

Integrating Creativity, Innovation, Project Management
& Leadership
for high performance & sustainable new ways of
working

Tel: 0845 644 6831

Email: jonne@powerandgrace.co.uk

Web: www.powerandgrace.co.uk

POWER & *grace*

Good Afternoon

from

Jonne Ceserani

0845 644 6831

jonne@powerandgrace.co.uk

www.powerandgrace.co.uk

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Exploring metaphors



Surface Structure



Deep Structure

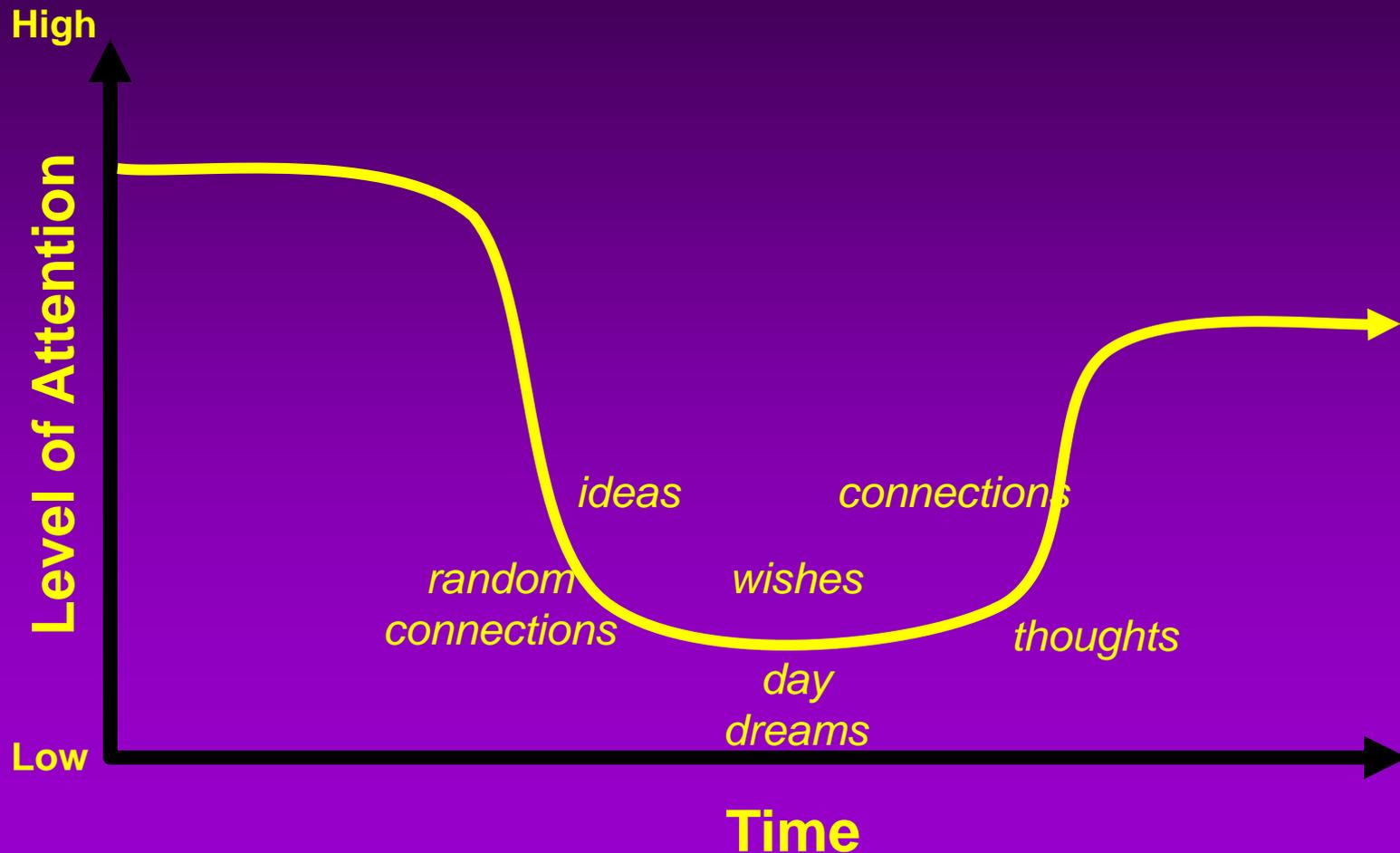


Integrating Creativity, Innovation, Project Management
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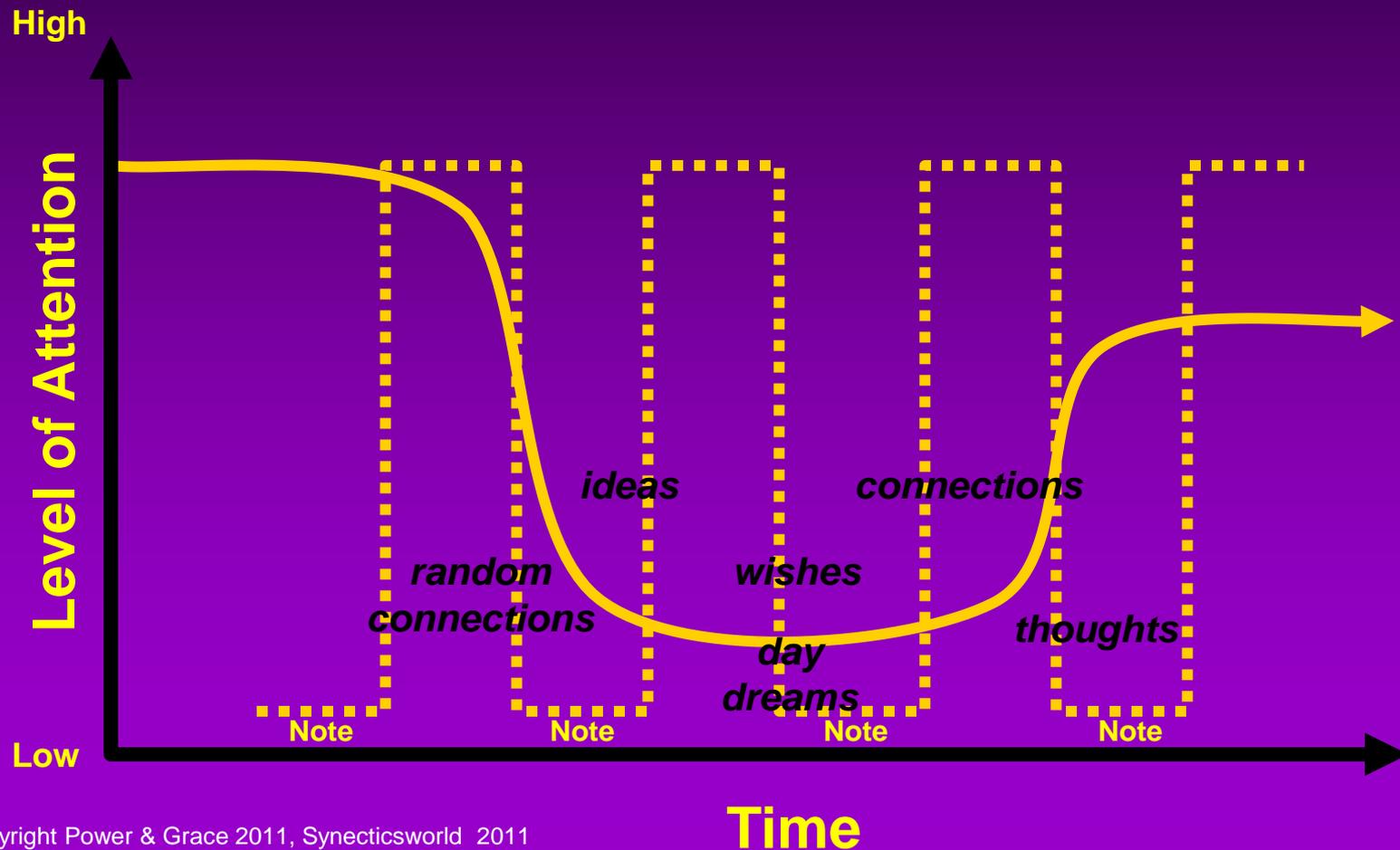
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Listening

