BUILDING A ‘YES AND’ CULTURE USING APPLIED IMPROVISATION TO BE A BETTER LEADER, TEAM LEADER & CONFLICT RESOLVER

SELPA ADR CONFERENCE

PRESENTED BY
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AGENDA

- Welcome and Introductions
- Warm Up
- Creating Shared Space (Meeting Agreements)
- What is Applied Improvisation and how does it fit with IEP’s?
- Exercises
- Bringing it back to the local level
- Resources and Evaluation (Yes and…)

“Those who have learned to collaborate and improvise most effectively have prevailed.”
- Charles Darwin

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MEETING AGREEMENTS

- Listen to others
- Respect different opinions
- Protect Confidentiality
- There are no mistakes
- ______________________

IMPROVISATION RULES ARE SUCCESSFUL TEAM BUILDING RULES

Rule #1 – Yes, and…….
Rule #2 – Pay attention to your partner
Rule #3 – Make statements
Rule #4 – Trust one another
Rule #5 – Make your partner (teammates) look good
Rule #5 – There are no mistakes

"Talent wins games, but teamwork ... wins championships."

Michael Jordan
WORST TEAM EVER!

- List examples of individual behavior that can disrupt the flow of a team and/or meeting.
- List examples of team leaders behavior that can negatively affect meetings.
- List examples of how team interaction (group dynamics) can negatively impact a meeting.

AN INEFFECTIVE TEAM

- Goals are unclear
- Members are unprepared
- Leadership is poor
- Commitment to task is lacking

INEFFECTIVE

- Participation is unequal, leadership is delegated and based on authority.
- Members accept imposed goals.
- Position determines influence; obedience to authority is stressed.
- Communication about ideas is one-way; feelings are ignored.
- Decisions are made by highest authority with minimal member involvement.
- Conflict is ignored, avoided, or denied
What makes great meetings great?
- Before
- During
- After
... and the spaces in between

A team is a unified group of people who join in a cooperative problem-solving process to reach a shared goal.

- Participation and leadership are distributed among all members
- Goals are cooperatively formed to meet individual and group needs
- Ability and information determine influence and power.
- Two-way communication.
- Decision-making steps are matched with situation; consensus is sought for important decisions.
- Conflict is brought out and resolved.
**YES AND ..**

**The Yes means:**

1. Acceptance
2. Appreciation
3. Acknowledgement
4. Good Listening
5. Respect

Yes And.. Does NOT mean Agreement- It’s Jargon Variation ..What I like about what you said is... 

**TEAM BUILDING EXERCISES**

“Let’s have fun!”

“But this is work!”

“Can’t work be fun?”

**WRAP UP**

- Lessons learned and next steps ... How can we use the exercises from this session at the local level?
- Resources and Evaluation (Yes and...)

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In any given moment we have two options; to step forward into growth or to step back into safety.

Marc Purchin
& Katherine Kasmir