From Outputs to Outcomes

Building our 21st Century Roadmap for Libraries



Garry Golden

Forward Elements, Inc

PDF Copy: www.garrygolden.net/PUG2012







the Future





Drivers of Change









WAIT FOR IT

.....Wait for it......



Every day I make an effort to go toward what I don't understand.

Yo-Yo Ma

Fundamentals of Foresight

Identifying & Monitoring Change

Exploring Implications

Communicating Change

- Horizon Scanning
- Issues Analysis
- STEEP Categories

Society

Technology

Economics

Environment

Politics

- Forecasts
- Scenarios

- Visioning
- Planning / Roadmaps
- Goals –Objectives Actions
- Assessment & Evaluation
- Iterative Planning

Limits of Incremental Innovation

Avoiding Mindset of Managing the Decline



Evolution of Library Mission from: Improving Access (Service/Programs) to Era of Mastery (Experience Design)







I versus T-shaped Culture and Training

Ability to Apply Broadly Across Situations & Disciplines

Depth of Subject Expertise

What does a future T-shaped library professional look like?

What does a T-shaped learner look like?





Outputs to Outcomes:

Storytelling in an age of the Learner

Place-based **Experiences**



In the News

The visionary entrepreneur has leaked plans in a recent interview on —what the magazine is calling - *Galactic Inner Space---* retreat centers for *unplugging* and turning inward.



True

False

The US Air Force is exploring the development of a *Social Radar* dashboard to identify potential *tipping points* in social behavior change.



Social Radar Dashboard

True

False



Team Jobs Contact

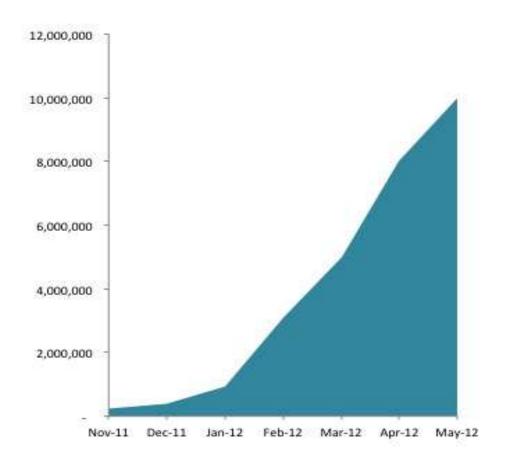
Launching soon!

ToyTalk blends art and technology to create a whole new experience in mobile family entertainment.

True

False

Cumulative Total Questions Answered









Output

A raw observable unit (e.g. number of visitors, materials checked out, amount of money spent on reading programs)

Outcomes

Reflect impact and changed behavior (results) over time based on a greater emphasis on quality and the connection to real-world performance.



Library experience outcomes could measure impact on everything from reading levels to workforce skills to health issues, literacy, or cultural awareness.





Outputs to Outcomes:

