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ICC innovation creativity & design practice



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### WELCOME

## Innovation and Design Thinking

UC Berkeley Haas School of Business







#### https://bit.ly/SBI2024SLIDES





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#### **Dave Rochlin**



#### UC Berkeley Haas School of Business since 2010

- Lecturer, Applied Innovation and Responsible Business
- Executive Director Innovation, Creativity, and Design Practice

#### **MBA Innovation Professor Since 2002**

- Frequent writer/speaker
- Textbook on Innovation and Technology
- MBA Kellogg / Doctoral work Clemson

#### Extensive Startup and Corporate Executive Experience Prior to Academia

- Deloitte, Nielsen, Tech Exec Successful 9 figure startup exit
- NGO Executive
- Outside consulting work and workshops: 100+ companies





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#### This Work In Practice – "Haas@Work"

A Project-Based Innovation Agency staffed by MBAs

- Through the class, Haas is one of the largest design thinking/HCD focused innovation consulting firms in the Bay Area.
- 60+ clients, 600+ alumni consultants, 60+ alumni coaches

#### **Some Recent Clients**



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Research Director Center for Growth Markets UC Berkeley Haas



#### **Rupalee Ruchismita**

### **Quick Introductions...**

- Name
- Role
- What sport would you compete in if you were in the Olympics?







### **Our Week Together**

- Three days here at the University
  - Concepts / frameworks
  - Hands on practice
  - Thought leader sessions
- Two days of company visits (San Francisco and Silicon Valley)
- Prep for a 90 day innovation sprint after the program







# **Our Journey**

- 1. Overview and Design Thinking Mindset"
- 2. Human centered/exploratory research and discovery
- 3. Surfacing insights and problem frames
- 4. Ideation and low fidelity validation
- 5. Concept iteration
- 6. Planning for the 90 day sprint
- 7. Company Visits

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### Learn by doing model ...



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#### **Module One – Mindset and Introduction**









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# Meet Doug Dietz

Design Principal at GE Healthcare



#### **Original Challenge:**

"Per Company Roadmap, time to develop the next-generation MRI machine."





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#### **Observed:** High level of sedation for young patients ("scanxiety")

- Leads to sedation, which leads to complications

- This made Doug very unhappy.









#### **Observed: High level of "scanxiety" in young patients**

Leads to sedation...

... Which leads to medical complications

How might we...

...make the experience less stressful for patients?





How might we...

#### ...make the experience less stressful for patients?

VS.

#### ... redesign our machines.



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http://archive.jsonline.com/b usiness/by-turning-medicalscans-into-adventures-geeases-childrens-fearsb99647870z1-366161191.html

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# The key highlights from this story...

- 1. The true issue was easily observed...but "hidden" in data sets that were not considered in assessing machine performance.
- 2. Once surfaced, the issue was an obvious priority.
- 3. The revised problem framing focused on the human outcome, not the technical one.
- 4. All this led to thinking differently and solving more innovatively.
- 5. Easily testable.







# Design Thinking

What do you know (or think you know) about design thinking (and human centered design?)

- 1. I use it regularly
- 2. Some exposure
- 3. Aware of it
- 4. Honestly I do not know what we are talking about



# Design Thinking

### 1. "Human Centered"

2. A Framework for Innovating



#### Human Centered

Design thinking can be described as a discipline that uses the

designer's sensibility and methods

to match people's needs with what is technologically feasible and what (is) a viable business strategy...

#### Tim Brown (IDEO)





### **User/Human Centered Design**



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# That Seems Obvious...

Meta Announcement (Facebook)

# Founder's Letter, 2021

October 28, 2021

We are at the beginning of the next chapter for the internet, and it's the next chapter for our company too.

The next platform will be even more immersive — an embodied internet where you're in the experience, not just looking at it. We call this the metaverse, and it will touch every product we build.






#### 📼 💲 🔦 💽 Q

#### OCTOBER 7

# Horizon Worlds metaverse app so bad that Meta has to force employees to use it

Ben Lovejoy - Oct. 7th 2022 4:21 am PT 💆 @benlovejoy



Why don't we love the product we've built so much that we use it all the time? The simple truth is, if we don't love it, how can we expect our users to love it?"

