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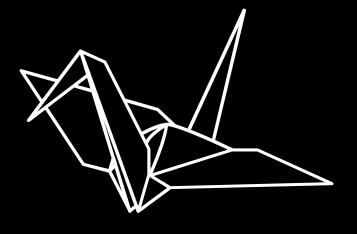


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Creative Pragmatist

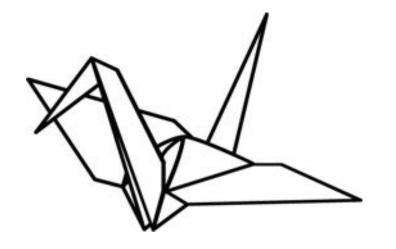


FDS

- 9,612 Employee-Owners in
 - 225 Locations Worldwide
 - #1 in Healthcare
- #1 in Science and Technology



HDR STRATEGIC INNOVATION



HDR STRATEGIC INNOVATION

People matter. Starting with human need as the basis for solution design makes for outcomes that are actually useable and relevant in the real world.

Diversity matters. The best ideas emerge from the collision of diverse interests, experiences, and abilities.

Data matters. Robust and artfully designed analytics are critical to making insights understandable, meaningful, and actionable.

Story matters. Storytelling is essential to communicating vision, concepts, theory, strategy and recommendations.

Details matter. Paying attention to the little things is the on-ramp to success at scale.

Execution matters. Great strategy is only realized through flawless execution. Develop both.

Organization matters. Start-ups are nimble and brave; stalwarts are visionary and strategic. Emulate both

Transparency matters. Helping people think and make for themselves produces more sustainable results.

