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

SELPA ADR CONFERENCE

PRESENTED BY
Marc Purchin & Katherine Kasmir

www.purchinconsulting.com
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…)

www.purchinconsulting.com
“Those who have learned to collaborate and improvise most effectively have prevailed.”

- Charles Darwin
MEETING AGREEMENTS

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

www.purchinconsulting.com
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
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
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....
“Let’s have fun!”

“But this is work!”

“Can’t work be fun?”
Lessons learned and next steps ... How can we use the exercises from this session at the local level?

Resources and Evaluation (Yes and...)

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

Abraham Maslow
29 Apr 2014 9:42 am
www.purchinconsulting.com
310-202-1155

Marc Purchin
&
Katherine Kasmir