

MentorTraining

Corporate Computer and Soft Skills Training
Serving the Bay Area since 1987

Professional Creativity

Experiential Learning Series

Course Description:

“Thinking out of the box” is not only a problem solving skill, but it is an important component of continuous improvement. Recent research shows that creativity is an ability one can practice and learn, and that being creative is not a one-of-a-kind event, but an ongoing, complex process. Moreover, creativity works best within a supportive, encouraging team environment. This course focuses on creativity in the professional environment, how to increase creative thinking, and how to foster a creative culture within teams and organizations.

Course Length: 1 day with a total of 6 hours of class time, typically 9-12 and 1-4 PM.

Course Audience and Size:

This course is well suited for any employee seeking to improve her or his individual and group creative capacity, develop creative thinking, and build creative work norms. Individual contributors and managers at all levels will benefit from this course. Diversity of enrollees is encouraged. A minimum of 10 participants is required and no more than 25.

Course Learning Objectives:

- Understand core principles of creativity and creative thinking
- Gain effective tools to develop creative solutions
- Learn the primary obstacles to and promoters of creativity
- Understand the importance of supportive and nurturing environments for creative teams

Course Methodology:

Each module of the course begins with a brief lecture introducing one or more new concepts. Each short lecture is followed by break-out exercises, typically in groups of two to four, in which new concepts are applied, and new behaviors are practiced. Each exercise is followed by facilitated group discussions of the experience, personal learning, and its applicability to your workplace.

Course Outline:

I Stepping out the box

- Looking at the traditional from a non-traditional point of view
- Applying the new to the old, and appreciating both
- Everyone is or can be creative
- When NOT to step out of the box

II Creative Solutions

- Between creative and critical thinking

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- Assumption free area
- Welcome questions...and mistakes
- How emotions play into creativity
- Do's and Don'ts in the creative process

III Creative Teams

- Individual within team creativity
- The art of brainstorming
- Case Study
- Building a culture that supports creativity

Course Facilitators:

The instructor for this course is a Senior Facilitator at Stanford's Graduate School of Business for *Interpersonal Dynamics*. She is the co-founder of Dialogue Circles and has over 15 years experience helping individuals and groups improve communication skills in both community and corporate environments. Nirit has a strong background in and passion for experiential learning. She has a Masters degree in Industrial and Organizational Psychology from San Jose State University.

Kevin Martin is the President of Mentor Training and a Senior Facilitator at the Stanford Graduate School of Business. He brings over 25 years of leadership experience in the management consulting, private equity and technology industries. Kevin possesses a deep knowledge of and keen appreciation for employee development and the skills necessary to succeed at every career stage.