

Edge Quote:

Sometimes when you think you are done, it is just the **edge** of beginning. Probably that's why we decide we're done. It's getting too scary. We are touching down onto something real. It is beyond the point when you think you are done that often something strong comes out. Natalie Goldberg

Hello all

You are receiving this newsletter because by some deliberate act or quirk of fate you are on my newsletter list and I am delighted to share it with you but if you no longer wish to receive this then a quick reply to wayne@future-edge.co.nz saying 'Take me off' will get you removed.

THE **LEADING  DGE**

My friend and colleague, Andrea Needham - she who wrote Workplace Bullying - has just had her latest book published. It's called **Courage at the Top – Igniting the Leadership Fire** and it should be a required read for anyone in a leadership role.

"A truly strong, competent and talented leader:

- has and promotes a vision of what could be and actively encourages the team to realise it
- retains authority and respect through competence and empathy
- inspires people to follow willingly
- provides clarity of expectations and consequences
- negotiates expected outcomes seeking mutual gain wherever possible
- seeks input for and promotes participation in determining business outcomes
- use positional clout to acquire the resources to support the team to achieve its outcomes and remain productive
- gathers input and support for determining business outcomes and doesn't dictate from above
- ensures the team takes advantage of trends, progress etc. to aid individual development and team success
- uses foresight and initiative to resolve issues
- sees the world conceptually and analytically
- embraces, and is willing to be the forerunner of, change"

If this describes you don't buy the book – everyone else should. I even get quoted in it – but I promise I won't let it go to my head. If you would like a copy let me know [wayne@future-edge.co.nz] or order from Andrea's web-site - www.leadershipchallenge.co.nz.

Leading Quote:

"Too many companies teach yesterday's leadership skills to tomorrow's leaders. We must begin to train and develop tomorrow's leaders today."
Jay Conger PhD

Learning New Stuff

I learnt something this week – mind you I do that most weeks – but this was something that should have been blindingly obvious but being slower than most normal humans it takes me a while - **while a teacher or trainer is talking people are not learning!** Learning needs time and space to happen so here is a hint – shut up and let the learner learn.

One thing that those of us in the education and training profession know is that more often than we might like to admit it, our teaching does not always equate with learning on the part of the student. Education such as ours often assumes incorrectly that for every gram of teaching there is a gram of learning by those who are taught.

Here are some tips that are likely to ensure more learning happens.

1. Keep lecture to the absolute minimum.
2. It is almost always far more important that your learners nail fewer subjects than be "exposed" to a wider range of subjects.
3. For classroom trainers, the greatest challenge you have is managing multiple skill and knowledge levels in the same classroom! Be prepared to deal with it.
4. Work hard to get everyone to complete the lab exercises, but NEVER give out the solutions in advance!
5. Do group exercises whenever possible, no matter what you've heard.
6. Designing exercises - The best exercises include an element of surprise and failure. The worst exercises are those where you spend 45 minutes explaining exactly how something works, and then have them duplicate everything you just said. Yes, that does provide practice, but it's weak. If you design an exercise that produces unexpected results... something that intuitively feels like it should work, but then does something different or wrong -- they'll remember that FAR more than they'll remember the, "yes, it did just what she said it would do" experience.
7. Leave your ego at the door. This is not about you. Your learners do NOT care about how much you know, how smart you are, or what you've done. Aside from a baseline level of credibility, it's far more important that you care about how smart THEY are, what THEY know (and will know, thanks to this learning experience) and what THEY have
8. Have a Quick Start and a Big Finish.
9. Try never to talk more than 10-15 minutes without doing something interactive. And saying, "Any questions?" does not count as interaction!
10. Don't assume that just because you said it, they got it. And don't assume that just because you said it five minutes ago, they remember it now.
11. If you're not passionate, don't expect any energy from your learners.

Remember::

It's not about what YOU do... it's about how your learners feel about what THEY can do as a result of the learning experience you created and helped to deliver.

Source: http://headrush.typepad.com/creating_passionate_users/2005/07/ten_tips_for_ne.html

Learning Quote:

How is education supposed to make me feel smarter? Besides, every time I learn something new, it pushes some old stuff out of my brain. Remember when I took that home winemaking course, and I forgot how to drive? **Homer Simpson**

www.teachertube.com

For those of us who teach or train this is a great site – check it out. For those of us who use power-point do a search for How not to use power-point and Don McMillan will show you all the things you shouldn't do with power-point by doing them all!!

I met **Dr Ken Hudson**, Founder and Chief Starter of The Speed Thinking Zone, at a creativity conference in Singapore. He impressed me then with his ideas about solving problems and his new book, The Idea Accelerator, is full of practical easily applied, ideas for solving problems faster. This from Ken.

Q. What is the slowest part of any brainstorming session?

A. The time it takes for the person with the pen to write down the thoughts and ideas of the group.

We have become 'stuck' with the notion that one person in a brainstorming session should be the focal point to capture all the ideas. Managers seem to like this because it offers a sense of control particularly if they are the person that controls the pen. If you control the pen-you control the meeting. The disadvantages of this approach are numerous. It slows the meeting down, the 'pen person' does not capture all the ideas and they can filter the ideas of the participants.