Listening - Rehearsal curve



Listening - In / out listening



Listening - Note taking

him/her:

Lecture type notes of what the speaker is saying

me:

Notes of my own connections, images, associations, thoughts and ideas

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Creativity

Making

connections to get

ideas

Innovation

Developing

concepts from

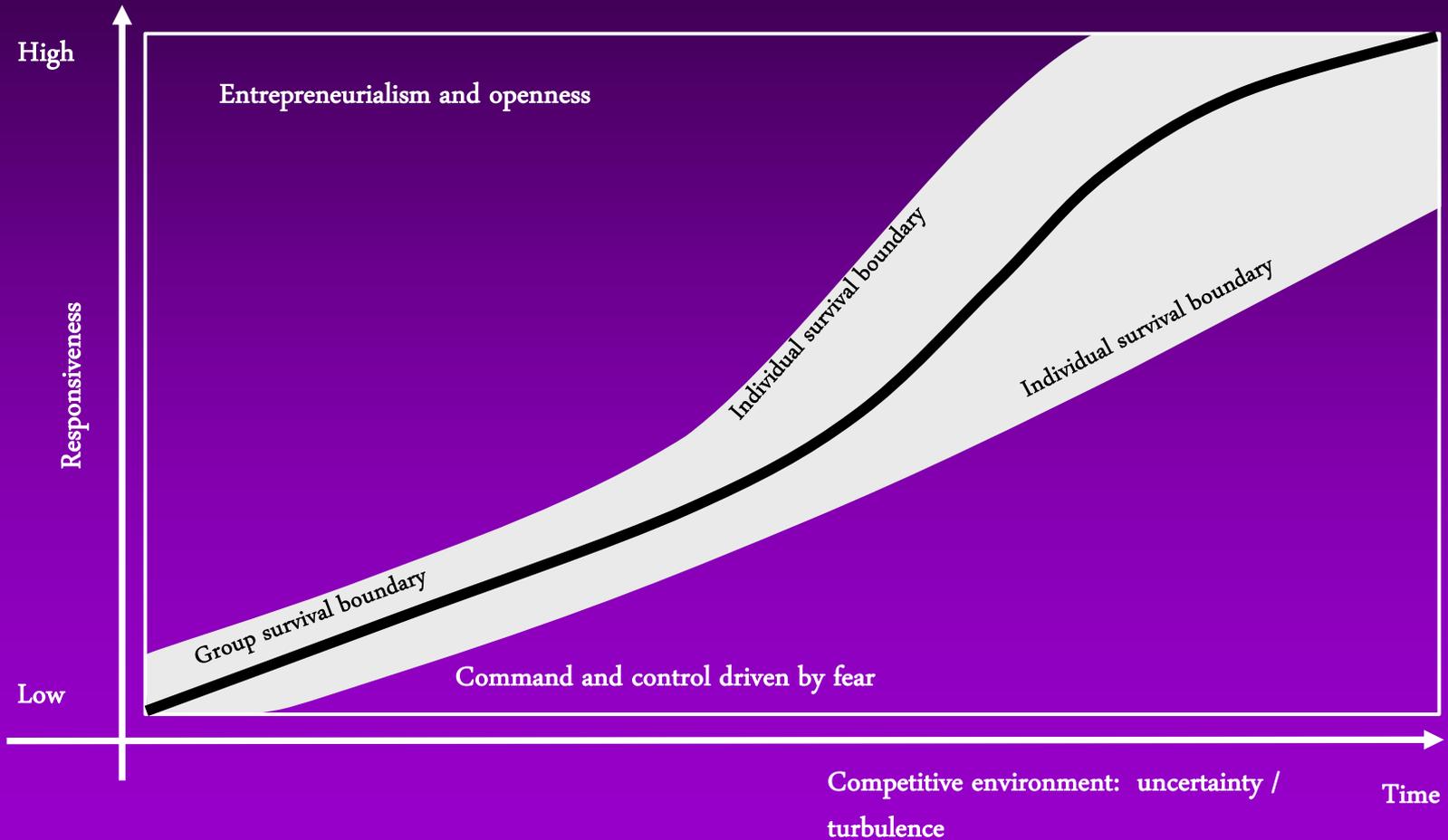
ideas that have

potential for value

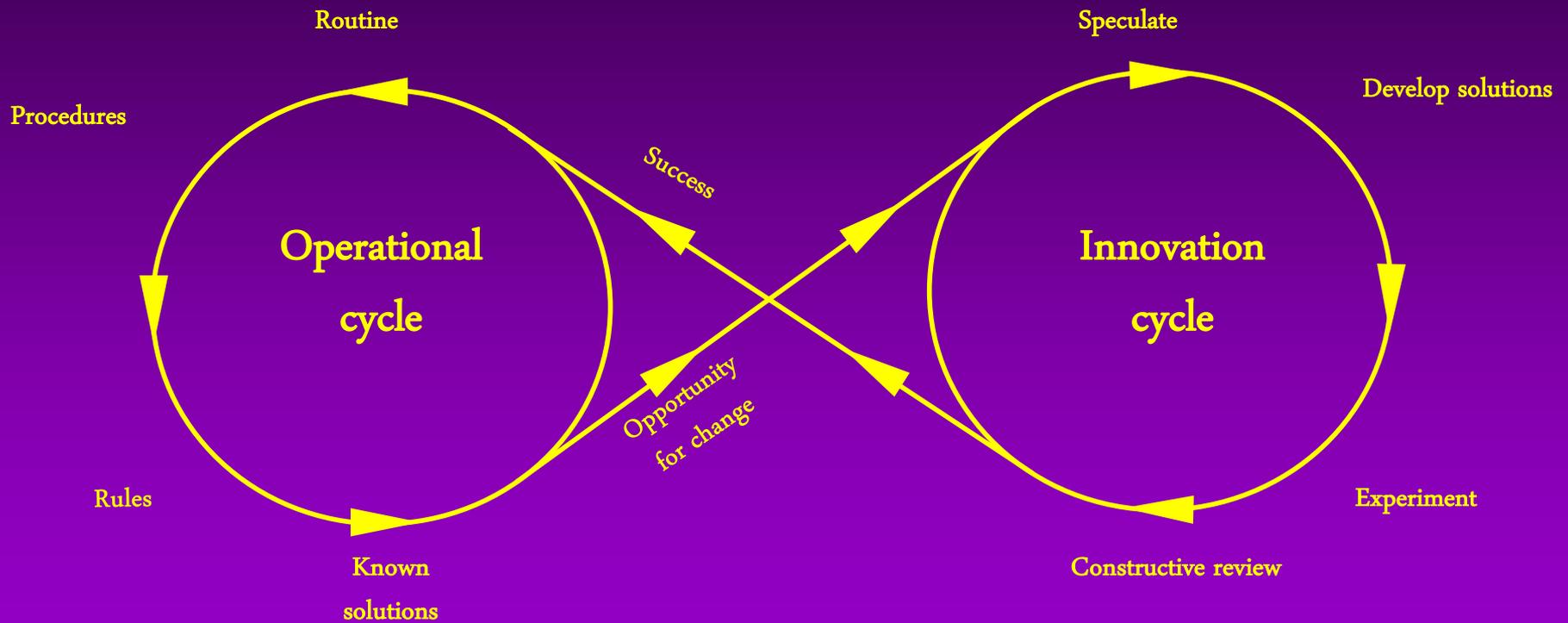
Commercialisation

Realising value

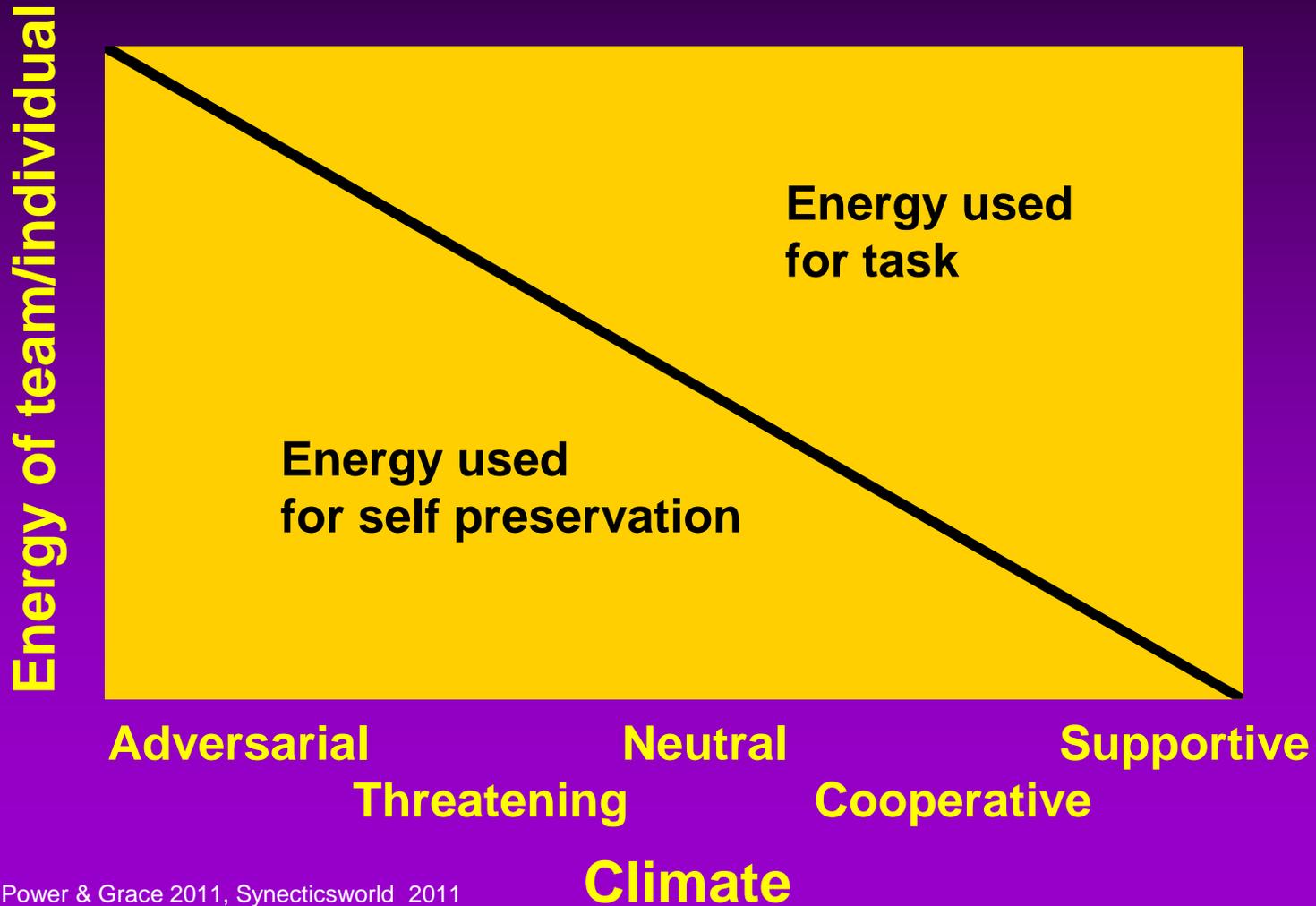
Responsiveness and survival



