

DIVERSITY

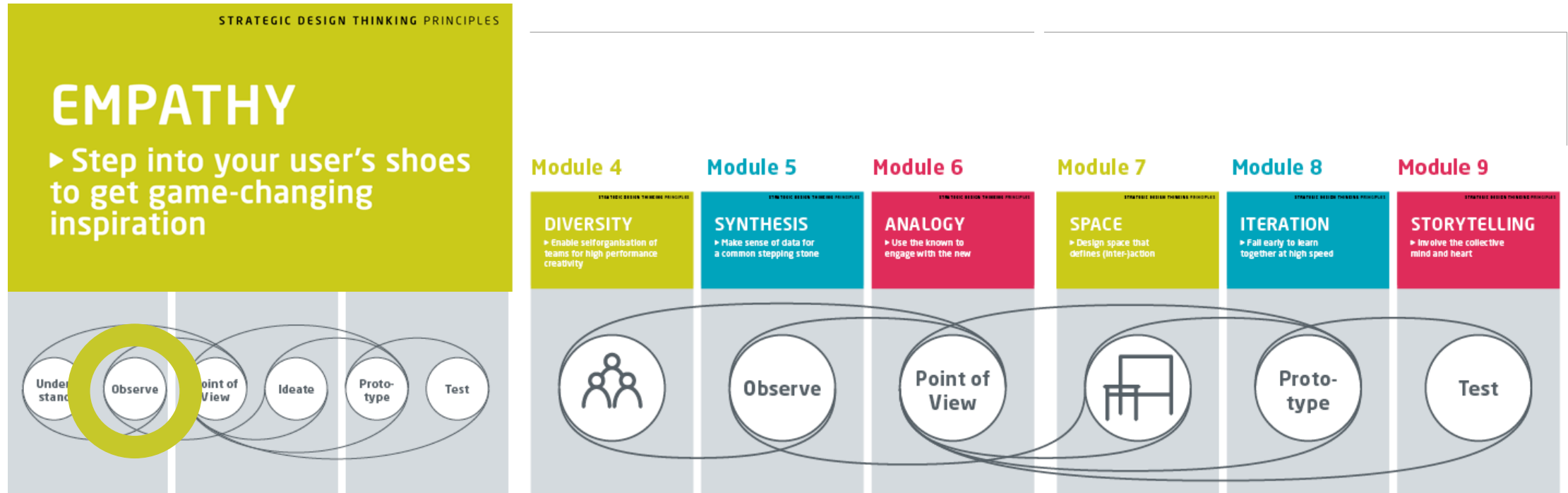
► Enable selforganisation of teams for high performance creativity

Diversity Exercise:

