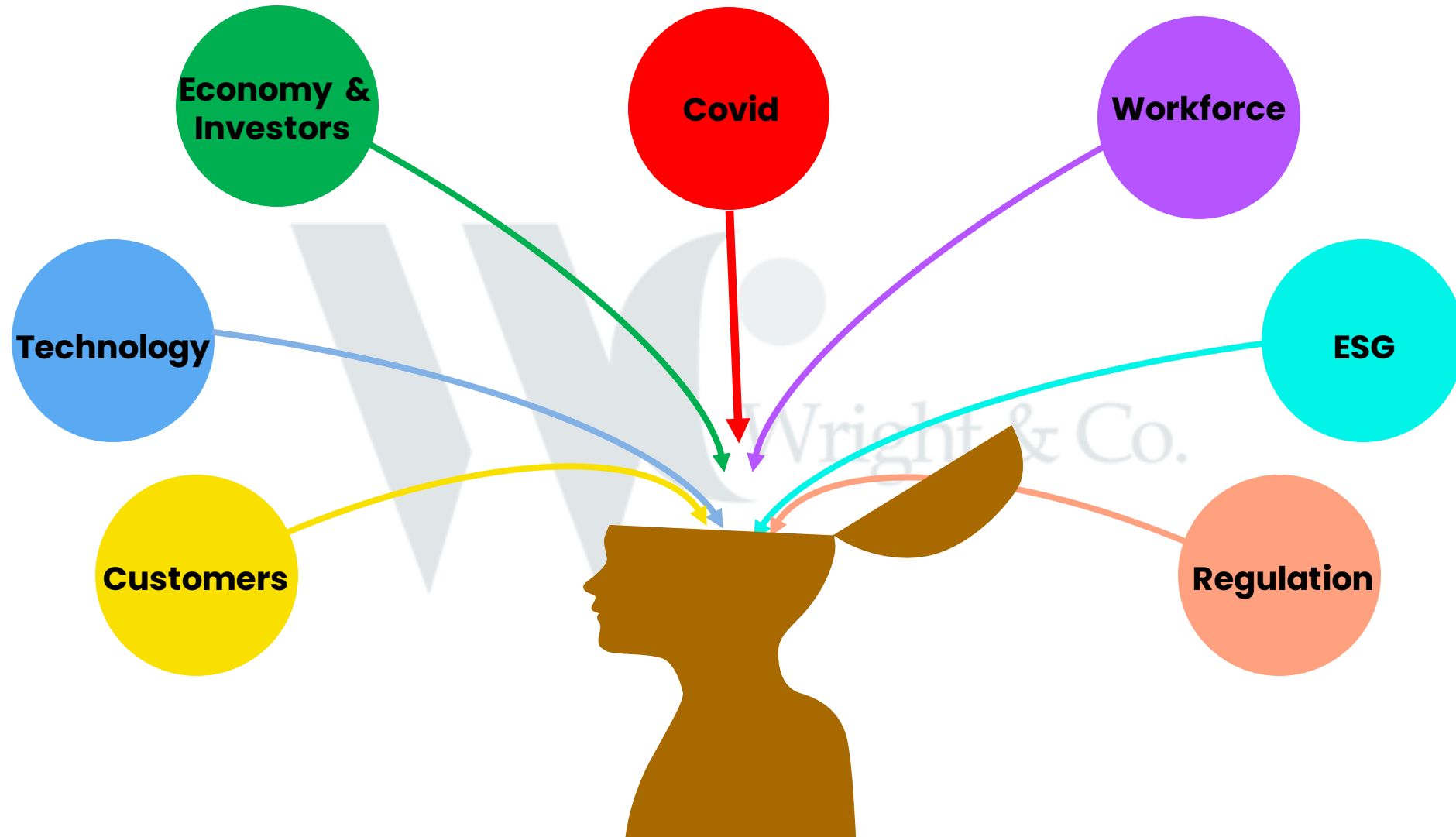


Leading Change With Creativity and Critical Thinking



Presentation by Bimbola Wright

The Changing Face of Change



