APPLIED IMPROVISATION FOR PERFORMANCE
RALF WETZEL
CURRENT CONTEXT OF COLLABORATION & INNOVATION

Effect of change management – what are the consequences?

Managers

- 33% Positively energizing
- 4% Negatively retiring
- 30% Neither nor, it just has to be done
- 12% Unable to indicate

Co-workers

- 40% Positively energizing
- 11% Negatively retiring
- 12% Neither nor, it just has to be done
- 15% Unable to indicate

N = 1300, mgt = 300, co-worker 1000
THE POWER OF IMPROVISATION

What made this easier/ more fluent?
- being open to the other, deep listening
- Letting go, just doing it, leaping
- Being appreciative on the offers you get
- Accept mistakes as they come

What made it more difficult, less fluent?
- Planning ahead
- Sticking to own ideas (controlling)
- Reflecting, rationalizing
- Preventing mistakes
LET’S P.L.A.Y.!

P. RESENCE
Be present, connected and in the moment

L. LEAP into it
Experiment. Dare to make mistakes in order to make progress, just do it.

A. DAPTIVENESS
Be open to others, allow yourself and your way of working to be changed

Y. ES, AND
Say YES to the new and to the unexpected, build upon each other’s ideas, make the other look good

!. IMPACT
be bold, passionate and engaged

Van Driel, 2012
APPLICATIONS

Negotiations & sales

Change management

Leadership development

Creativity & innovation

Work safety