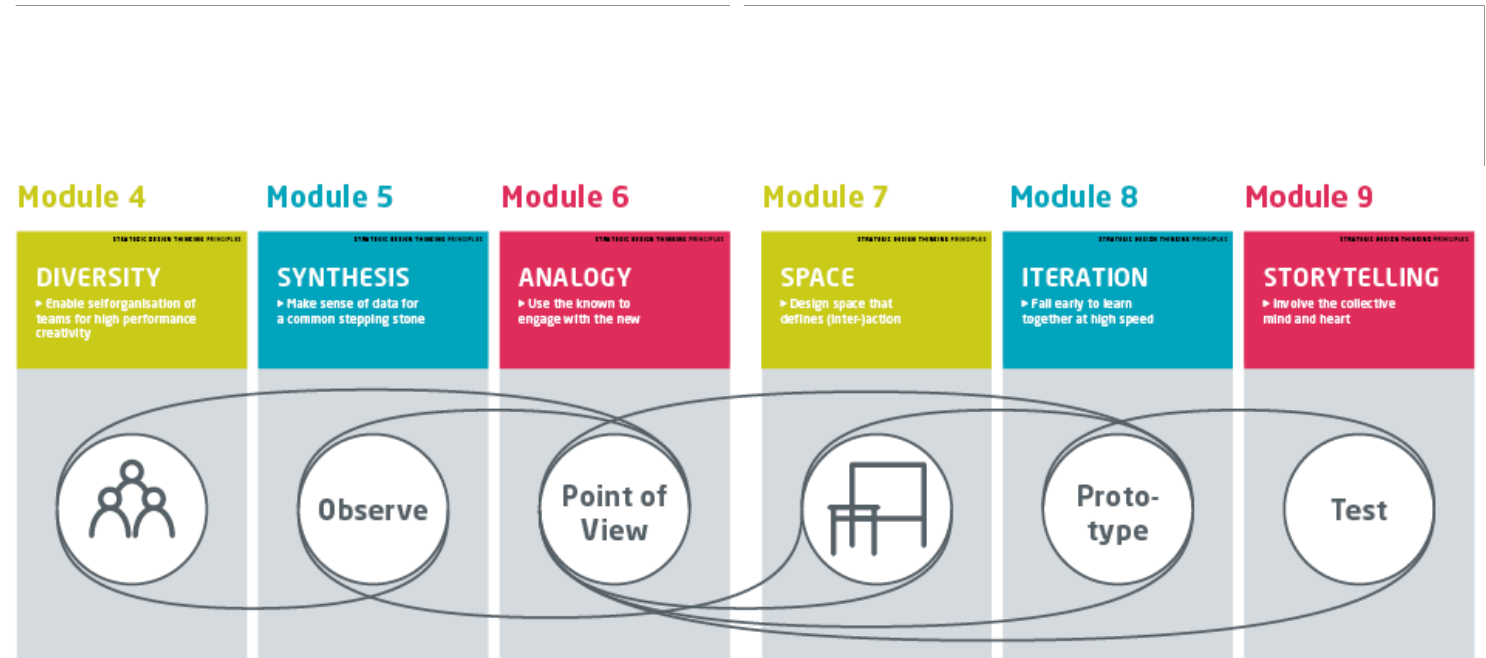
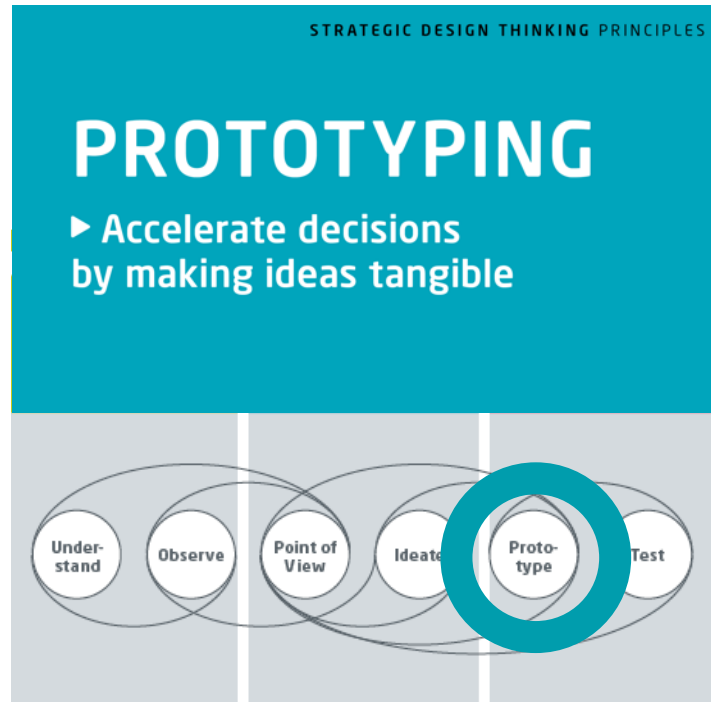
How to recognize different perspectives within a team

