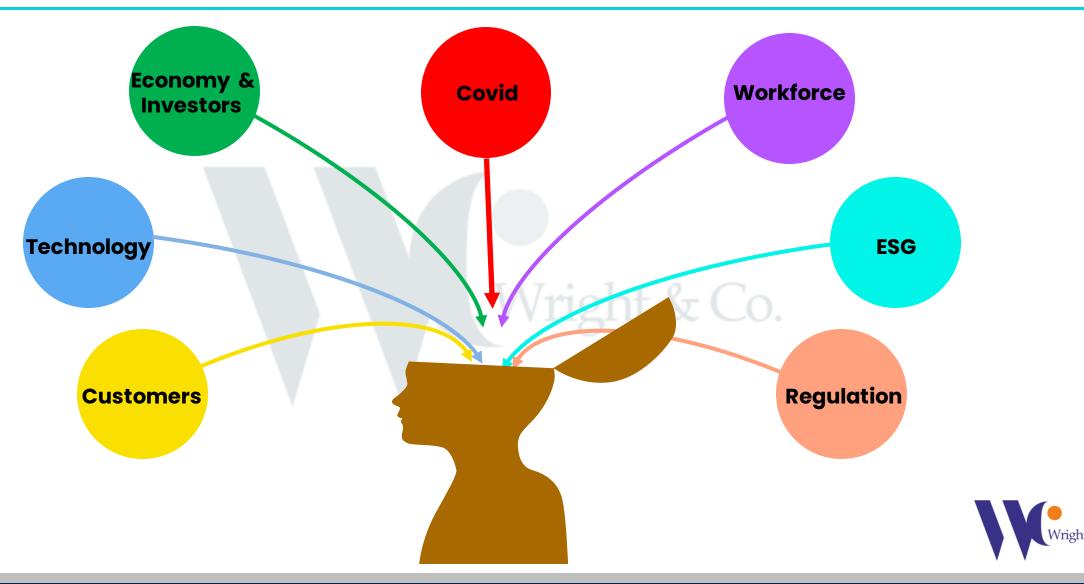


Leading Change With Creativity and Critical Thinking

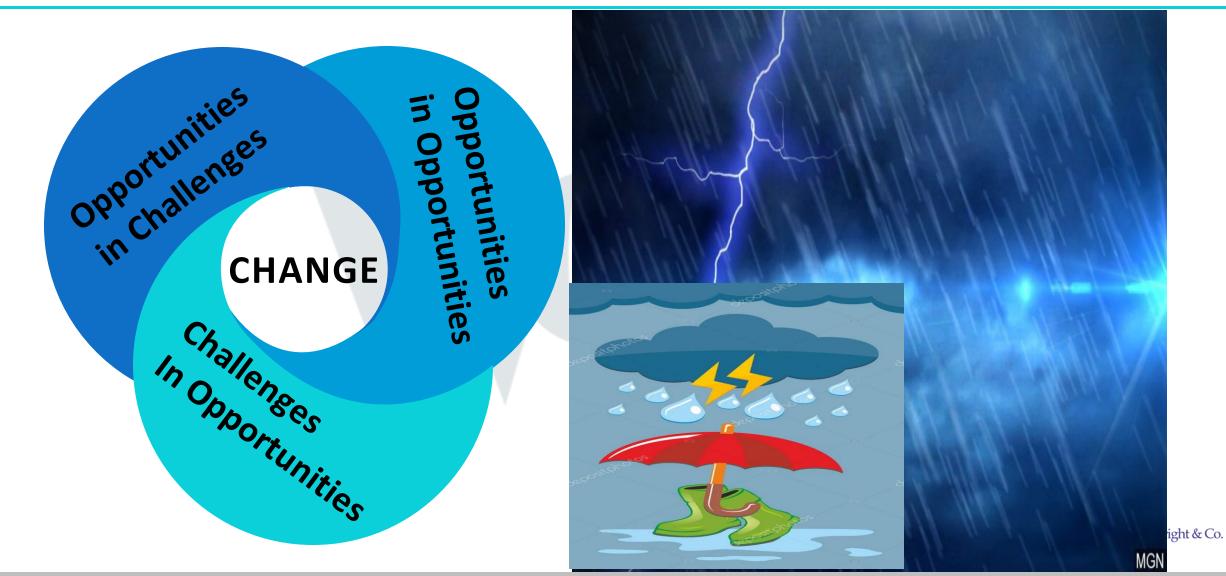


Presentation by Bimbola Wright

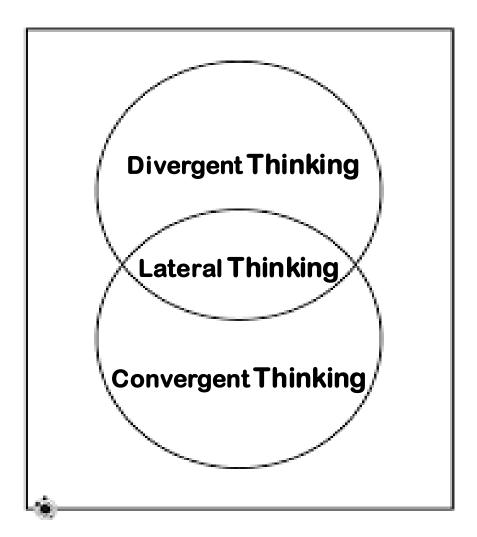
The Changing Face of Change



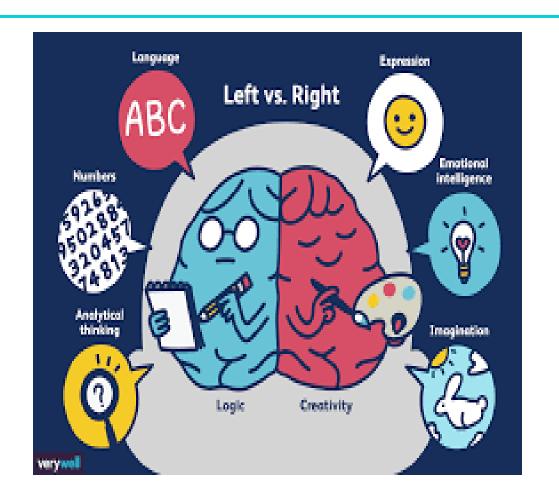
Beyond the Silver Lining

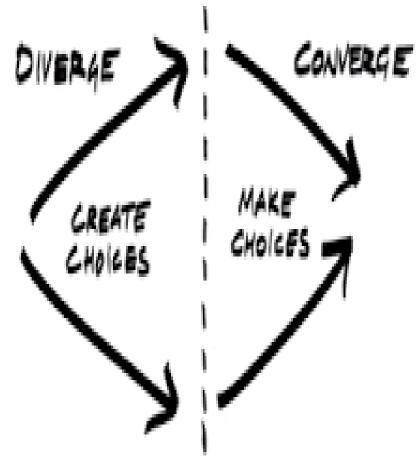


Creative and Critical Thinking – An Overview



Joy Paul Guilford , 1967	Joy Paul Guilford, 1967	Edward De Bono, 1967
Divergent Thinking CREATIVE	Convergent Thinking CRITICAL	Lateral Thinking COMBO
Creative, Horizontal, idea oriented	 Vertical, Linear, Critical, solution oriented 	• Combination
Imagination, generative	Logic, analytical	• Both
Spontaneous & free flowing, breadth	 Organised, structured, depth 	 From a known idea to creating others
Brainstorming, open, multiple options – WHY NOT	 Single best solution, closed - WHY 	• Both







Change Value Chain- From Comfort to Discomfort





Outcome

Output

Input

Problem/Opportunity



Innovation

Production of something new

Critical Thinking

Evaluate information logically & rationally

Creative Thinking

Generate novel, useful ideas

Observation



From Leadership to Management



Change Leadership 'Emotional'



