Resilient Organisations

Leadership module

START

1

What is the societal challenge or phenomenon that you have chosen?

2

You group's task is to build a new public institution to tackle this challenge. Start building an organisation prototype by entering this game.

3

Choose minimum 2 navy building blocks and 2 green building blocks from below to include in your new organisation.

4

You each need to take a job position as the Chief of one of the building blocks. Give yourself an innovative title.

5

You now have **5 minutes** to plan what your unit does, why it is needed and who works there. Write your ideas on post-its.

6

Pitch to your colleagues what ideas you had. Discuss collaboration.

7

Give your organisation a name. Choose an emoji as a logo:

Add a post-it with your logo here!

8

How do you work with other existing organisations?

9

Draft your impact goal. What is your main task and purpose as an organisation?

Write on a post-it and add it here!

10

Weak signal!

One of the weak signals appears. How will you use the building block to tackle this?

11

Joker!

Pick a joker card.

12

Question card!

Every take one question card.

13

Congratulations! You have succeeded to tackle the uncertainties so far.

How might you systematise the functions in your building blocks to further support your organisation's resiliency?

You are rewarded, pick one reward card.

13

Vision for 2035? What impact in society will you envision to have achieved?

How will your organisation support Latvia 2050 strategy during 2026-2035?

FINISH

BUILDING BLOCKS

FORESIGHT

- How will you scan the horizon for weak signals, trends and phenomena?
- How will you make sense of complexity and uncertainty and identify relevant signals and phenomena for your context?
- How are you proactive and manage strategic risks?
- How will you look outside in and keep you organisation's eyes open?

INNOVATION / EXPERIMENTATION

- What helps to understand weak signals, trends and phenomena?
- How will you test hypothesis in the context?
- How will you gain deep understanding of users and stakeholders?
- How will you support decision-making with facts?

DYNAMIC STRATEGY

- How will you keep adjusting the direction of the organisation and make sure you meet the goals and vision of your strategy?
- What helps guide your organisation to desirable futures?
- How do you support participatory visioning?

CULTURE

- What are your organisation's values?
- How do you support wellbeing of employees?
- What kind of organisational culture is needed to tackle your organisation's topics?

PEOPLE

- What skills are needed? How do you enable continuous learning?
- How do you recruit people? What is your employer brand?
- How do you manage employees?

NAME A BLOCK

- What does it do?
- Why is it needed?
- Who works there?

Strategic Innovation Management and Implementation:
Future-Oriented Design Leadership in Public Administration

Finansē Eiropas Savienība NextGenerationEU
2027 Nacionālais attīstības plāns
Valsts kanceleja
INOVĀCIJAS LABORATORIJA
FALAY TRANSITION DESIGN