Storytelling in an age
of the Learner

Place-based Experiences



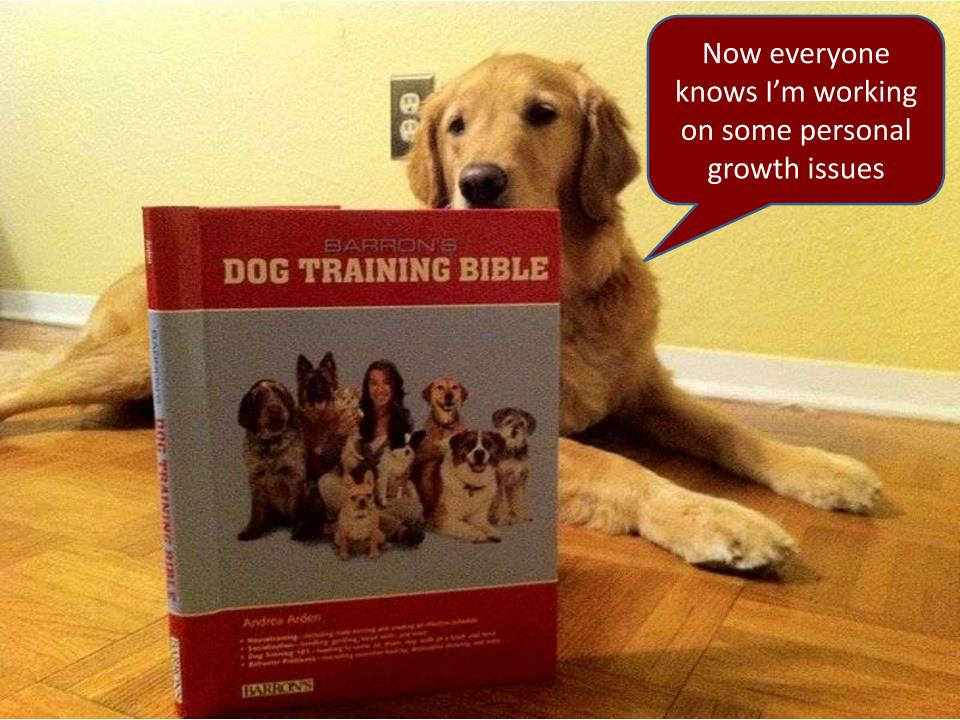
"On the Internet, nobody knows you're a dog."

"On Facebook, 273 people know I'm a dog. The rest can only see my limited profile."



Anonymous Web to a more S

Social Web 2008









Era of Apprenticeship

Era of Institution

Era of Learner



Disruptions of Books & Industrial Work



Disruptions of Web & Knowledge Economy





Flip the Learning Experience





Get the chance for you and a friend to be Oprah's first

How do libraries interface with personality driven learning experiences?

Celebrity-led
Learning Media Landscape







How will libraries partner and interface with learning experiences shaped by these companies?



URE



Web + Algorithms = Platform for Scaling Personal Learning & Behavior Change



Role of Data: Self-Awareness & Behavior Change



































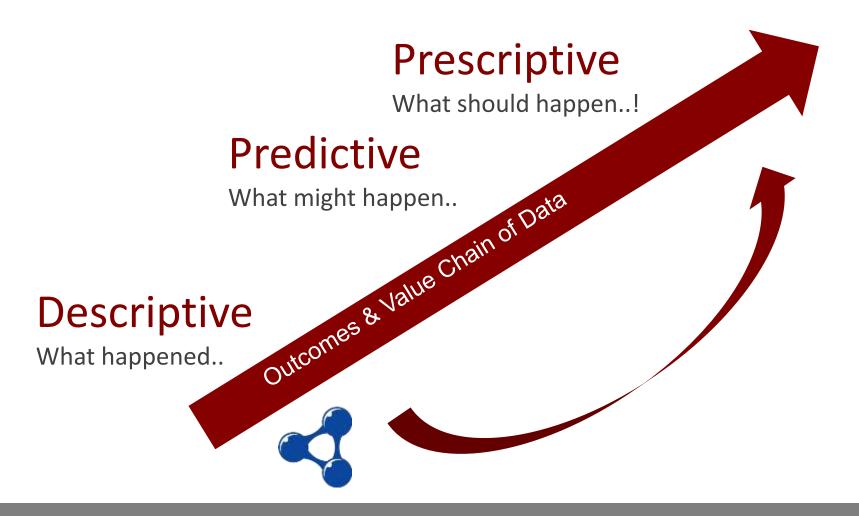








? I Don't Understand



Library Experience Design = Prescriptive Data

Creating Advanced User Culture
What can we learn from Weight
Watchers on designing experiences
to improve community outcomes?



