

# 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

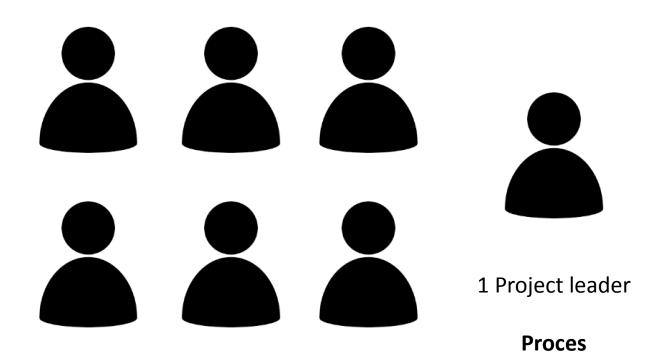
## Project assignment

## 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









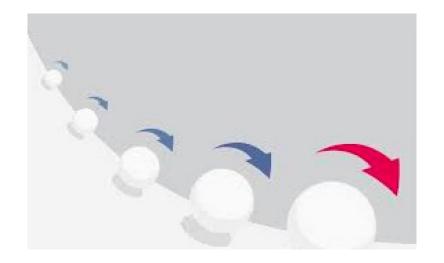
App Masters



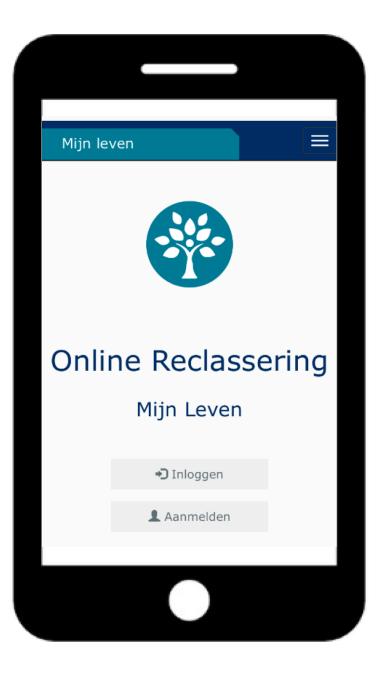
Instruction video's



Try it yourself meetings



Snowball effect







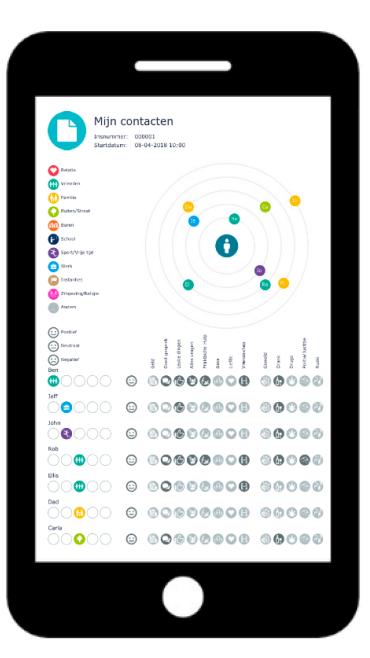






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Buiten/Straat	Buren	School
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	>	Volgende		



#### Mijn risico's

#### Jouw risicosignalen

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



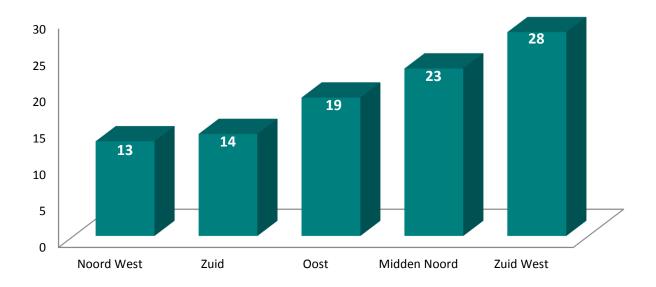
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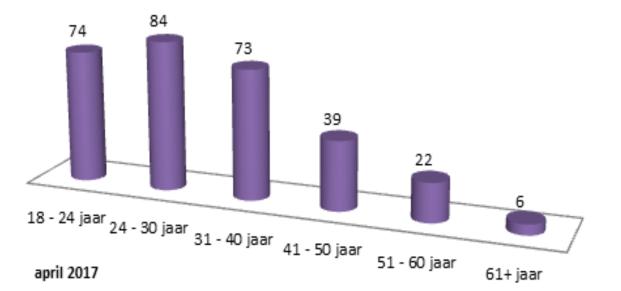


