



Creative Thinking, Creative Working

A professional knowledge and practice exchange

Open Limits are proud to present an exciting new leadership and team development event in partnership with the Royal West of England Academy.



Hello and welcome!

Creativity is both prized and feared, as it is the way organisations handle disruption and change. It is written into most job descriptions, yet so many leaders truly believe they are not creative, or feel their environment stifles creativity.

In conversations between our RWA Academicians and the Leadership and Team Coaching team at Open Limits, we found striking parallels between the creative working processes used by artists and by people in the corporate world. This workshop was born out of a belief that a cross-disciplinary exchange of work practices, in the inspirational environment of the RWA, would be of genuine value to all involved.

We would like to welcome you into the RWA world. Together with our top artist Academicians, you will roll your sleeves up, work on two artistic projects and hone your individual and group creative working and thinking in new and exciting ways.

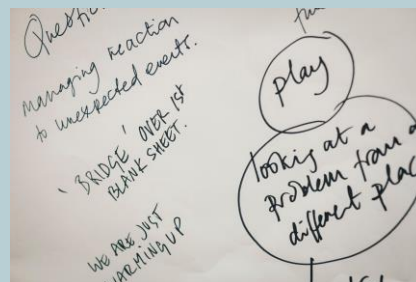
Kate Foster
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www.rwa.org.uk

What is this event?

Being creative is the most essential human survival skill and motivator. In the corporate world, it is the ability to generate ideas, spot opportunities for improvement, plus the confidence to take action in a complex, volatile and uncertain world. It fuels the drive to launch new businesses and projects, create new products and services, design better business processes and technologies, new ways of communicating, problem solving, cross-team working.

Most leaders and teams often fully appreciate how important creativity is, yet instead of making a very small amount of time available to review, learn and create, we waste considerably more time stuck in old business models, old technologies, work-arounds, inefficiencies and blocks.

This inspirational workshop will help you to take a step back, think, experiment, even play – a key ingredient of creative working that is positively frowned upon in many workplaces!



Working with RWA's artist Academicians you will

- Discover and strengthen your own powers of creativity and entrepreneurial spirit
- Reflect on where your team or company's creative processes are inhibiting growth
- Explore your own personal creative thinking and working – what strengths and blocks? What are they stopping you - and others - from doing?
- Find ways to remove these constraints to release the innovative energy that is in all teams and organisations and:
 - solve problems earlier and faster
 - make better decisions
 - give each other generative feedback
 - get fired up again after setbacks
 - inspire collaboration and continual improvement
 - replace 'do-do-do' with 'plan-do-review'

'Working with the artist Academicians and my fellow corporate participants was a real challenge, but great fun and deeply thought provoking. I made some genuinely helpful discoveries about my own creative blocks. I can use what I have learned in so many ways, for myself in my leadership practice, for my team and wider organisation.'

(Mark Swain, Henley Business School)

The event facilitators

The Artists

The team of Academicians at the RWA are led by **Stewart Geddes**, the current Chair, a peer-elected role. Stewart will lead this event and run the two artistic projects, with a second Academician. The projects are different each time the event is run, and draw on the Academicians' current work projects.

The Open Limits team

Philippa Hale

Brings 20+ years in Organisation Development, experiential learning, leader of large complex transformational change programmes and change project leadership specialist at Henley Business School where she is an Executive Fellow.



Alison Jones-Moran

Seasoned theatre professional, expert in learning design. Passionate about the deep impact and practical improvements that the Arts can bring to leadership, personal and professional learning and development.



How can this event be used?

A leadership team away day, stand-alone or integrated into a leadership team coaching or management development programme

A dynamic, supportive event for a Leadership team, multi-functional group or established specialist team to work and learn together. The outputs include practical ideas for cross-team working, problem solving, service, process or project improvements, plus the shared confidence and drive to be think and work creatively - individually and together - to make change happen and stick.

A kick-off event for a project or change initiative

A fresh and unexpected way to launch a project, which sets the tone and provokes discussion on how best to lead and manage the initiative together, ensuring all are confident bringing new ideas and challenging the status quo for continual improvement.

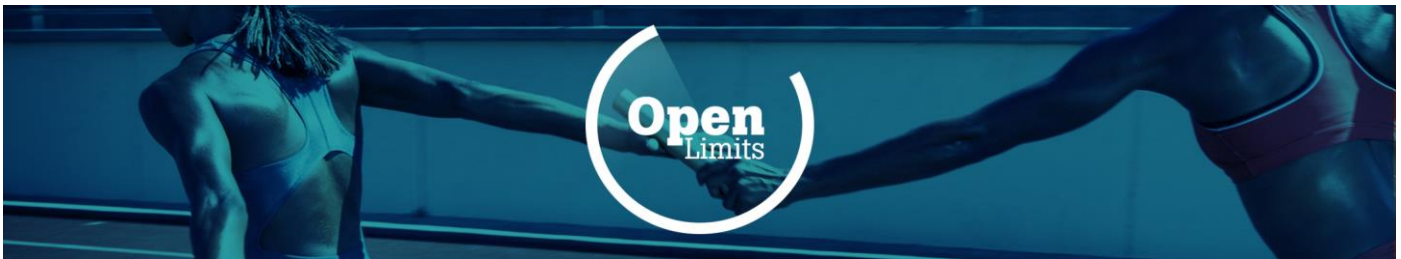


Team coaching & Leadership Development

To sustain the momentum, team coaching and additional development sessions can be provided, as stand-alone or integrated into an in-house leadership and management development programme.

Our clients include





The Event Outline

Each of the artistic projects will be different, depending on which of the Academicians is facilitating the day. The following example outline includes projects with Lucy Austin and Stewart Geddes.

0930 Welcome to RWA

Project 1 - The Artist's Dictionary of Marks – a team project to explore - in monochrome – how to quickly build a team, make sense of complex problems, discover and overcome personal creative thinking and working blocks, find new levels of personal honesty and group authenticity. Led by Lucy Austin.



1230 Lunch

Unique opportunity for a behind-the-scenes tour of archive and discussion relating to knowledge management, legacy, ideas capture and optimisation.

Project 2 – Photography in action – 50 photos in 20 mins – how constraint and time pressure can be harnessed to remove blocks, generate creative thinking and working, and great art! Led by Stewart Geddes.



Group Debrief with facilitators – exchange of lessons learned and ideas sparked for generating creative thinking and working back at work.

17.00 Close

'A powerful, challenging and extremely rewarding day – a rare opportunity to meet with Artists as fellow professionals, share experiences across our very different disciplines, while getting stuck in and working on real artistic projects, and a real honour to go behind the scenes and see the archives – knowledge management in action!'

(Rob Campbell, CIO, CIPD)

Interested in developing creative thinking and creative working in your organisation?

We would be delighted to meet you, show you around the RWA and discuss how we could create customised event that will be truly inspiring for your team.

For more information and a no-obligation discussion

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