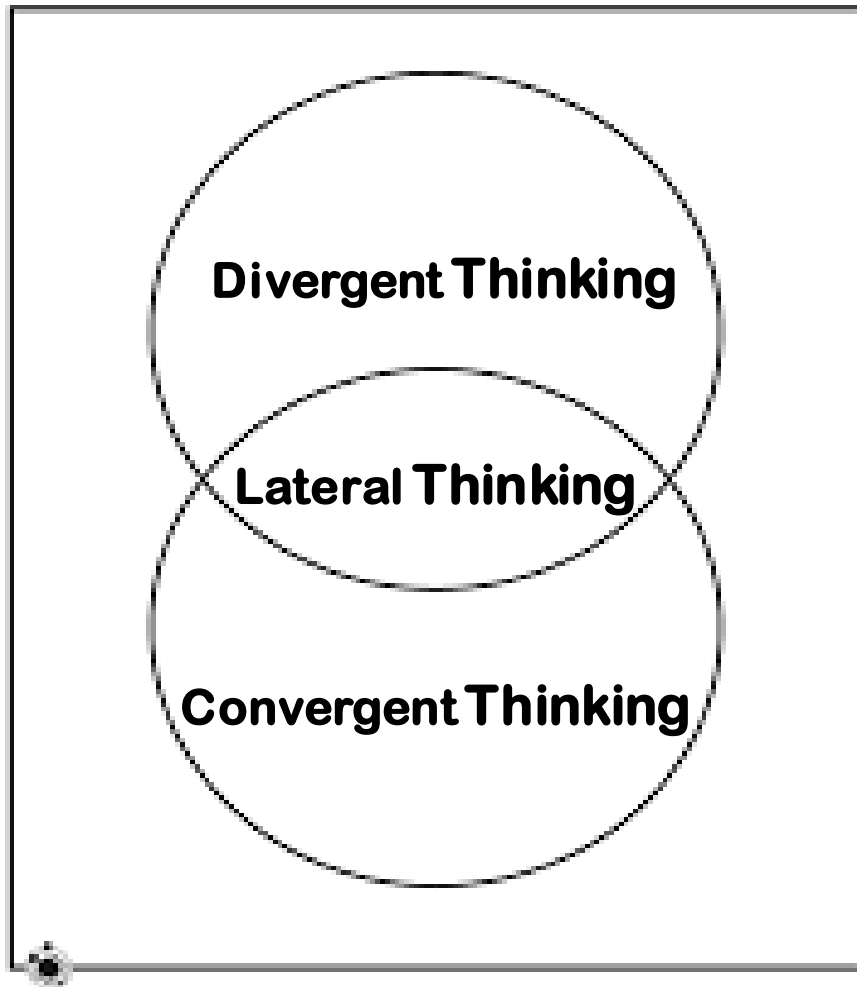
Beyond the Silver Lining



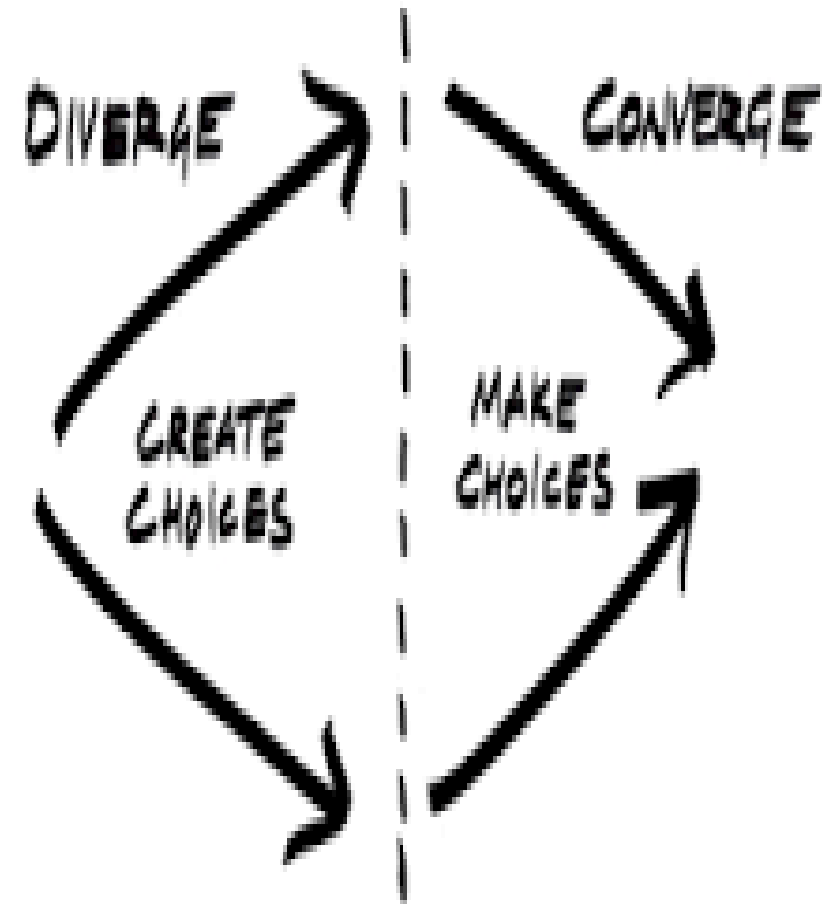
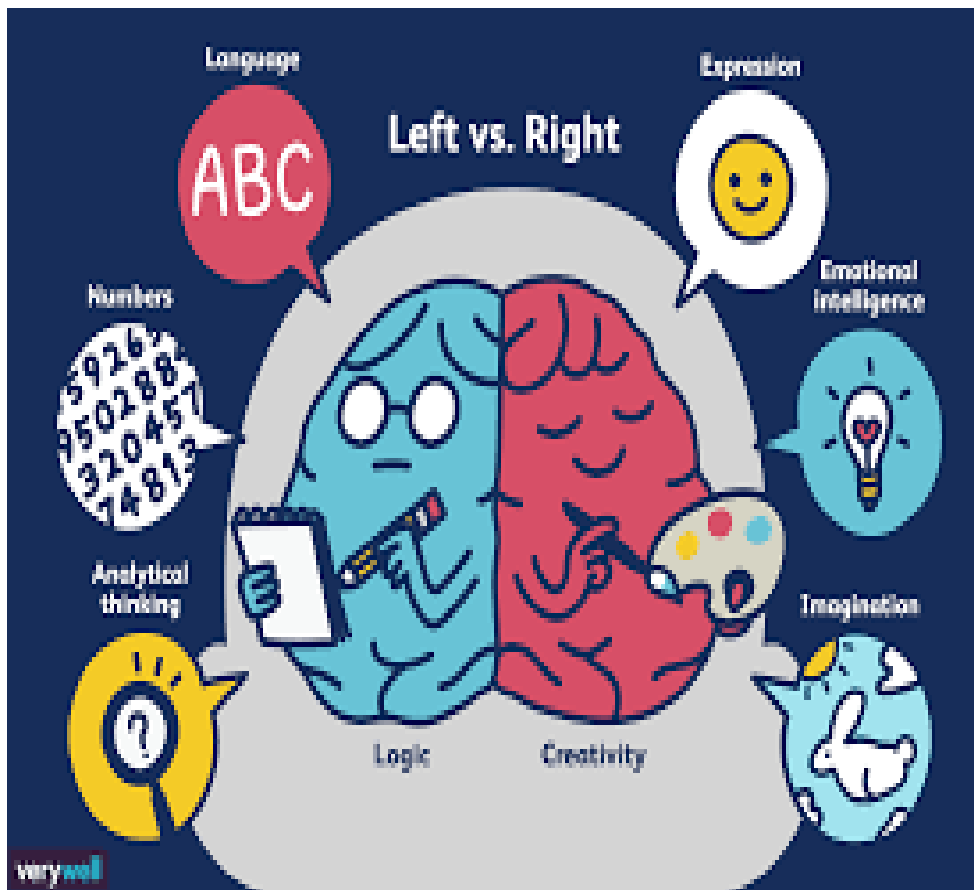
Wright & Co.

