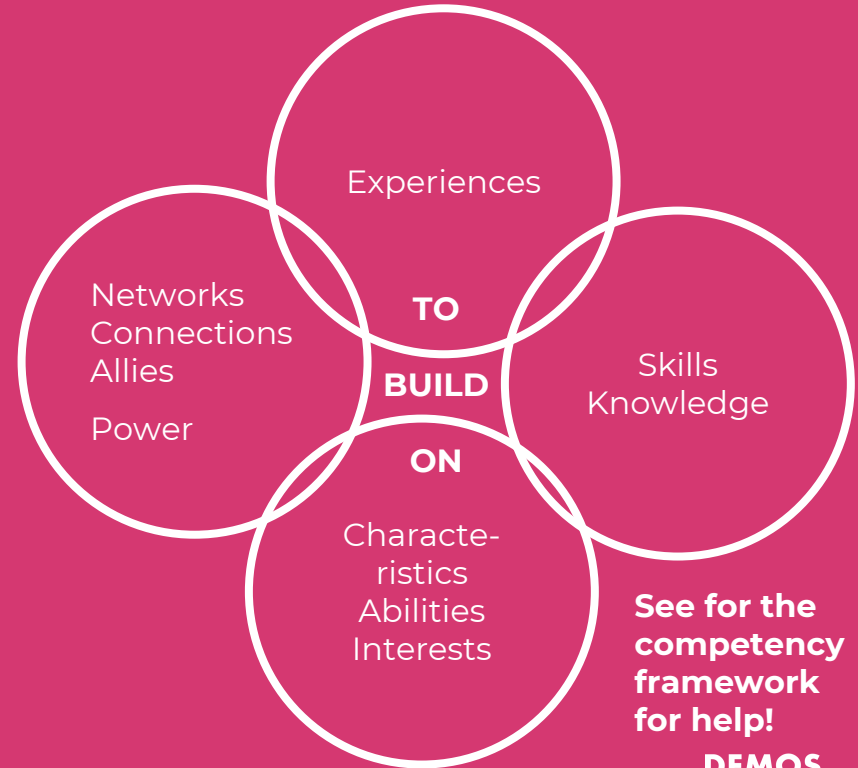
## ME AS A CHANGE AGENT

Divide a paper into four, and then in half  
= 8 squares

**What are my strengths as a regional developer?**

**What are my capacities and resources I can build on to promote foresight, strategic thinking and/or experimentation?**

**What are my weaknesses?**



**See for the  
competency  
framework  
for help!**

**DEMOS  
HELSINKI**



## **WORK TOGETHER**

**First to the other one of you, then the other:**

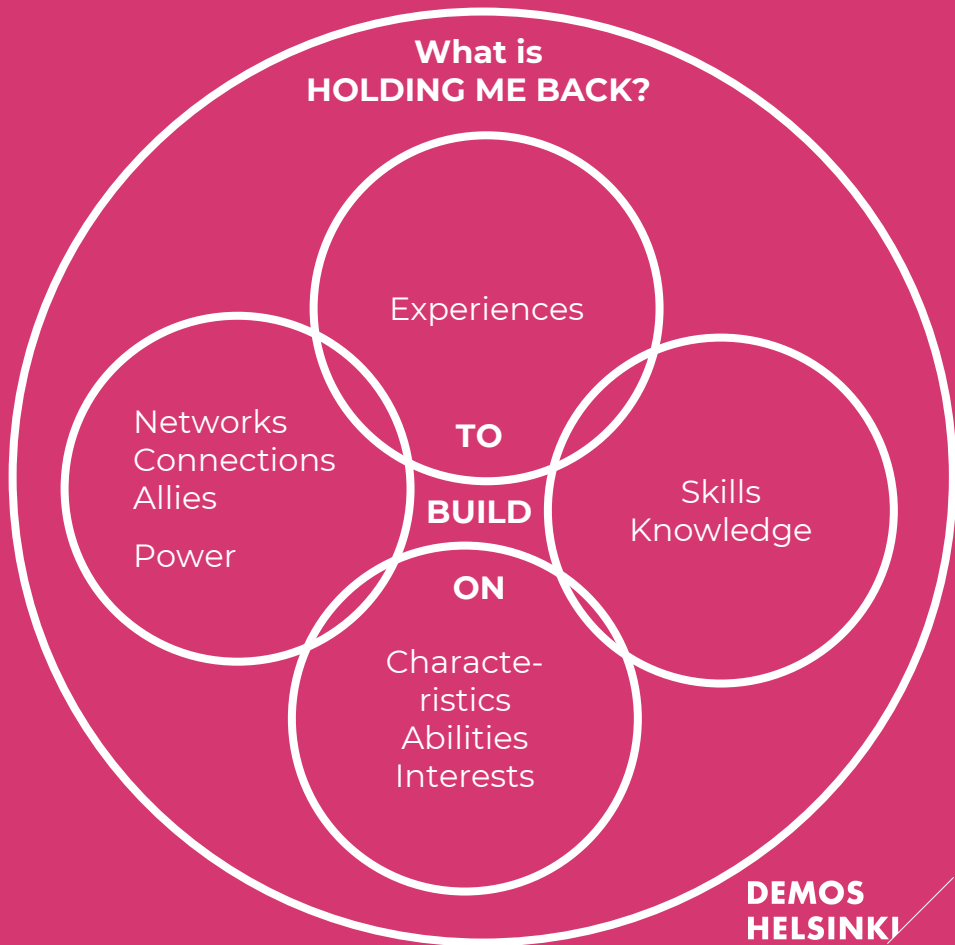
**Turn it around: what is a strength in a weakness?**

**Turn it around: What is weakness in a strength?**

## ME AS A CHANGE AGENT

What is personally holding me back to do what I see should be done?

What do I need to overcome that?



A group of people in a gym are using resistance bands for exercise. The main focus is on a woman in the foreground, seen from behind, with her arms raised holding a green resistance band. Other people are visible in the background, also using resistance bands. The gym has large windows and bright lighting.

**Go practice!**

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