

Innovation & professionals

A brief history of innovation

- I devellopment
- I adoption

A quest for answers

⑦ organisational factors
⑦ human factors

A glimpse of the near future

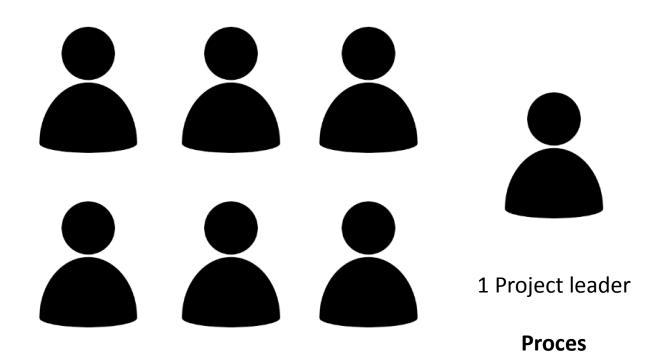
Project assignment

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









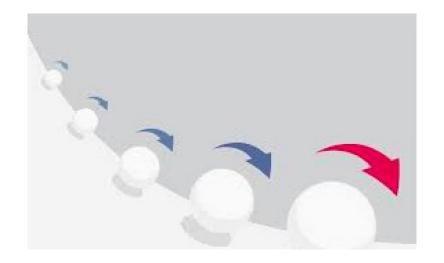
App Masters



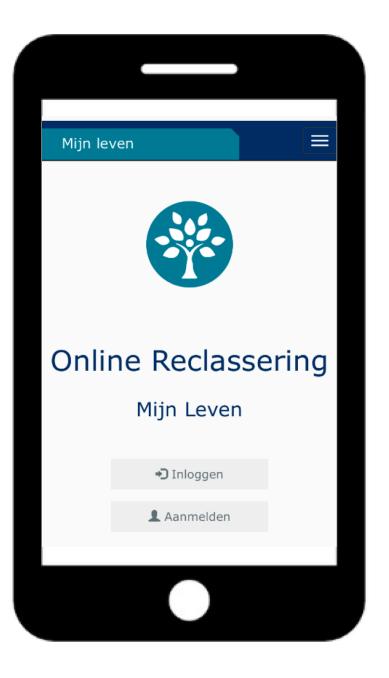
Instruction video's

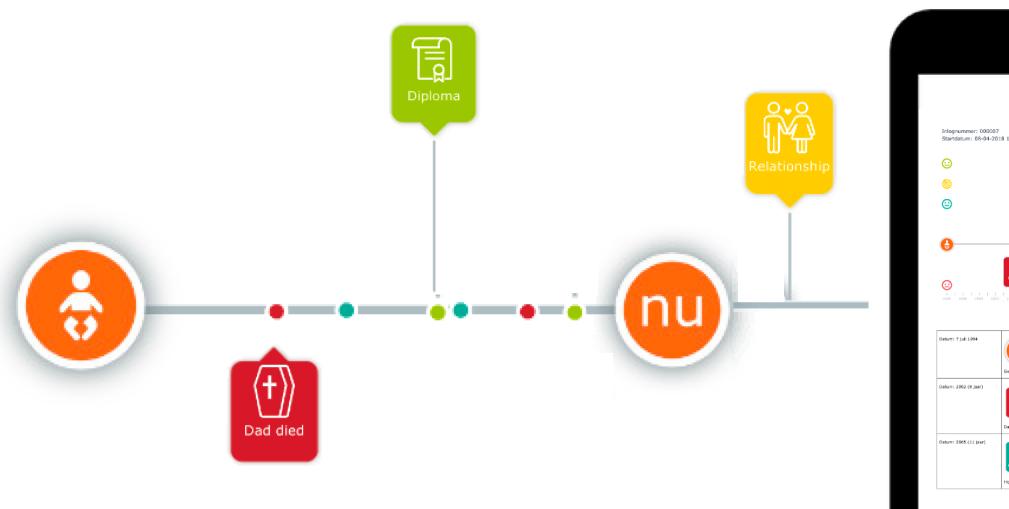


Try it yourself meetings



Snowball effect







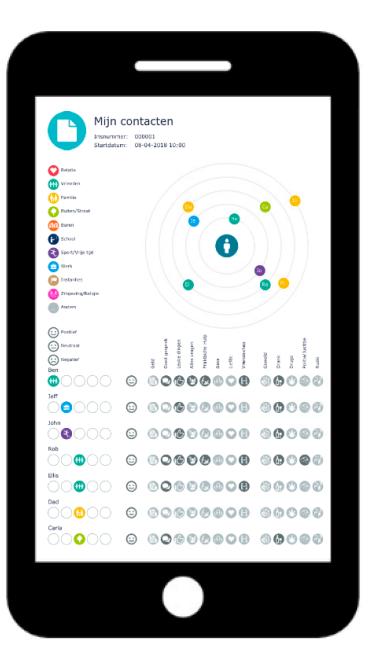




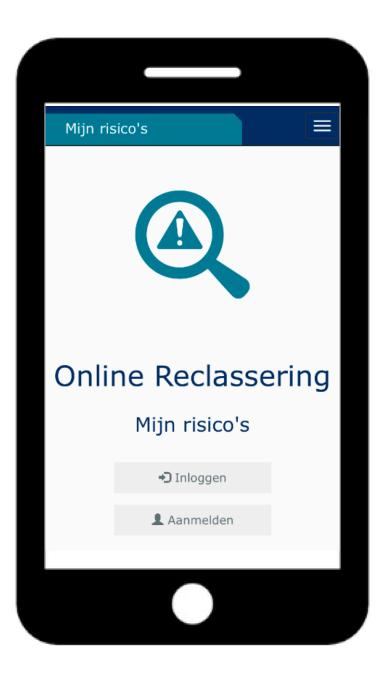


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Mijn co	ntacten	indelen
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Relatie	Vrienden	Familie
Buiten/Straat	Buren	School
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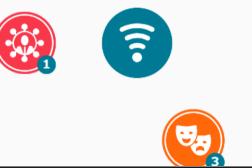
Mijn risico's

Jouw risicosignalen

Zijn er nog meer signalen die je herkent? Klik dan op toevoegen.