MGN

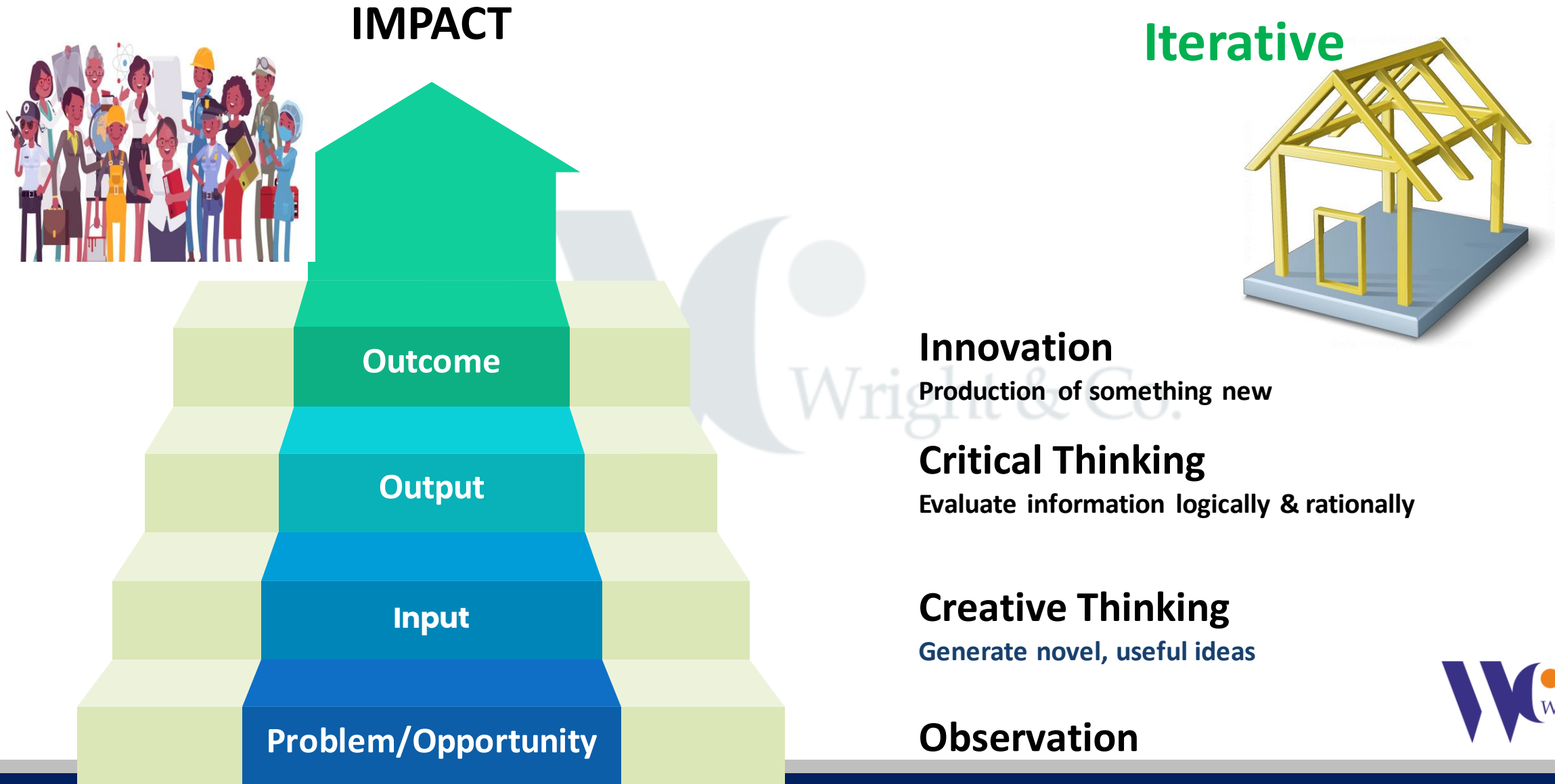
Creative and Critical Thinking – An Overview