A much better approach is that everyone has a pen and contributes their ideas at the same time. Give them (ideally) their own space on a wall and allow them to create their own masterpiece. The increase in output is amazing (think ten time greater), introverts love it because they are not drowned out and the energy levels among all participants rises dramatically.

This simple change means that every brainstorming session is more productive, shorter and you increase the probability of creating a big idea!

Check Ken and his publications out at www.thespeedthinkingzone.com

A group of junior-level executives were participating in a management training program. The seminar leader pounded home his point about the need to make decisions and take action on these decisions. "For instance," he said, "if you had five frogs on a log and three of them decided to jump, how many frogs would you have left on the log?"

The answers from the group were unanimous: "Two."

"Wrong," replied the speaker, "there would still be five because there is a difference between deciding to jump and jumping."

Creativity Retreat

A couple of weeks ago 15 of us gathered at a stunning beach side location in Taranaki, New Zealand for a Creativity Retreat. It's a great way to add some creativity to your life and/ or add some life to your creativity in a supportive environment. If you want you can see the feedback and the photos at www.future-edge.co.nz – hit Events then Oraukawa Lodge. Got another one coming up in October on a Llama farm in the Waitakeres [for you non-New Zealanders that's in the bush near Auckland – New Zealand's biggest city.]

If you fancy a retreat at your place let me know.

Habits for Creating

At the retreat we touched on 'habits' for creativity – behaviours or ways of doing things that support creativity. It was timely because in an article titled 'How to unleash your creativity' in a recent issue of Scientific American [Mind] Robert Epstein, a visiting scholar at the University of California and former editor in chief of *Psychology Today*, listed what he describes as four different skill sets, or competencies, that he has found are essential for creative expression.

It may be arrogant and presumptuous of me [after all who am I to challenge an expert ?] but my experience suggests there are a couple more. You can read the article at: <http://www.sciam.com/article.cfm?id=how-to-unleash-your-creativity>.

Here is my list of the 6 essential habits for creating with a brief explanation of each habit:

- Opening:** living with a sense of curiosity, where every moment is an opportunity for learning, where existing ideas, mental models and beliefs are temporary and flexible.
- Collecting:** catching and preserving your thoughts and ideas
- Challenging:** giving yourself challenging problems to solve
- Surrounding:** with interesting people, things, environments
- Seeking:** seeking new experiences, the more diverse your experiences the more interesting the interconnections
- Playing:** opportunities to be 'child-like', giving yourself 'permission' to play

More on these habits in future issues.

Playing

It's important to our stress levels and our happiness quotient that we have at least one activity that we do regularly just for fun. Play provides a fun way to sharpen skills, express our creativity, or just blow off steam. Also, when we get really engrossed in an activity we enjoy, we can experience a state of being know as 'flow', in which our brain is in a near-meditative state, which has benefits for your for your body, mind and soul.

"What do most Nobel Laureates, innovative entrepreneurs, artists and performers, well-adjusted children, happy couples and families, and the most successfully adapted mammals have in common? They play enthusiastically throughout their lives. --- What common denominator is shared by mass

murderers, abused children, burnt-out employees, depressed mothers, caged animals, and chronically worried students? Play is rarely or never a part of their lives." -- Stuart Brown, Institute of Play

Psychiatrist and writer Mihaly Csikszentmihalyi has studied play and described it as a flow state that requires just the right balance of challenge and opportunity. If the game is too hard or too easy, it loses its sense of pleasure and fun. Maintaining a flow state in games with others requires all participants, regardless of age or ability, to feel challenged, but not overwhelmed.

Humans are designed by nature to play, and have played throughout evolution. Play is simultaneously a source of calmness and relaxation, as well as a source of stimulation for the brain and body.

Play will be important to our future. Some futurists have suggested that we'll need to be more inventive, creative, and flexible to handle life in this century and beyond. A sure (and fun) way to develop these abilities is to play – with your children and grandchildren, your work mates and friends.

Source: www.kidsource.com

Creativity Quote:

The creative is the place where no one else has ever been. You have to leave the city of your comfort and go into the wilderness of your intuition. What you'll discover will be wonderful. What you'll discover is yourself.

Alan Alda

Something to lighten your day :

ADULT: A person who has stopped growing at both ends and is now growing in the middle.

BEAUTY PARLOUR: A place where women curl up and dye.

COMMITTEE: A body that keeps minutes and wastes hours.

EGOTIST: Someone who is usually me-deep in conversation.

GOSSIP: A person who will never tell a lie if the truth will do more damage.

HANDKERCHIEF: Cold Storage.

SECRET: Something you tell to one person at a time.

TOOTHACHE: The pain that drives you to extraction.

TOMORROW: One of the greatest labour saving devices of today.

YAWN: An honest opinion openly expressed.

Have a great week

Kind Regards

Wayne Morris