Leadership and Creativity – the invisible strategies of innovation and imagination

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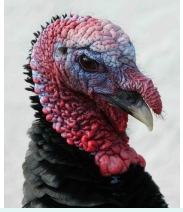
The routes to prosperity are

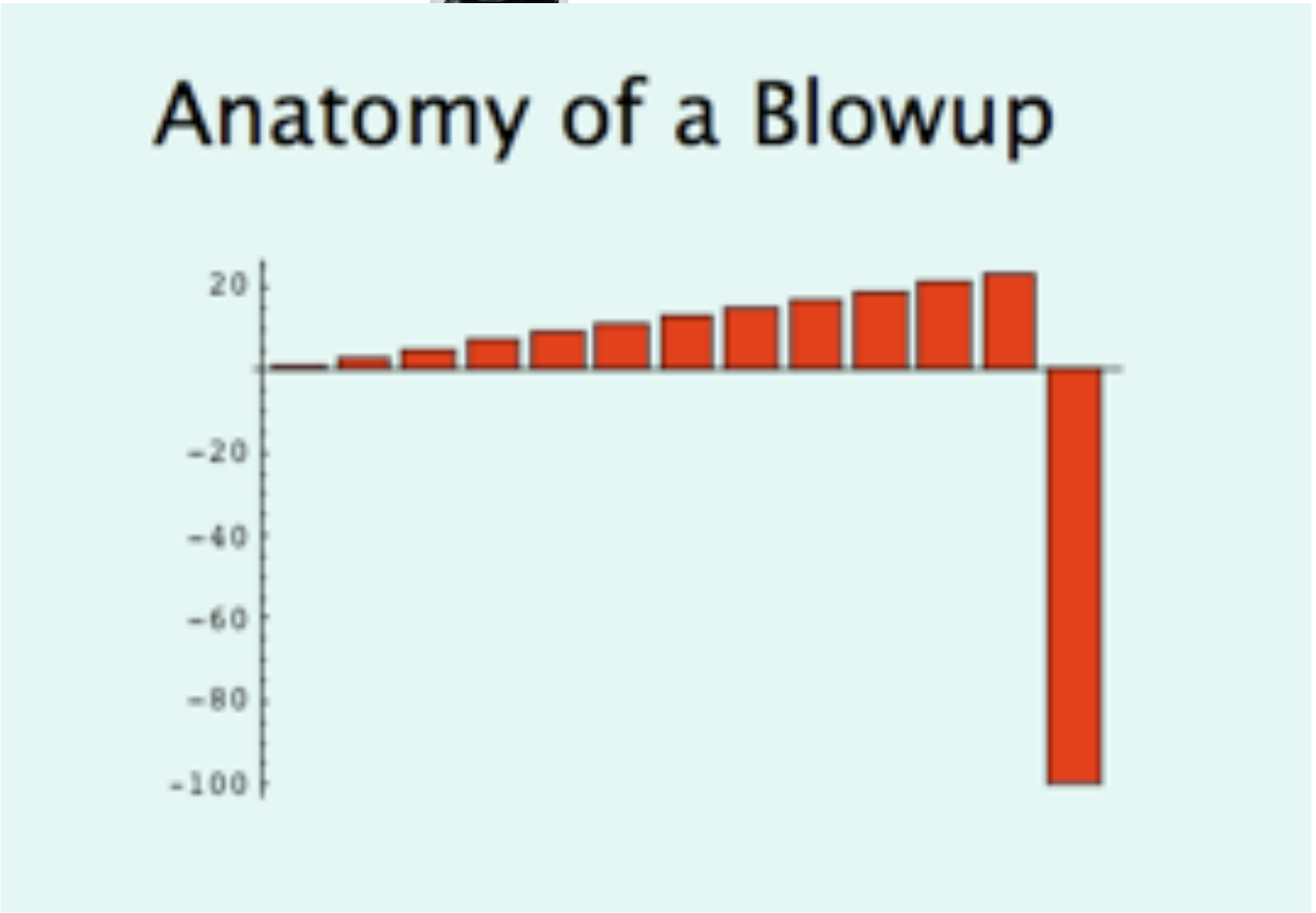