TODAY

Quick Overview: Knowing & Engaging Your User

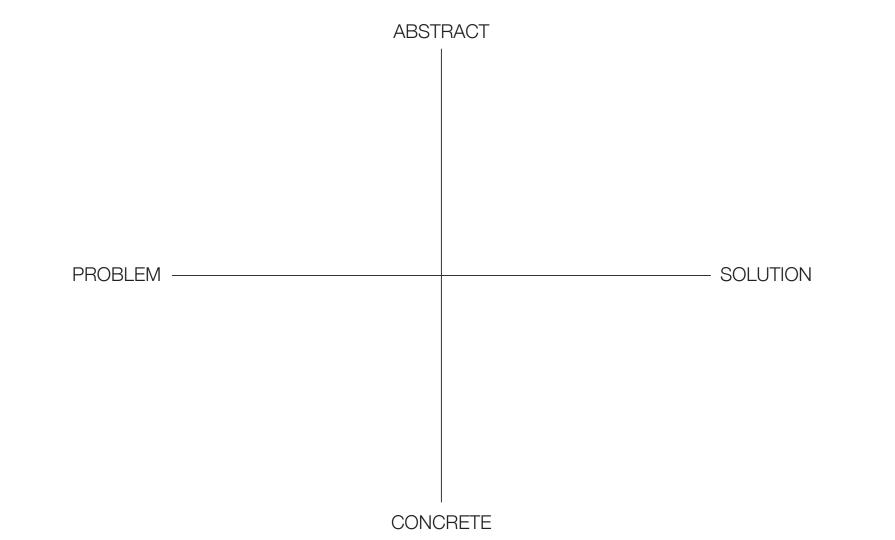
Immersion: Roll up your sleeves

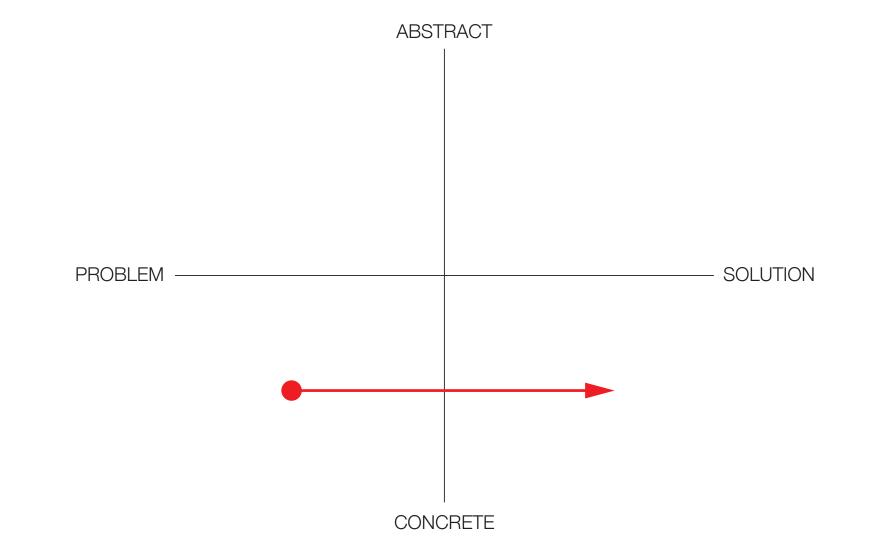
Q&A: Ask us anything

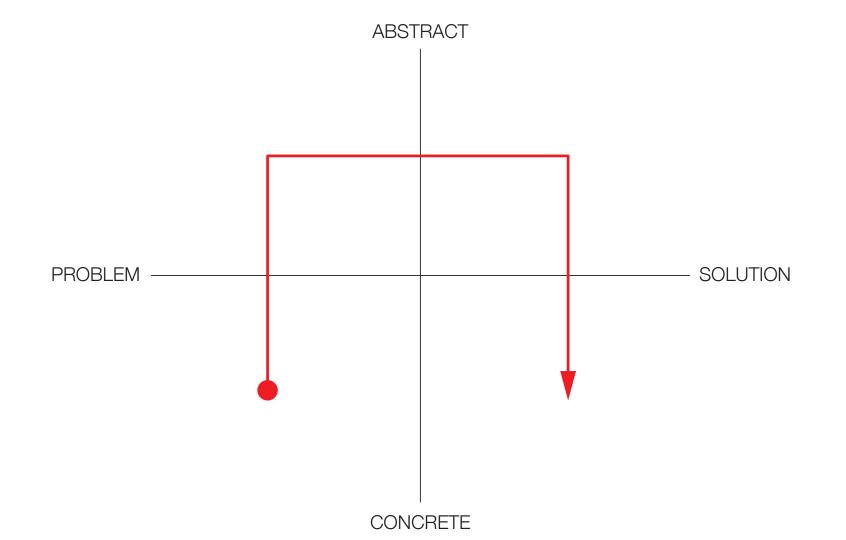


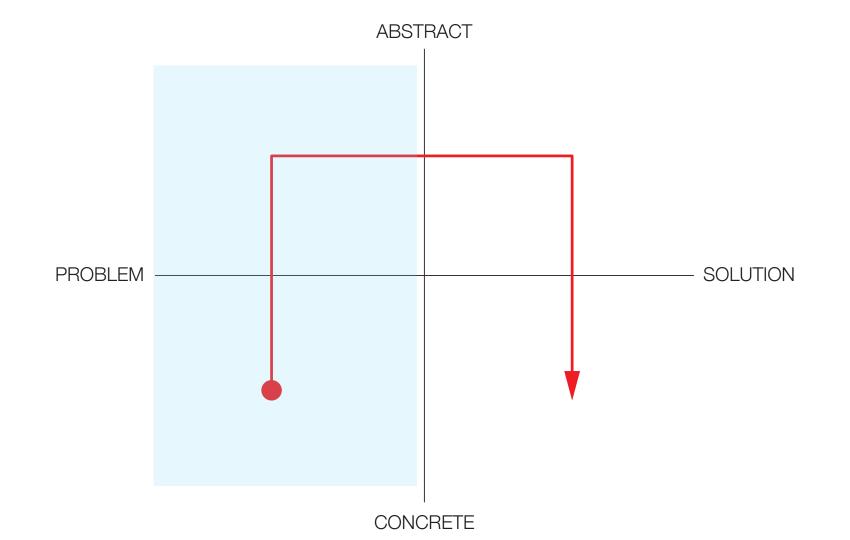
How do you approach WICKED HARD Problems?











CONCEPTUAL Needfinding Opportunity Ideation/Co-Creation Identification Scale, Spread & Align Prototyping, Testing & Design Making the Case

REALITY

Innovation is a social phenomenon.

A diversity of thought, experience, and organizational vantage point is critical to generating insight.



Different perspectives are important.

Insights from outside industries, brands, influencers, the patient, and the context inform transformation.



How does it work?





