



Innovation & professionals

A brief history of innovation

- [?] development
- [?] adoption

A quest for answers

- [?] organisational factors
- [?] human factors

A glimpse of the near future

Project assignment

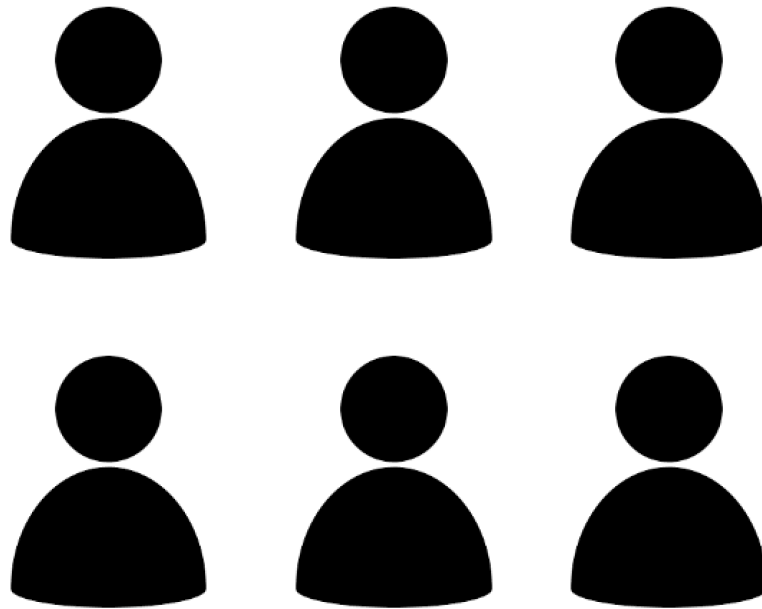
Use innovative technology to develop methodical tools

- that help the probation officer to support the probationer with behavioural change
- that support the probationer to take a more active roll during supervision by:
 - providing structure for reflection
 - visualizing the outcome of the reflection
 - helping to set goals for the future

Experiment

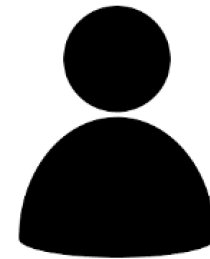
- Are we able to develop useful tools?
- What happens when we add technology to our work?