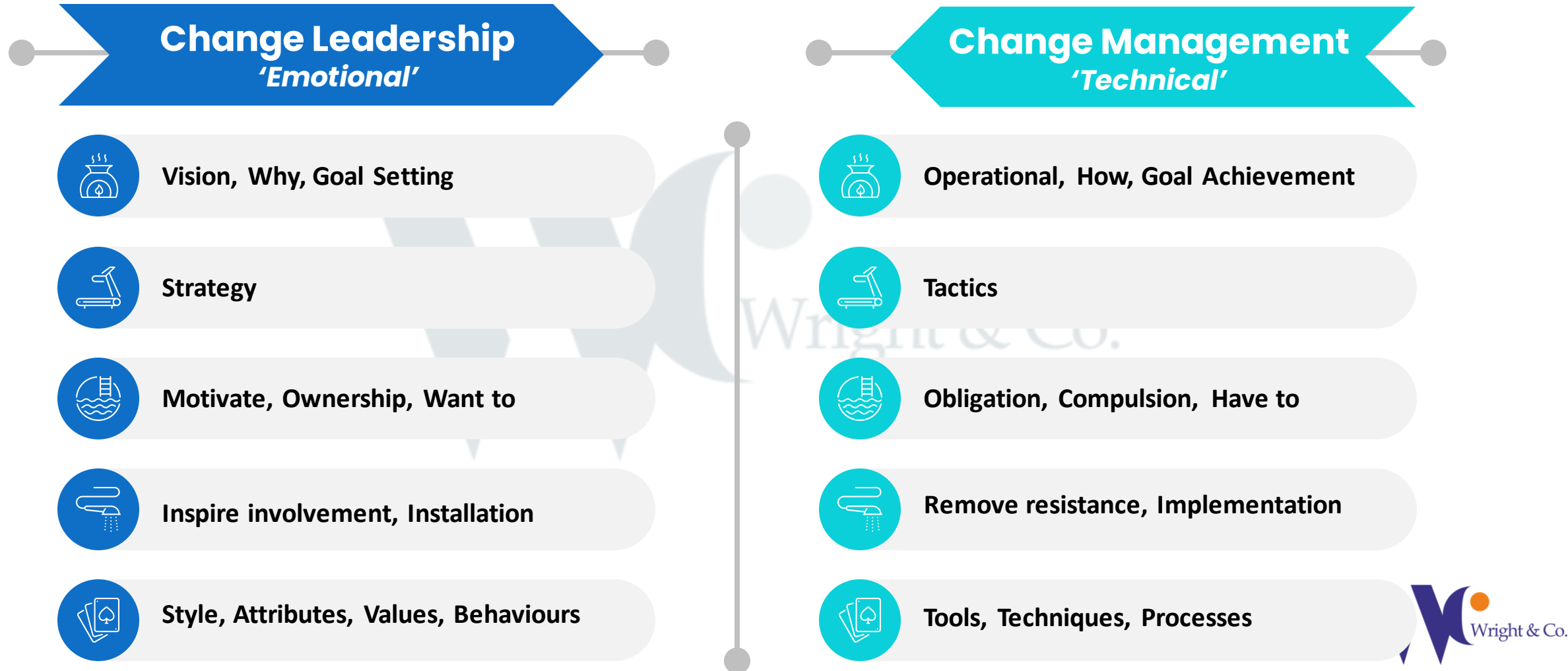
<i>Joy Paul Guilford, 1967</i>	<i>Joy Paul Guilford, 1967</i>	<i>Edward De Bono, 1967</i>
Divergent Thinking CREATIVE	Convergent Thinking CRITICAL	Lateral Thinking COMBO
Creative, Horizontal, idea oriented	• Vertical, Linear, Critical, solution oriented	• Combination
Imagination, generative	• Logic, 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