Productivity

and

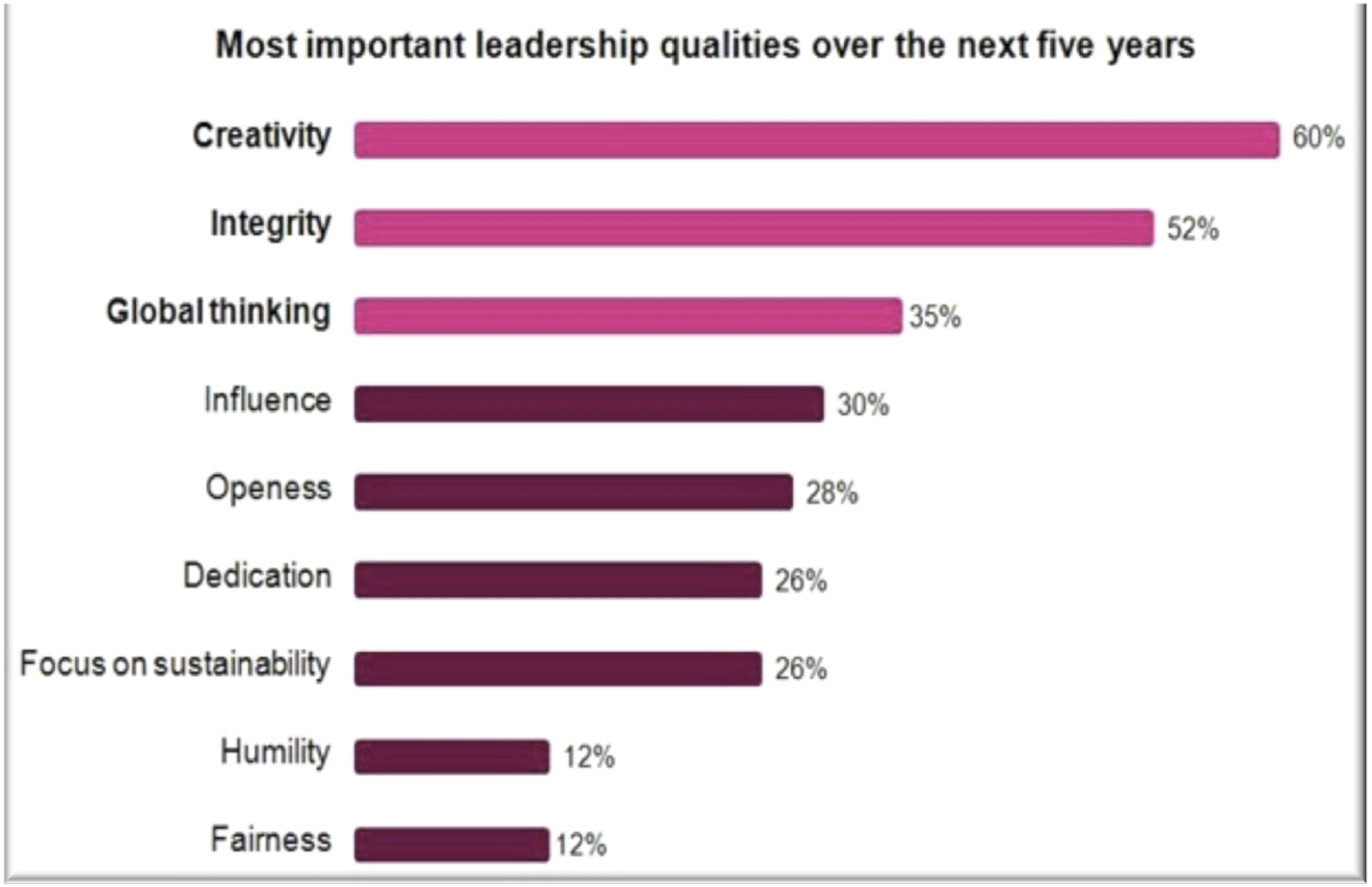
Innovation

Predictability and certainty





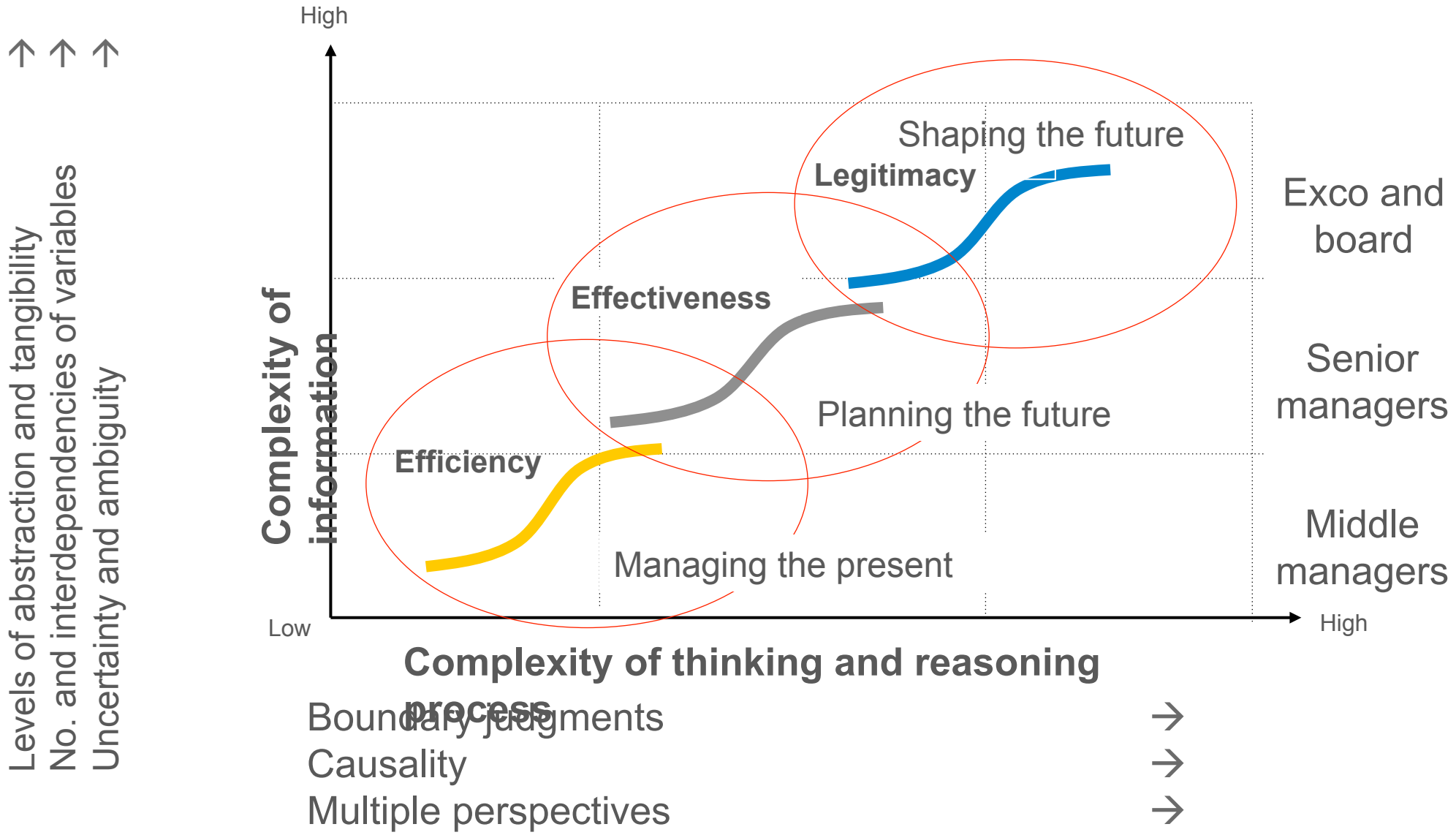
“What drives you in managing your company in today's world?”