'Gaming Mechanics' Design Principles:

- Rules & Rewards
- Quests & Challenges
- Badges & Recognition('Level up' Stages of Mastery)



- Reputation Management
- Teamwork & Strategy
- Continual Feedback

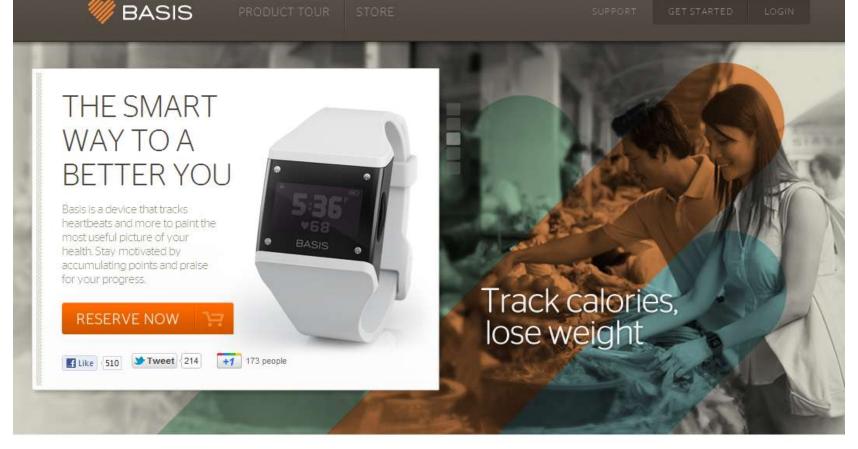
Experience Design = **Novice** to **Expert** Level Skills



Micro-Experiences
Make the Plant (Vine) 'Grow'









Follow Your Heart

Advanced sensors capture heartbeats and more to paint a picture of your health that's richer than motion-based devices. No chest straps, no headbands. Just Basis.



Look Good

Work or play, rain or shine, Basis is with you in all walks of life. Attractive, comfortable, customizable... you'll look great wearing it.



Keep Track

Monitor daily, weekly, and monthly progress...right down to the calorie, step or minute of sleep. No fiddling with exercise or sleep "modes" like other devices. Just put it on and go. We'll do the rest.



Have Fun

Share your milestones with friends. Stay motivated by accumulating points and praise for your progress. Smile! Fitness feels good.

Send Staff to a Health 2.0 Conference















SUPPORT



WELCOME TO PLAYGROUND

A NEW GENERATION OF PIANO LESSONS

Choose a hit song from contemporary artists and start playing piano immediately.

- **Download Software**
- Plug in a Keyboard
- Start Playing and Learning















EXPLORE THE PLAYGROUND

PLAY LIKE DAVID SIDES

LEARN PIANO BY PLAYING THE SONGS YOU LOVE



You may not be a selftaught virtuoso like David, but with Playground Sessions you don't have to be Play along, learn with ease, and have fun as he shares his methods.

Because of Originally (nev



Apologize Originally performed by OneRepublic



Halo Written by Beyonce Knowles

performed Fighting

HALO





Open Badges

Get public recognition for your skills and achievements

















badges = visual representations
 of a skill or achievement

Who is in...?



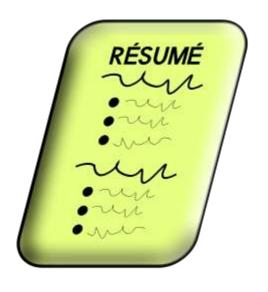




Pathways to Mastery

How do libraries help learners tell stories of the growth and development?

Evolution of Mastery-focused Storytelling?







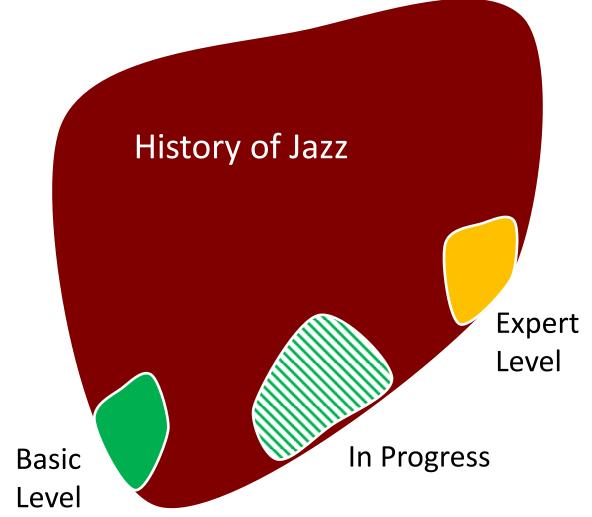
Presence

Resume Portfolio



Visualization of Mastery - Growth & Aspiration

Concept to Watch: Learning Graph





Talk by Danny Hillis OSCON 2012

Storytelling leads to Improvement of Outcomes:



Libraries & Culture of Mastery



Health

Reading Levels

Safety

Workforce Issues

21st Century Literacies

21st Century Roadmap:

Where might we begin with empowering the Learner?

