



# TECHNOLOGY

## Phase III: Preparing for Change



### Activity 16: List of Dreams

#### Goals

1. Articulate what future directions your core application could take
2. Plan for and prioritize professional development opportunities for program stakeholders (staff, contributors, trainers, etc.)

#### Prerequisites

Agreement from program leadership to allow program staff to devote a specific amount of time to professional development.

#### Who Should Participate?

Program management (tactical thinkers), Program staff (operational expertise), and other interested Stakeholders (e.g. end users, contributors). This activity is best kicked off with a large group together (in-person or virtually) and then moved to asynchronous work with specific assignments.

#### Length

90-120 minutes for initial brainstorm and discussion

#### Activity Instructions

##### Large group together

1. Brainstorm ideas for what your program's core application could do, if it could do anything. Ideas should be unconstrained by current features, technology capabilities, funding, etc.
  - a. Defer judgment - make it clear that stakeholders can say whatever they like.
  - b. Encourage wild ideas - these can lead to creative leaps!
  - c. Build on the ideas of others – encourage “and-ing” each other’s ideas.
  - d. Set objectives for the number of ideas to be listed and the time to be spent, e.g. “Let’s spend 10 minutes coming up with a list of 30 new ideas.”
2. Take a few minutes to group similar items together.
3. After the brainstorm is complete, have participants sticker vote on the ideas that resonate the most with them - assign each participant a set number of votes to assign.
  - a. In a sticker vote, each participant is assigned a number of stickers - these can be physical stickers in an in-person event or a specified piece of text (e.g. +1) in a virtual environment. Participants place their stickers or text alongside the options they’re voting for, according to the parameters of the exercise.
4. For the top three or four vote getters, discuss how the program could make it a reality. What new skills or technologies might be necessary?
5. Assign each prioritized skill or technology to a program staff person (as the skill or technology aligns with their interests and capabilities).

##### Individually, as determined by large group discussion and vote:

As determined by project leadership, devote some amount of time - a week, a sprint, etc. - to investigating that skill or technology.

##### Each participant in professional development activities:

Report back to program management/leadership. Would adding this new skill or technology help achieve some of the “out there” ideas listed in the brainstorming activity. If not, why not?