By the Course Coaching Team

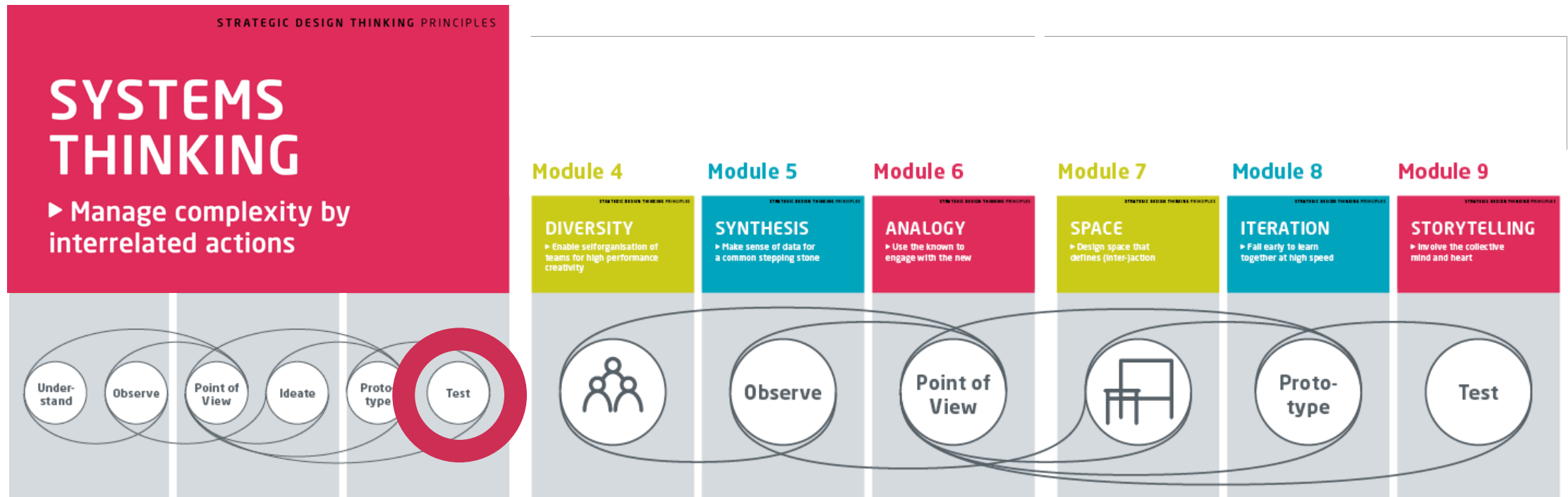
Where we have left of ...



Where we have left of ...



Where we have left of ...



Where we have left of ...



Iterated Idea

Module 1

EMPATHY

- Step into your user's shoes to get game-changing inspiration

Module 2

PROTOTYPING

- Accelerate decisions by making ideas tangible

Module 3

SYSTEMS THINKING

- Manage complexity by interrelated actions

Module 4

DIVERSITY

- Enable selforganisation of teams for high performance creativity

Module 5

SYNTHESIS

- Make sense of data for a common stepping stone

Module 6

ANALOGY

- Use the known to engage with the new

Module 7

SPACE

- Design space that defines (Inter-)action

Module 8

ITERATION

- Fall early to learn together at high speed

Module 9

STORYTELLING

- Involve the collective mind and heart

IDEA DOCUMENTATION BLOCK 1 Module 3

» Review your idea after testing it in the system.
You want to incorporate the feedback from stakeholders and users by adding details and/or modifications to your initial idea.

For documentation, paste your How-Might-We-Question from the Idea Springboard template here.

ITERATED IDEA (1.5 min)
Name of the iterated idea

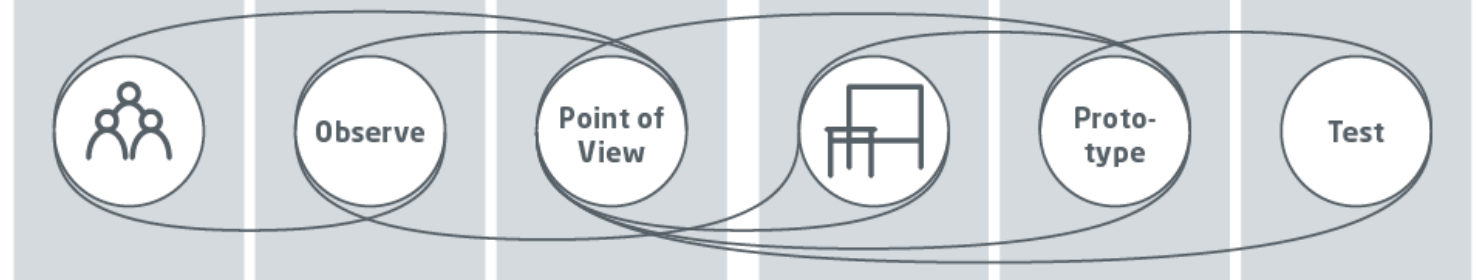
Description: Product, process, service, ...