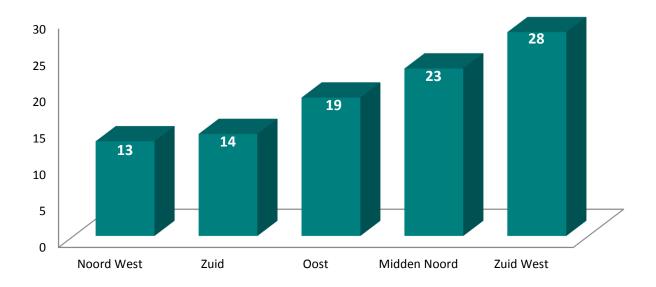
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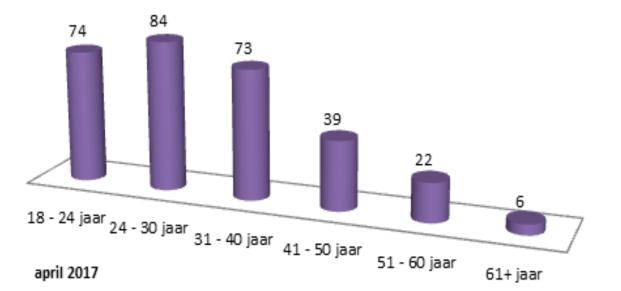


	000007 8-4-2018 10:25:11 Jouw verhaal Best my girl friend Arguing. Should not have done that. Was done Zo herken ik dit signaal	fumb. Wat te doen?
terug? obleem-	Beat my girl friend Arguing. Should not have done that. Was o	
terug? obleem-	Arguing. Should not have done that. Was o	
terug? obleem-	Should not have done that. Was o	
obleem-		
	Zo herken ik dit signaal	Wat to door?
		wor te coen?
	Get mad easy	Talk about it
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_	Emoloyer lays off people. I fear	
_	for my job	
A.	If I feel bad i drink. And then i get into arguments with my	Drink less
rk	girl friend.	
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	xrs x x	Emolayer lays off people. I fear for my job * If I feel bad I crink. And then I get into arguiments with my girl friend.



