

EXPERIENTIAL LEARNING EVENTS

Getting in the Groove®

A EXPERIENCE THAT...

- Demonstrates concretely, in a stimulating and provocative way, the dynamics of group performance
- Shows how temporary teams can come together, blend diverse skills and rapidly move to a solid level of performance
- Reveals the organizational conditions that must be in place for people to perform at the top of their ability
- Challenges teams and organizations to collaborate creatively for maximum results
- Shows how to keep moving forward when the objectives and the way are not clear

THE SETTING...

1. The workshop begins with an improvisational performance by a live jazz ensemble, often with musicians who have never played together before. This grabs participants' attention right away and provides them with a dramatic example of a performing organization, right before their eyes (and ears)
2. Participants then engage in a facilitated discussion around what they have just noticed. Typical observations:
 - no egos, no heroes
 - each player had a chance to shine and to lead
 - trusting relationships and mutual respect
 - seamless handoff from one person to another
 - each brings their own personality to the performance

- different skills needed to create the synergy
- they enjoyed themselves

3. Following more jazz, attendees then surface insights around the conditions that need to be in place to foster this behavior and the resulting high quality performance. Some elements they might identify:
 - shared sense of purpose
 - individual competence
 - clarity about roles and responsibilities
 - the importance of trust
 - rules of play and systems of governance
 - ensemble's relationship with the audience
4. Finally, participants then move into the customized part of the workshop, drawing their own insights for how the jazz model can be applied to their own organization, department or team. These discussions are supported at appropriate times by musical examples from the ensemble. Typical applications include:
 - Leadership development
 - Innovation and creativity
 - Managing diversity
 - Assessing organizational culture
 - Managing change
 - Group problem solving and decision making
 - Team building
 - Conflict management
 - Developing individual competencies for self-organizing groups



"Getting in the Groove brought an innovative program of jazz and dialogue to our professional development programs. The idea of using jazz to demonstrate to our consultants the skills for successful teamwork was an unusual concept. With music and facilitated discussion, Brian encouraged our audiences to observe and identify what was taking place among the musicians.

Karyn O'Neill, Chief Human Resource Officer, Mercer HR Consulting

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GETTING IN THE GROOVE® (CONT.)

The session can culminate with individuals or functional groups formulating plans for improving their collective effectiveness. Alternatively, the outcome can be a

strongly reinforced theme for your conference, meeting, or upcoming business year.

THE LEARNINGS...

Agree on some basics

Just as jazz musicians agree on what chord progression to follow and what tempo to use, make sure that your group starts out with a consensus on a few key fundamentals about your goals, how you will work, and rules-of-play for decision-making.

Be flexible and keep an open mind

As in jazz, if everyone goes into a project open to possibilities and ideas generated from others, what the group ultimately creates will far exceed what any individual member could have created on his or her own.

Work with all the group's resources

Allow everyone to participate. The essence of jazz is collective improvisation—the spontaneous, dynamic and creative interplay among the performing artists. Be willing to respond to what goes on around you. It's not just about any one person, alone. Jazz solos are not monologues but creations open to the influences of the accompanying musicians. So should it be in your workplace.

Encourage risk-taking. . .within a structure

You can't have improvisation in jazz without the freedom to express oneself. But, in groups, playing just anything that comes into your head results in chaos. Build in some sensible limits to liberate creative contributions.

THE EVENT...

The freedom, so essential for the performance of jazz, is grounded in a rigorous individual and collective discipline. Jazz figured out a long time ago how diverse but highly interdependent groups of people can perform collaboratively. Jazz has put the theory of synergy into practice. For this reason, jazz, because it thrives on uncertainty and sees it as an opportunity rather than a threat, has much to teach contemporary organizations.

The program is available in several formats:

1. Keynote presentation for conferences or major meetings or as
2. Half or full-day learning event
3. As part of a wider customized leadership development initiative for an executive or senior management group. The initiative might include 360 feedback (The Leadership Circle), focused leadership training, and special learning event simulations, and one-on-one coaching.
4. "Unbundled," beginning with the initial GITG event and then followed by a series of five sessions, each one emphasizing one of Peter Senge's "disciplines" of a Learning Organization. (Personal Mastery, Mental Models, Shared Vision, Team Learning and Systems Thinking)



"Lots of things to process. Wow, that event works at multiple levels. At times the emotion in the room was almost touchable and then all the people madly taking notes and looking for the recipe of take-aways and wishing you had used the flip charts. Talk about people having multiple views all playing at the same time ... and all that with 150 people!"

Pat Bradshaw PhD, MBA Program Director, Schulich School of Business, York University

SAMPLE OF CLIENTS SERVED:

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WE ARE A LEADERSHIP DEVELOPMENT FIRM DEDICATED TO HELPING OUR CLIENTS LEVERAGE THE TALENTS OF THEIR MANAGERS AND TEAMS.

We offer training workshops, facilitation services, keynote presentations, and executive coaching that help managers generate consistently high performance by (1) fostering commitment and accountability in their employees and (2) building productive teams.

Our clients include organizations from the corporate, public, and not-for-profit sectors, as well as associations. They know Fulcrum for programs that:

- Present cutting edge concepts and practical techniques,
- Apply interactive adult learning approaches and
- Energize people to deliver superior results

Fulcrum Associates Inc. was founded in 1988. We are a continental firm, headquartered in Northern Virginia, with an operation in Toronto. For projects large or small we are able to draw on the talents of a select number of highly professional associates, each heading a successful independent practice, who deliver programs tailored for today's organizations.



BRIAN IS AN ORGANIZATION DEVELOPMENT CONSULTANT WITH AN INTEREST IN JAZZ AS A STUDENT OF ITS HISTORY AND A PLAYER OF JAZZ PIANO.

These vocational and avocational interests have come together in a business venture, Getting in the Groove, that explores jazz as an improvisational art form and its implications for organizational change, innovation and learning.

Previously he directed the reward management practice area of Hay Management Consultants Canada and provided consulting services in the areas of human resource functional reviews, organization design and development, career and succession planning, management development and training, performance management and executive incentive compensation.



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