Key function for user: Helps the user to better (functional need) ...

Emotional benefit: So that the user feels (emotional need) ...

Your name and contact information: optional

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Diversity

STRATEGIC DESIGN THINKING PRINCIPLES

DIVERSITY

- Enable selforganisation of teams for high performance creativity



Module 4

DIVERSITY

- Enable selforganisation of teams for high performance creativity



Module 5

SYNTHESIS

- Make sense of data for a common stepping stone

Observe

Module 6

ANALOGY

- Use the known to engage with the new

Point of View

Module 7

SPACE

- Design space that defines (Inter-)action



Module 8

ITERATION

- Fail early to learn together at high speed

Proto-type

Module 9

STORYTELLING

- Involve the collective mind and heart

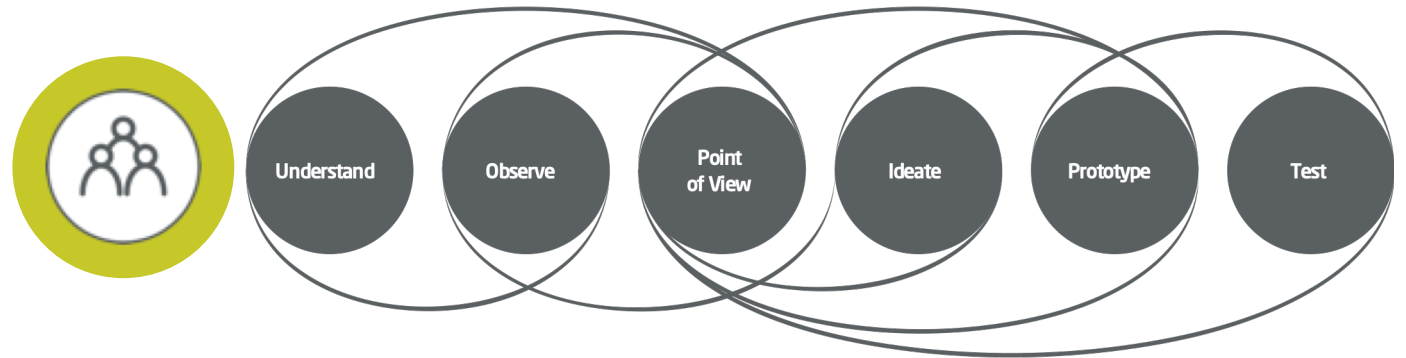
Test

Diversity in the Design Thinking Process

STRATEGIC DESIGN THINKING PRINCIPLES

DIVERSITY

► Enable selforganisation of teams for high performance creativity



Diversity Templates

PERSONAL PROFILE

Module 4 ● ○ ○ ○ ○ ○

» Describe your individual perspective that you bring to a diverse table.

You want to define what is important to you, what you know and how you solve a problem.

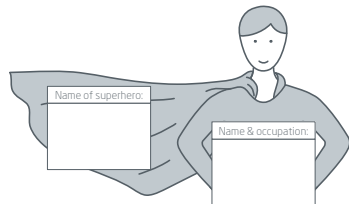
PREPARATION

You have two possibilities to do the exercise:

- You fill out the template for yourself to train the method application and to reflect about your own profile as a future team member.
- Find a team partner (course peer, family member or friend) and fill out the Personal Profile for your partner after an interview.

STEPS (25 min)

- 2 x 10 min: Interview or self-reflection. Fill out the template.
- 5 min: Find a hero name for yourself/each other.