> Vishal Shah VP, Metaverse - Meta

Why don't we love the product we've built so much that we use it all the time? The simple truth is, if we don't love it, how can we expect our users to love it?"

The simple truth is that **if our users don't love it**, how can we expect to love it? Why don't we love the product we've built so much that we use it all the time? The simple truth is, if we don't love it, how can we expect our users to love it?"

The simple truth is that **if our users don't love it**, how can we expect to love it? It is about being user centered, not you centered.

## **User/Human Centered Design**



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# Design Thinking (2)

## A Framework for Innovating

"Design-thinking processes counteract human biases that thwart creativity while addressing the challenges typically faced in reaching superior solutions, lowered costs and risks, and employee buy-in.

By **supplying a structure to the innovation process**, design thinking helps agree on what is essential to the outcome at every phase."



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#### structure to the innovation



phase."

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at every





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## Intuit D4D – Design for Delight









#### **IBM Infinite Loop**



53



### Insights: Key findings related to your challenge

**Design research:** Explore and understand Users' attitudes, needs, and behaviors Ideas: Developing a range of possible solutions

**Concept development** alignment on solutions - •

De-risk and iterate: Key variables to explore Low fidelity testing



**Problem Frame:** 

Shaping insights as a "how

might we" design challenge



Anthropic Example (web)





The key is that each phase is non-linear...



*The innovation process is nonlinear cycle of divergent and convergent activities.* - Van de Ven





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# **CASE STUDIES**

## **Big 4 Bank Project – Digital Innovation to Attract Young Customers**



59

"To me, the app is the bank"

"Banks are old fashioned...why can't you be as a cool and trendy as all my other apps and do new things?"

"But I don't really trust most apps to be safe and reliable."

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The Story What is happening here and why? (Take 2 minutes to write)

The Solution You are a C.H.O. Based on your story, suggest a solution. (Take 1 minute to write)











Groups of 3-4...

1. Say hello and introduce yourself

2. Take turns sharing your story and then your solution.













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(@tiffanyalvord)

"Mom locked her keys in the car

Now we are just sitting here waiting for the tow truck."



## Key Highlights from this exercise ...

1. It is easy to assume the problem/root cause, and introduce biases

2. Your problem "frame" drives the solution space

3. A shared understanding of the underlying issue is the key to unlocking solutions





# **Questions or Comments?**


#### Learn by doing.







#### Your work here...









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# फ़िशिंग (Phishing)









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https://www.youtube.com/watch?v=FthtB3ctfCM





Home / India News / India ranks third globally for phishing attacks after US, UK: Report

#### India ranks third globally for phishing attacks after US, UK: Report

The finance and insurance sector has become the prime target for cyber attackers and witnessed the highest number of phishing attempts in 2023, it added



Our focus: Understanding what makes people vulnerable to fraud/phishing attacks,

So that we can design products / services /programs to reduce or prevent it.



## Module Two – Understand and Observe







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#### Insights: Key findings related to your challenge

**Design research:** Explore and understand Users' attitudes, needs, and behaviors Ideas: Developing a range of possible solutions

**Concept development** alignment on solutions - 1

**Problem Frame:** 

Shaping insights as a "how

might we" design challenge

De-risk and iterate: Key variables to explore Low fidelity testing





Need to see her \*and\* her chart... Conflicted: Stressed about time...

Where's the nurse?

Why have I been waiting so long?



# Gather info and observe... with curiosity and empathy





### **"Think like a traveler":** Gather info and observe... with curiosity and empathy



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# Curiosity is better than judgement.

# (Seek the why behind the what.)





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#### "WE'RE NOT COMPETITOR OBSESSED, **WE'RE CUSTOMER OBSESSED**. WE START WITH WHAT THE CUSTOMER NEEDS AND WE WORK BACKWARDS."



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Rupa Customer Obsession Example Here!





## **Empathy Mapping**

Need to see her and her chart... Stressed about time... Where's the nurse?

Why have I been waiting so long?

# **Empathy Mapping**





**Thinks**: "I need to be more connected"

> **Feels:** Stress and annoyance with team

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# Let's Practice together

We will watch **two** videos twice

First time each video focus on what they say what they do (did)

Second time each video focus on what they think and feel



## Post-it Note Etiquette

One thought per note

Readable from 3 feet away

Use a contrasting Sharpie

Jot down Complete Thunshil... Notes should be easy to Scan 1



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# Phishing 1



https://www.youtube.com/watch?v=6Jw\_o4h11sw





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# Phishing 2



https://www.youtube.com/watch?v=RJ5vKbt13zM





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# •Save your notes

# •We will need them later



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#### **Interviewing Users**







"Speaking to users and getting to know their dayto-day is the best part of my job.