Context - Cycling worlds



Climate - Creating the field



Discounting

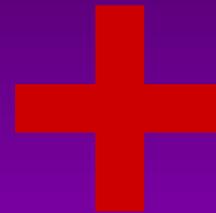
- Oral
- Tonal
- Non-verbal

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The intent effect gap



Intent



V

Effect



Revenge Cycle

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The intent effect gap

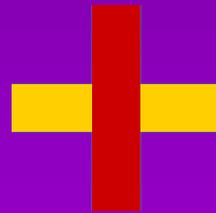
**Assume
Positive**

Intent



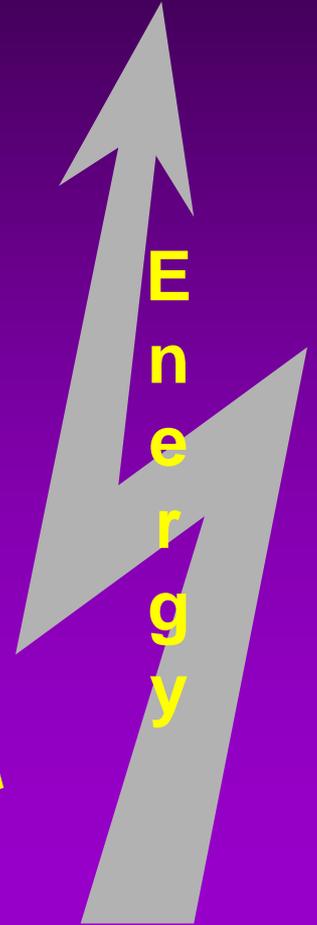
V

Effect



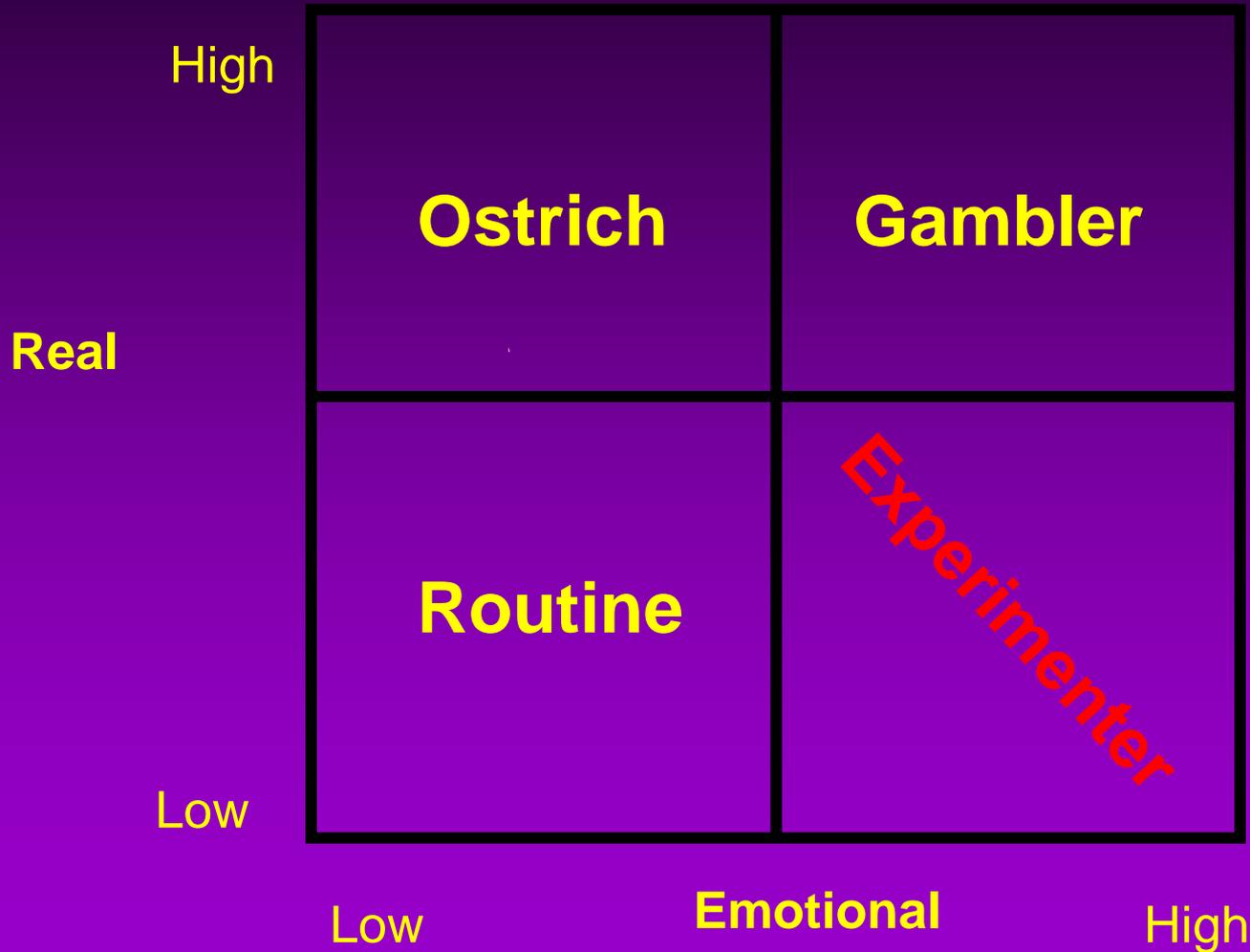
~~Revenge Cycle~~

Co-operation
cycle



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Framing - Managing Risk