6 Probation Officers

Content



1 Project leader

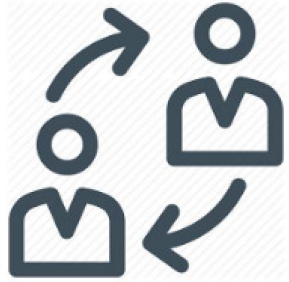
Proces



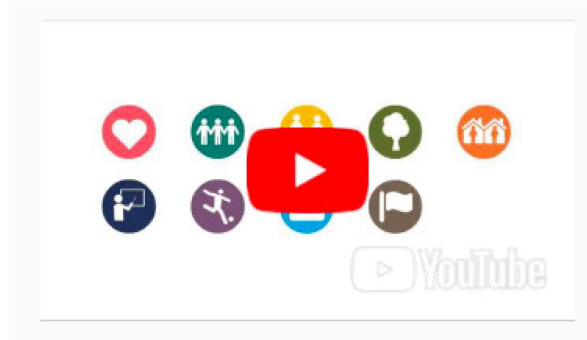
Feedback group







App Masters



Instruction video's

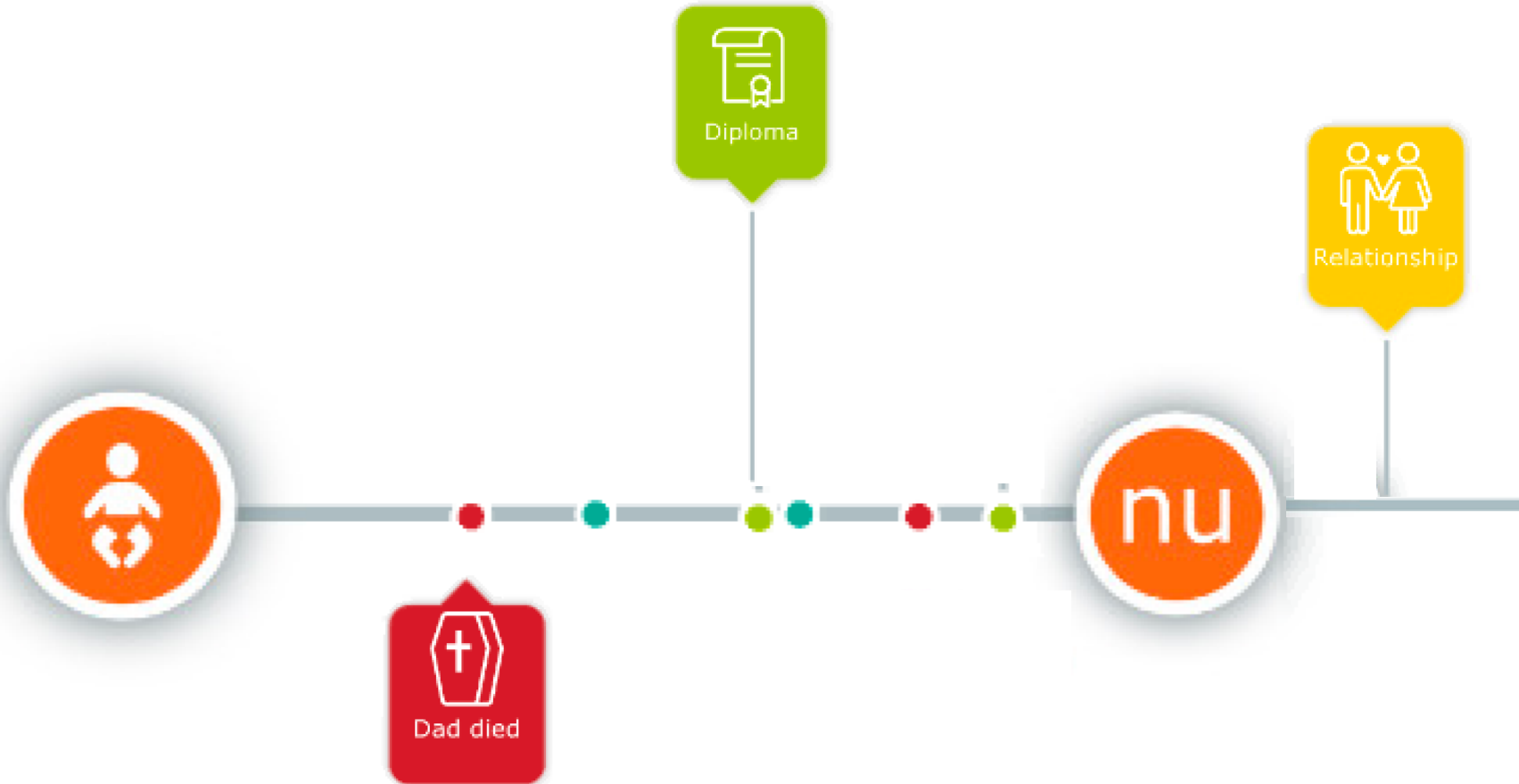


Try it yourself meetings

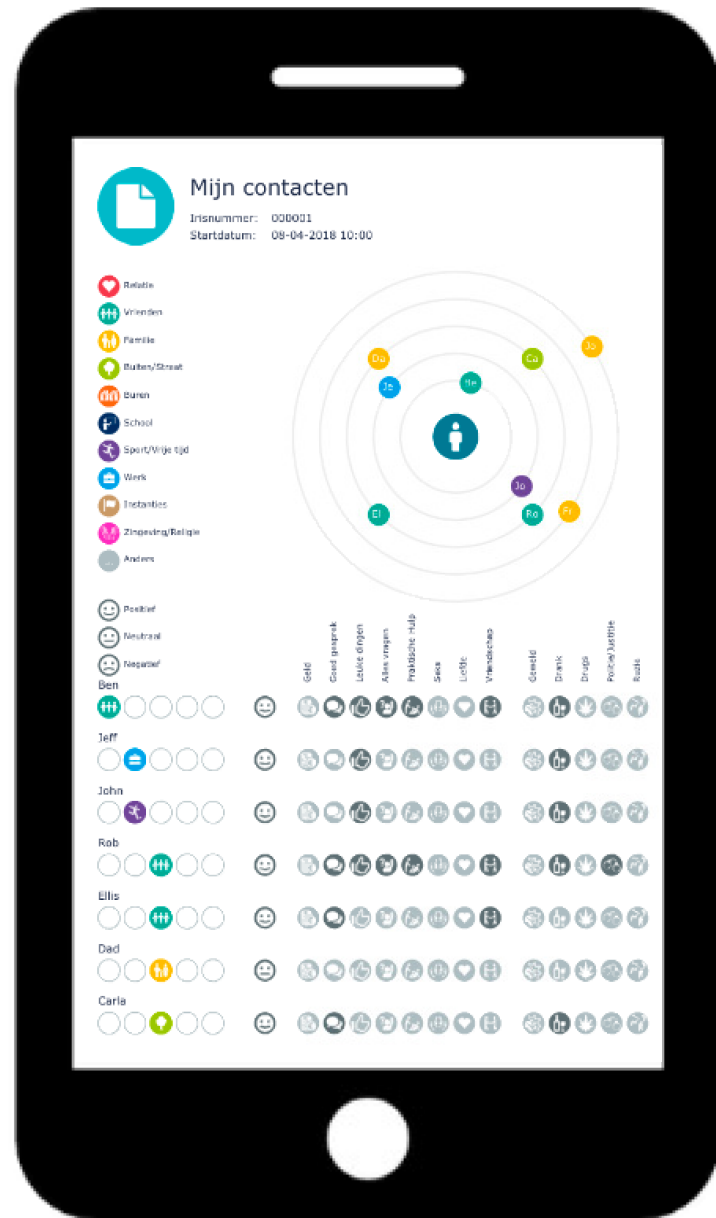
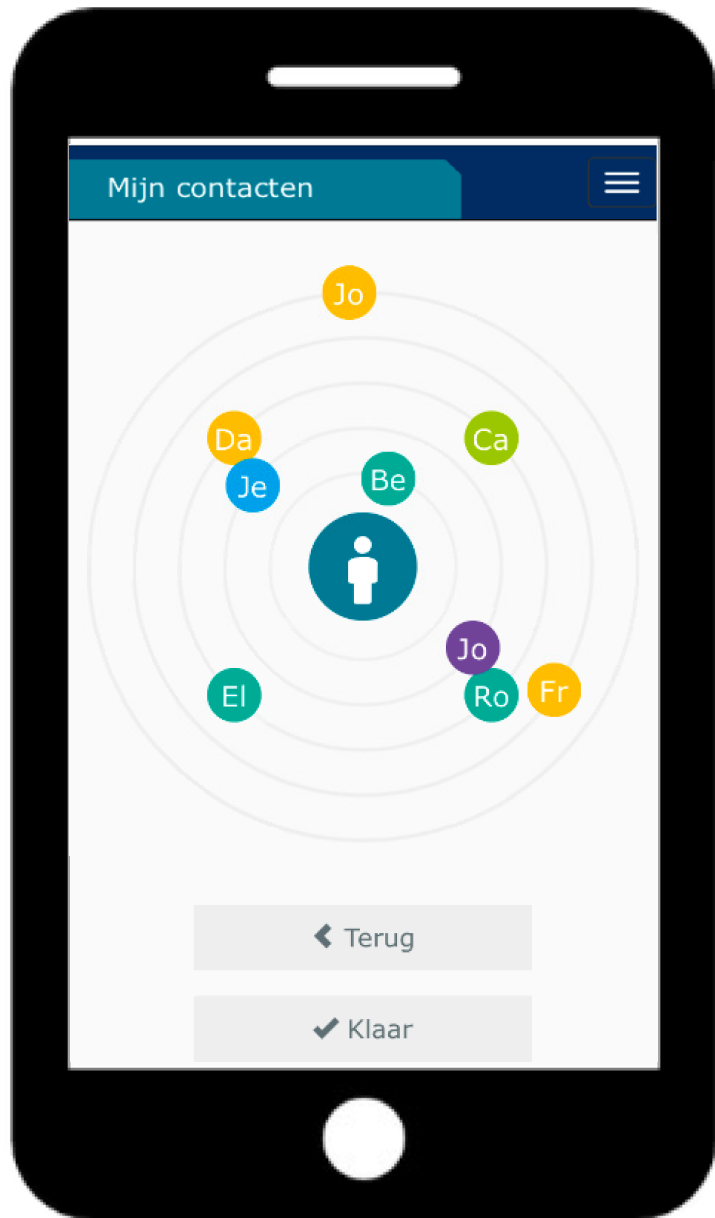