Their feedback drives new feature implementations, and helping solve their key problems is what I'm passionate about."

#### **Chloe McConnell**

Group Product Manager Adobe Creative Cloud



# The Work of Exploratory Interviewing



# You forget about your self and worry about *their* lives.

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• Seek stories

Understand context

Find the "why behind the what"



#### Interviewing to Elicit Stories

#### Ethnographic interviews share the same basic structure as a story





## **Example Interview**



https://www.youtube.com/watch?v=Qq3OiHQ-HCU





# Introduction

Describe your purpose Berkeley Haas ICOP innovation creativity & design practice

Outline the interview

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Let them know their knowledge is important

# **Grand Tour**

- This is where you get into the meat of your interview
  - Open ended questions
  - Drive for specific, detailed information about the topic of interest
  - Respondent does 90% of the talking
  - You make it *feel* conversational with questions that show your interest and curiosity













## Formal scripted interview guide vs "high level guide"



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# **Interview prompts: Tips & Tricks for getting stories**

- **Sequence** "Walk me through a typical day... then what do you do next?"
- **Specific Examples** "Let's take yesterday for example, where did you get your lunch?"
- **Comparison** "Do your colleagues share your lunch habits?"
- Naïve Outsider Perspective "I'm not from Boston, tell me about this Dunkin' Donuts thing"


## **Reflection / Wrap up**



"Do you have any final thoughts you would like to share, or any questions for me?"





Ask them for final thoughts

After you have spent a good deal of time with the informant, he or she may be more able to offer up personal insights, describe their plans, dreams, passions, etc.







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## Taking notes...

- Recording is an option (with permission)
- Third person taking notes works well
- Online: Otterpilot etc

• Jot down quick thoughts that can be easily summarized

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- Write a narrative summary afterwards
- Don't seek to simply transcribe

## Your turn to practice



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## **Phishing/Fraud Interviews**

Build an interview guide - 10 minutes (You will be interviewing each other.)



- Half of you will be "black hats" design your interview to find what you can exploit
- Half of you will be "white hats" design your interview to find what needs to be fixed
  - Introduction
  - Kickoff/Rapport Cues
  - Your Grand Tour
    - A few prompts



## Post-it Note Etiquette

One thought per note

Readable from 3 feet away

Use a contrasting Sharpie

Jot down Complete Thunshil... Notes should be easy to Scan 1 CENTER FOR

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## **Interview Practice**

	Black Hats	White Hats
Round 1	Ask	Answer
Round 2	Answer	Ask

#### TIME: 9 minutes each round





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## Share out





# •Save your notes

# •We will need them later











#### "Shoes need to fit well."

Why is this a concern online?

"Because shoes are never the same size."

How do you currently find ones that fit well?

"I try on several pairs."

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#### Global trail running shoes market share, by distribution channel, 2018 (%)



Source: www.grandviewresearch.com



FREE SHIPPING Zappos always provides FREE shipping.

FREE 365 DAY RETURNS Return shipping is always FREE.

EXCHANGES You also have the option to exchange instead of returning for a refund.

• Introducing Teams!





# **Questions or Comments?**









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## **Design Thinking**

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## **Module Three – Generating Insights and Problem Frames**







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#### **Insights:**

Key findings related to your challenge

**Design research:** Explore and understand Users' attitudes, needs, and behaviors Ideas: Developing a range of possible solutions

**Concept development** alignment on solutions - 1

**Problem Frame:** 

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De-risk and iterate: Key variables to explore Low fidelity testing









## **Organizing Data:**

## **Affinity Diagrams**

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## **Find Themes and Patterns**



Cluster by pain points, delights and dilemmas Name your clusters to be revealing (not just categories)



## **TEAM TIME**

#### **30 Minutes**

## Affinity mapping and labeling and discussion







**Organizing Data:** 

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**Journey Maps** 

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## **TEAM TIME**



→Time

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#### **Journey Map in Practice**



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#### **30 Minutes**

- 10 Minutes on your own
- 20 Minutes sharing

- What are the key steps in luring in a phishing victim
- Are these steps about hope/generosity (+) or fear/greed (-)?