Rethinking Library Membership for Outcomes Era

- Visual Maps
- Dynamic Updates
- Story-based
- Group Oriented





Learner Culture



Place-based Experiences

Community-based Experiences

Pop-up Libraries

Social Discovery

(Geo-caching; Business Connections)

& Experience Design

Location-based Service



Library-based Experiences

Maker-Space

Hacker-space

Creative Aging

Playscapes

Learning Environments

Immersive

Collaboration-scapes

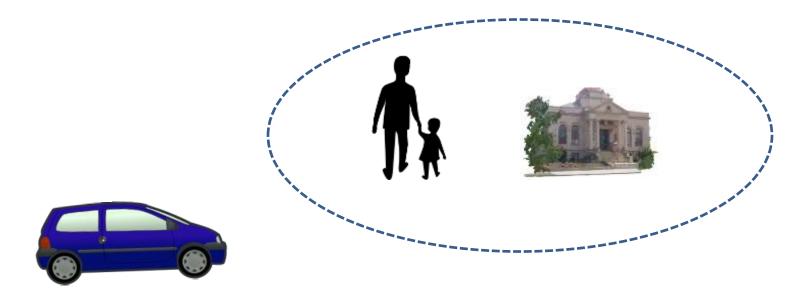
Civicware

Community Experiences & Transformation of Place



Managing by Time, Activity, Location

Digital Support for Geo-Fence Relationships



Service Innovation

Drive up, Pick up

Connecting Communities

Parents; Literacy Groups

How do we leverage place-based discovery and sharing?



Learning from Geo Caching Culture:

- User-Generated
- Shared Database of Caches
- Mobile Device-based
- Clue-based
- Participatory (Take, Leave)
- Cross-Generational Appeal

How do we leverage place-based discovery and sharing?

CONTEMPORARY ARTS CENTER FaireyTrek





Connecting Community Places to Library Programs

Learning from Geo Caching Culture

Library Strategies:

- Place as Storytelling (Community as setting)
- Community members as 'authors' of place
- Summer Reading Programs that include place-based discovery
- Healthy Habits (Aging/Kids) (Maps/Tours by subject)

How do we leverage place-based story extensions?

Michael Chabon's Telegraph Avenue

HarperCollins Publishers







Created an interactive map of Oakland linking to storyline

How do we build satellite learning places beyond our home institutions?



Architect John Locke



The Uni Project

Pop-up Architecture:

- Event / Site-specific
- Value Spectrum:
 Unexpected; On-Demand; Convenient

How do we design places for the entire emotional spectrum?



Secret Cinema



Flash Mobs

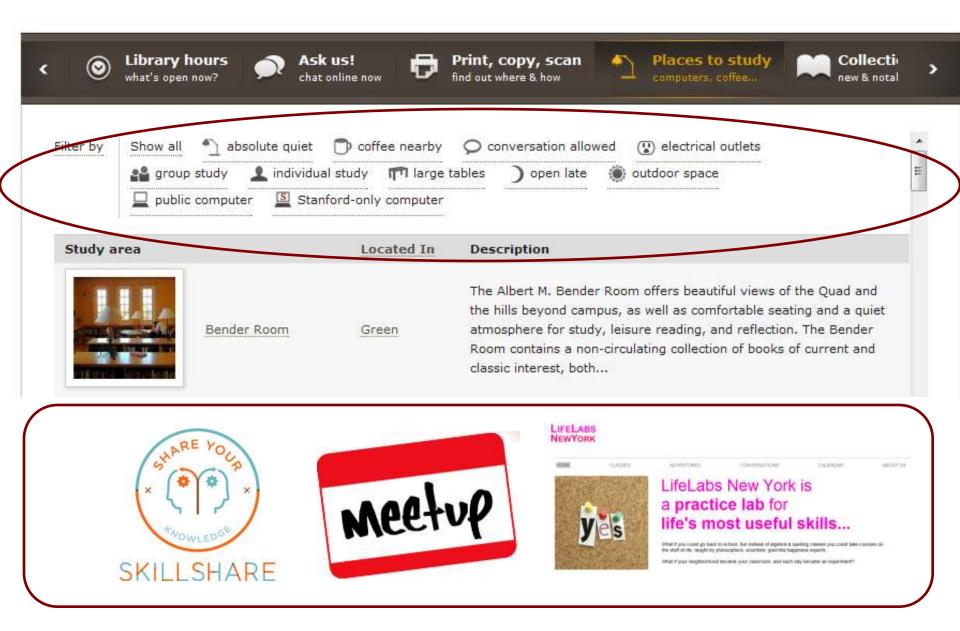
Library Program Strategies:

- Memorable Programming (Delivering the Unexpected)
- Library as Theatre

Everyone is talking about... place



Shifting Expectations & Demand for Place as Service



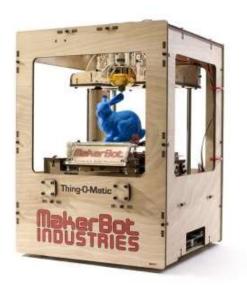
Third Place – Not Work (School), Not Home Competition over Place-based Experience Design



Cafes
Lobbies Pedestrian-malls
Hospitalsbookstores
Lawns Pop-up-Architecture Nature-Trails
Transit-StationsCo-Working-Spaces
buildings
Alleys Staircases Streets Parks Restaurants

Maker Culture







Mainstreaming of Makerspaces



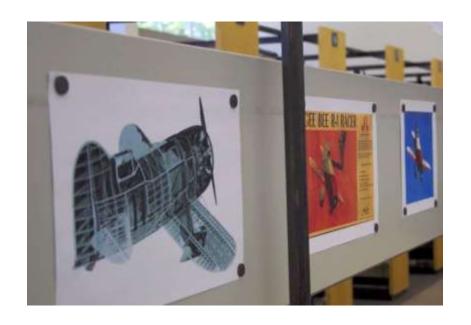




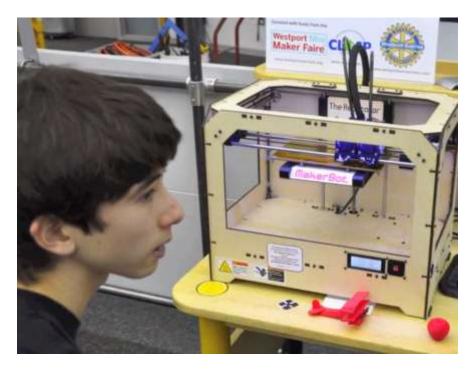


A Public Art & Technology Laboratory

Interconnecting Imagination, Technology and Community







Maker Culture:

Integration of Materials, Process and Play



Innovating around Maker Culture:

- Creative Aging Programs
- Local Industries & Companies
- Families
- Volunteer Groups
- Seasonal Design & Build Activities

Learn More...



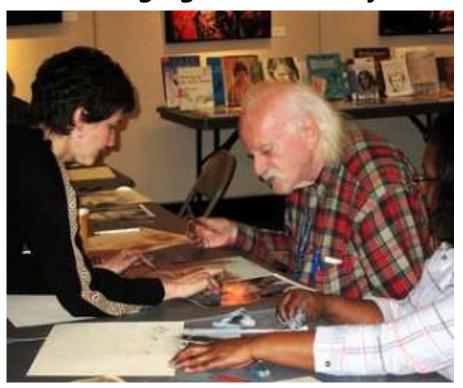


How do we design place-based experiences for aging populations?



Creative Aging: Intersection Arts & Learning

The MetLife Foundation Creative Aging Libraries Project







Society For Creative Aging

- Alzheimer's Poetry Project
- Songwriting Works (health and wellness)

Lots of Tools, but no Home

Civicware: Tools for Civic Engagement

















What are civic problems to solve via 'Hacker' events?