From Leadership to Management



- **Organise Information**
- **Connect ideas to main concepts**



6 THINKING CAPS



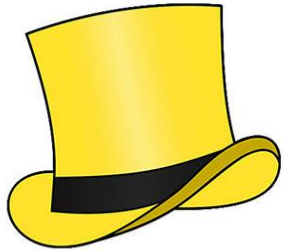
Managing the
Thinking Process



Information



Intuition and Feelings



Benefits and Feasibility



Caution, Risks,
Problems



Alternatives and
Creative Ideas

**“The quality of your thinking will
determine your future”**

Edward de Bono

BRAINWRITING



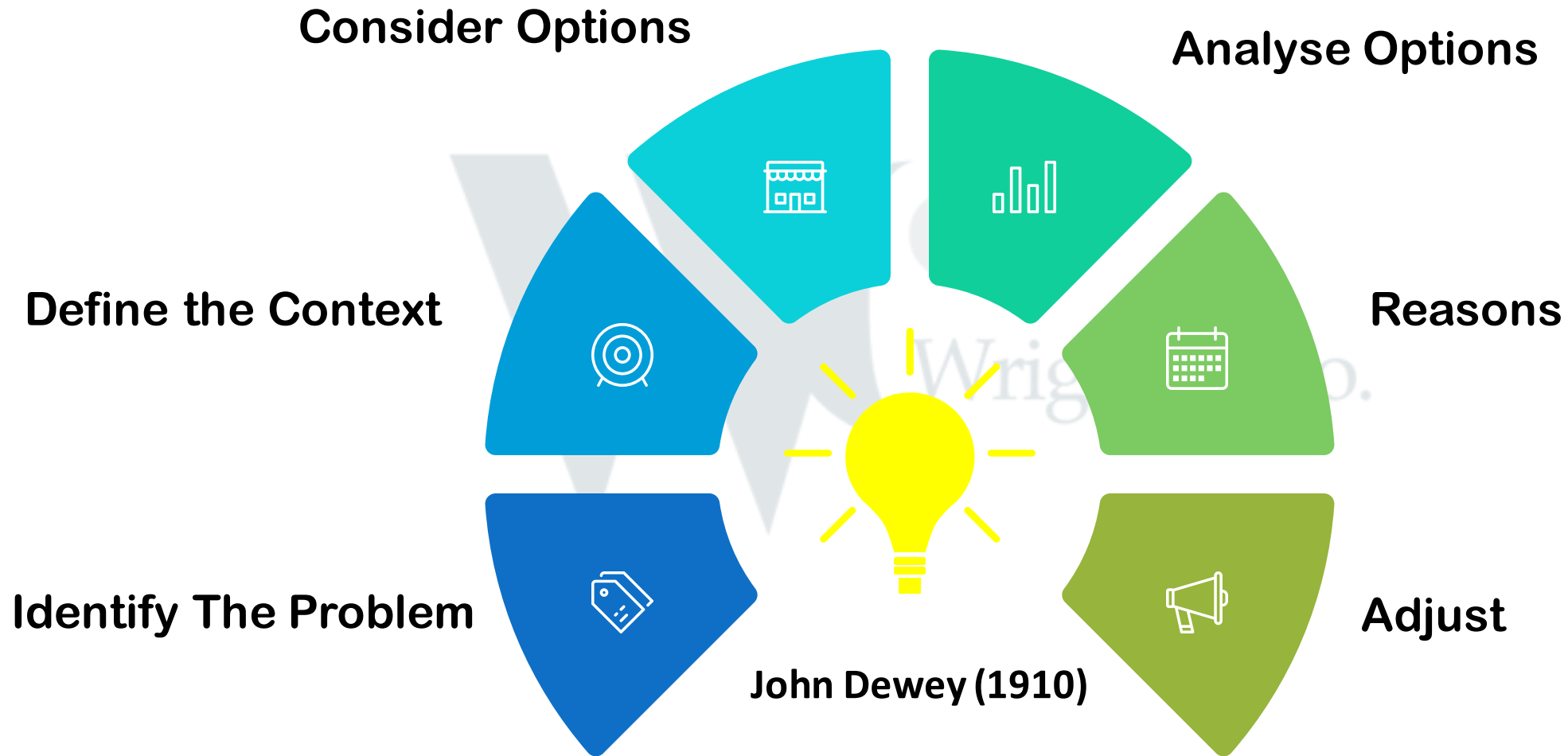
FIGURESTORMING



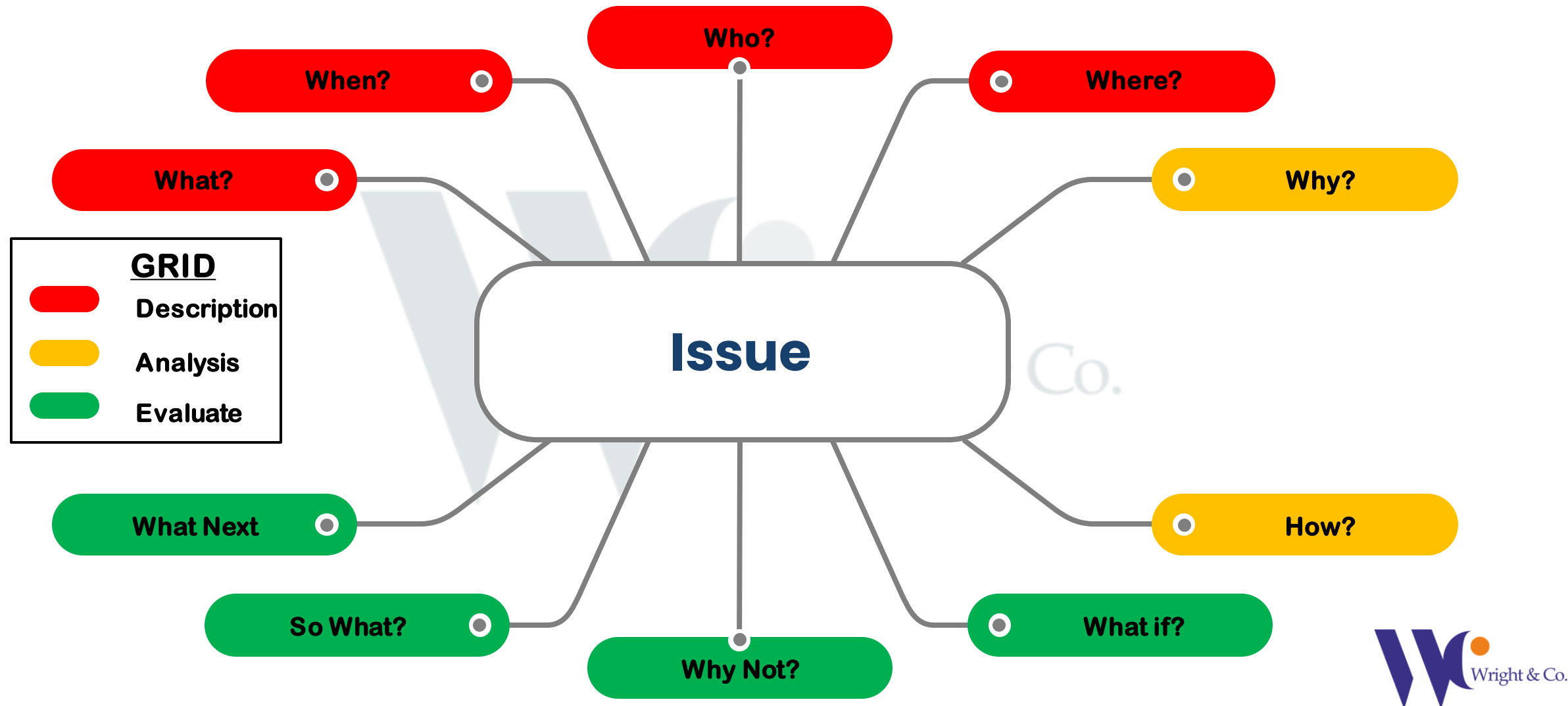
RAPID IDEATION



Critical Thinking Process – Peter Facione



Critical Thinking Generating Framework



Reasoning

Induction

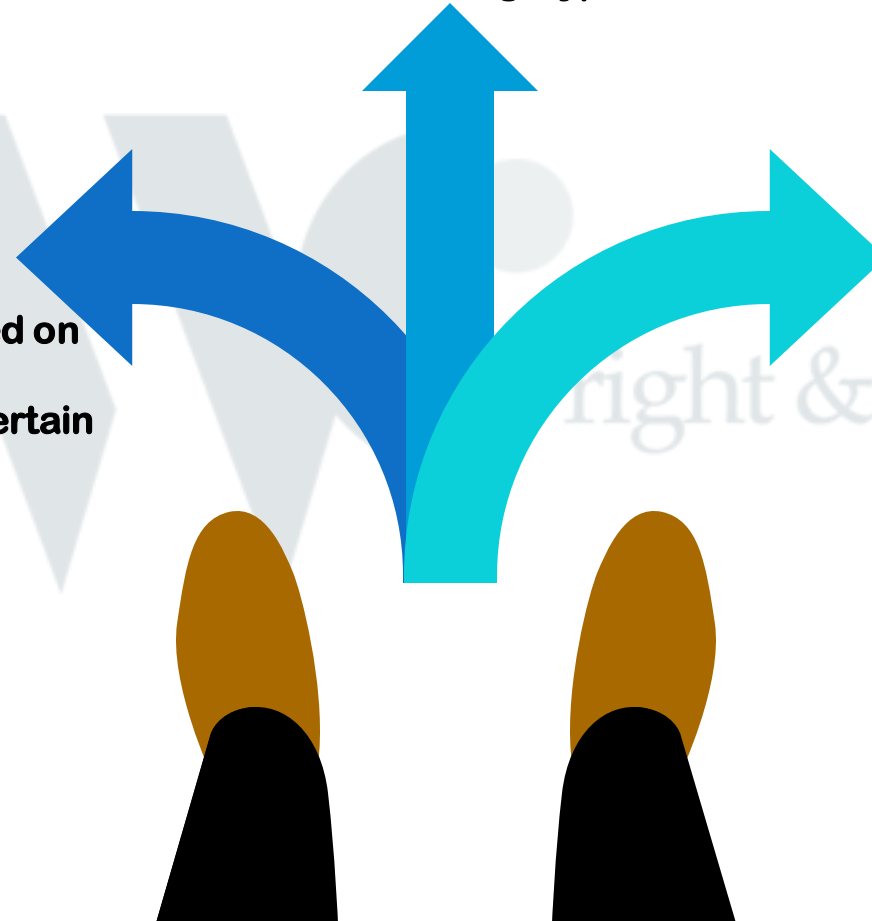
- Probability
- Likely conclusions based on evidence
- Testing Hypothesis