Vision, Why, Goal Setting



Strategy



Motivate, Ownership, Want to



Inspire involvement, Installation



Style, Attributes, Values, Behaviours





Operational, How, Goal Achievement



Tactics



Obligation, Compulsion, Have to



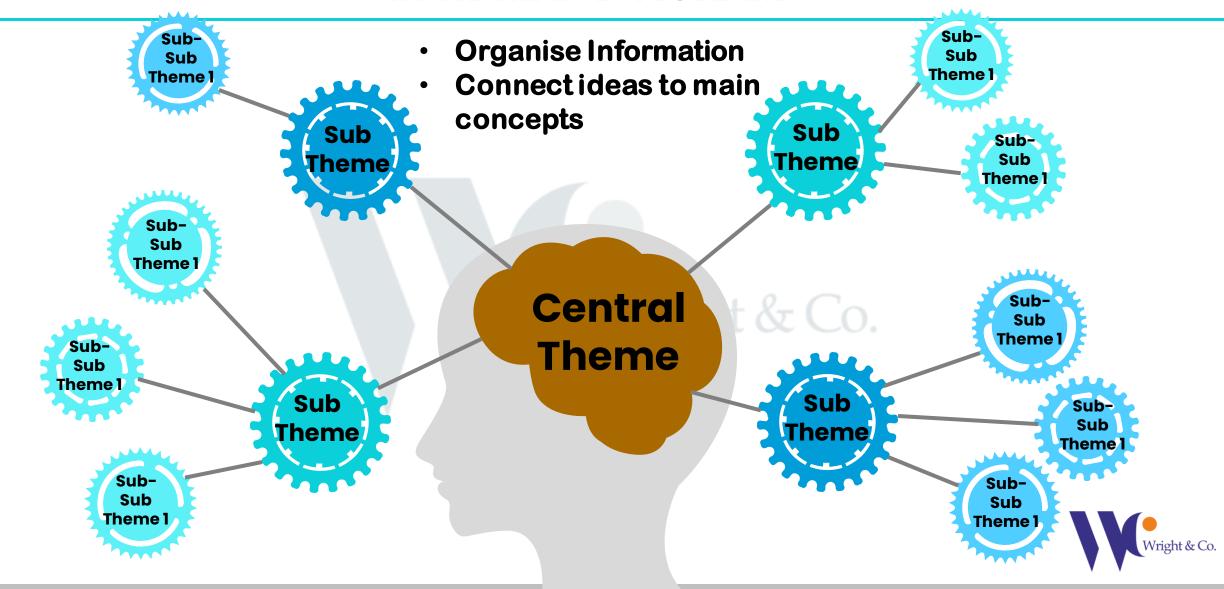
Remove resistance, Implementation



Tools, Techniques, Processes



MINDMAP DIAGRAM



6 THINKING CAPS



Managing the Thinking Process



Information



Intuition and Feelings



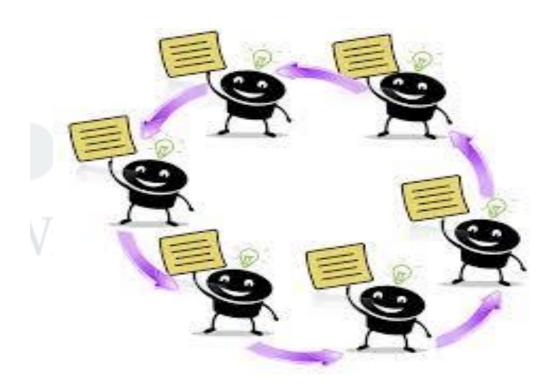
Benefits and Feasibility



Caution, Risks, Problems



BRAINWRITING



"The quality of your thinking will determine your future"

