



NAME OF EXERCISE	PROTOTYPING		
SOURCE	Based on the description of the method by the Presencing Institute, including its sources: - Scharmer, Otto. 2007 Theory U, Second Edition, Chapter 21, Oakland, CA: Berrett-Koehler. - Coughlan, Peter, Jane Fulton Suri, and Katherine Canales. 2007. "Prototypes as (Design) Tools for Behavioral and Organizational Change: A design-based approach to helping organizations change work behaviors." Journal of Applied Behavioral Science 43(1): 1-13. Adapted for the Game of Change by the Game of Change project team		
USE IN GAME-PHASE		During the game	
DURATION	Depending on the idea, it can take from 30 minutes to 2 hours.		
PARTICIPANTS	Individual or group work		
PURPOSE	A prototype makes an idea tangible and testable. It shows what an initiative could look like and can be changed several times. Prototyping refines and tests ideas to check their feasibility. In the Game of Change, prototyping is a good way to test ideas instead of discussing them at length.		
SHORT SUMMARY	Ideas are concretised, tried out and thus further improved.		
LIFECOMP - COMPETENCES	P1 – Self-regulation P2 - Flexibility	S2 - Communication S3 - Collaboration	L1 – Growth Mindset L2 – Critical Thinking L3 – Managing Learning
USES & OUTCOMES	● An idea is turned into something concrete and tried out. ● Prototyping gives you a first impression of what the strategic staging could look like, or which element would be useful/essential for this. ● Trying out an idea makes it possible to test it and then integrate the experience gained. ● If there are several opinions on different ideas in a group, trial and error can replace long discussions. Direct experience is gained and can be processed further.		
ROOM REQUIREMENTS	No requirements		
PREPARATION / MATERIALS	Depending on the idea in question, the material is prepared so that it is available in good time.		
INTRODUCTION	Prototyping is a process that is specifically designed to support the idea of the Game of Change. Individual aspects of a game idea or an entire process can be tested. It is essential that the connection to the direction of the GoC is maintained. Principles		



	<i>Integrate head, heart and hand</i> When trying out an idea, remember that the three essential levels are the same - thoughts, feelings and actions. <i>Try, adapt, improve, ...</i> Try out, improve and stay in touch with the context of the game, the direction. Get regular feedback from the real world. Prototypes can be very different in their execution, depending on the nature of the challenge. The following steps therefore represent milestones in the overall process.
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SEQUENCE OF STEPS – DESCRIPTION	
STEP 1	Clarify the intention Clarify what you want to try or test with the prototype. Think about your goal in the Game of Change and let it guide you. Once you know what you want to try out, you can start prototyping.
STEP 2	Collect ideas and develop a prototype from them At the beginning, share a moment of silence with each other, either through a guided mindfulness exercise or by spending time together in silence. Then collect all ideas for prototypes on cards and hang them up. All ideas are allowed as long as they serve the aim of the game. The group then decides which prototypes they want to try out as a next step. Feedback/ learning: How do you want to collect and utilize the experience gained for a possible next round of prototyping?
STEP 3	Form the core team Form a core team for the implementation of each selected prototype idea. If there are prototypes that are tested by individuals, the core team acts as a coach/mentor for this person.
STEP 4	Sharing and reflecting Each time the core team comes together, the (learning) experiences are shared. If time permits, they then go into a period of silence to reflect more deeply on what they have heard. There are various options for this: - while walking alone, being on the move - through writing, journaling - staying in silence, without movement Afterwards, they share with the group what has emerged from the silent reflection
STEP 5	Work out (crystallize) and develop (evolve) From the results of the reflections, they jointly develop new ideas/variants for prototypes. Implement the new variants of the prototypes and integrate regular repetition, reflection and new adaptation of the idea.
REFLECTION	Reflection is an essential step in the process of prototype development and implementation and is an integral part of the process (see step 4).
TIPPS	The basic idea of prototyping can be modified so that very short and simplified variants of ideas are also tried out. It is essential to maintain the openness of mind, heart and will during the process.