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

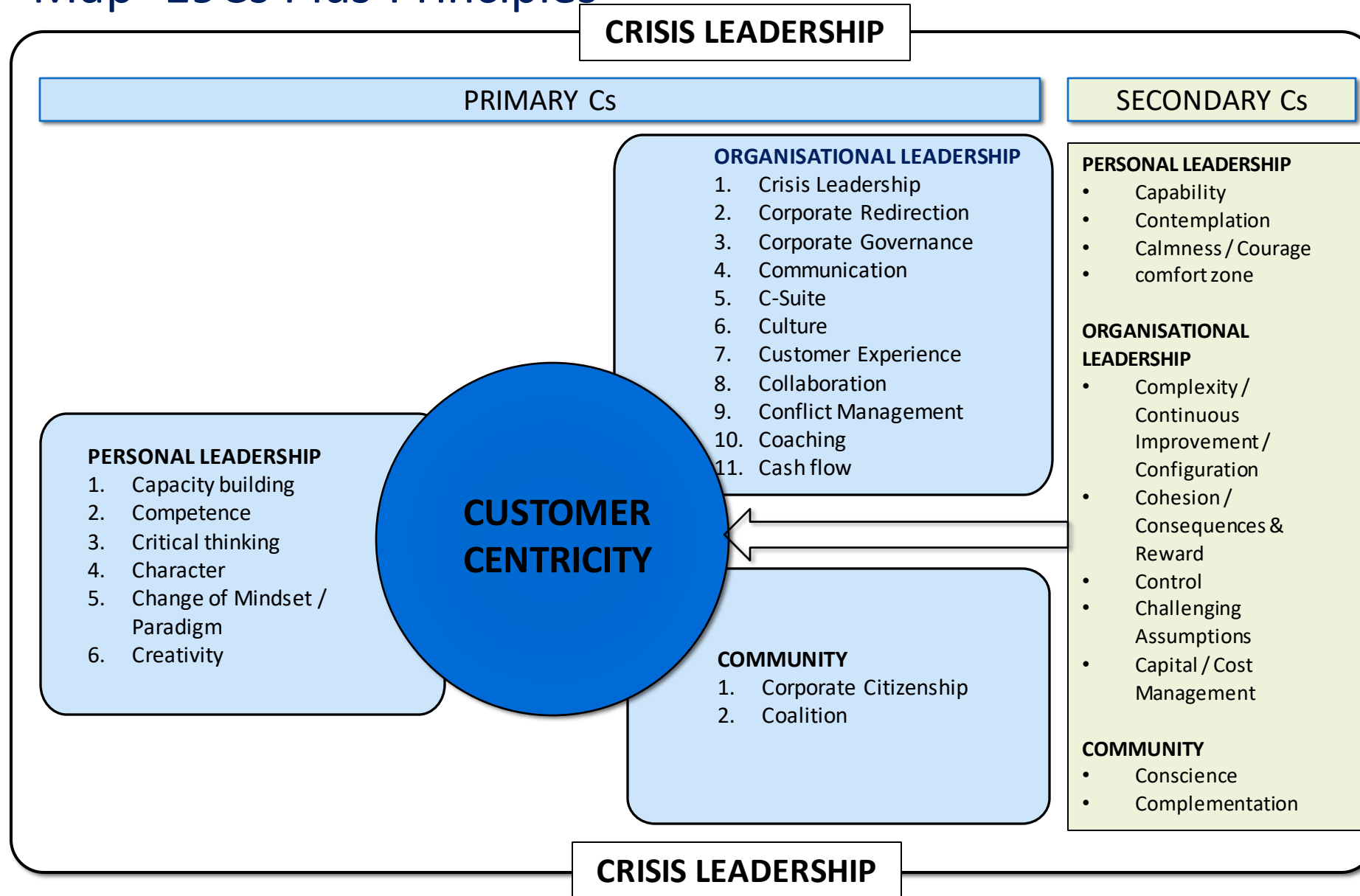
- Wide range
- Curious
- Generative
- Accepts
- Playful
- Flexible
- New perspective
- Independence of thought
- Risk acceptance
- Not too long