Edward de Bono



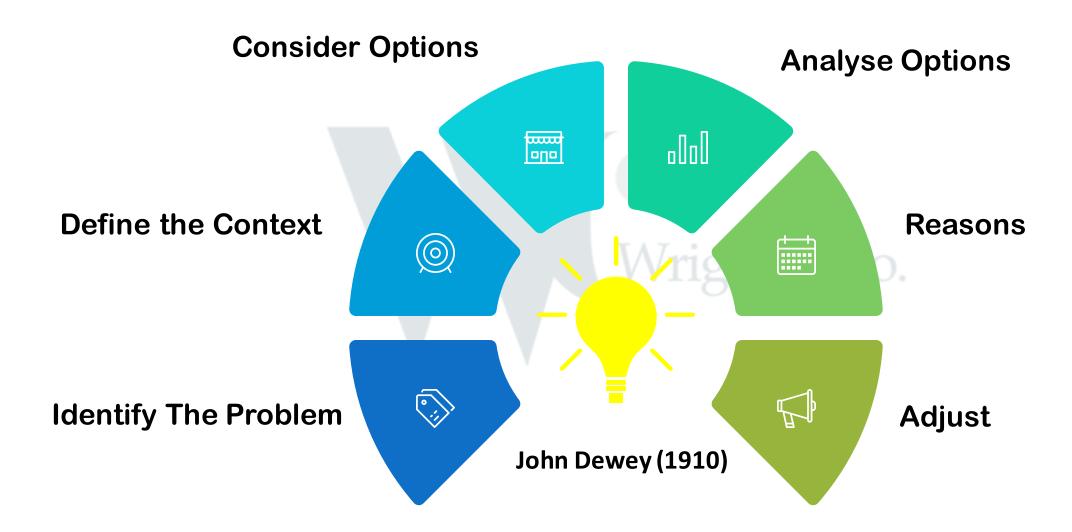
FIGURESTORMING

RAPID IDEATION



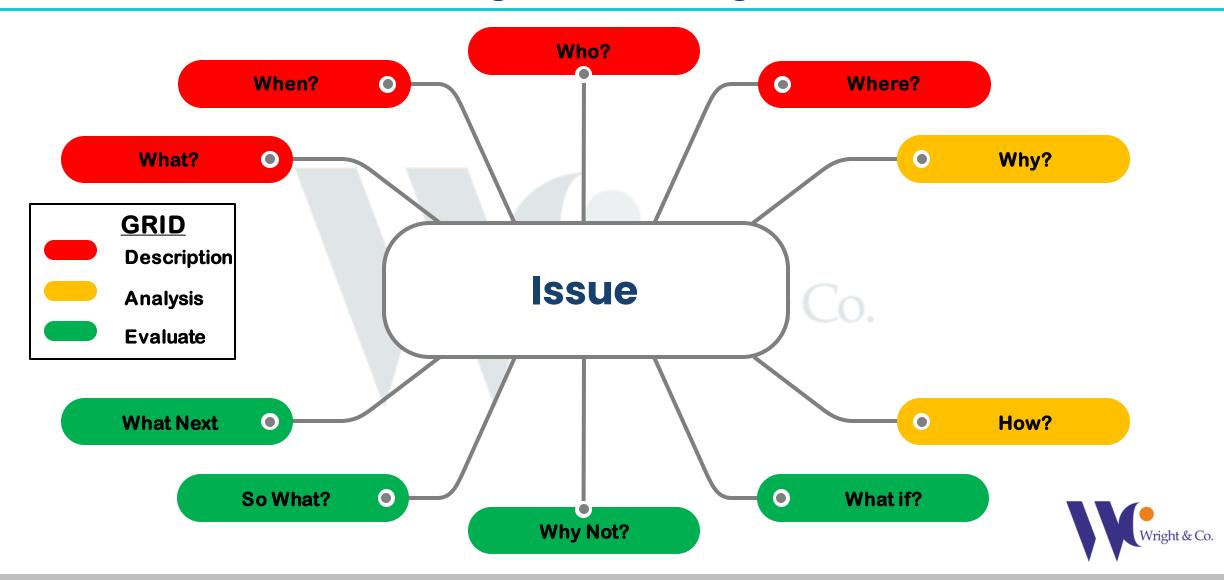


Critical Thinking Process – Peter Facione





Critical Thinking Generating Framework



Reasoning

Induction

- Probability
- · Likely conclusions based on evidence
- Testing Hypothesis

Deduction

- Certainty
- Certain conclusions based on evidence
- Case for sure, logically certain