Civic Experiences & Purpose-driven Events



REINVENT NYC.GOV, NEW YORK CITY GOVERNMENT'S FIRST HACKATHON

NYC gov hosts first hackathon







Place-based Experience Design



- What are new assumptions to embrace?
- What might be resisted within staff/community?
- What are natural-fit opportunities?
 (e.g. Program Areas; Physical location)
- What are new types of partnerships to explore?

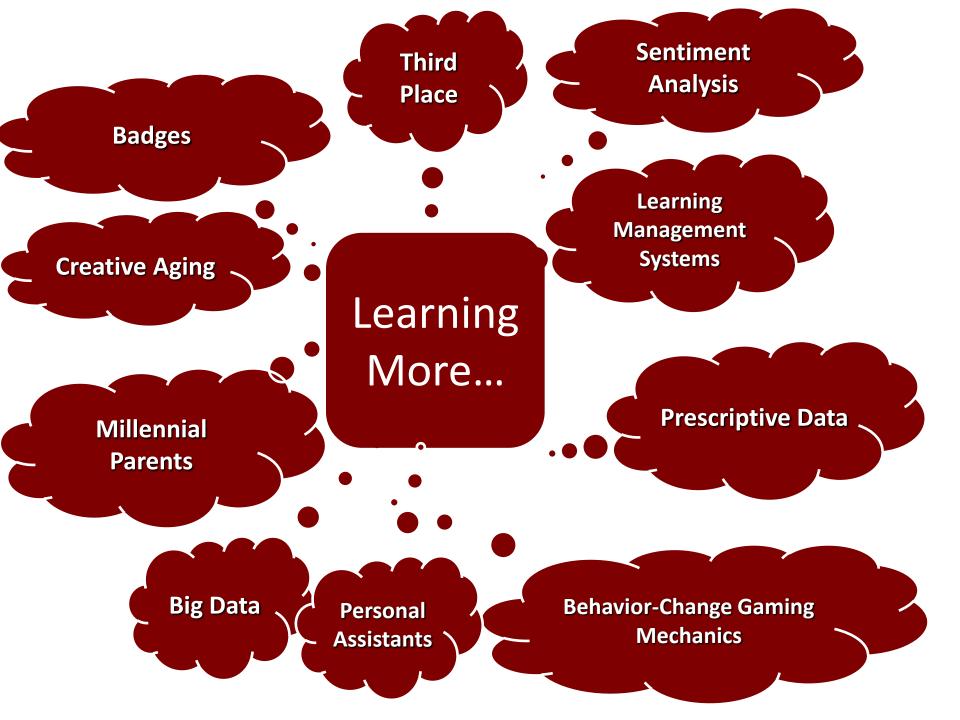


I don't like the future...











Follow Passionate People & Join Smart Conversations





Tim O'Reilly



Nancy Duarte



Hans Rosling



Neil deGrasse Tyson



the CONNECTED STATES of AMERICA













Form a Signals Team to Scan for Change

Scan for Change & Externalize Your Brain



Tips & Instructions: Scanning for Change Guide: www.garrygolden.net/PUG2012

Find Those 'Killer Questions'



killerquestion

@killerquestion

A feed of killer questions that will unlock killer ideas .. also follow @philmckinney

http://www.killerinnovations.com



killerquestion killerquestion

#KQ What #customer #segment will emerge in 5 years that doesn't exist today? http://om.ly/ytUv

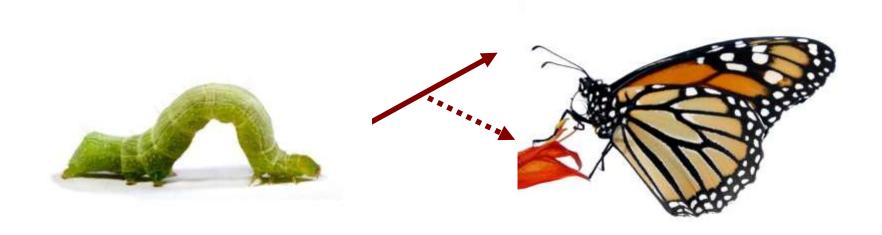
28 Oct

1.What if we invited a gaming mechanics team to redesign membership levels?