What is important to you: passions, experiences and other things you like to do

As a child, you liked to spend your time with:

Your most memorable experience in your early life is:

When you do not work, your favorite activity is:

What you know: existing expertise & skills

In school, you were best in:

Your profession requires deep expertise in:

Your main occupation every day is like (find an analogy):

How do you solve a problem: integration of new things

- ☐ You try out, do and experience the result (e.g. like a carpenter).
- ☐ You observe, create and feel the result (e.g. like an interior designer).
- ☐ You think, create concepts and do prototypes (e.g. like an architect).
- ☐ You see different elements of a whole, connect the dots to a framework that relates the single elements (e.g. like an engineer).

Your name and contact information optional

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HPI Academy - Education for Professionals

TEAMBUILDING

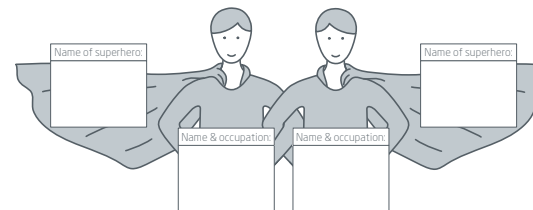
Module 4 ● ○ ○ ○ ○ ○

» Discover different perspectives and connection points.

You want acknowledge the diversity of team members and build a common ground.

STEPS (20 min)

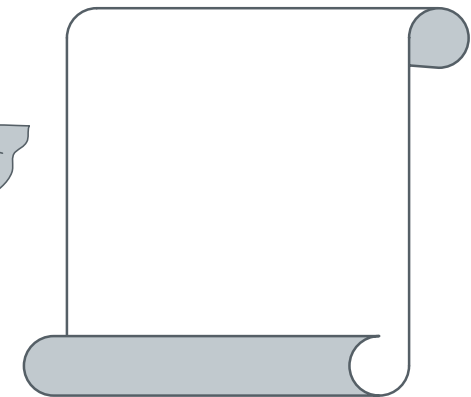
- Fill out names, occupations and superheroes that represent you.
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- 15 min: Create your Team Manifesto.



Your uniqueness and connection points:

TEAM MANIFESTO

Establish your goal and rules of interaction - and do not forget to give fun a place.



Your name and contact information optional

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Diversity Exercise

PERSONAL PROFILE

Module 4



» Describe your individual perspective that you bring to a diverse table.

You want to define what is important to you, what you know and how you solve a problem.

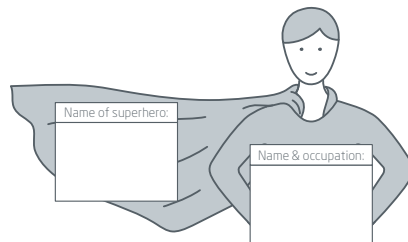
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Diversity Exercise

PERSONAL PROFILE

Module 4



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Personal Profile

PERSONAL PROFILE

Module 4



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What you know: existing expertise & skills

In school, you were best in:

Your profession requires deep expertise in:

Demo Diversity exercise



Networking Forum

Hey everyone, I am **Miriam Steckl**, Lead Corporate Innovation at the HPI Academy (Potsdam/Berlin) and part of the Course Coaching Team.

My key question is how to create engaging learning experiences - offline as well as online. I am looking forward to seeing many of you actively participating in the online course and using this space to explore and learn about Strategic Design Thinking. Have fun!



Miriam Steckl
2 months ago

 **edit**  **delete**  **block**  **review**

 Add comment

Teambuilding

TEAMBUILDING

Module 4

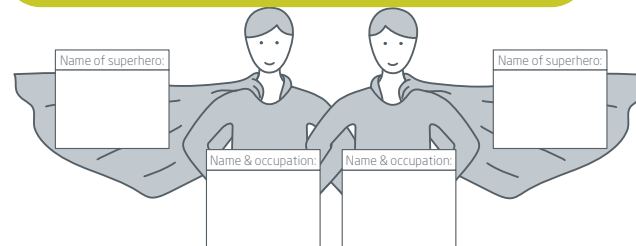


» Discover different perspectives and connection points.

You want acknowledge the diversity of team members and build a common ground.