Abduction

- Guesswork
- Likely conclusions based on evidence and guesswork
- Forming Hypothesis



Characteristics of Thinking

CREATIVE THINKING

- Wide range
- Curious
- Generative
- Accepts
- Playful
- Flexible
- New perspective
- Independence of thought
- Risk acceptance
- Not too long



CRITICAL THINKING

- Focus
- Challenge, Question & Clarify
- Evaluative
- Seeks evidence, reliable facts
- Observant & objective
- New perspective
- Scripted
- Risk cautious
- Not too soon



Map -19Cs Plus Principles

PRIMARY Cs

CRISIS LEADERSHIP

ORGANISATIONAL LEADERSHIP

- Crisis Leadership
- 2. Corporate Redirection
- 3. Corporate Governance
- 4. Communication
- 5. C-Suite
- 6. Culture
- 7. Customer Experience
- 8. Collaboration
- O. Conflict Management
- 10. Coaching
- 11. Cash flow

PERSONAL LEADERSHIP

- Capability
- Contemplation
- Calmness / Courage

SECONDARY Cs

comfort zone

ORGANISATIONAL LEADERSHIP

- Complexity /
 Continuous
 Improvement /
 Configuration
- Cohesion /
 Consequences &
 Reward
- Control
- Challenging
 Assumptions
- Capital / Cost Management

COMMUNITY

- Conscience
- Complementation

PERSONAL LEADERSHIP

- 1. Capacity building
- 2. Competence
- 3. Critical thinking
- 4. Character
- 5. Change of Mindset / Paradigm
- 6. Creativity

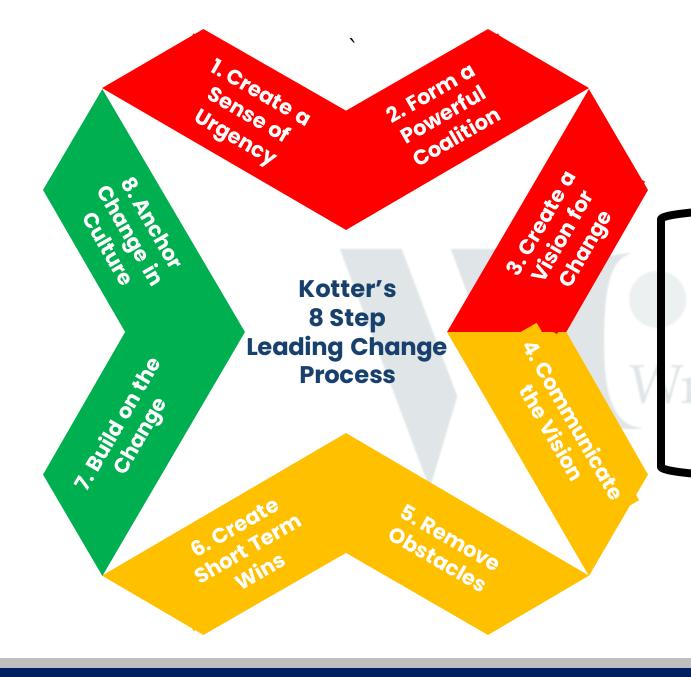
CUSTOMER CENTRICITY

COMMUNITY

- 1. Corporate Citizenship
- 2. Coalition

CRISIS LEADERSHIP





Creative Thinking

Create Climate For Change

Enable the Organisation

Implement and Sustain

Critical Thinking







Focus





Lead By Example





Change, One Person At A Time





Learn From Previous Mistakes and Successes





Tailor To Your Situation



Distributed Thinking





Traditional Ways Will Not Be Adequate