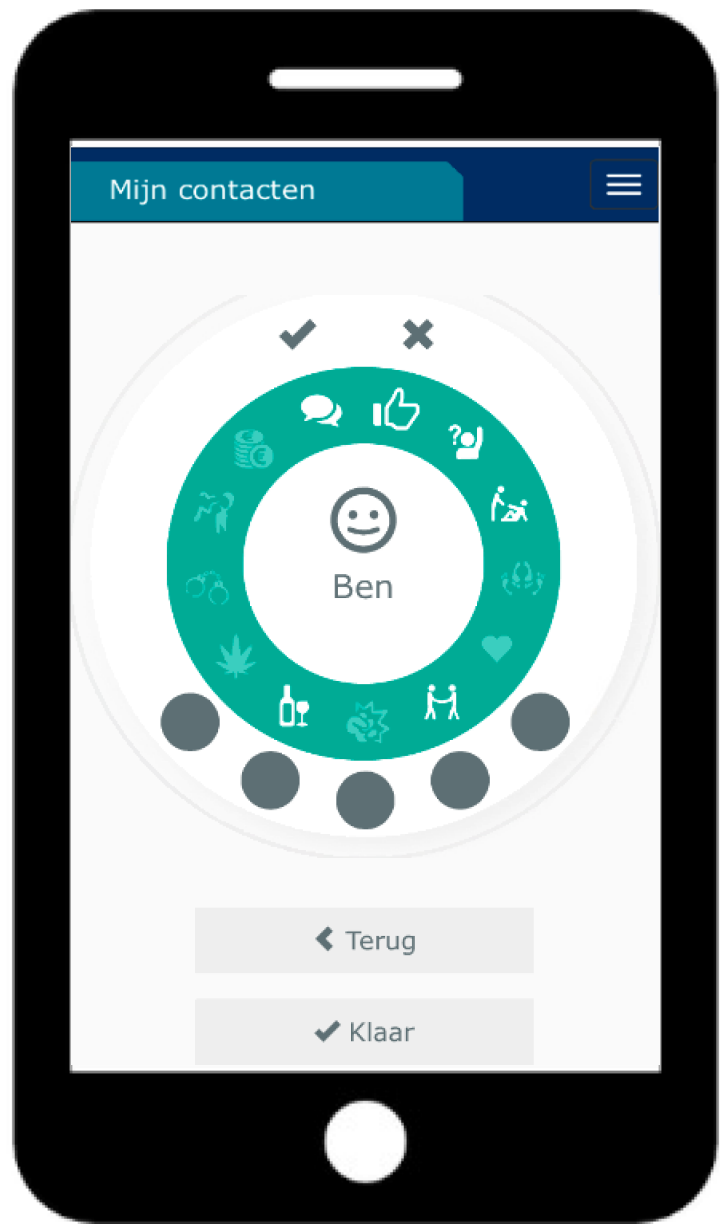
Snowball effect

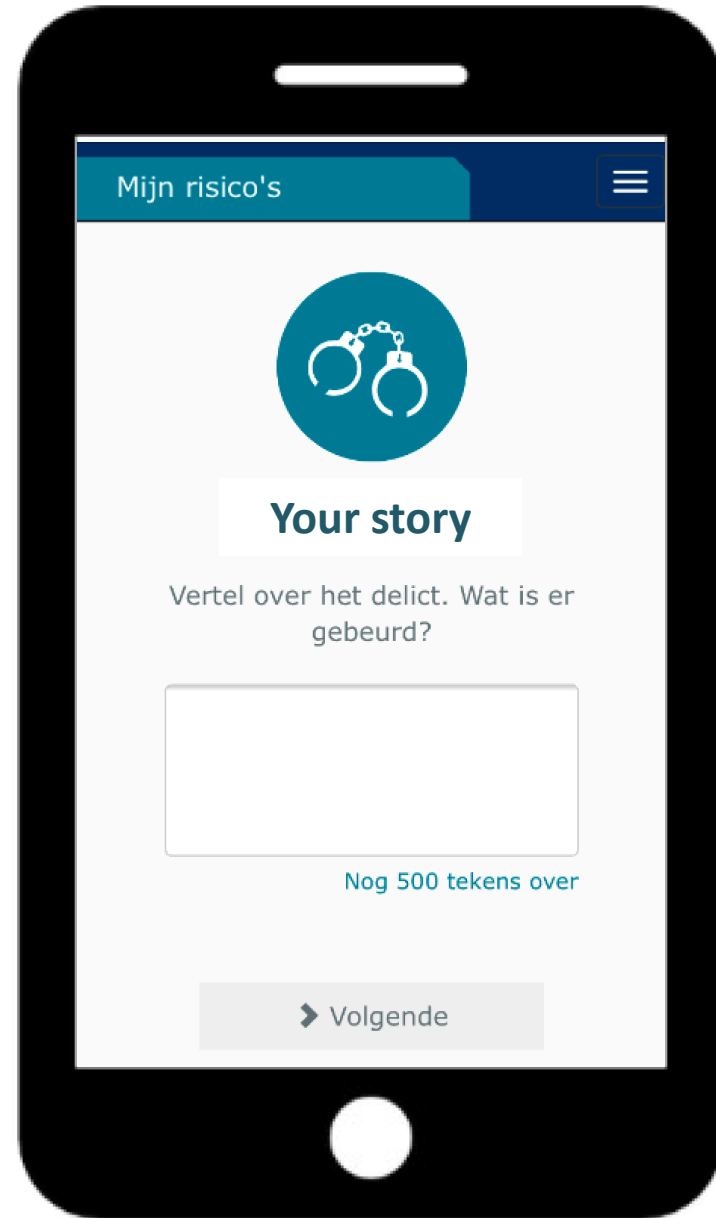




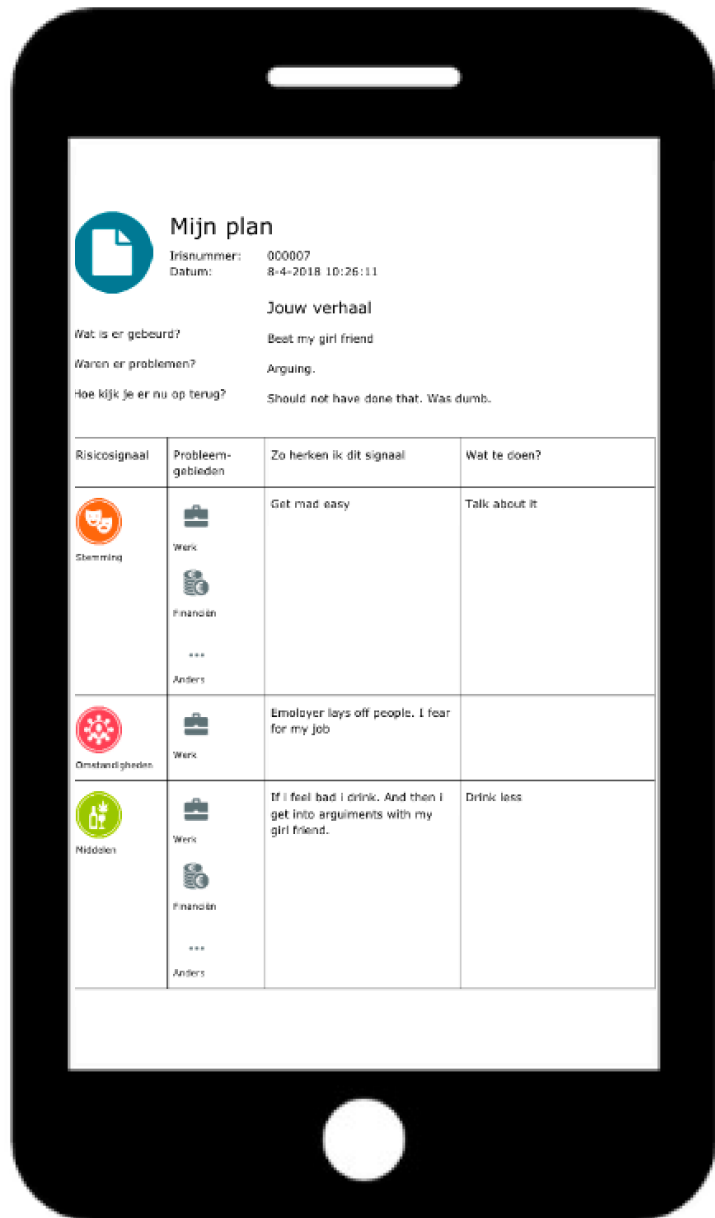




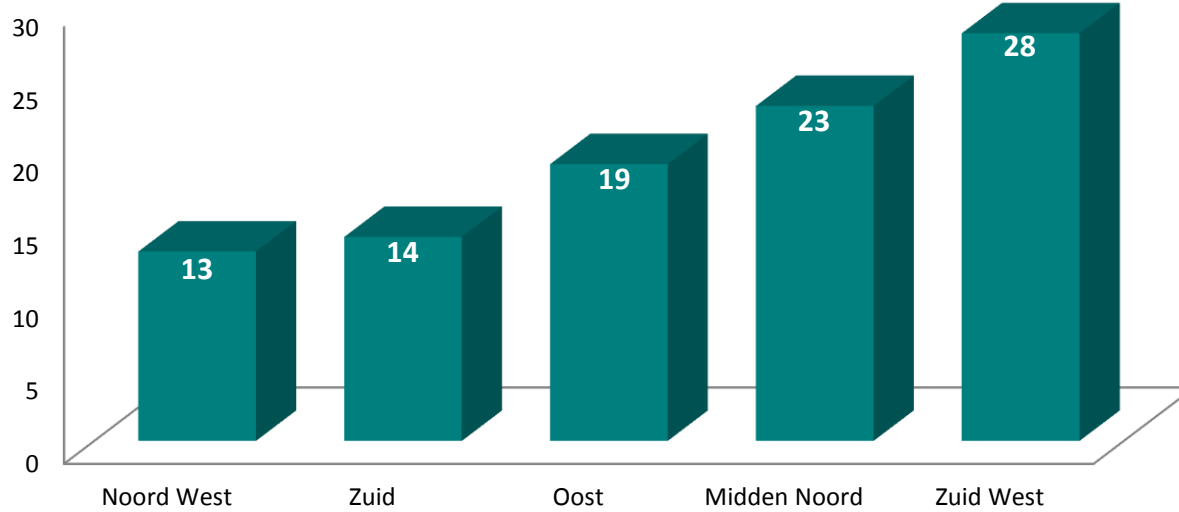




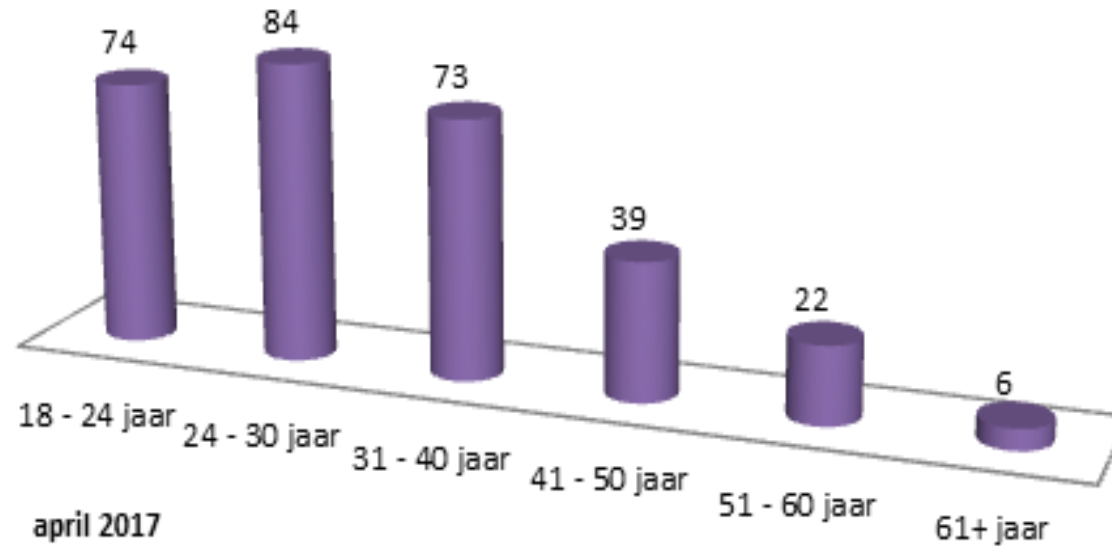