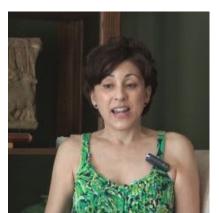




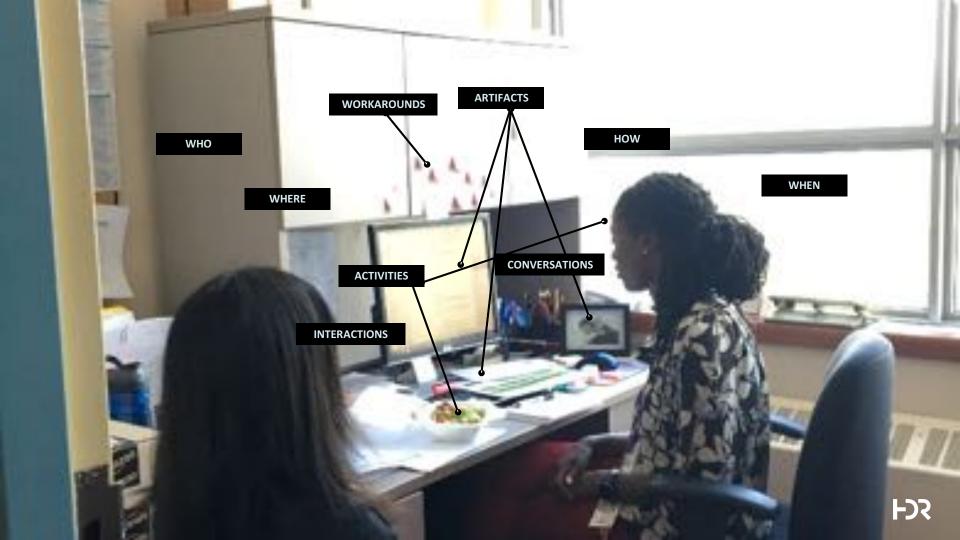












HOW MIGHT WE COMMUNICATIONS THE SPATIAL Space CREATE SPACES with other NEEDS OF IN SEMOOLS teachers mostly TEACHERS ARE THAT EMABLE happen in the COLLABORATION NEGLECTED. haliway. BYWH TEKNETS? LEADONDS THEMS **BYDUSHTS**



Here we go...

IMMERSION

How might we reimagine waiting?

BRAINSTORM

Think of ideas on how to fix waiting from the top of your head.

INTERVIEW

Interview a partner about their waiting experiences and begin to see where brainstorming falls short. DIG DEEPER

Develop empathy by really digger deeper into the whys and hows of the user experience.

CAPTURE

Look for and develop insights from pinpointing some needs, struggles, and delights from the user. BREAK RULES

Challenge rules and truisms we accept as fixed or absolute in order to identify opportunities for innovation.

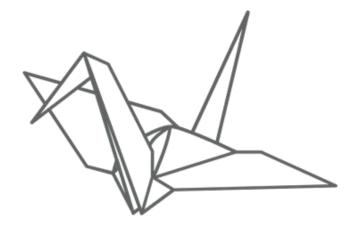
POV & HMW

Take a stand and position about what the true problem is and pose questions on how to begin to solve.

FDR

DISCUSSION

Q&A



THINK DIFFERENTLY, MAKE BEAUTIFULLY







MAKING INNOVATION HAPPEN

Advocate Health System

Aurora Health Care

Cleveland Clinic

Columbia University Medical Center

Dartmouth-Hitchcock Medical School

John Hopkins Medicine

Kaiser Permanente

Mayo Health System

Northwestern Medicine

Rush University Medical Center

University of Mississippi Batson Children's Hospital

University of Nebraska Medical Center

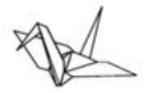
University of Pennsylvania Health (Penn Medicine)

University of Texas MD Anderson Cancer Center

University of Texas Medical Branch







THINK DIFFERENTLY. MAKE BEAUTIFULLY.

Thank you for participating in our workshop. To download a free step-by-step guide of the methods we shared today, please visit the following URL:

bit.ly/HDRtoolkit

I don't want to be here in the first place, so help me get home faster.

Reduce time spent at every key, non-clinical moment along the way.

EXPERIENCE PRINCIPLE #1: LICKETY SPLIT

Key words: speed, efficiency, timeliness



VIP (Very Important Patient) Check-in



A FEW MORE TOOLS

ADDITIONAL TOOLS

VALUE PROP MAD LIB Align perspectives, vision, and values for a project.

YEAR IN THE Understand the patient's journey over a 1 year span and use it to dramatically re-imagine their (and our) experience with them.

IDEA BOX Generate ideas by exploring new connections and meanings.

PITCH DECK

5 E'S FRAMEWORK Deconstruct the patient journey and the multiple elements that contribute to the experience.

Build a case to support an innovative concept so it can be

"pitched" to a party of interest.

MAD LIB

PURPOSE

Align perspectives, vision, and values for a project.

WHEN At the beginning of the project. It

helps tease out the differences, and begins to create a shared purpose.

WHO Key stakeholders with varying agendas or viewpoints. This is a good time to find consensus.

LOGISTICS

This is best done in multiple small groups, 4-5. Have everyone complete one on their own; Discuss; Create a unifying one.



The [Project of Inte	erest]	
is a		
	product / service	
For		
	target customer	
That will		
	ultimate benefit	
Because we		
1)		
·/	proof point	
2)		
	proof point	
3)		
	proof point	- No

STARBUCKS

is a	coffee experience that is "accessible" but feels high-end						
5	product / service						
For	people willing to spend a little more on coffee & food						
That wil	target customer transform the coffee market from "commodity based" to "experience based" to increase shareholder value ultimate benefit						
Because 1) have a	WE consistently high quality product that's tightly managed from harvest to delivery						
·/ —	proof point						
2) focus o) focus on service, where every customer feels a sense of "intimacy" & "personal connecti						
	proof point store environments that feel local and encourage a "stay & linger" mentality						
- 100 OOK							

THE RESIDENCE OF THE PARTY NAMED IN

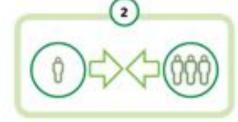
Market Committee of the

group missions

thoughts

Tensions & Implications





Place of Diagnosis vs Place of Healing

Holistic views of health and increased patient expectations, demands even, are influencing the outpatient experience. Should the environment embody a healing and nurturing atmosphere despite frequent and desired patient turnaround?