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From ideas to action

Human Doing

IDEAS

Human Being

Organisation & Structures

Behaviour & People

Project planning

CREATIVE
PROBLEM
SOLVING

Capabilities/receptacle

Management

Facilitation/coaching

ACTION

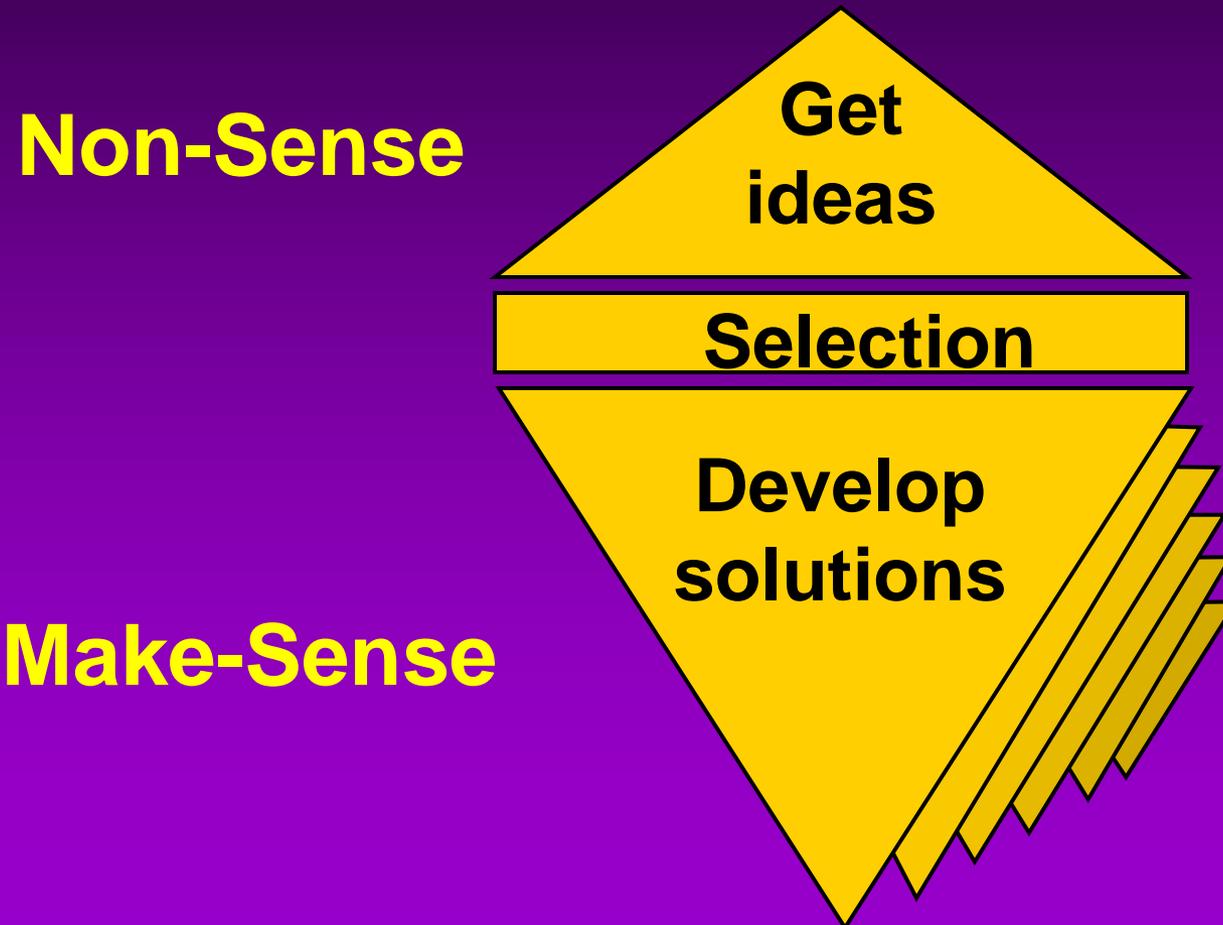
Processes

Synectics is a word

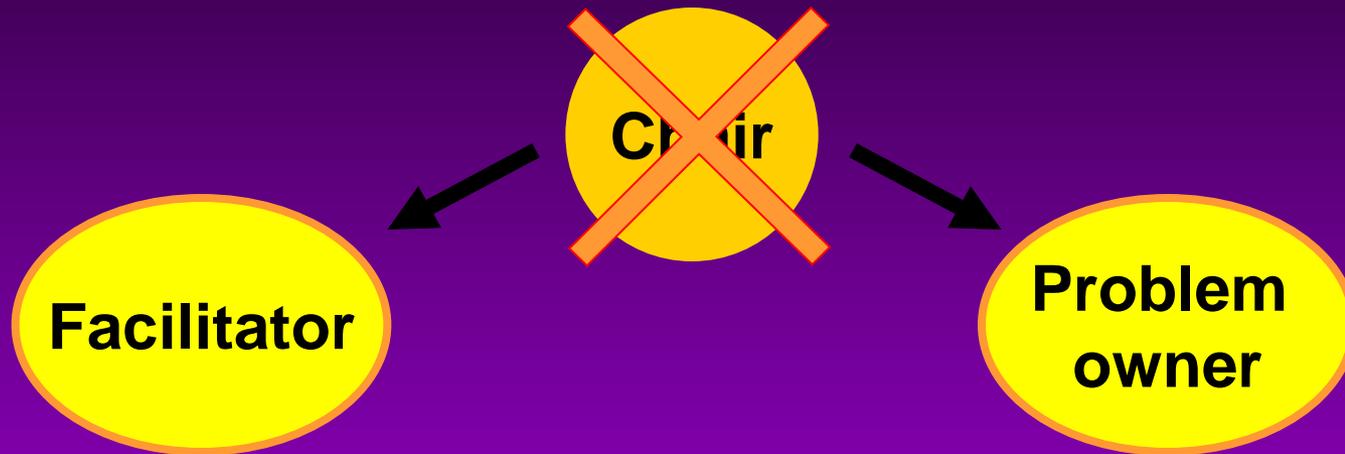
**Syn ... bringing together
diversity**

Ectos ..from outside

Innovation process



Roles and responsibilities



- **Manages process**
- **Manages climate**
- **Ensures problem owners needs are met**