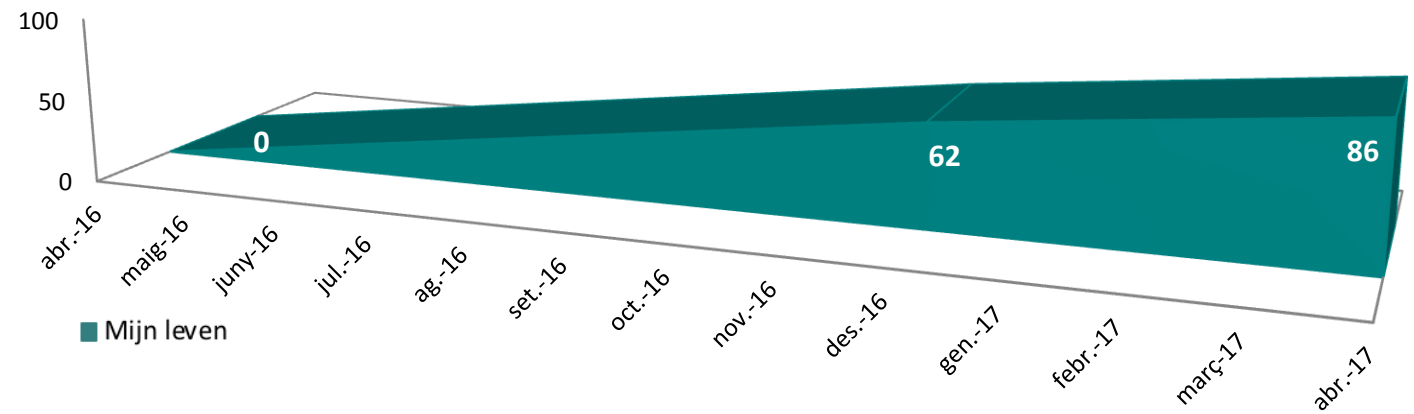
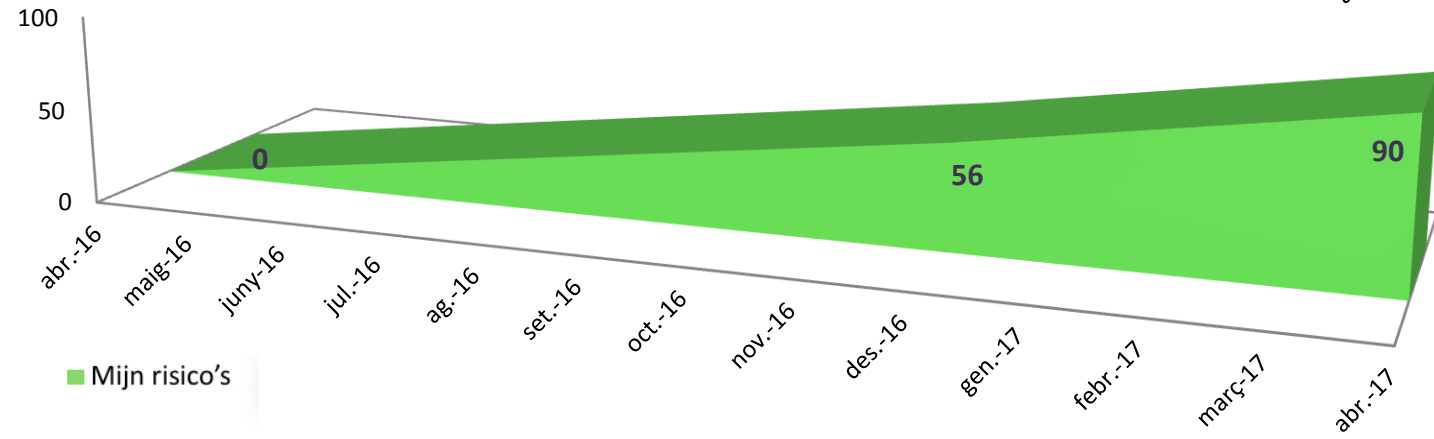
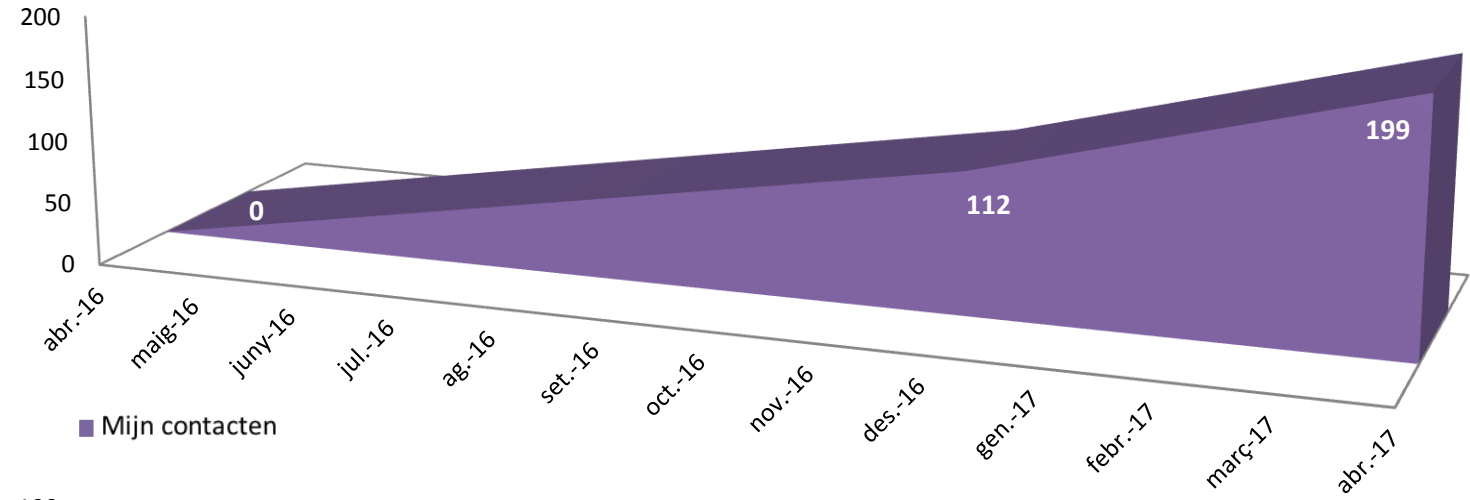


Probation officers
who uses apps
per region



Average age of
probationers who
uses apps





Experiences

- ✓ **Content fits the purpose**
- ✓ **Most probationers are willing and capable to use them**
- ✓ **Positive side effects**
- ✗ **No time**
- ✗ **Don't need it**
- ✗ **Need coercion from my manager**