IMPLICATIONS:

- Decentralize the "WHERE," Healthcare professionals, including physicians and the entire care learn, could have a greater health impact or patients if they build a leiting relationship across their health journey - from diagnosis to beyond.
- Leverage virtual connectivity to continue health and healing outside the walls of the facility. Push interactions to consumers to engage them in health ownership.
- Integrate health services with the hospital where possible to encourage, enable, and inspire cooperative use.

Personalized Care vs Standardized Care

Patients and physicians are consumers, each unique. Growing expectations influenced by today's instant on-demand culture and boutique offerings permeate our lives - how do they permeate our health and care delivery?

IMPLICATIONS:

- Consumers like choosing how and where they receive care as well as who provides it. This preference for personalization extends to how they embed health into their lives as there are significant differences across collures, ethnicides, and individuals.
- Physicians aim for efficiency and utilization, but also for the interpersonal relationships with patients. Leverage virtual connectivity for relationship building and maintenance with no detriment to flow.



Health & Wellness Focus vs Treatment Based

Health and health care are often separate from the patient perspective, yet, they desire whole health from their care beam.

IMPLICATIONS:

- Disease management is changing with the advent of genomics, predictive modeling, and a widespread focus on health and welfness. Physicians will need to learn to articipate care-needs rather than simply reacting to them.
- Fatents value healths are professionals' expert opinions as well as a relationship with them. This provides an opportunity to result in higher value outcome as it pertains to the holistic salt mind, body, spirit.
- Alternative and Eastern practices integrated into care can serve both patients and staff. Partnerships from around the city could funter deeper community connection as well.



Facilitator Insights & Tips

- As you listen, capture themes on post-it notes. These become key trends that you can carry forward in the project.
- Make sure the groups are diverse.
- Avoid the temptation to resolve tensions too soon. Let it breathe.
- Teach to the test, provide an example.
- Words matter.
- Push for specificity.



YEAR IN THE LIFE

PURPOSE

Understand the patient's journey over a 1 year span and use to dramatically re-imagine their (and our) experience with them.

WHEN

If you're trying to identify areas of opportunity to improve the experience. Often this happens in the middle of a project, after interviewing patients.

WHO

Experts in every field are not necessary to conduct the analysis. But it is valuable to have multiple viewpoints represented: nurses, staff, leadership, physicians, billing, registration.

LOGISTICS

It's good to have multiple groups, each looking at a different user type. We've found 5-6 is a good mix.



Jessica Szoczos	Jessica agrees	Jessica 1242015	Jessica 204/2015	Jessica NS2015	Jessica 899/2015	Jessica 92/2015	Jessica 92/2015	Jessica 99005	Jessica 9/14/2015
Purchases Buys What to Expect books from Amazon	Email From KP for PAP reminder	Message Alled health	Message MH/EH	Office Visit OB appointment 34 weeks	Office Visit OB appointment 36 weeks	Office Visit OB appointment 38 weeks	Office Visit Cancelled by patient	Email From OB regarding missing 40 week visit	Phone Call Prograncy counseling
Life (Nucla	Nadio.	Nucle	Nucli	North	No.	num.	No.	
Jessica mans	Jessica manos	Jessica 7/04/2015	Jessica 1/29/2015	Jessica 800/0015	Jessica avznoots	Jessica 92/00/5	Jessica wezors	Jessica wascots	Jessica waszors
Office Visit OB appointment 29 weeks	Purchases Buys crb and nursery furriture	Message Alled health	Social Has baby shower with friends and relatives	Email From KP for PAP reminder	Office Visit Canceled by patient	Office Visit Cancelled by patient	Office Visit	Hospital Admitted to hospital for birth	Hospital Discharged from hospital
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Jessica wadans	Jessica 9/21/2015	Jessica 904/2015	Jessica 90272015	Jessica 105/2015	Jessica 1015/2815	Jessica 10/29/2015	Jessica turazots	Jessica wezou	Jessica 2/15/2016
School Goes on maternity leave from school	KP On Call	Phone Call Discharge follow-up	Family Files restraining order against father	Email OB responds to concerns about lactation	Office Visit	Message Oil responds to urgent concerns about maternity leave & work	Email OB responds to urgent concerns about maternity leave & work	Office Visit Patient cancels OB appointment	Office Visit No show to PCP appointment
Jessica 9/23/2015	Jessica 904/2015	Jessica 408/2015	Jessica torzots	Jessica 10/20/2015	Jessica 1029/2015	Jessica 11/11/2015	Jessica 12/18/00/5	Jessica agrona	Jessica 301/006
Call Center Patient having postpartum medical problems	Office Visit OB routine postpartum follow-up	Nurse Visit Postpartum nonpurulen mastris	Personal care Goes online to research losing pregnancy weight	Office Visit	Email Off responds to urgent concerns about maternity leave & work	Email OB responds to urgent concerns about maternity leave & work	Family Grandma starts babysiting daughter	Email Derm responds to acne concerns	Email Derm responds to ache concerns
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Year in the Life JESSICA

