

Yes, And!

How Improv Training Strengthens
Collaboration, Communication, Creativity
& Adaptability

2015 California HR Conference

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Soft Skills Gap

A recent survey from Adecco reveals that 44% of executives interviewed believe that American workers lack the soft skills necessary to help a business succeed.

-Mind the Soft Skills Gap
by Ashley Slade
T+D, April 2014

Creative Decline

With each generation, intelligence scores go up about 10 points. With creativity scores, there has been a consistent decline since 1990.

-The Creativity Crisis
by Po Bronson
Newsweek, July 19, 2010

Individual Level

- Skills & abilities required in workplace for professional success
- Communicating, listening, presenting, problem solving, decision making

-Myths & Truths about Soft Skills

by MS Rao

T+D, May 2012

For the C-Suite, Too

“One theme that ran consistently through our findings was the requirements for all the C-level jobs have shifted toward business acumen and ‘softer’ leadership skills...a good communicator, a collaborator, and a strategic thinker.”

-The New Path to the C-Suite
by Boris Groysberg, L. Kevin Kelly, Bryan MacDonald
Harvard Business Review, 2012

Organizational Level

Four Critical Traits for Future Success

1. Collaboration
2. Communication
3. Creativity
4. Flexibility

-Leading Through Connections
CEO C-Suite Studies
IBM, 2012

Societal Level

There's been evidence that the Conceptual Age already is well underway and there is a need for softer, right-brain skills. Individuals who confidently handle unforeseen scenarios will become extraordinarily valuable in the Conceptual Age. Employees also will need to demonstrate resilience, which translates to tenacity and courage in the face of obstacles.

-Kill the Company

by Lisa Bodell

Bibliomotion, 2012

Soft Skills

- Not inborn qualities
- Acquired through observation, reading, teaching, training, experience, practice

-Myths & Truths about Soft Skills

by MS Rao

T+D, May 2012

Building the Creative Muscle

Those who diligently practice creative exercises learn to recruit their brains' creative networks quicker and better.

Rex Jung, Ph.D.

Neuropsychologist, Brain Imaging Researcher

University of New Mexico

Arts-Based Learning

Arts-based learning is increasing in organizations, and when used with traditional approaches, can “guide participants to transformative insights about themselves and their interactions with others.”

-Incorporate Arts-Based Learning in Leadership Development
by Michael Brenner
T + D, November 2014

Improv Training = Business Training

- Acceptance and contribution
- Enhancing presentation skills
- Antidote to negativity
- Low stakes training

-Why Improv Training is Great Business Training
by Jesse Scinto
Forbes Online, 2014

Ice Breakers vs. Improv

- Ice breakers
 - Techniques to get acquainted, reduce tension
 - Used at beginning of training courses
 - Objective: immediate participant involvement
- Improv
 - Practice of acting and reacting in the moment and in response to stimulus of immediate environment, resulting in new thought patterns
 - Ongoing learning integrated into formal program
 - Objective: ongoing skills development

Yes, And...Foundations of Improv

- Agree
 - Accepting each and every idea
- Contribute
 - Adding information
- Commit
 - Dedication to creative exploration

Putting It Into Practice!

“The things we have to learn before we do them, we learn by doing them.”

-Aristotle



Connect

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