→Time

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# What is an insight?





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# Insights: The bridge between information and action (actionability)





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# Insight

"I wish there was a way to have both trust and modern/ trendy."

## Information

App is the bank UX expectations New service expectations Fintech trust concerns Action

The "Infinity app"

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# Healthcare digital transformation effort (enrollment)

**Client's Data View (and Bias)** 



Very high drop-off customer enrollment at plan selection screen rather than typical "cart abandonment"

#### :: "We need more plan options and strategies"



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- Too much choice paralyzing web visitors
- Fear of omission or overpaying

# The insight

• "I wish you would tell me what to choose rather than offer me more choices."



## **From Product Offerings**

Welcome, let me tell you about your options. to

### **Product Matching**

Welcome, tell me more about you.

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# A simple formula to help...





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## **Current State**

• Needs to choose, but indecisive about health plans

## **Dilemma or Need**

- Too much choice paralyzing her
- Fear of omission or overpaying

# The insight

• "I wish you would tell me what to choose rather than offer me more choices."



#### Example



# Individually and then share with your small team:

1. Look at your affinity diagrams and journey map.

2. Select a current state, why it matters (dilemma or need) and then write an insight.

3. Post them and discuss

COP innovation creativity & design practice			
Current State			
Dilemma or Need			
Insight (wish/want)			
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### **Problem Framing**





### From the user...

# (the opportunity)



### From the user...

## (the opportunity)

To you ...

# (solving for it)



#### Insights: Key findings related to your challenge

**Design research:** Explore and understand Users' attitudes, needs, and behaviors Ideas: Developing a range of possible solutions

**Concept development** alignment on solutions - 1

**Problem Frame:** 

Shaping insights as a "how

might we" design challenge

De-risk and iterate: Key variables to explore Low fidelity testing







If I had an hour to solve a problem I'd spend 55 minutes thinking about the problem and 5 minutes thinking about solutions.

— Albert Einstein —

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# "Our organization is **not** good at problem diagnosis"



HBR - Thomas Wedell-Wedellsborg January–February 2017 Issue **GROWTH MARKETS** 

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"A problem well-stated is a problem half-solved."

-- Charles Kettering, head of research at GM



"The beauty of the phrase "How might we" is that it eliminates fear, stress, and anxiety by supportively implying that there may be more than one solution."

**Jean Greaves** 

3 powerful design thinking words:

"How Might We?"









## Rephrase your insight as a "How Might We" Question

Insight: "I wish there was a way to have "financial services" that are both trusted and modern/trendy. <u>How might we</u> leverage our trust/reliability while delivering on our younger customers' desire for sleek and "new" ways to manage money?

# **Design challenge created!**

- Shared understanding
- Insightful/user centered
- Solvable
- Addresses a user and a "dilemma"
- Does not embed the answer





## "My responses are limited - you much ask the right question."





# Reduced data set warning.

 With more time, you would build out insights on all of your clusters, and consider many how might we frames.





# TEAM TIME

#### 15 minutes

As a group decide on the most interesting 1-2 insights from your team

#### **10 Minutes**

Turn that into a HMW

Write it down!

#### Three HMW Tips

- Include a stakeholder
- Include an outcome or goal
- Avoid embedded solutions







#### FRAME #1 How might we... make it more comfortable to work on your knees

#### FRAME #2

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How might we get workers off of there knees?

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# Problem frames create opportunity spaces

- Innovation is about creating these
- Strategy is about choosing







## **Module Four – Idea Generation**







#### Insights: Key findings related to your challenge

Problem Frame:

Shaping insights as a "how might we" design challenge

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**Design research:** Explore and understand Users' attitudes, needs, and behaviors











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Great ideas come from everywhere if you just listen and look for them. You never know who's going to have a great idea.

— Sam Watton —

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'Typical' brainstorming includes elements of defining the problem and developing the solution.