Group: C

Reimagined Patient Journey:

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Jessica

Opportunity 1

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Opportunity 2

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OPPORTUNITY 4: AUTODODE HILEHBAS FRETRIOS FOR MODULATERATY & TEACHER AND ACTION

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FDS

Opportunities

Care Team Continuity

- Patients see different OBs & nurses throughout prenatal care
- Patient may meet delivering physician for the first time at the hospital
- Care is disjointed, important issues may fall through the cracks
- Keep the patient-care team relations sacred

Enhance the Delivery Experience

- Patients don't know who will deliver baby, based on provider preference not patient
- Private labor, delivery, recovery rooms
- Encourage visitors
- Offer multiple delivery options

Close Care Gaps

- Don't wait for member to seek care, establish a healthy interaction with member
- Get to know the patient, their story. Use this knowledge to improve the care plan, communication and to connect with outside resources

Introduce milestones & metrics for accountability & empowerment

Jessica



CONDITION

Depression, anxiety, labor complications, abnormal PAP

AGE / STATUS:

28 / Single mother

OCCUPATION

Elementary school teacher

UPESTYLE:

Difficult year with new baby and family complications

Avid reader of Sci-fi and Cyber books

Northead control Street or St.

Facilitator Insights & Tips

- Leverage physicians to find the patients worth exploring, but don't put that same physician in the exploration group.
- Coupling a patient record and an ethnography is extremely powerful.
- Frame with three components: a need, a context, and a hint of transformation.
- Add people who know the reality but not the patient. It's helpful to dig into the "why" behind the interactions.
- Try the following: combine several interactions into one, use different resources, add new interactions, change the order, remove/replace unnecessary steps.



IDEA BOX

PURPOSE To generate ideas by exploring new

WHO

today.

connections and new meanings.

have multiple viewpoints

represented. The biggest skill

opportunity area to ideate upon, and are looking to stretch your solutions beyond the obvious.

WHEN

After you've identified an

Like other activities, it is good to necessary is an open mind and an ability to challenge the constraints of

LOGISTICS

You need dice and a medium group of people (5-10). You can either have one group of people per opportunity area or have multiple groups tackle the same space.

Start with a Problem Statement or Opportunity Area:

How might we replicate a trusting relationship with our patients without a face-to-face visit?



The key to finding a good idea is to first generate a lot of ideas.

Reflect on the problem statement and generate as many ideas as possible in 5 minutes.



Create the Box

Organize the ideas in a framework that makes sense.

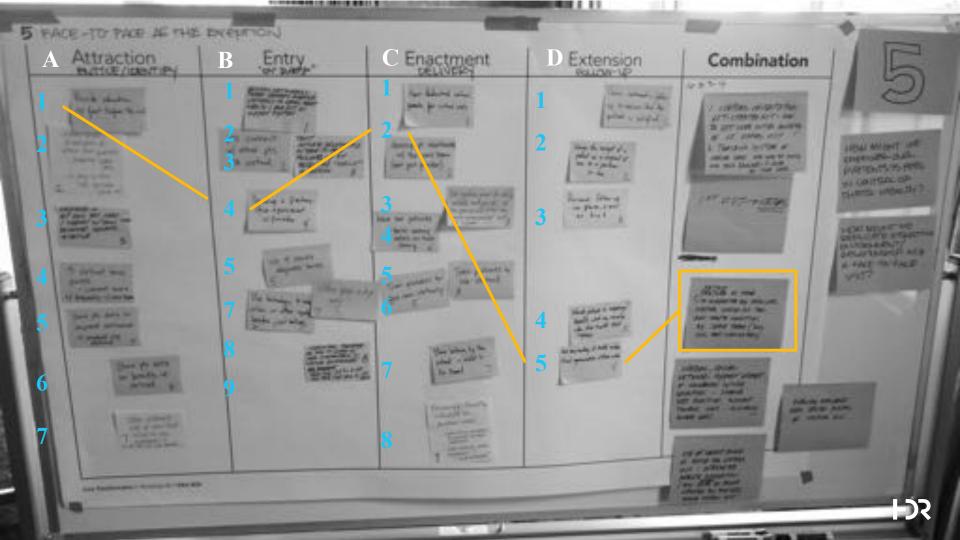
For this topic we used: Attraction, Entry, Enactment, and Extension.