STEPS (20 min)

1. Fill out names, occupations and superheroes that represent you.
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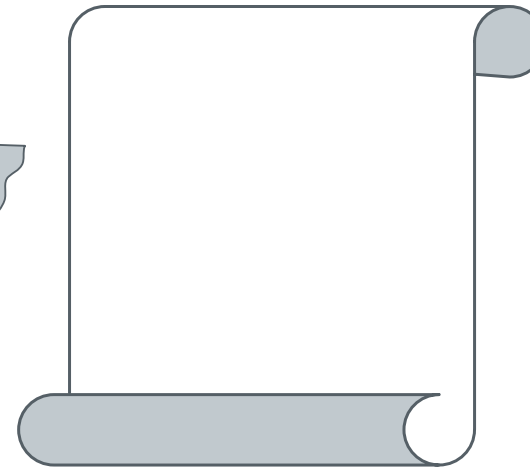
Your uniqueness and connection points:

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TEAM MANIFESTO

Establish your goal and rules of interaction – and do not forget to give fun a place.



Your name and contact information optional

Teambuilding

TEAMBUILDING

Module 4



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Diversity Templates

PERSONAL PROFILE

Module 4

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What is important to you: passions, experiences and other things you like to do

As a child, you liked to spend your time with: playing dress up, choosing different outfits for imaginary occasions

Your most memorable experience in your early life is: playing hide and seek in the garden with my siblings and our dog

When you do not work, your favorite activity is: being active outdoors (e.g. playing discgolf)

What you know: existing expertise & skills

In school, you were best in: Economics and Art

Describe your experience in school: Teaching, Design Thinking

PERSONAL PROFILE

Module 4

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What is important to you: passions, experiences and other things you like to do

As a child, you liked to spend your time with: Playing "school": Teaching my siblings how to read and write

Your most memorable experience in your early life is: Going for hikes every Sunday with my family

When you do not work, your favorite activity is: Dinner party with friends

What you know: existing expertise & skills

In school, you were best in: Arts and Maths

Your profession requires deep expertise in: Design Thinking, Innovation methods, learning experience design and soft skills in coaching and facilitation

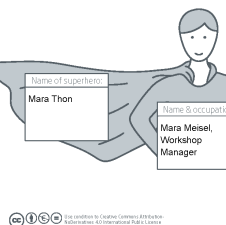
Your main occupation every day is like (find an analogy): Travelguide with umbrellas in hand to let people experience new areas

How do you solve a problem: integration of new things

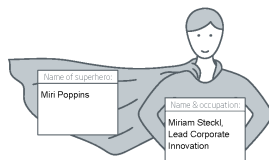
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Your name and contact information optional

Miriam Stecki, Lead Corporate Innovation, HPI Academy



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TEAMBUILDING

Module 4

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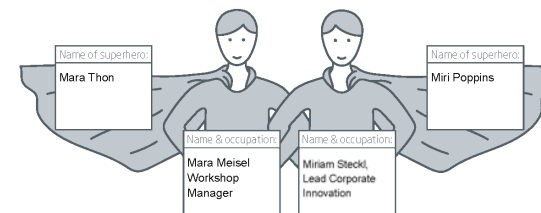
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Your uniqueness and connection points:

Uniqueness: Miriam: observer in groups, Mara: connector in groups

Connection points: Arts, Nature, big Family, social, think first, before we try out

- structure and common goals, time boxing
- Dressing up for Brainstorming, role play to foster creativity
- getting hands on in creative session
- go for walks when working remotely

Your name and contact information optional

Mara Meisel, HPI Academy, mara.meisel@hpi-academy.de

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HPI Hasso Plattner Institut

DIVERSITY

► Enable selforganisation of teams for high performance creativity

Diversity Exercise

Have fun
and share your results and learnings
with the community!

By the Course Coaching Team

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HPI Academy • Education for Professionals

Hasso-Plattner-Institut Academy
August-Bebel-Str. 88
14482 Potsdam
Germany

Phone: +49-331-5509-565
Fax: +49-331-5509-128
Email: info@hpi-academy.de

www.hpi-academy.de