	000007 8-4-2018 10:25:11 Jouw verhaal Best my girl friend Arguing. Should not have done that. Was done Zo herken ik dit signaal	fumb. Wat te doen?
terug? obleem-	Beat my girl friend Arguing. Should not have done that. Was o	
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terug? obleem-	Should not have done that. Was o	
obleem-		
	Zo herken ik dit signaal	Wat to door?
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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

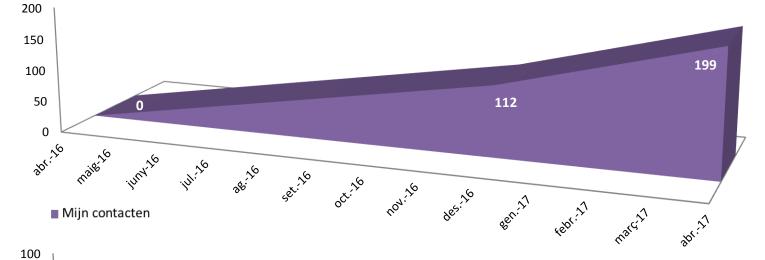


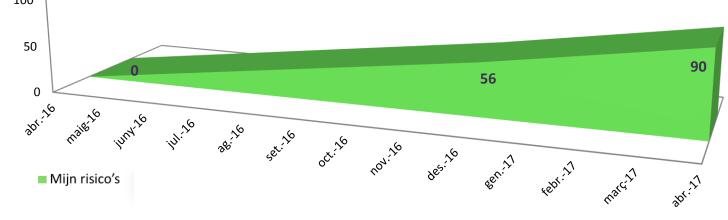


Average age of probationers who uses apps

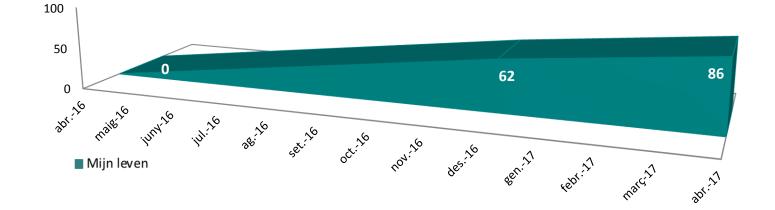












## Experiences

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

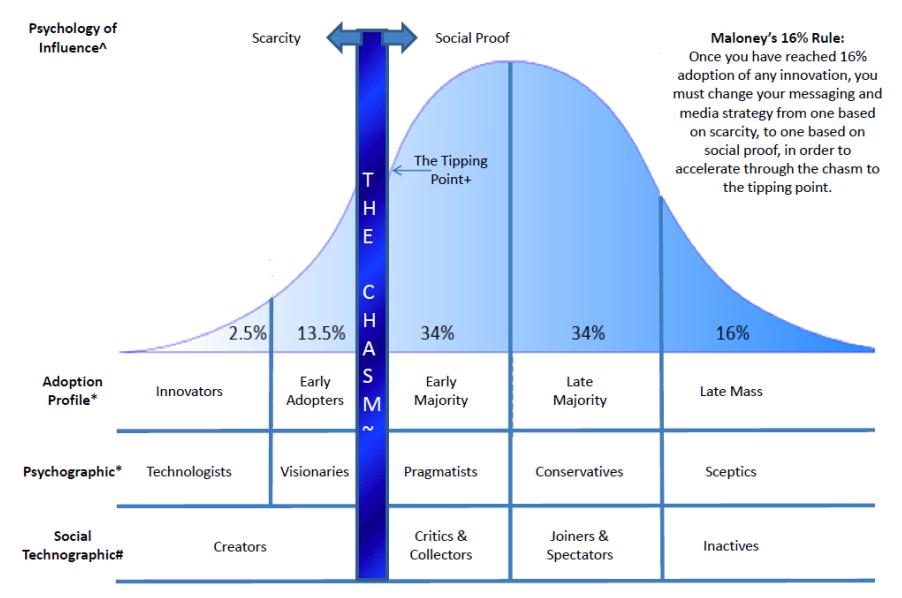