2. What if we had rooms (or services) that must be 'unlocked' via a quest?



An Era-based Transformation?













Printed & Recorded

I am an Artist living through eras of...









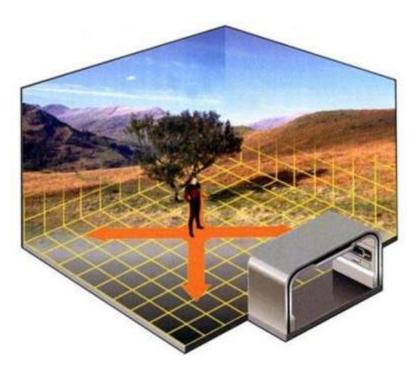
Broadcast Media (Audio / Visual)

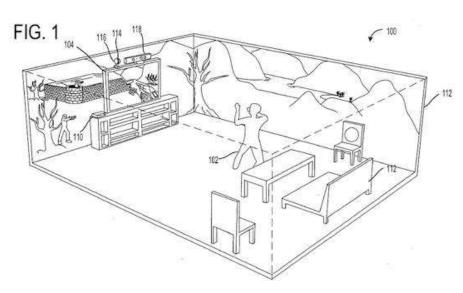
Social Media (Digital/Networked)

Additional Slides

Monitoring the not-too-distant future

From Computer Terminals to Rooms





Indicators to Watch

- 3D Projection
- OLEDs
- Machine-to-Machine Connectivity
- Telepresence



Can an interactive paper revolutionise the print industry?





By Alex Masters Science & Technology Monday, 17 September 2012 at 11:35 am







Book as Interface – Concept

Institutions & Digital Fluency 1995 - 2010



Lotus Notes 4.0



















Learning Systems





Pre-'Web' Admin Tools Web 1.0 Info Portal Web 2.0 Social Web Web 3.0 Services

diigo Setting up Profile





Common Stuff

Send Message

Invite to a Group





Network

Library

Edit my profile

Groups

Profile

Garry Golden is a professionally trained Futurist (MS Future Studies) who writes, speaks, and consults on issues shaping society and business in the 21st century. Garry has consulted on wide range of projects related to the future of infrastructure for energy and transportation, education/learnin...

I am interested in Energy, Transportation, Learning Systems, Demographics, Programming (Javascript/nodejs/popcornjs; html5; scala);

Foresight/Futures Studies.

I use Diigo because was a Delicious junkie... and the service failed to evolve;-(Had a great Network of people to Follow but Diigo community looks very active!

Member since Oct 11, 2007, follows 42 people, 8 public groups, 17663 public bookmarks (18550 total).

Tags More »

Recent Tags: learning, blog+post, forecast, transportation, EVs, market+info, future, ideas, company, culture, CAMFL, education, nyc, data, people, artsedu2020, guide, tools

Top Tags: company, energy, blog, data, design, people, tools, transportation, software, webdev

Recent Bookmarks and Annotations

InnoBlog | The Insider's Guide to Innovation about 1 hour ago

- . Occam's Razor by Avinash Kaushik Digital Marketing and Analytics Blog about 1 hour ago
- 5M Project about 1 hour ago
- MAKE | Time For Girl Scouts and Boy Scouts 2.0? about 2 hours ago
- Home Touch Bionics about 4 hours ago
- Stories of Change Inter-American Development Bank about 4 hours ago