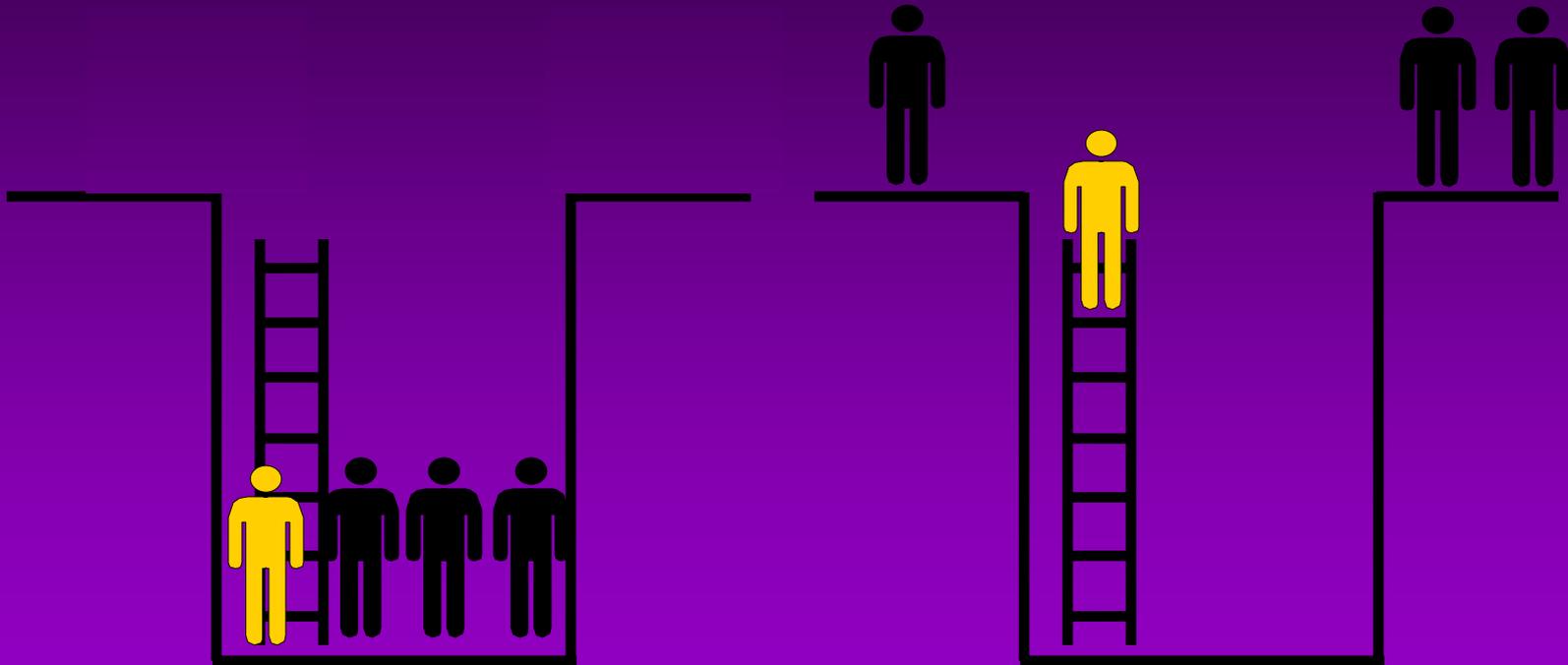
- **Directs content**
- **Makes decisions**
- **Contributes ideas**

R E S O U R C E S

- **Contribute ideas**

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Getting the right balance between information and creativity



Long task definition,
ask questions,
collect information

Brief task definition,
avoid questions and
respond with ideas

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Normal speaking pattern

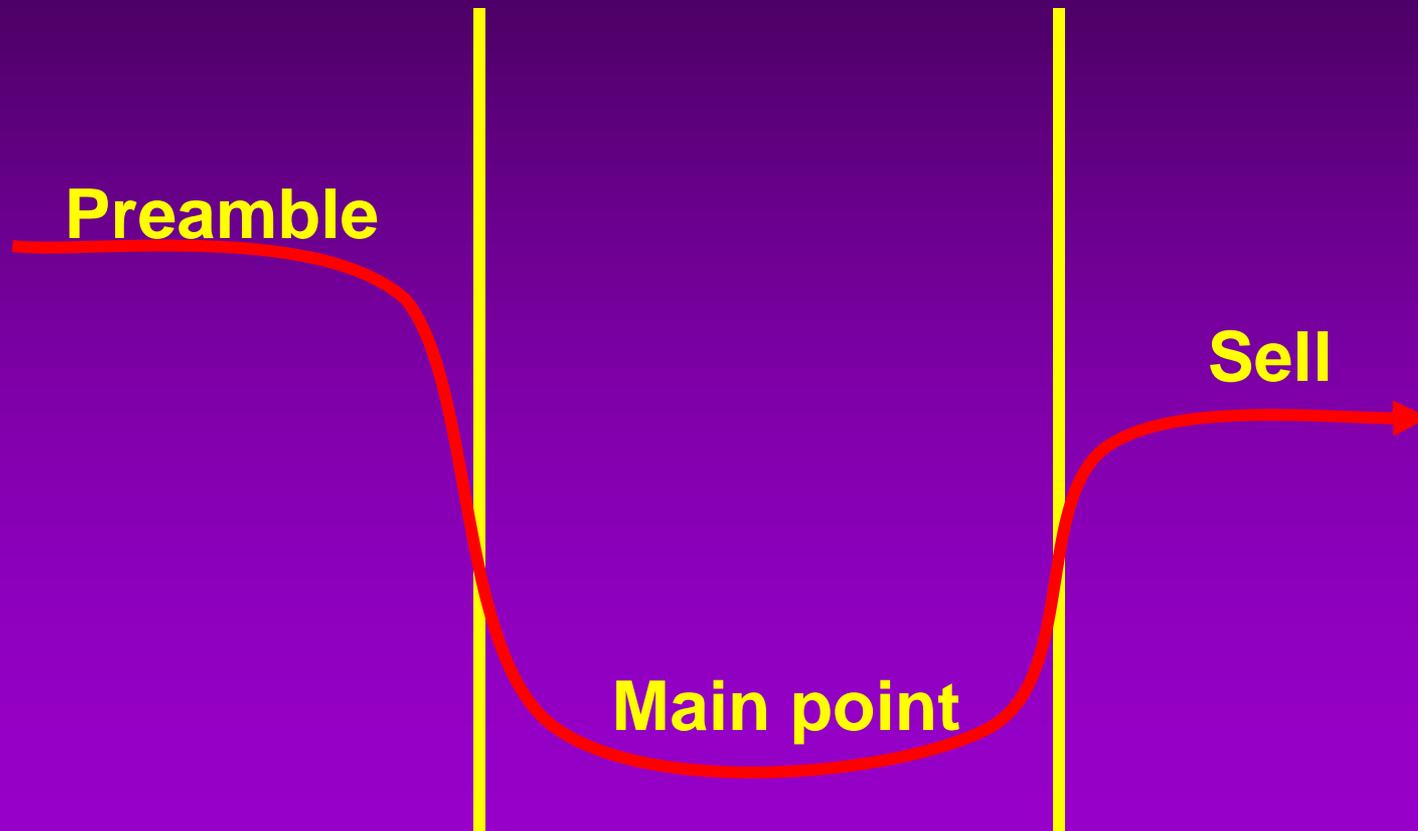
Preamble

Main point

Sell

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Normal speaking pattern & listening curve



Headline / background

Headline

Background

~~**Sell**~~

Open minded evaluation

Pluses

+

+

Issues and concerns

I wish

How to...