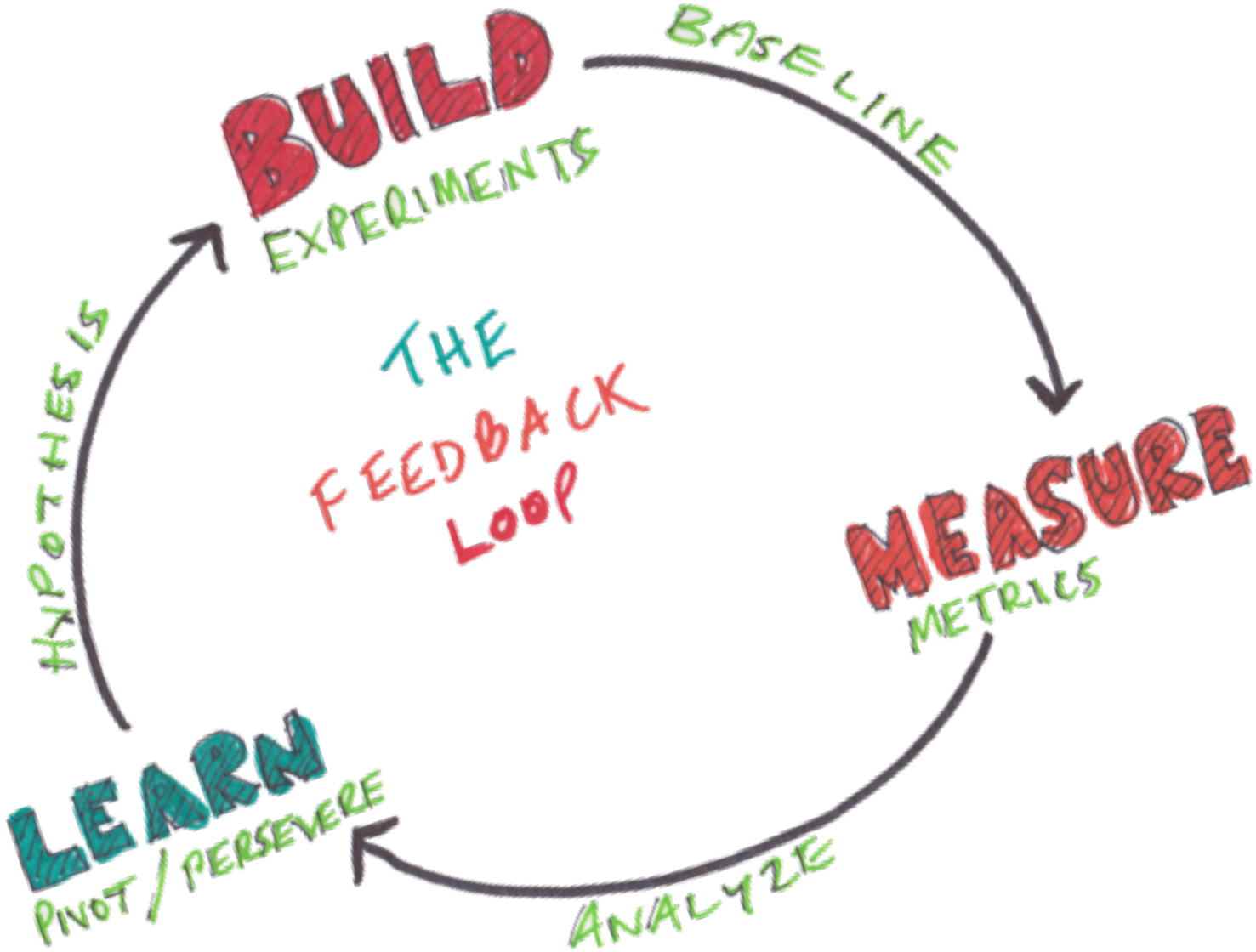


- largest known sample of one-on-one CEO interviews
- over 1,500 corporate heads and public sector leaders
- from 60 nations and 33 industries

IBM Study, 2010

Stratified systems = levels of work



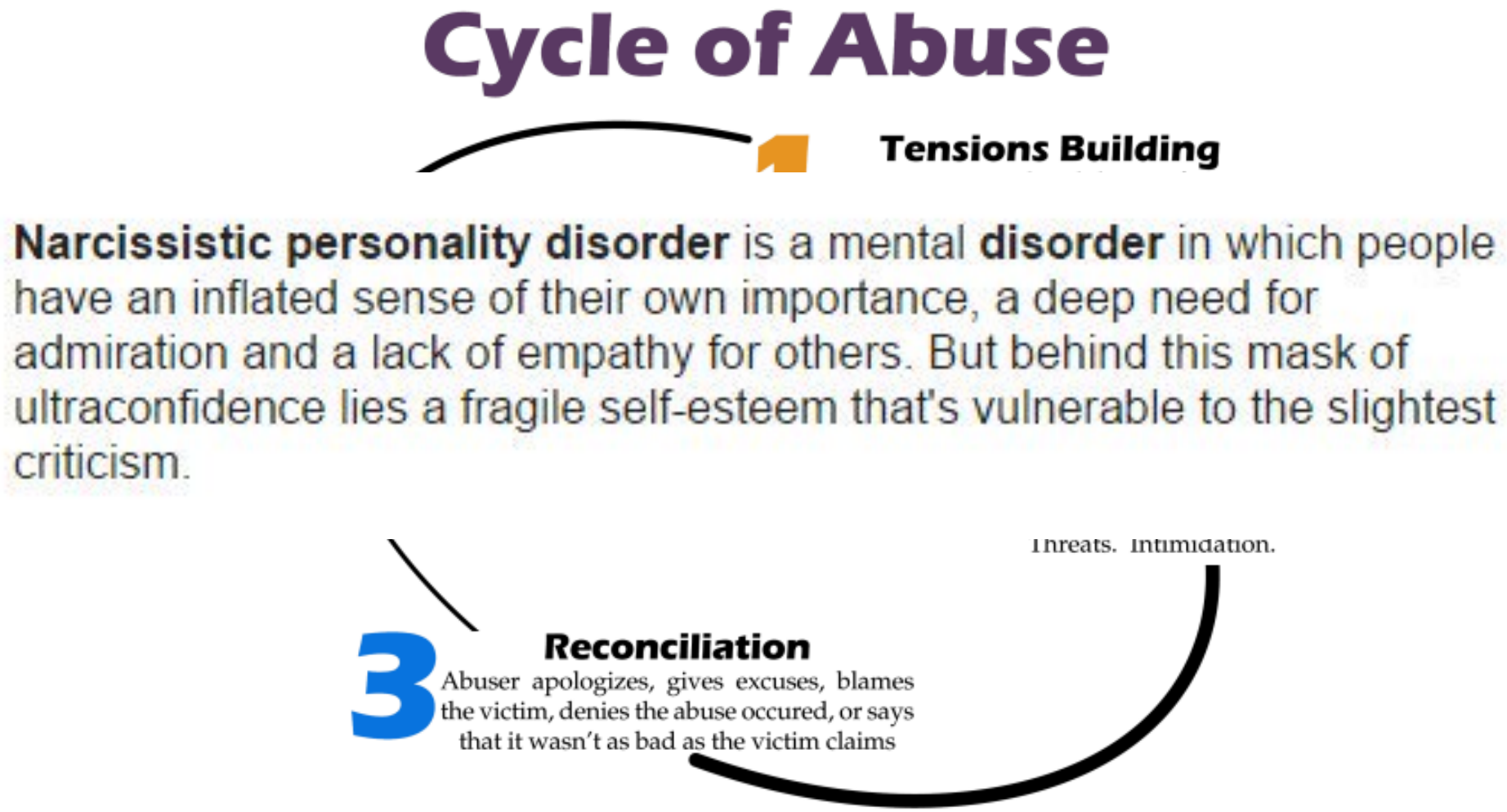


Innovation happens best

when there's accurate, fast, undistorted, unmanipulated

feedback to make fast improvements and correction

The problem of **narcissism** – in all walks of life



CANDOUR: The quality of of being open and honest; frankness - "a person of refreshing candour”

Synonyms:

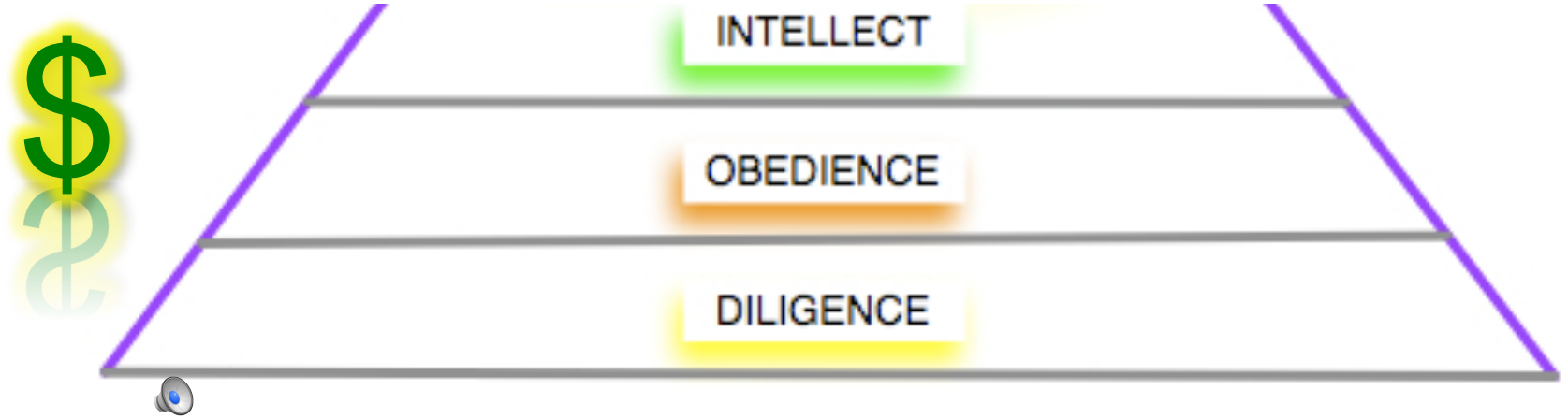
frankness, openness, honesty, candidness, truthfulness, sincerity, forthrightness, directness, lack of restraint, straightforwardness, plain-spokenness, plain dealing, plainness, calling a spade a spade, unreservedness, bluffness, bluntness, outspokenness;

Informal: telling it like it is

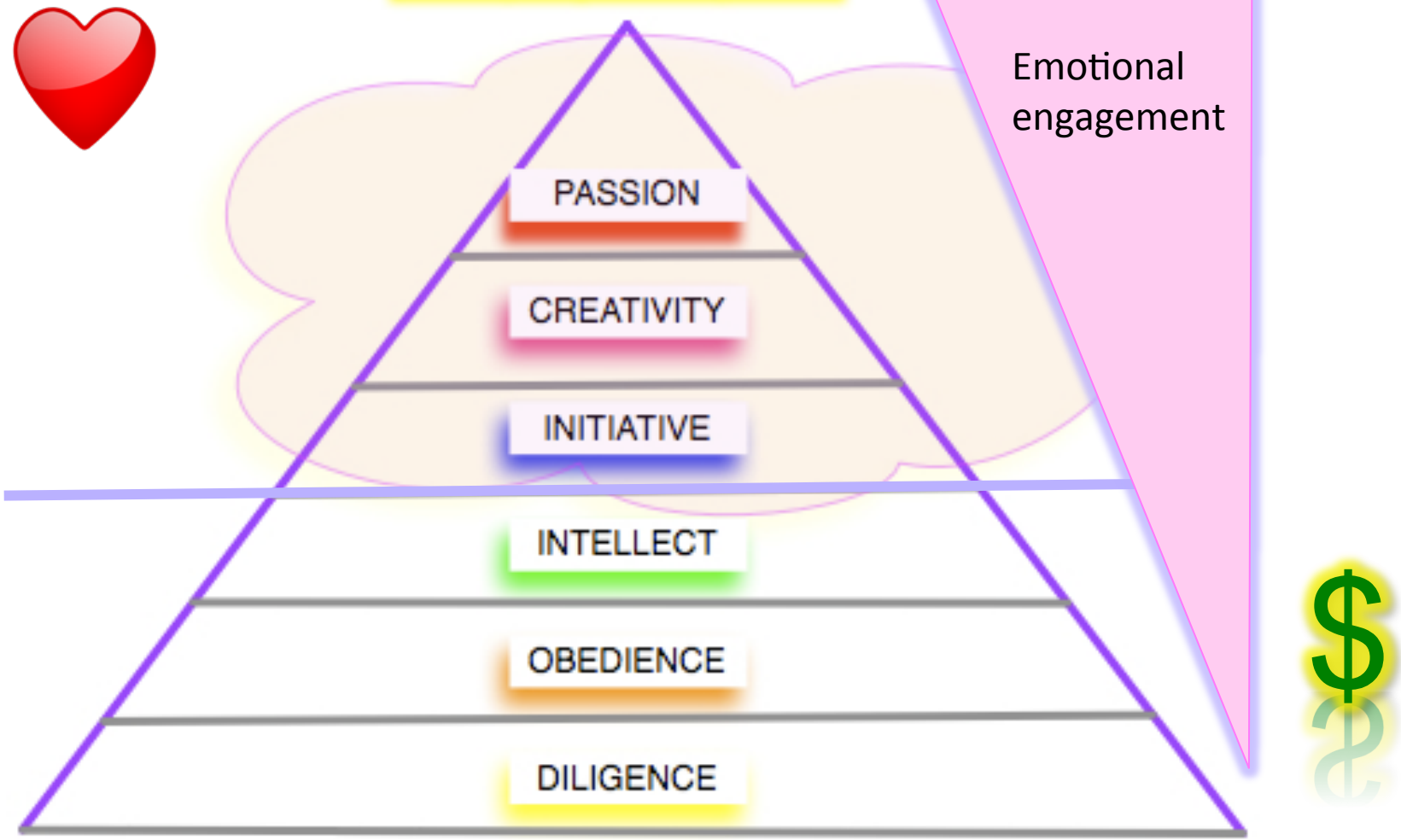
"he spoke with a degree of candour unusual in political life”

