

# Creative Problem-Solving for the New Economy



An RNI Emergence Work/Stage Program ©

## **The Issue**

Your budgets and resources have diminished and your responsibilities are increasing. In short, you are asked to do more with less: less money, less human resources, less material resources, and less time.

## **The Solution**

The most cost effective thing you can do in this environment is to leverage the collective creative capacity of your employees.

## **Our Approach**

We feel strongly that if the foundation of our workshop is your real issues (rather than case studies or invented scenarios) the learning will have more resonance and meaning to you and your employees. Because the issue is yours, the participant's motivation to collaborate in a creative problem-solving process will be enhanced significantly.

### ***Pre-session***

Before the session, we will meet with you to clarify your objectives, and get a good understanding of your organization and the issue that you want to tackle.

With your input, we will design an approach that addresses your specific needs and will achieve your objectives.

Our goal is to help you build an internal capacity to tackle organizational problems in innovative ways.

A coaching model for achieving breakthroughs and commitments inspires our session design. Coaching teaches us that there are three types of conversations:

- A conversation for *relationships* where we spend time getting to know each other: our strengths and or weaknesses
- A conversation for *possibilities* to help us generate creative ideas and find new ways of doing things
- A conversation for *action* where everyone is committed to a new course of action

The design of our program moves participants through all three stages of conversation. At the end of the day, you will leave with some concrete actions to address your organizational problem and, even better, you will have an improved creative dynamic amongst your team members that will allow you to tackle all of your issues in a more effective way.

### ***Morning – Improv-based workshop***

To maximize the contributions of the individual to the common good of the corporate collective, we must alter each participants perception of their own creative abilities and capacities. We do this through the use of exercises from the art of improvisation – the most collaborative of all the arts.

In the morning, we will lead your team through a dynamic and highly-interactive program, designed to improve their effectiveness by building a strong sense of interdependence, trust and belief in themselves, each other, and their customers. Thematically, we will focus on issues critical to the creative success of the team including (but not limited to):

- Take Care Of Your Partner
- The Power Of Collaboration
- Whole Listening
- Solutions From *Inside* The Box
- Leveraging Change

These exercises will allow you to build *relationships* and a climate of trust in your team in an environment that encourages creativity and leads to new *possibilities*.

### ***Afternoon – Facilitated session for results***

The morning will have primed participants to be creative. In the afternoon, we capitalize on this imaginative and ingenious energy to tackle a real and pressing business issue of the client's choosing.

We will design and lead you through a group process that will help you clearly define the issue, identify potential solutions, agree on decision criterion and choose a course of *action*.

We may use interactive tools like *Open Space Technology*, *World Cafés*, *Interview Matrix*, *Ritual Dissent*, and *Appreciative Inquiry* to help generate innovative ideas and define emerging themes. We will lead through a prioritizing exercise to select the most promising strategies and will help you determine concrete and practical steps to resolve your issue.

### **The Result**

You will leave the session with a plan of *action* to move forward on your issue and a workforce committed to the plan that they helped develop.