I need a way

Ideas

What you do is....

Ground rules for better meetings

- 1 Listen with your pad**
- 2 Use headline and background**
- 3 Assume positive intent**
- 4 Say what is behind questions**
- 5 Suspend judgement**
- 6 Stay loose until rigour counts**
- 7 Use concerns to point a way forwards**

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- Working through the diamond

Ground rules for better meetings

- 1 Listen with your pad**
- 2 Use headline and background**
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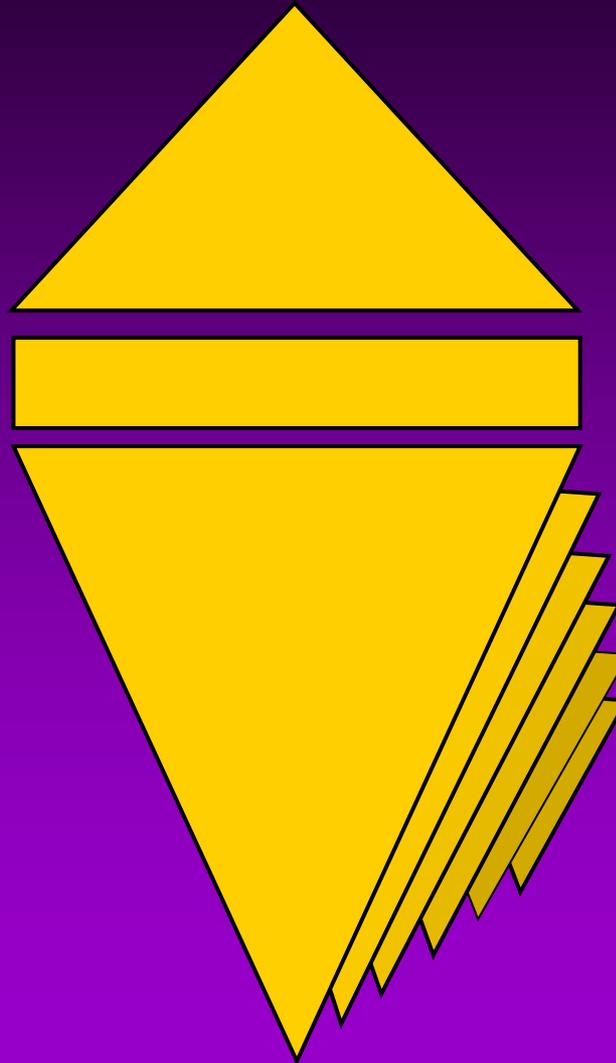
The problem solving process

- 1 **Task**
- 2 **Springboards**
- 3 **Excursion**

4 **Selection**

5 **Idea
Development**

6 **Next steps**



How to...

I wish.../How to....

Career, character, role, object, place, etc

Intrigue

What you do is...

idea, idea, idea, idea

Plus, Plus, Plus ...