Antonyms:

guardedness, evasiveness, insincerity

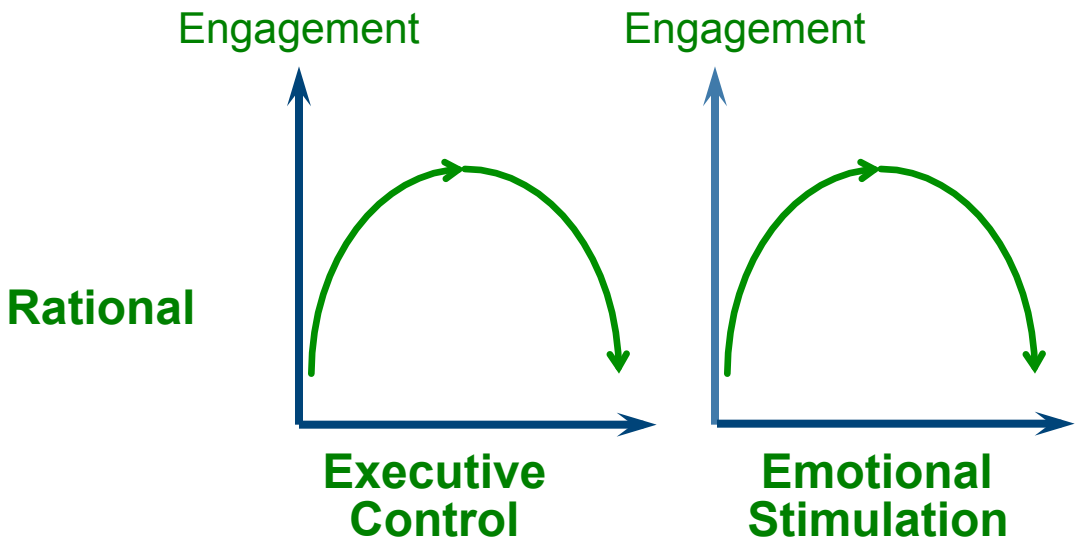

$
INTELLECT
OBEDIENCE
DILIGENCE

How much of you is welcome at work?

