

# ORGANIZATIONAL IMPROV TIPS FOR LEADERS

Follow Mindhatch's tips to ensure you and your team get the most out of your workplace improv experience.

1

## BE IN THE ROOM

Your presence will help ensure the conditions are right for everyone, helps set the tone for the session, and allows you to lead "from within" by demonstrating your own vulnerability.

2

## FOLLOW THE GROUND RULES

The facilitator will guide participants to agree on some ground rules/group norms to make the experience a success. These will include things like: No electronics. Be vulnerable. Be present. Have fun. These apply to you, too, no exceptions. So no ducking out for a "very important" phone call. No one needs a reminder that you are Mr./Ms. Big Shot.

3

## RELINQUISH CONTROL (AND ACT LIKE YOU ENJOY IT)

Let the facilitator be your guide. In order for organizational improv to work, the facilitator needs to be the credible expert — and yes, even the leader — in the room. Additionally, relinquishing control is an equalizer. Take pleasure in this opportunity to be a participant and take your leader hat off.

4

## BE POSITIVELY PLAYFUL

The sooner you look silly, make yourself vulnerable, and demonstrate open mindedness and a willingness to experiment, the sooner your team will, too. Smile often and have positive body language.

5

## ASK HELPFUL, SELFLESS QUESTIONS

If you have a productive question that comes from a place of humility and curiosity, ask it. And if you have a question you think others might want to ask but are holding back, ask it too. By asking questions that everyone in the room can benefit from (for example, clarifications on instructions for an activity) you make sure everyone is set up for success. At times, you'll be in a better position to read the room and gauge what your team is thinking — use that to help your facilitator better serve and engage everyone.

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## RESPECT THE PROCESS BY LISTENING

Lead by listening and absorbing. Try to let two (or more) participants speak before you do. Enjoy just listening and learning how your team is processing. Most of your learning, as a leader, from the session will come simply from listening. Respect the experiences and emotions of the other participants that come up. There is no right or wrong here, so get curious and enjoy being surprised by your team. Resist the urge to want to "answer," clarify, or solve everything that is said.

7

## OPT FOR EXPLORATION & SELF-REFLECTION

When you participate in debrief discussions, try to make your contributions exploratory and self-reflective rather than declaratory or interrogative. For example, "This was great and made me realize that I could do better at \_\_\_\_." or "I wonder if this could be used the next time I \_\_\_\_." Use your credibility — and vulnerability — to expand people's thinking..

8

## LEAVE THE COMMENTATOR AT HOME

Refrain from evaluating the workshop or other participants out loud in real-time. Such judgement and evaluation in the moment will cause you to miss important concepts. It can also make your fellow participants uncomfortable or, worse, embolden some of them to display the same unconstructive behavior. There will be time to discuss your personal feedback and thoughts privately with your facilitator after the session is over.