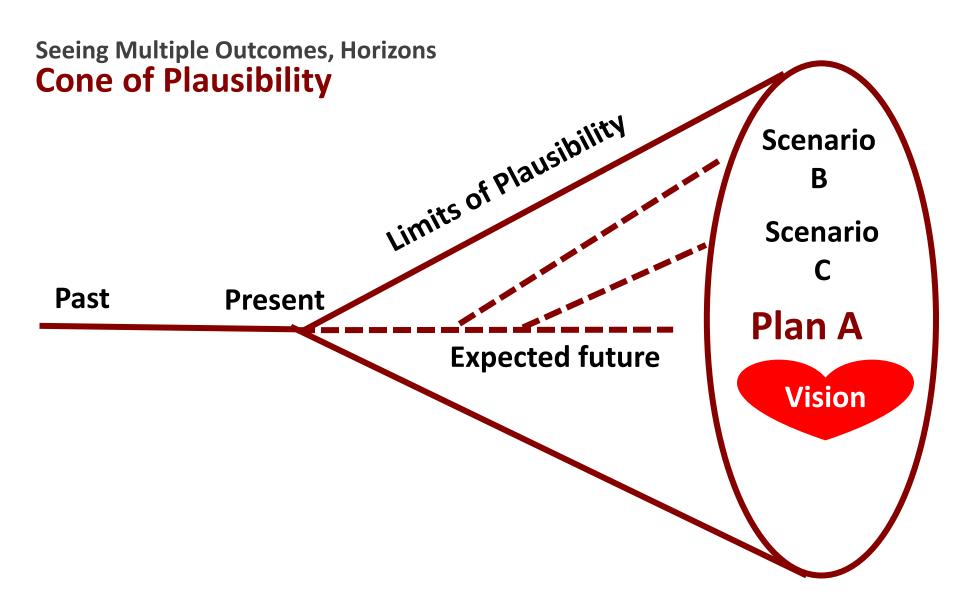


More »

42 followings, 54 followers

diigo 'Tags' / Keywords

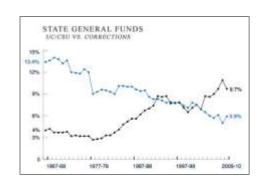
		Save Boo	okmark			Remove
Url [nttp://futureofmuse	eums.org/read	ling/publicati	ons/upload	I/TrendsW	/atch20
Title	nttp://futureofmuse	eums.org/read Read later	ling/publicati		I/TrendsW	/atch20
Description						
Tags [rends report CAM	LF museum				
Used last time	e: trends r	ероп САМ	LF muse	eum		
Recommende	ed: http org	reading	publication	ns uplo	ad pdf	
Group diction	ary: culture	blog+post	outcomes	open	OCLC	library
data CAMF	L project CA	MLF				
Add to a List Share to a Group	Future of Museum	IS V				
			Save	Save &	More	Cancel



Foresight 101: Three Mechanisms of Change

Trends (Continuities)





Plausible Future

Forecasts

Events (Discontinuities)





Possible Futures

Scenarios

Choices (Discontinuities)







Preferred Futures

Visions

What?



Faster Horse vs Automobile



Tellers vs ATM





CDs vs Web

Looking for things that your customers are not telling you they want or need?

Great Scan Hits!





Trend Diffusion Frameworks

Resolution / Plateau of Issues & Trends

Degree of Public Awareness

Mainstreaming of Issues & Trends

Framing of Issues & Trends

EmergingIssues & Trends

References Over Time

Discussion

Disruptive Events









Scheduled Events

Plausible Events Wildcard Events

What?









S.T.E.P. Categories
Society Technology Environment Economics Politics

PewResearchCenter































































EUROMONITOR INTERNATIONAL



RE: Philanthropy What matters now?





INTERNATIONAL FOOD POLICY RESEARCH INSTITUTE

CURRENT INTELLIGENCE





THE: FUTURE: LABORATORY

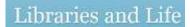








Scanning Resources: Libraries, Museums, Arts Organizations & Community Design



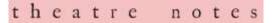




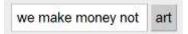




























Rural Futures Lab









URBANOPHILE PASSIGNATE ABOUT CITIES



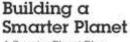












A Smarter Planet Blog



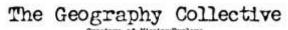
















VISUAL NEWS"





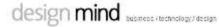








InfoDesign Understanding by Design





















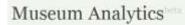




























Brains, Behavior & Design Group























DATA HAVEN KNOWLEDGE CENTER

ENGOVERNME