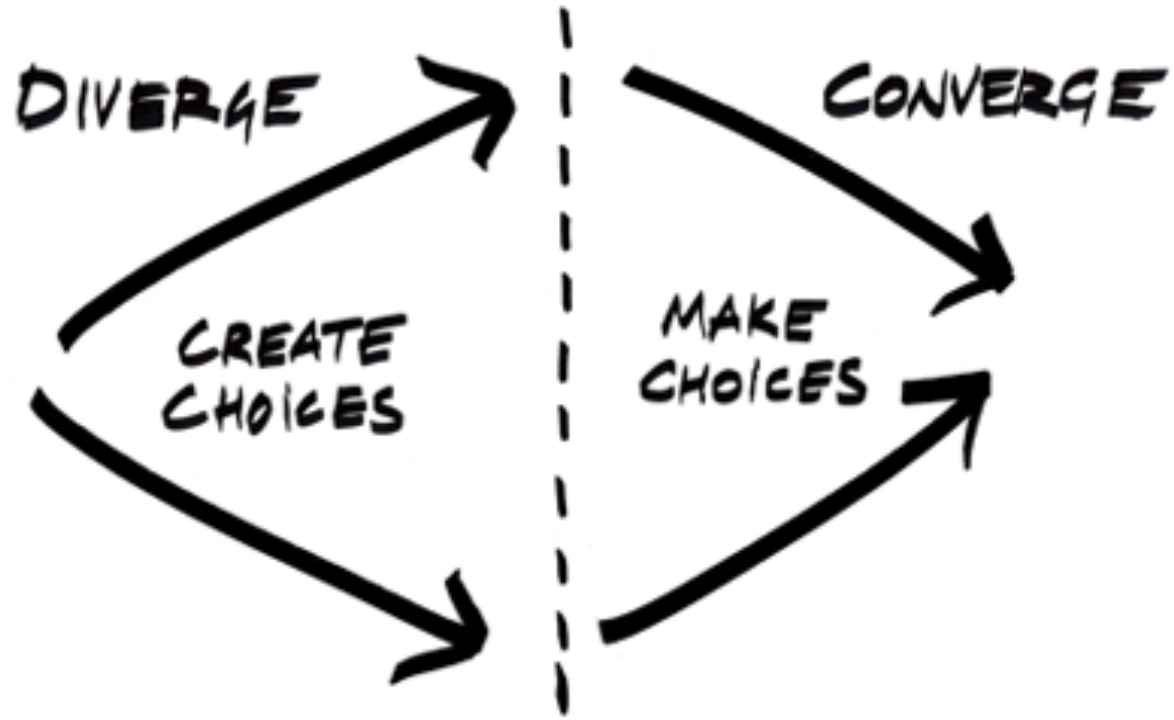


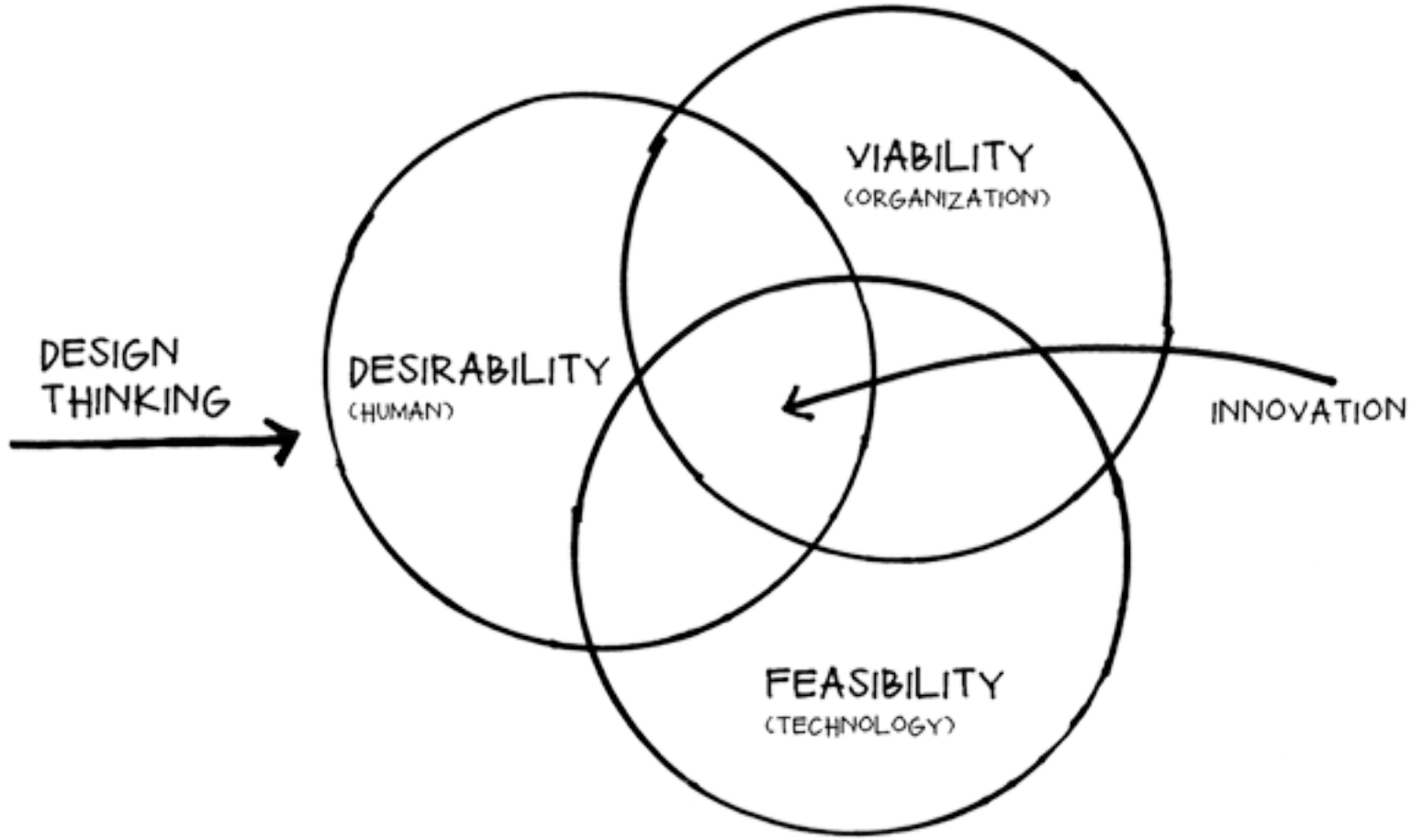
Hamel

Creating engagement



Model from Irvin Yalom, Stanford University

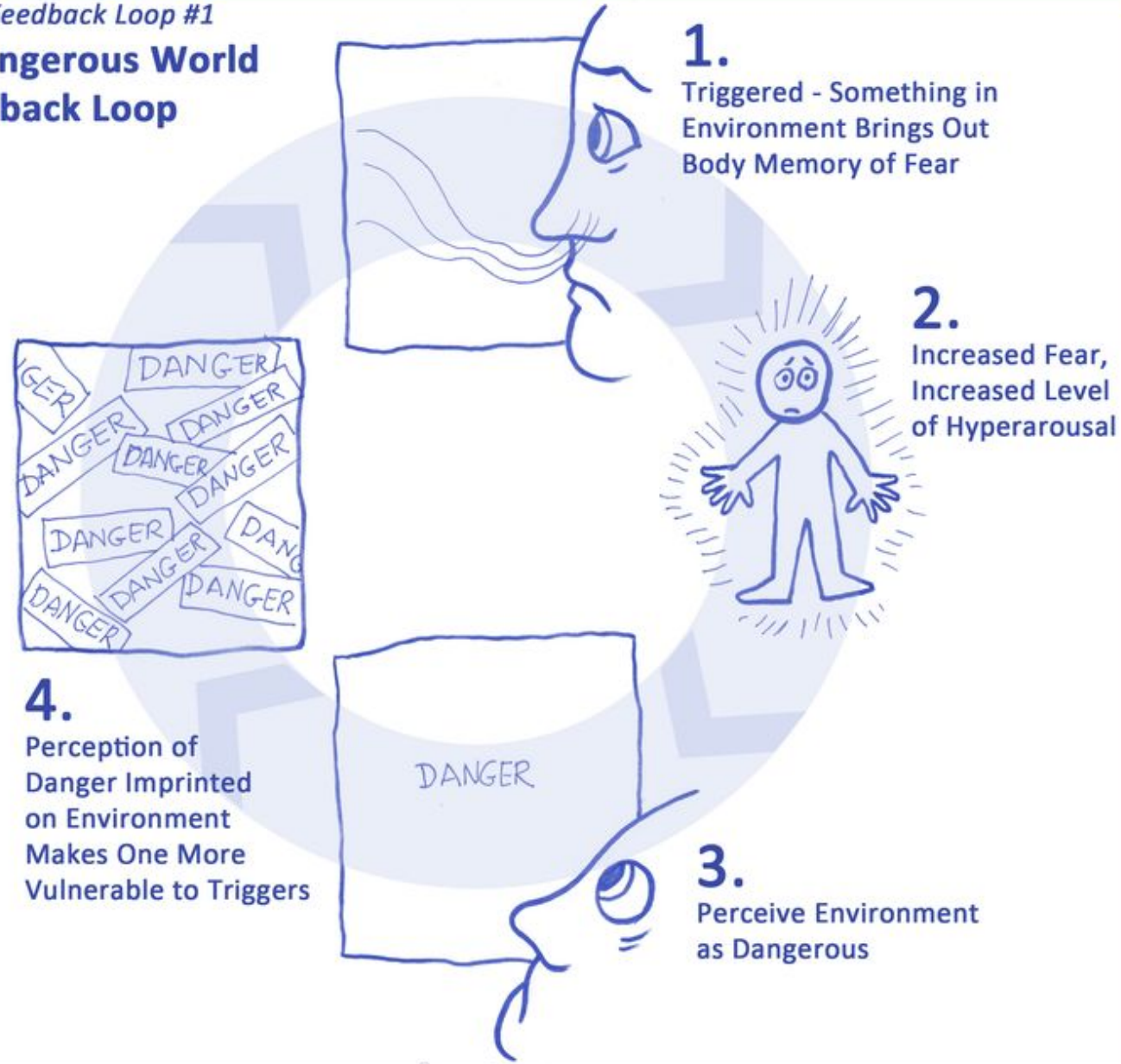

DIVERGE
CONVERGE
CREATE CHOICES
MAKE CHOICES


DESIGN
THINKING
DESIRABILITY
(HUMAN)
VIABILITY
(ORGANIZATION)
FEASIBILITY
(TECHNOLOGY)
INNOVATION

Manage: vision and purpose, with integrity - or else it's all junk

PTSD Feedback Loop #1

A Dangerous World Feedback Loop



1.
Triggered - Something in Environment Brings Out Body Memory of Fear

2.
Increased Fear, Increased Level of Hyperarousal

3.
Perceive Environment as Dangerous

4.
Perception of Danger Imprinted on Environment Makes One More Vulnerable to Triggers

What sustains this feedback loop: unconscious perception and bodily experience of danger in the environment, automatic reaction of hyperarousal and immobility when triggered

What breaks one out: conscious perception and bodily experience of safety in the environment, rational analysis, interception of trigger response, self-regulation

PTSD Feedback Loop #5

Lack of Trust Feedback Loop

1.
Don't Trust People

2.
Avoid people who could help; never ask for help

3.
Isolate; do not have enough experiences socializing or get the professional help that could help one ultimately heal PTSD

4.
Perception of reality as harsh and people as unhelpful

What sustains this feedback loop: perception of people as dangerous, untrustworthy, hurtful, ineffective, negative or useless for us; automatic rejection and avoidance

What breaks one out: experiences of and perception of people as safe, helpful, effective, positive for us; making a rational analysis of their true skills and intentions