Therefore I need a way to

Idea, idea, idea, idea

Beginning Concept

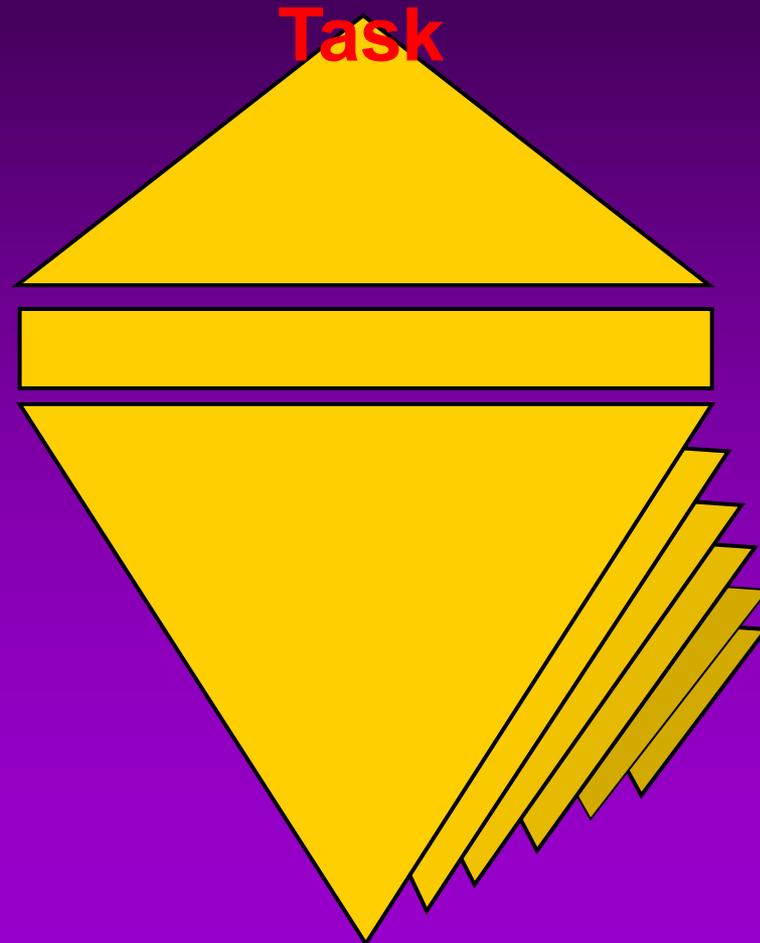
Plus, Plus, Plus

Therefore I need a way to

Idea, Idea, Idea, Idea

Possible solution

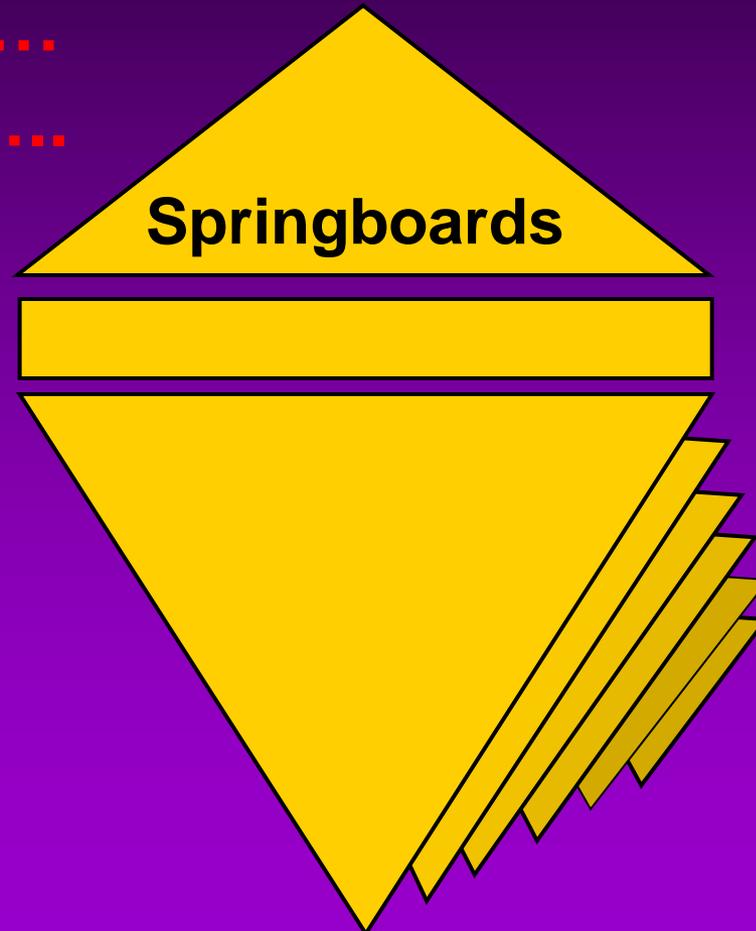
Working through the diamond



Working through the diamond

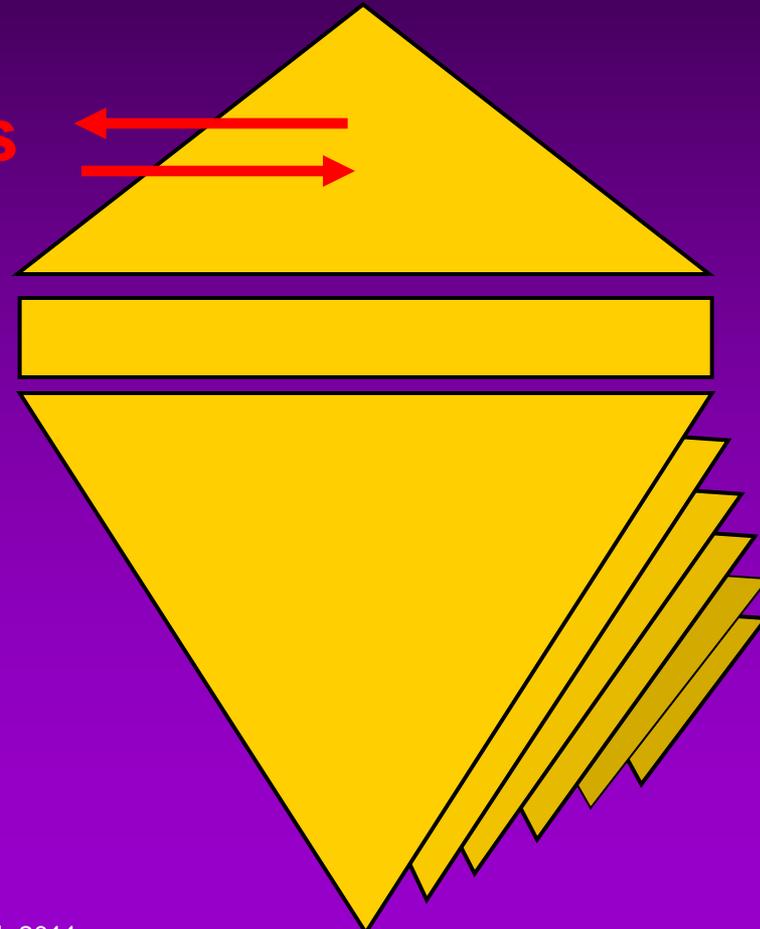
I wish

How to

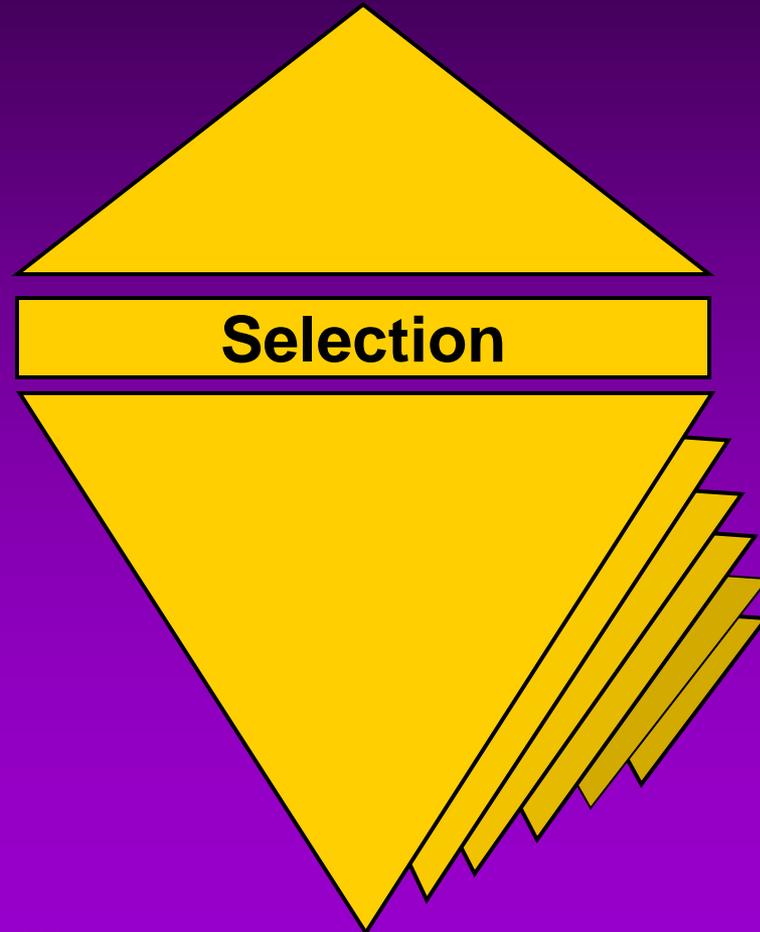


Working through the diamond

Excursions



Working through the diamond

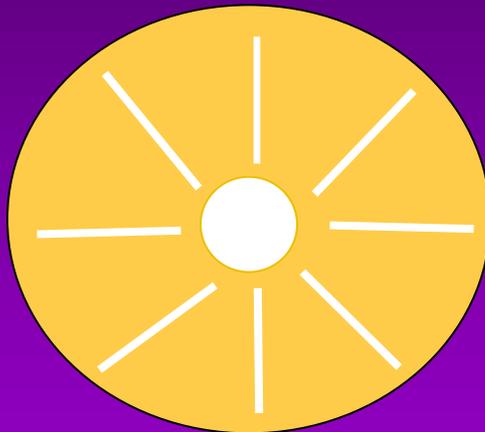


Intrigue criterion

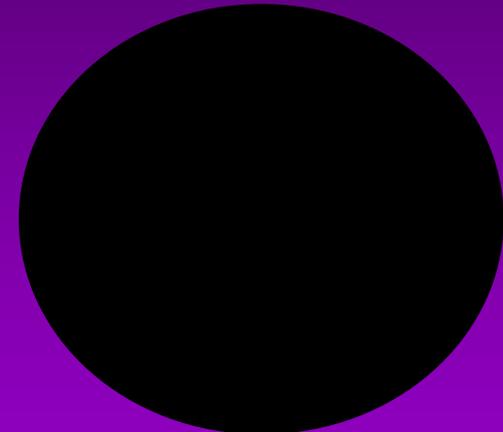
Increasing Intrigue



Increasing chance of innovation

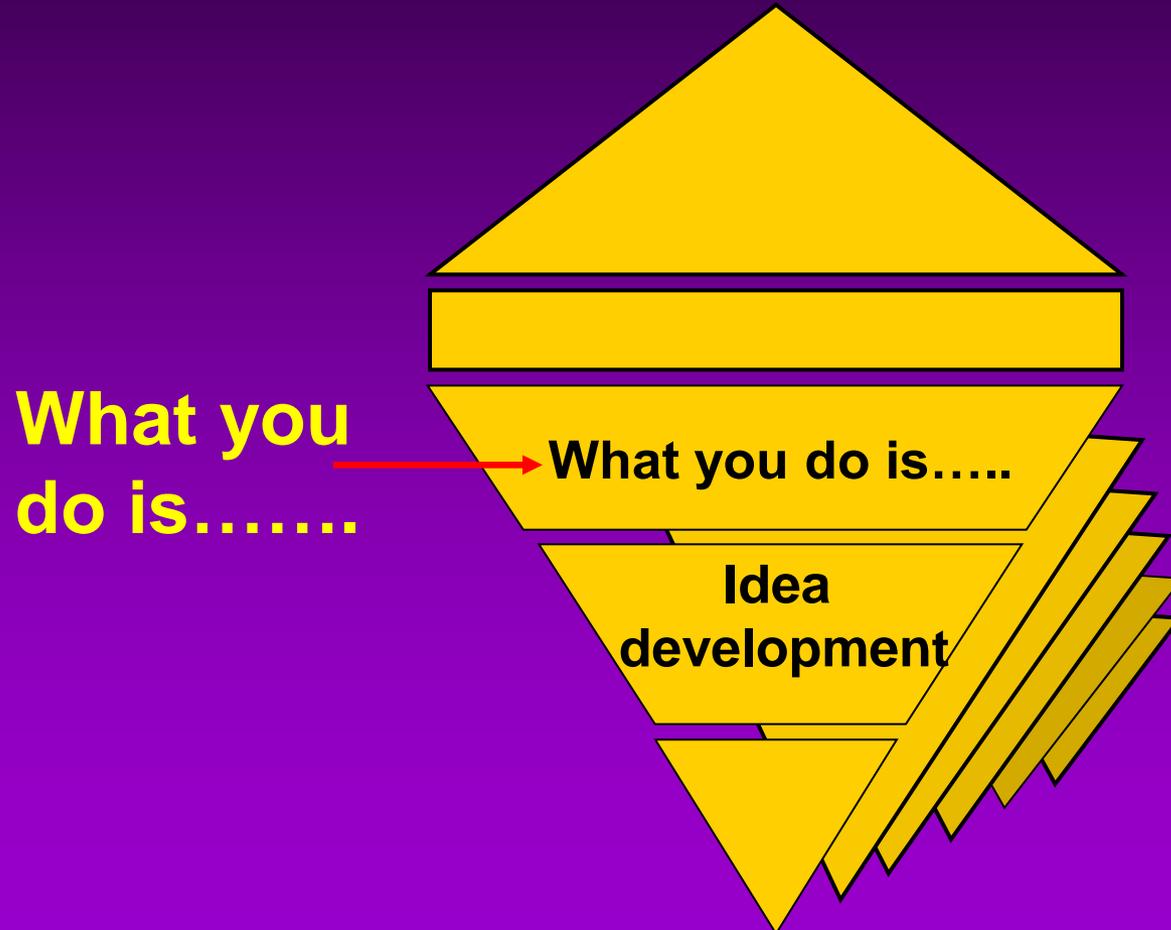


- Feasible
- Known
- Done before
- Safe



- Intriguing
- Low current feasibility