**Effective ideation means** coming in with a clear problem frame, and figure out the details later.





#### **Best Practice**

- 1. Ideate (solo) and then
- 2. Iterate (group)

INDIVIDUAL CONTRIBUTORS AND SMALL GROUPS GET THE TIME AND SPACE TO THINK ABOUT THEIR SOLUTIONS, LEAVING THE BIG GROUP BRAINSTORMING JUST FOR FEEDBACK.



198

thedesignteam.io/the-brainstorm-session-4eb5fc03ea@3Rochlin 2024 drochlin@Berkeley.edu





# Note: The other type of idea generation

- Relaxing the brain's "executive function" leads to creativity.
- When you're not actively working on a task, your mind is subconsciously collecting ideas and processing things to prepare you for it.
- "Ideas that took longer to excavate were more likely to be truly innovative."\*

\* https://insight.kellogg.northwestern.edu/article/keep-brainstorming-ideas-creative-cliff






## Say hello to my little friend



ChatGPT, Anthropic, CoPilot are decent first round ideators, if you have a well phrased how might we.





<u>How might we</u> leverage our trust/reliability while delivering on our younger customers' desire for sleek and "new" ways to manage money?

## ChatGPT4o







#### Drafts / Untitled ~

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## As a group activity...

- Defer judgement
- Encourage wild ideas
- Build on the ideas of others
- Go for quantity
- One per idea post it







## **Crowdsource while avoiding group think?**

Teams can make worse decisions than individuals by relying too much on widely understood data while disregarding information possessed by only a few individuals.

## Listen and learn, don't rush to consensus.

https://www.nngroup.com/articles/common-knowledge-effect/







## Post it note etiquette

- One thought per note
- Notes should be easy to scan
- Synthesize and summarize

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## TEAM TIME

#### 5 minutes

Write ideas silently on post its at least 3 per team member – so don't overthink

#### 20 Minutes

Each team member share/elaborate on your ideas 2 minutes per team members share 2 Minutes of clarifications and "yes and"

#### 15 minutes

Group similar ideas

#### 5 Minutes

Pick one group as a favored solution

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## **Module Five – Prototype and Experiment**







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#### Insights: Key findings related to your challenge

Problem Frame:

Shaping insights as a "how might we" design challenge

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**Design research:** Explore and understand Users' attitudes, needs, and behaviors Ideas: Developing a range of possible solutions Concept development alignment on solutions



## Clarifying your concept and the many design decisions





# "Iterating"

"Repetition of a procedure applied to the result of a previous application, typically as a means of obtaining successively closer approximations to the solution of a problem."





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KEY PARTNERS Who are your key partners?	KEY ACTIVITIES What are the activities you per- form every day to deliver your value proposition?	VALUE PROPOSITION What is the value you deliver to your customer? What is the customer need that your value proposition addresses?		CUSTOMER RELATIONSHIPS What relationship does each customer segment expect you to establish and maintain?	CUSTOMER SEGMENTS Who are your customers?
	KEY RESOURCES What are the resources you need to deliver your value proposition?			CHANNELS How do your customer seg- ments want to be reached?	
COST STRUCTURE What are the important costs you make to deliver the value proposition?			REVENUE STREAMS How do customers reward you for the value you provide to them?		





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216



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## Build a version of a Canvas 1.0

- Discuss variations
- Consider what needs to be tested as a result.

Concept name \_\_\_\_\_



What is it?	What value does it provide?	How/where is it delivered?	Who is this for?







## Low Latency Prototyping

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## airbnb Proof of Concept



Got A Ti

HOME / BUSINESS / NEWS

## Quibi To Shut Down, Ending \$2B Streaming Experiment – Update

By Dade Hayes, Jill Goldsmith, Dominic Patten October 21, 2020 3:23pm



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## **Purpose of prototyping**

• Align (ideas and features)



## • Learn

Target customer feedback



• Inspire

Bringing it to life





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Why do gigantic companies made up of insanely intelligent people make bad decisions? Because they rely on persuasion and PowerPoint, not experimentation.

Scott Cook - Intuit

ww.fastcompany.com/3020699/why-intuit-founder-scott-cook-wants-you-to-stop-:o-your-boss

## A large component of concept development is "de-risking"

Cost of Failure

Development Time





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Value of rapid low cost testing (agile/iteration)



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Using the engineering team to build and release actual products in order to try out an idea is considered the slowest, most expensive way to learn.