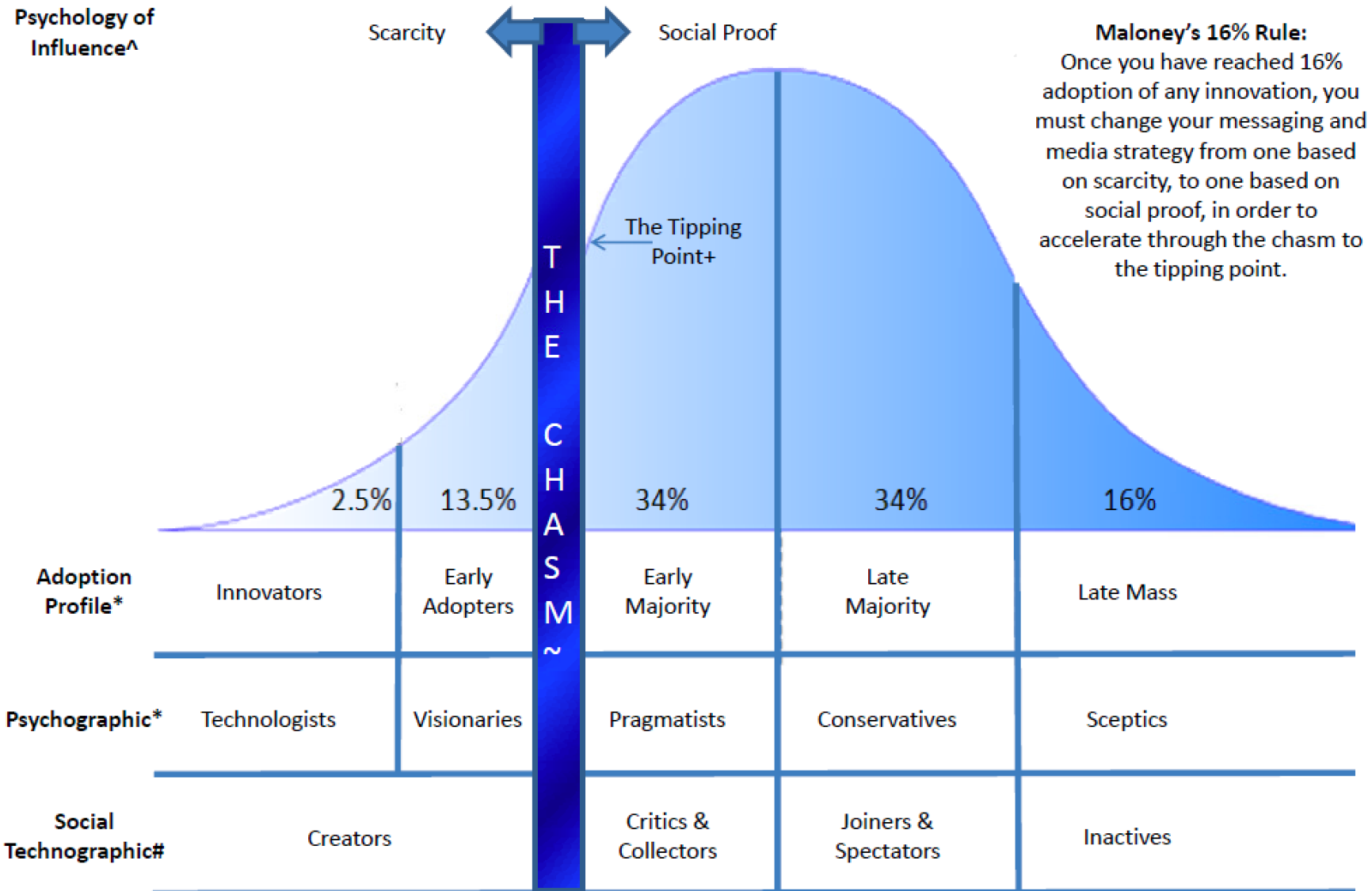


A quest for answers

A framework for change

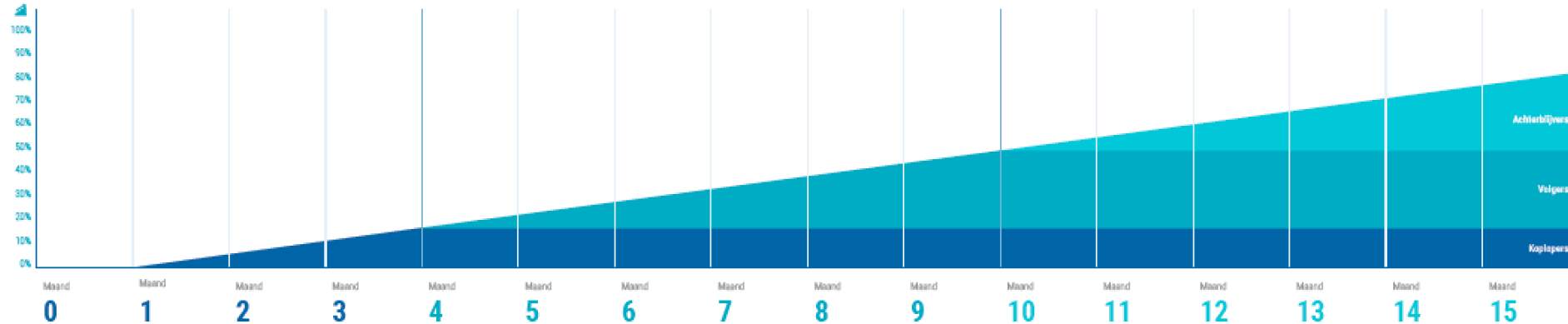
Vision	Urgency	Plan	Means	Skills	Result
✓	✓	✓	✓	✓	Change
	✓	✓	✓	✓	Confusion
✓		✓	✓	✓	Resistance
✓	✓		✓	✓	Chaos
✓	✓	✓		✓	Frustration
✓	✓	✓	✓		Anxiety

Accelerating Diffusion of Innovation: Maloney's 16% Rule©



[^] Robert Cialdini *Everett Rogers #Forresters ~Geoffrey Moore + Malcolm Gladwell