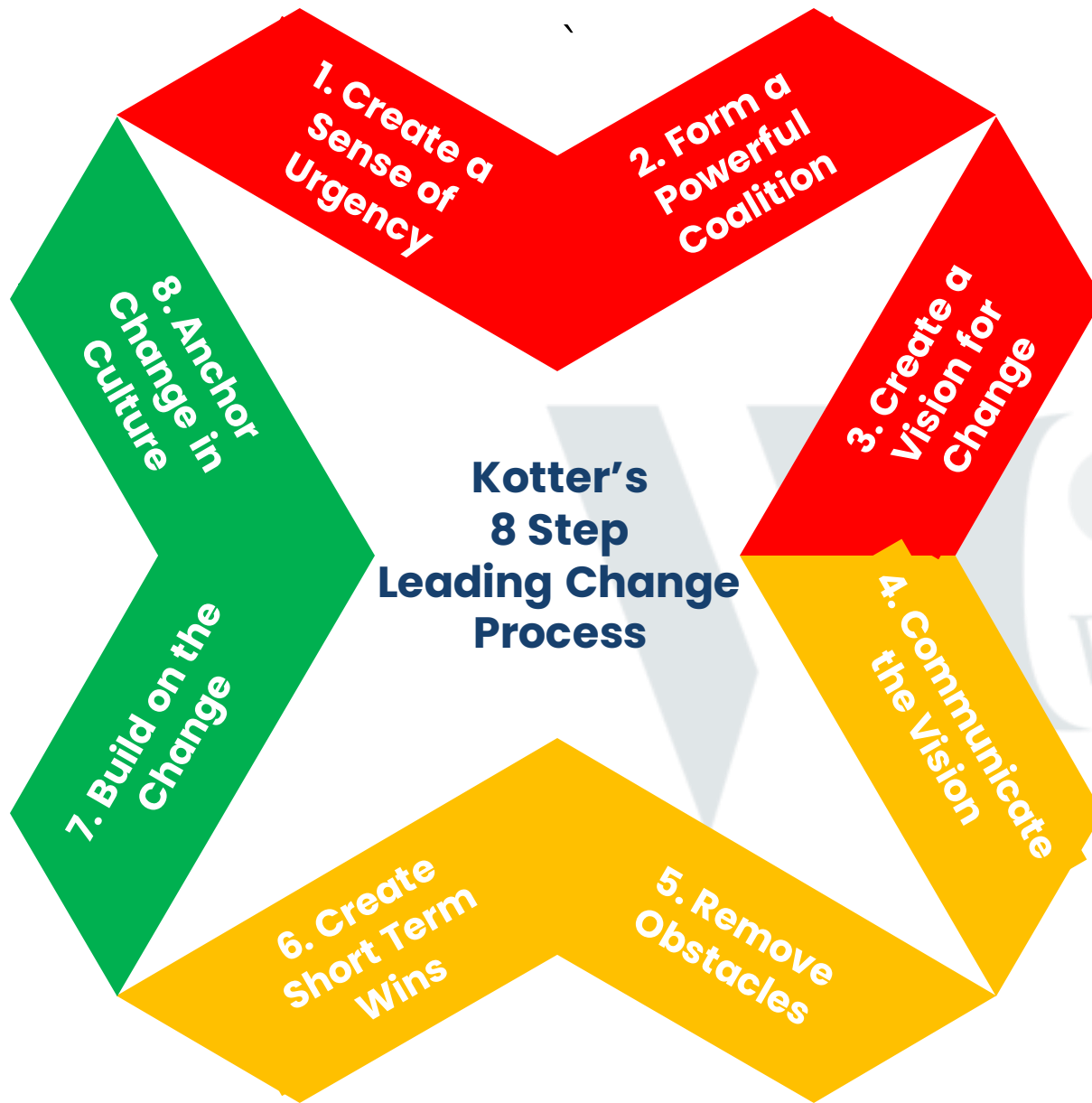
CRITICAL THINKING

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

Map -19Cs Plus Principles



Source: Wright & Co Ltd, 2020



Creative Thinking

Create Climate For Change

Enable the Organisation

Implement and Sustain

Critical Thinking

Personal experience



Focus



Lead By Example



Change, One Person At A Time



Learn From Previous Mistakes and Successes

A MISTAKE IS
ONLY A MISTAKE
IF YOU DON'T
LEARN FROM IT.



Tailor To Your Situation



Distributed Thinking



Traditional Ways Will Not Be Adequate