Probation officers who uses apps per region

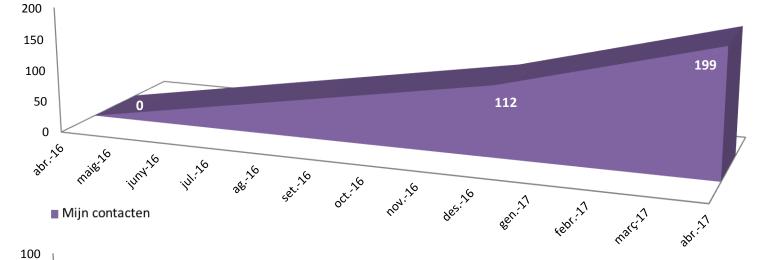


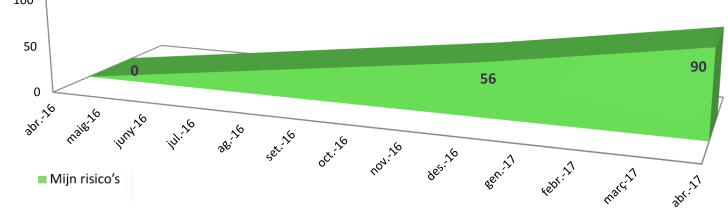


Average age of probationers who uses apps

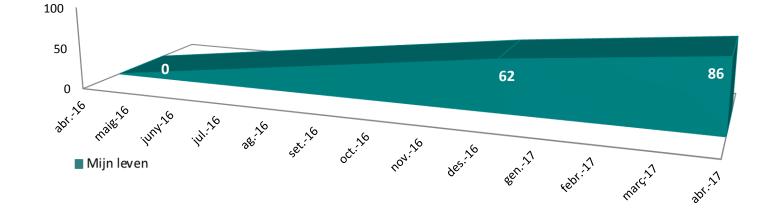












Experiences

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

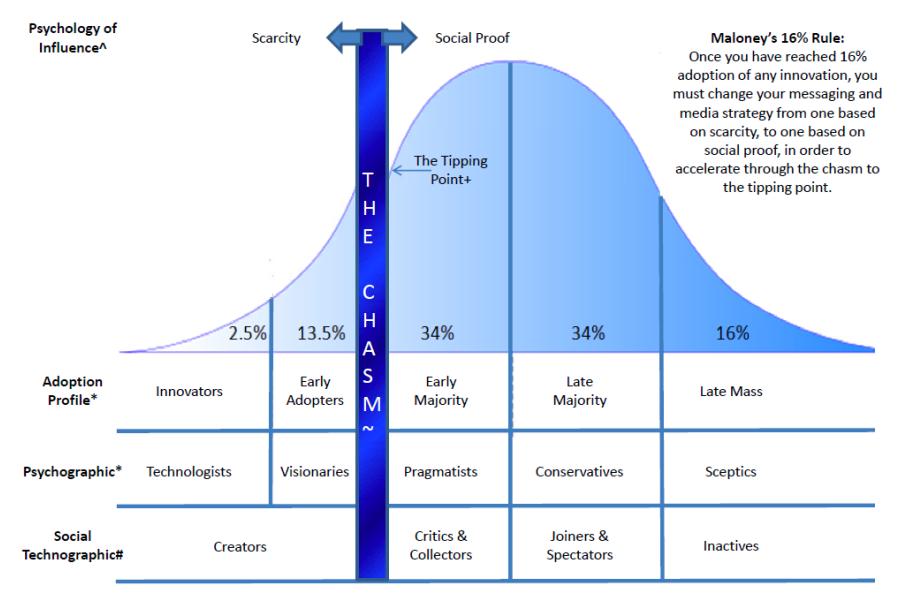


A quest for answers

A framework for change

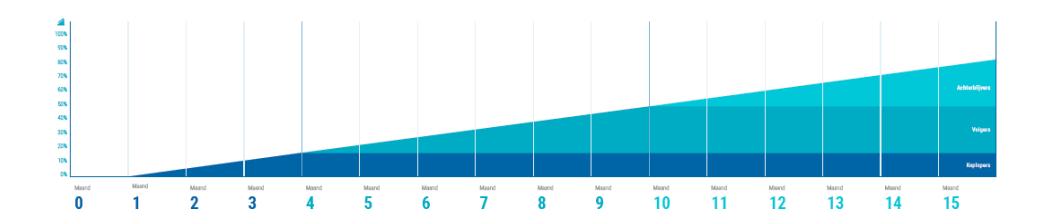
Vision	Urgency	Plan	Means	Skills	Result
\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	Change
	\checkmark	\checkmark	\checkmark	\checkmark	Confusion
\checkmark		\checkmark	\checkmark	\checkmark	Resistance
✓	\checkmark		\checkmark	\checkmark	Chaos
