The Agile Leader

Presented by:
Mary Jane Pories
President
FisHLadder, Inc.
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Presented by Mary Jane Pories
National Association of REALTORS
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Every moment is precious, precisely because it is ephemeral and cannot be duplicated, retrieved, or captured.
Stephen Nachmanovitch

DIVE DEEP: BENEFITS OF IMPROVISATIONAL TRAINING

Change is messy. It’s also inevitable. You can’t control the economy, people, or the weather. So, you might as well learn to improvise. This fresh approach to teamwork and communication improves your organization’s ability to adapt to change and capitalize on our often-unpredictable economic market.

Improvising means keeping your knees bent and your eyes open. Fishladder is designed to help you do just that - to react quickly and intelligently in unpredictable situations. That way you and your company stay in the game.

**Fishladder Mission Statement**

Fishladder, Inc® uses improvisation to help people navigate change by improving their ability to act intelligently and with integrity in unpredictable situations.

**Company History**

Fishladder, Inc. was founded by Mary Jane Pories in 1999, as a direct response to particular needs within the business community. Increasing outgoing employee issues, a volatile economy, and a quickly changing market place cry out for corporate training that is innovative, effective and fun.

Fishladder has designed, developed, and facilitated corporate training programs for clients of all sizes – including Fortune 500 corporations to non profit organizations.

**Benefits of Improvisational Training**

Improvisational techniques help develop a set of behaviors that encourage:

- flexibility
- teamwork
- creativity
- communication

IMPROVISATION is focused CHANGE! The speed and complexity of business demands leaders who are skilled at creating and adjusting to change.

**Why the Name Fishladder?**

Mary Jane chose the name because she likes the idea of jumping over obstacles playfully. “I watched the fish swim upstream, throw their little bodies out of the water, smack into the cement, fall back into the water and try the process all over again. I saw myself in those fish and determined that I could find encouragement in their persistence and resiliency.”

The actual fish ladder is a functional piece of artwork in Grand Rapids, Michigan. Designed by Joseph Kinnebrew, the structure is intended to provide a practical application as well as aesthetic pleasure. If you take the time to watch the fish, you see the ladder allows migrating fish a means of circumventing the powerful water flow at the man-made rapids in the Grand River.
The Agile Leader: Overview

This interactive workshop uses a variety of improvisational exercises to allow you to perceive how an agile leader reacts to a volatile economy, a changing work environment, and status/power issues within working relationships. The play fostered by the games focuses on using the tools of improvisation in order to promote interactive and purposeful communication to improve collaboration, creativity, and productivity.

Our Objective:

• To improve agility in the marketplace in order to create leaders that can manage change and improve customer service by doing the following:
  • Identifying aspects of effective relationships with the association and your clients.
  • Sustaining the vision and values of the National Association of REALTORS by practicing the tools of improvisation.
  • Improving open communication for a free exchange of ideas, solutions, and discoveries.

Leadership Pre/Post Test
Assess your leadership skills on a scale from 1-10 (where 1 = low and 10 = very high). Circle the appropriate number below each statement.

--- 1. How much do you know about how to motivate people?
  1  2  3  4  5  6  7  8  9  10

--- 2. How good are you at talking to groups and communicating?
  1  2  3  4  5  6  7  8  9  10

--- 3. How do you think others would rate you as a leader?
  1  2  3  4  5  6  7  8  9  10

--- 4. How would you rate yourself as a leader?
  1  2  3  4  5  6  7  8  9  10

--- 5. How good are you at dealing with difficult people?
  1  2  3  4  5  6  7  8  9  10

--- 6. How well do you handle discouragement?
  1  2  3  4  5  6  7  8  9  10

--- 7. How much do you know about leadership?
  1  2  3  4  5  6  7  8  9  10

--- 8. How much leadership experience do you have?
  1  2  3  4  5  6  7  8  9  10

--- 9. How well do you work under pressure?
  1  2  3  4  5  6  7  8  9  10

--- 10. How important are you to the overall success of your organization?
  1  2  3  4  5  6  7  8  9  10

--- TOTAL SCORE (Add your answers together and mark the total.)

Now read the questions again and put a check in the left-hand column for the three topics that you would like to learn more about.

Tell me, and I will forget. Show me, and I may remember. Involve me, and I will understand.
Confucius, 450 BC
Outline

I. Beginnings
   a. Our objectives.
   b. Rating yourself as a leader.
   c. Defining improvisation and the tools.

II. Purposeful Improvisation
   a. Being IN THE MOMENT
   b. Finding THE POINT OF CONCENTRATION.
   c. Knowing WHO/WHAT/WHERE.

III. Developing Confidence
   a. Facing your fears.
   b. Knowing your limitations.
   c. Revealing yourself.

IV. Agile Leadership
   a. Agreement and trust – using YES AND…
   b. Inviting collaboration – GIVE AND TAKE
   c. Choosing to COMMIT.

V. Conclusion
   a. Finding your focus.
   b. Giving gifts.
   c. Staying agile.

Key Learnings: Your Notes Here

Humor fulfills a remarkable number of training imperatives. It builds rapport with learners, encourages creative thinking, makes learners feel safe, reduces fatigue, and activates long-term memory.

Training Magazine

We may need to reconsider HOW we ask for feedback.
THE TOOLS OF IMPROVISATION

In the moment
To promote environments that encourage creative innovation you must be wide awake to the present options and opportunities.

Point of concentration
Environments that promote idea sharing are focused and allow for divergent thinking.

Who/ what/ where
To promote connections, you must be fully aware of your surroundings including the relationships, the issues, and the environment.

Yes and...
Agreement creates an environment that allows for all ideas to be displayed.

Give and take
The dialogue promotes communication by allowing for a free exchange of ideas, solutions, and discoveries.

Commit
The dialogue allows for risk and commitment, erasing apathy and inertia.

Based on our time together today and reviewing the PrePost Test from page 2, consider the following question:
WHAT WILL YOU DO DIFFERENTLY?
Take a moment to write your action plan below.

What’s particularly appealing about improvisation is its basic tenet: nothing gets rejected… The lesson is: Don’t be afraid to go out and risk it. The tragedy is to play it safe.’

The Wall Street Journal