- Unknown
- “Risky”

Working through the diamond



Open minded evaluation

Pluses

+

+

Issues and concerns

I wish

How to...

I need a way

Ideas

What you do is....

Working through the diamond



Working through the diamond



Scoring innovation

Newness 1...10

Appeal 1...10

Feasibility 1...10

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From ideas to action

Human Doing

IDEAS

Human Being

Organisation & Structures

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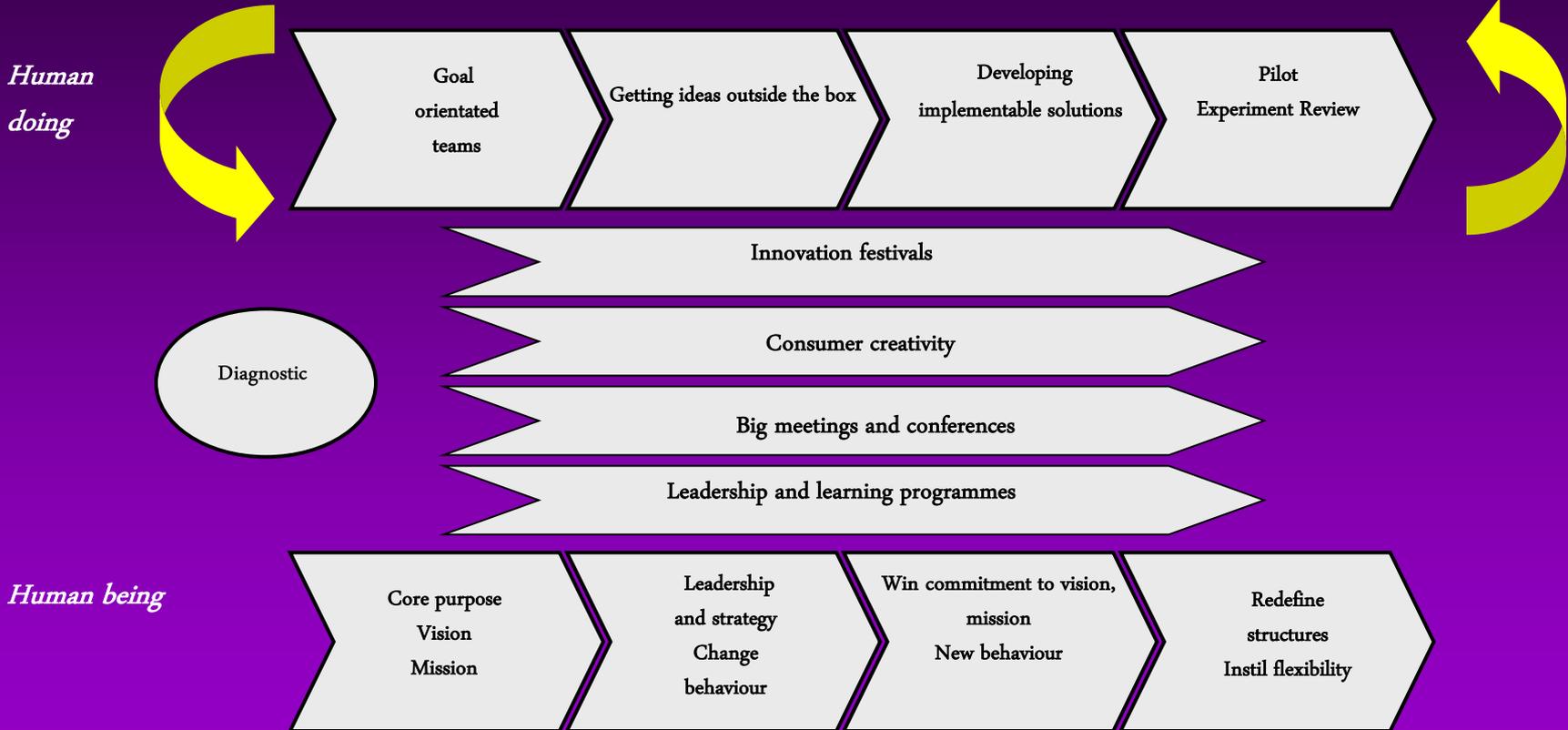
ACTION

Processes

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Enterprise Innovation

Growing the business and learning



Growing the people and learning

Organisational energy during an innovation project