Roll the Dice

Assign numbers to the ideas within each column. Roll the dice and reference the combination of ideas. Create a solution that mashes-up these ideas. Repeat until you've generated several good ideas.





New Perspective

While several of these ideas won't be worth much, many uncover new possibilities and perspectives on the problem.



How might we replicate a trusting relationship with our patients without a face-to-face visit?

VIRTUAL, SOCIAL

NETWORK SUPPORT GROUPS

OF INDIVIOUNS W/LIKE

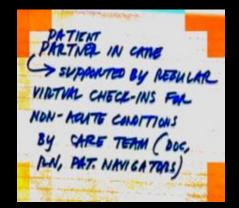
CONDITIONS - SHAPING

DEST PRACTICES, SUPPORT

TOWARDS INDIV.: CLIMARLY

BUIDED GOMS





1. VIRTUAL CAUTENTATION
GET-STATUTED MIT-HOW
TO GET OVER INITIAL AUXIFTY
OF 1ST VIRTUAL VISIT
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Facilitator Insights & Tips

- Make sure you have dice that accommodate the number of ideas you have per column, reduce as appropriate.
- Participants doubt this at the beginning. At the end, it becomes clear why you did it. Push through it.
- To help get people unstuck ask:
 - What are the attributes of the problem?
 - Who is involved?
 - Are there analogies of similar models?
 - Do any solutions come to mind
- Use "Idea Catalyst" cards



Eliminate Can you simplify it?

Miniturine

Understate Separate into parts

Source: Similard cards by Michael Michaelle.

Substitute

What can be substituted?

Who When Where How

Source: Thirtipad parts by Michael Michaeles

Reverse

List three assumptions you are making about the subject. What happens if you reverse them?

Magnify

What might add extra value? Can you make it:

Stronger Faster

Magnify

More accurate Longer

More convenient

Source: Thirdpol costs by Michael Wohaller

Combine

What if you combine it with something else?

Purpose: Functions.

Create an assortment

Source: Thirtipal cards by Michael Muhallo-

Combine

Can you combine ideas from another field? Would something else complement it?

Retail. Fine dining Festivals

Automotive Consulting

Source: Divisional counts by Michael Michaelbe.

Reverse

What are the negatives? Can you reframe them into positives?

Source: Throughout comits by Michael Michaeller.

Source Printend name by Michael Michaelo

Can you make it do more? Can you find more uses? What can be duplicated, repeated or multiplied?

Source: Nortgod costs by Michael Wichelber

Substitute

Does substituting different emotions suggest any new lines of thought?

Humor Anger Joy

Féar Inspiration

Traces Trinipal cash by Michael Michaele.

Combine

Can you imagine yourself merging with the

How would you feel? What would you see? What would it say to fluor.

Source: Thirdpol south by Michael Michaele

Substitute

Can you substitute someone else's perspective for Your own?

Wait Disney A Teacher A Laywer An Explorer

An Artist.

A Child Richard Branson Oprah Winfrey

Source Thinkput rands by Michael Michaels

A Journalist

Magnify

Can you broaden your subject? Can you make it. more global or holistic?

Secures: Theretonic contains Michael Wichaeles

Substitute

What would happen if you changed the rules?

Boundaries Team composition How to score points How to win.

Street, Thirtipal cards by Michael Michaels

Adapt

Can you make analogies or connections to other Salds7

Science Religion Art Economics Dallet

the Malia Law Enforcement the Olympics Hollywood

Science: Thirdgook comboby Michael Michaelor

Adapt

Forests.

Can you adapt something from nature?

The Seasons Animals Füerle:

Plants Insects. Rain River

Source: Publical cards by Michael Woltake

Magnify

What can be exaggerated? What would happen if you carried it to a dramatic extreme?

Source Trinsport cards by Michael Wo

Source:

Thinkpak: A Brainstorming Card Deck Available on Amazon Michael Michalko



5E'S FRAMEWORK

PURPOSE

Deconstruct the patient journey and the multiple elements that contribute to the experience.

WHEN At the beginning of the project (to

dissect the current experience). Revisit as you discover insights and develop ideas throughout the project.

WHO You don't need experts in every field but it is good to have multiple viewpoints represented: nurses, staff, leadership, physicians, billing, registration.

LOGISTICS

It's good to have multiple groups, each looking at a different user type. We've found 5-6 is a good mix.



GROUND IN USER NEED

"The FIVE E's" Larry Keeley, co-founder of the Doblin innovation firm, developed the Compelling Experience Model. This framework, also known as the 5Es, illustrates how user experience begins before an individual arrives and extends after they depart.

Entice Enter Engage Exit Extend

Make getting to and from this location as efficient as possible.

Give me an overall sense of calming optimism.