\checkmark	\checkmark	\checkmark		\checkmark	Frustration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

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



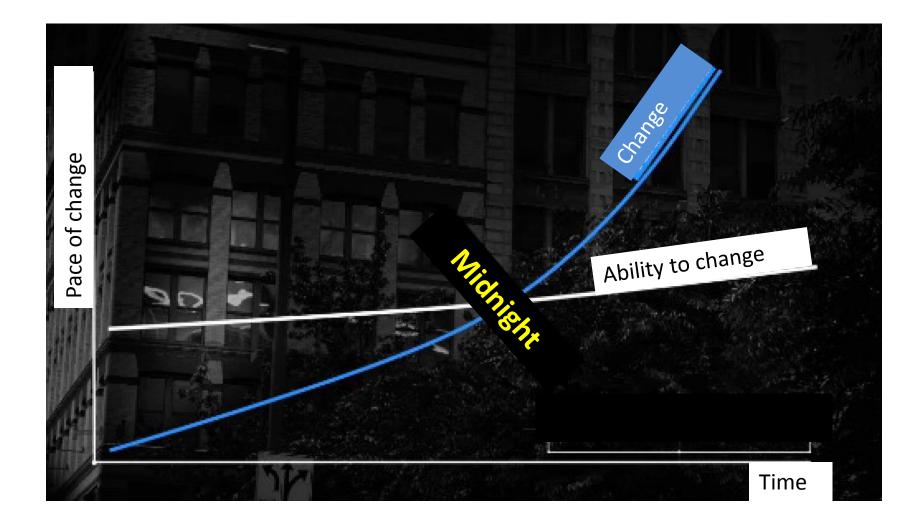
^ Robert Cialdini *Everett Rogers #Forresters ~Geoffrey Moore + Malcolm Gladwell

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 recommandations form colleagues. Laggards Hold on to old habbits. Can not deal with set backs.

Corine Ahlrichs



Eddie Obeng

Which line is longer?







Question What is the color of my shirt?

Assignment Give the wrong answer!

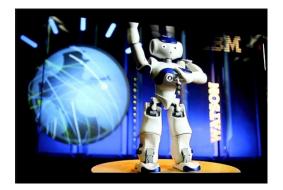


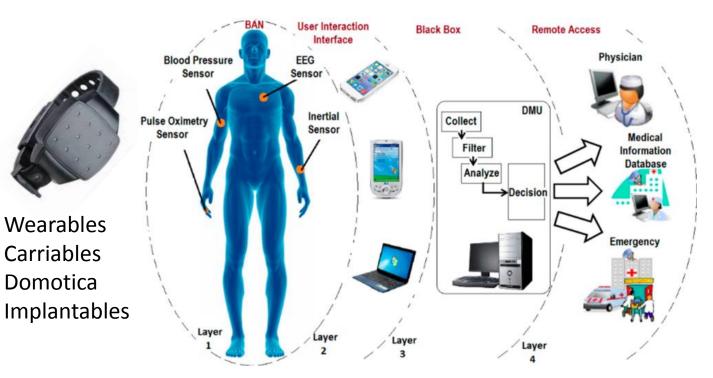
What's next?











Can we make it?

Can we adopt it?

Must we want it?