The maturity model



Early adopters

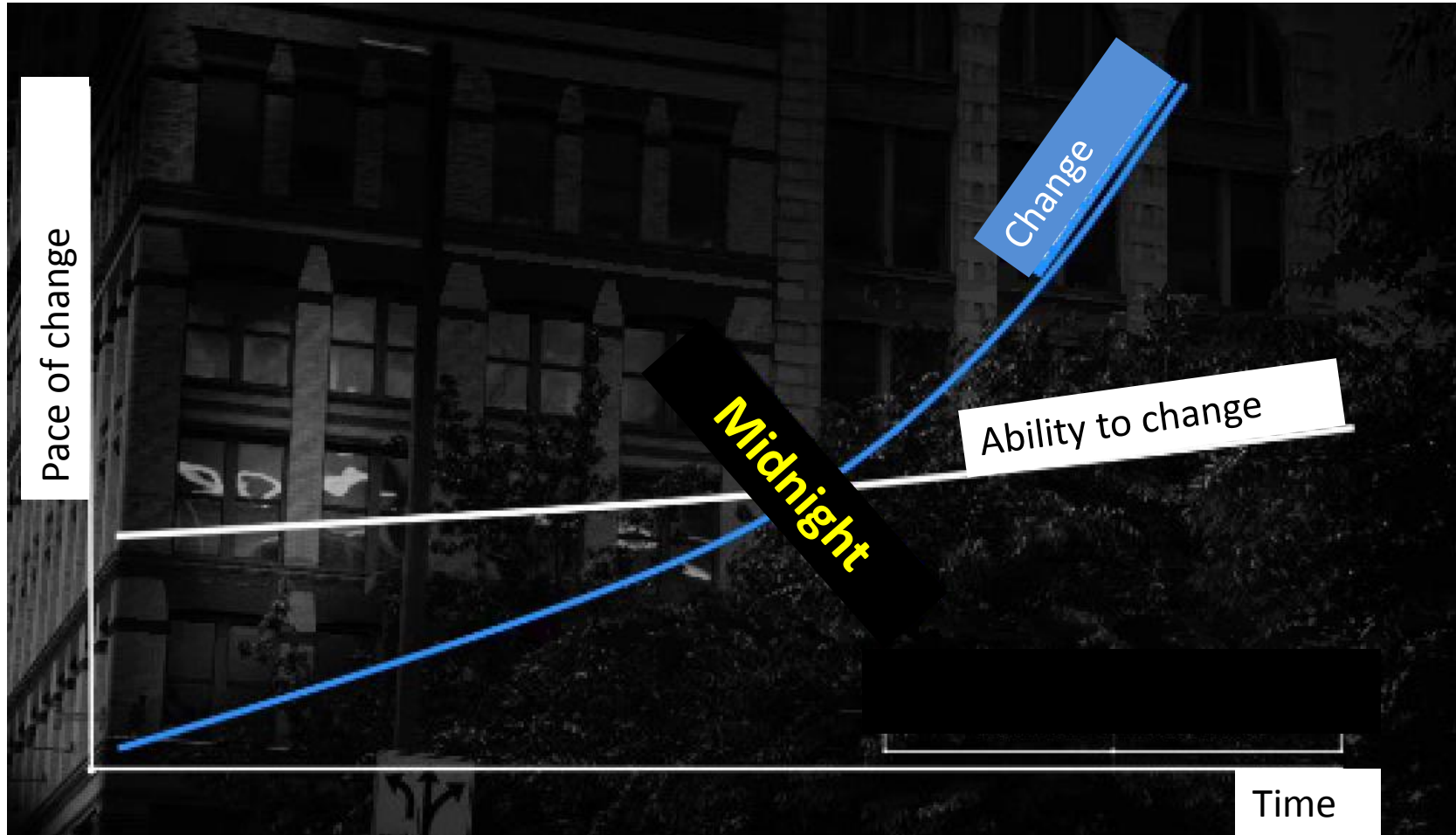
Seek solutions for their problems.
Not afraid to try something new.

Followers

Need to be convinced of the benefit.
Need recommendations from colleagues.

Laggards

Hold on to old habits.
Can not deal with set backs.



Eddie Obeng

Which line is longer?







Question

What is the color of my shirt?

Assignment

Give the wrong answer!



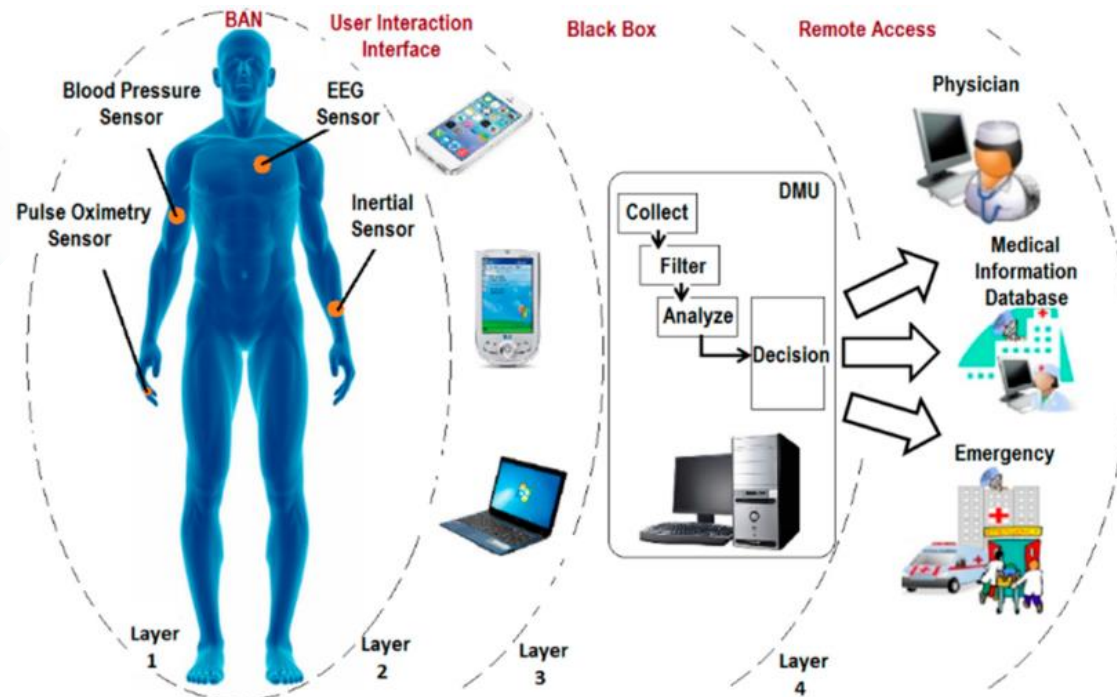
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What's next?



Wearables
Carriables
Domotica
Implantables



Can we make it?

Can we adopt it?

Must we want it?