I want to feel the staff was expecting me upon arrival and are ready to serve.

Recognize my emotional status.

Minimize my anxiety and sense of vulnerability.

Be transparent and inform me about delays.

Give me persistent ways to connect with staff.

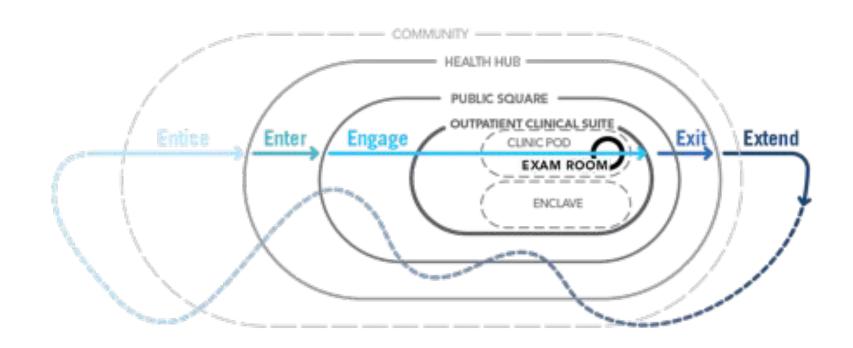
Let me get things I need on my way out.

Don't make me pay too much for parking, especially if I come here a lot. Reach out and remind me to come back.

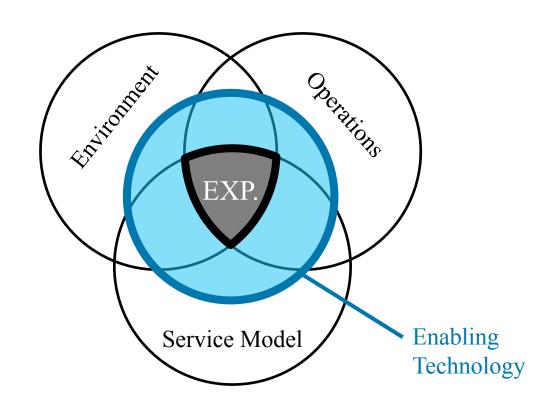
Give me a way to connect to patients like me.

I need support for wellness.

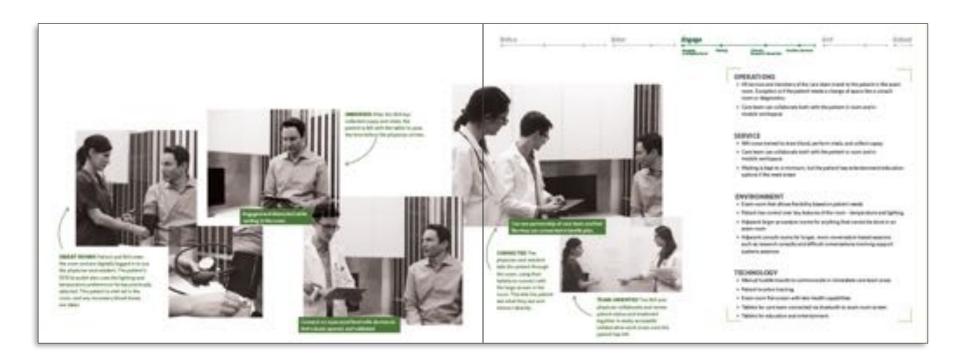
CONSIDER THE ENTIRE EXPERIENCE



SOLVE AT EVERY LAYER



OUTPUT – Experience Design Guide





Facilitator Insights & Tips

- Contrast what already exists against what an ideal experience should be.
- Bridge together several innovative ideas so they feel like a single continuous experience
- Scale to different levels of experience: from describing the engagement with radiology to dissecting the overall journey through a medical facility.
- Keep it simple: identify key touch-points, not an exhaustive inventory of every detail.
- Begin with the outcome in mind then list the touch-points to achieve this objective under categories such as environment, artifacts, people, technology.



PITCH DECK

PURPOSE

Build a case to support an innovative concept so it can be "pitched" to a party of interest.

WHEN Towards the end of a project: you've

already identified the need/opportunity area and developed the layers of the concept and it's time to get resources to make it happen.

WHO

WHO
Individuals who are passionate about the concept and able to think through the necessary details and add depth to the idea.

LOGISTICS

This takes time and preparation. We found an approach that works well over a 3 day period, but there are a lot of logistics running in the background.

To Begin

Start with a fairly robust concept and build a story. There's a formula that venture capitalists follow... it sounds a bit like the pitches in the TV show "Shark Tank."





Setting up a "Shark Tank"

- Evolve six concepts to a high level of refinement and completeness.
- Evaluate concepts with patients and consumers.
- Develop and capture concept pitches.
- Collect feedback from participants and the Shark Tank panel.