## A quest for answers

## A framework for change

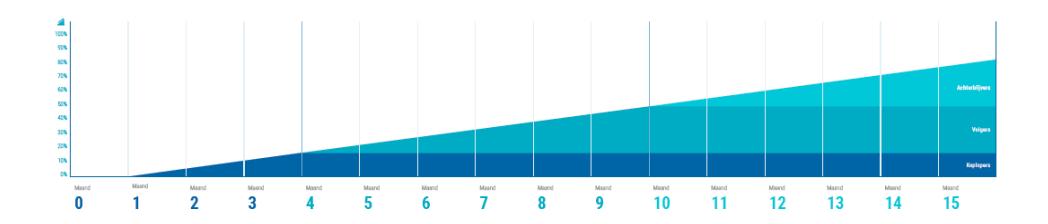
Vision	Urgency	Plan	Means	Skills	Result
$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	Change
	$\checkmark$	$\checkmark$	$\checkmark$	$\checkmark$	Confusion
$\checkmark$		$\checkmark$	$\checkmark$	$\checkmark$	Resistance
✓	$\checkmark$		$\checkmark$	$\checkmark$	Chaos
$\checkmark$	$\checkmark$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

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



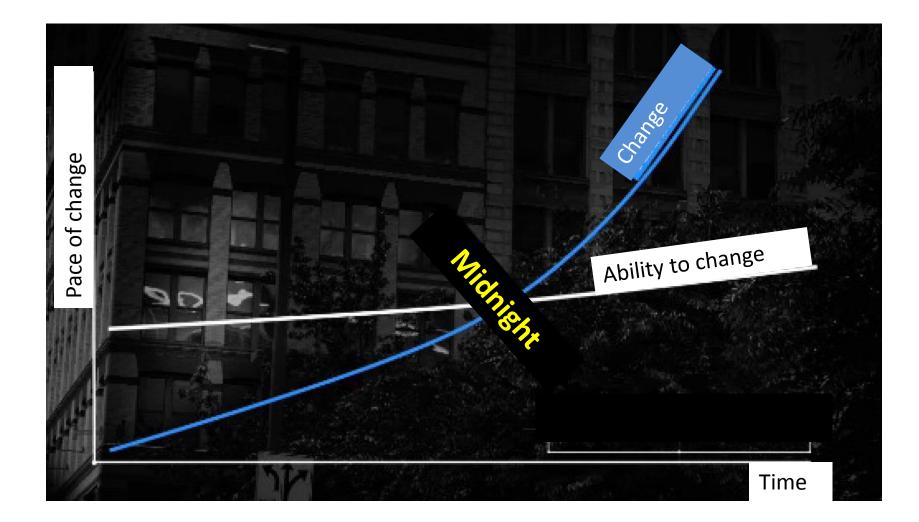
^ Robert Cialdini \*Everett Rogers #Forresters ~Geoffrey Moore + Malcolm Gladwell

### 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!

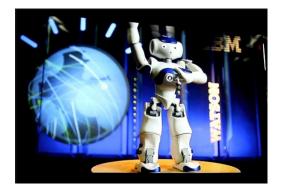


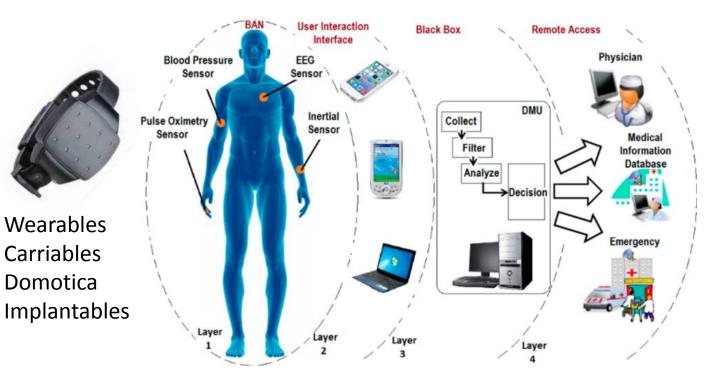
## What's next?











## Can we make it?

## Can we adopt it?

Must we want it?