#### Marty Cagan

Founder, Silicon Valley Product Group









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https://medium.com/@DCollective\_BER/when-you-show-a-half-baked-idea-to-an-important-client-2d540a3140cb CENTER FOR







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#### https://www.youtube.com/watch?v=d5\_h1VuwD6g









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## Can you do a \$100 Dollar Experiment?





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# There are dozens of prototyping 'methods

What's important at this stage is not the fidelity...

...it's that your prototyping clearly communicates your concept and allows you to learn something key to solving your design challenge.



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## **Quick n Dirty**

- Demonstrates the core functionality of the concept in physical form.
- Augment with roleplay, video, gestures to add interaction.
- Great for: products, services with a physical component.







#### Storyboard/wireframe

- Conveys the sequence of steps involved in helping a user achieve a task/goal.
- Great for: Experiences that are hard to recreate, or visually unique.



#### Skit

• Bring the user experience to life.

 Great for: complex user experiences, or illustrating how the product influences the customer 'journey'.



## **Paper / Interactive**

- Illustrates a workflow/UX in software or an app;
- Paper prototypes or digital, slides (PPT, Invision etc.)
- Great for: software







#### **Tomorrow's Press Release**

- Envision the direct effects of the concept on users and systems
- Great for: all prototypes!

**Every project or product at Amazon** starts with a press release that features sample customer quotes.

https://www.inc.com/john-koetsier/why-every-amazon-meeting-has-atleast-one-empty-chair.html



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HOPS, parer

ir. No Ni

# r his anti-bullying art

invited Christopher to come up to the stage to claim his of a \$150 check and certificate of recognition. agile Christopher 4 on to the stage

# No bullying Third-grader is recom: for artful call G Ing Veek will take place January 22-20

 No Name-Calling Week treacher there achoests

PEOPLE WATCH istened fro In materies Name-Callers in the ci Anonymous

novel tells the story of a group of seventh grade friends that, after repeated taunting based m weight, height, intellisence and sexual orientation/ conder expression, decide in run for student council on a plations alread at segurg out

stame-calling of all kinds. Although they lose the elecwhat mean new wine out

call for a "N Day" at school

Although netral at gracight - year lem of name adarity active be easily ad and educate levels.

## There must be an app for that! (Invision/XD/Sketch)





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243

Build a collaborative Version One Prototype

**30 Minutes** 









#### Pitch prep – 30 minutes

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#### Build a 5-minute pitch for your idea to stop Phishing/Fraud





- 1. Persona (a typical "user"/buyer) and their problem
- 2. Key Insight(s)
- 3. How Might We...
- 4. Ideas
- 5. Our V1 concept and what we want to learn next







### **Story Shape**





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- 1. Persona (a typical "user"/buyer) and their problem
- 2. Key Insight(s)
- 3. How Might We...
- 4. Ideas
- 5. Our V1 concept and what we want to learn next











## Using your iterative work.













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#### Insights: Key findings related to your challenge

**Design research:** Explore and understand Users' attitudes, needs, and behaviors Ideas: Developing a range of possible solutions

**Concept development** alignment on solutions - 1

**Problem Frame:** 

Shaping insights as a "how

might we" design challenge

De-risk and iterate: Key variables to explore Low fidelity testing





The key is that each phase is non-linear...



*The innovation process is nonlinear cycle of divergent and convergent activities.* - Van de Ven





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#### "There must be a better way..."

Open up your thinking



#### **Citi ventures funnel**





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https://bit.ly/WORKGUIDESBI

<b>?</b> SBI	BerkeleyHaas
	Design Thinking Handbook and Work Guide
	2024 Design Sprint
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#### Your full work and workplan in one place



#### A team working on "remote work challenges"



Some links

#### Sprint workguide / summary <u>https://bit.ly/WORKGUIDESBI</u>



Murals Workspace

- Team 1 https://bit.ly/SBIHAAS1
- Team 2 https://bit.ly/SBIHAAS2
- Team 3 https://bit.ly/SBIHAAS3
- Team 4 https://bit.ly/SBIHAAS4





SB





## **Sprint Planning**

- How will you communicate/meet?
- What is your project focus is and who is the user?
  - Take time to discuss while we are here.
- What are some research sources?
- Who will you speak with?
- Interview Guide ideas

#### Next time we meet (online) you should each have 2-3 interviews completed







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