Day 1

Times	Activity
9:00 - 10:30	Consultant Pitches
10:30 – 10:45	Team Selection
10:45 – 11:00	Show Pitch Video Example
11:00 – 11:30	Mud Slinging 1
11:30 – 12:00	Mud Slinging 2
12:00 – 12:30	Solution Review
12:30 – 1:00	Lunch
1:00 – 1:30	Slide Deck Component Development 1
1:30 – 2:00	Slide Deck Component Development 2
2:00 – 2:30	Storyboard Revisions
2:30 – 3:00	Rehearse (3x) Write Concept Summary

Day 2

Times	Activity
9:00 – 10:00	Consumer Evaluation #1
10:00 – 11:00	Consumer Evaluation #2
11:00 – 12:00	Consumer Evaluation #3
12:00 – 1:00	Consumer Evaluation #4
1:00 – 2:00	Consumer Evaluation #5
2:00 - 3:00	Consumer Evaluation #6

Day 3

Times	Activity
9:00 – 9:45	Watch Consumer Evaluations
9:45 – 10:30	Process Consumer Feedback
10:30 – 11:00	Develop Visuals
11:00 – 11:30	Share Pitch with Another Team
11:30 – 12:00	Revise & Rehearse
12:00 – 12:30	Lunch
12:30 – 2:30	Shark Tank
2:30 – 3:00	Debrief



Mudslinging:

Present the concept in it's rough state to the group. Have them note any criticisms about the concepts. What doesn't work or make sense?





Improve It:

Take the criticism and address the issues, leveraging external research and additional ideation.









Test It:

Bring the refined concepts to users.
Present the concept and get their feedback. Does it make sense? Would they use it? How?





Develop the Pitch:

Share the user videos with the rest of the team. Integrate the user perspective into the concept. Develop the pitch using the framework.







Pitch It:

Present the concept to a panel of "sharks" (a group of industry experts with diverse viewpoints) and the rest of the participants. Use their feedback to finalize the concept and ideally take it to implementation.



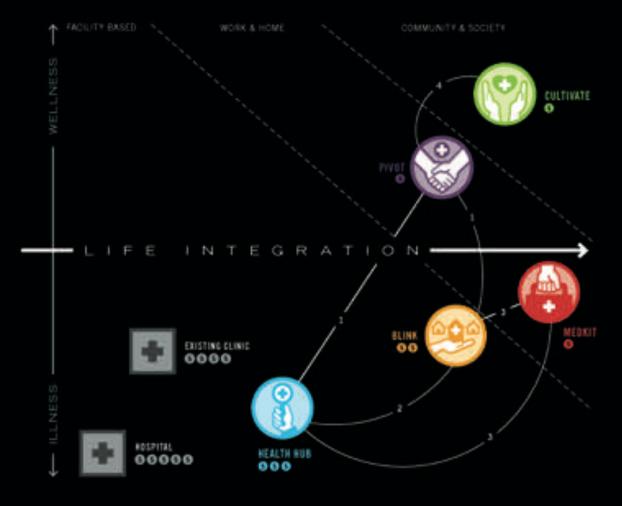


Facilitator Insights & Tips

- This happened over 3 days. That's kind of remarkable.
- The pitch should flow, inspire confidence and action:
 - Be short and clear
 - Exciting
 - Informative and credible
 - Memorable
 - Finish with a clear ask
- Use stories about personal experience
- Don't underestimate the amount of planning required Scheduling and coordinating user interviews is difficult, but worth it.
- Know the audience and adapt details.
- Rehearse, rehearse, rehearse



HYAIT®



The diagram shows the following specific linkages among the platforms:

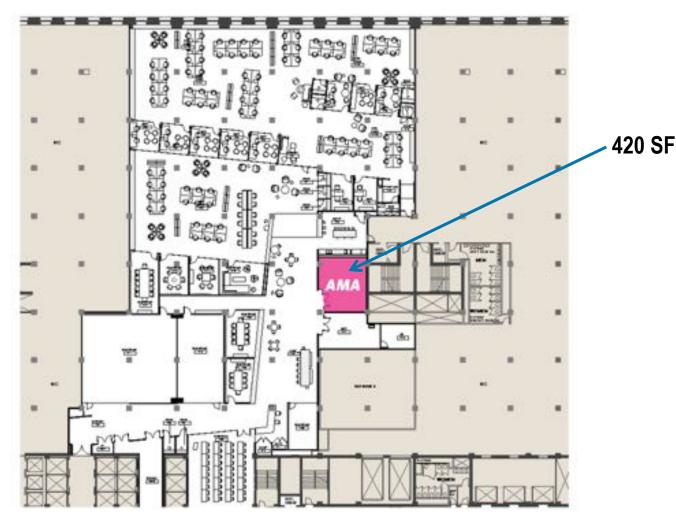
- 2. Telemedicine
- 4. Leaders and services



















BRIDGING WORLDS

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COLUMN TWO IS NOT THE OWNER.

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