

Creating Creativity Even in Uncreative Work Environments--A Fun Approach

Presented by
Carole Buncher



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Instructor Background

Carole S. Buncher, M.S., B.A

Hello. I'm pleased to be working with you today. I own **Carole Buncher and Associates: The Competency Company** (CBA), a small, emerging, Washington, DC-based training and consulting firm. CBA specializes in delivering a wide variety of training, primarily to the audit community, including audit report writing, public speaking, supervision, leadership, conflict management, and creative problem solving.

For 23 years prior to establishing CBA, I led analyses of federal programs and policies for the U.S. Government Accountability Office (GAO).

During my GAO tenure, I was also actively involved in designing and delivering audit training, both internal and external to GAO .

Delivering training that is fun and results focused is my passion. I look forward to sharing my expertise with you and facilitating your learning and performance improvement experience.

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Workshop Objectives

At the end of this workshop, you'll be able to:

- Understand and apply innovative problem-solving techniques
- Creatively build effective teams
- Creatively solve problems related to audit training

Stretch Target

“ . . . Using dreams to set business targets—with no real idea of how to get there. If you know how to get there, it's not a stretch target. Incremental goals inspire or challenge no one nor do they capture anyone's imagination.”

- Jack Welch

Stretch Target

How To Make Sure Auditors Get Their in Times of Tight Budgets

- Teams of 5 or 6
- Appoint note taker
- 20 ideas
- No censorship
- No idea is too crazy
- Be the first team to identify 20 ideas



Advantages of Stretch Targets?

Creative (and Easy) Team Building

- Lion
- Puppy
- Owl
- Turtle

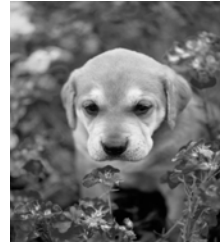
'Lion'



- Take-charge personality
- "King of the jungle"
- Comfortable in competitive situations
- First to "cross the finish line"
- Decisive

'Puppy'

- Enthusiastic
- Willing to do whatever is asked of them
- Highly attentive to people and feelings
- Will try to resolve conflicts



'Owl'



- Wise
- "Go-to" person
- Analytical
- Likes theories, concepts, ideas

'Turtle'

- Thorough
- Looks under every stone
- May not be first to cross the finish line
- Likes options
- Well organized
- Likes procedures and structure



Which Are You—Lion, Puppy, Owl, or Turtle?

- How do the characteristics of your animal type add value to your job?
- What challenges do you face in your work place given the characteristics of your animal type?
- What challenges might you face in working with each of the other types?

Best Teams Are Comprised of:

- All the same type? No!
- All different types? Yes!

Brain Writing

How to Reduce the Number of Training “No-Shows”

- Silent and written brainstorming.
- Teams of six.
- Take out one piece of paper that you don't need.
- On your paper, write one idea for reducing the number of training “no shows”.
- Limit your idea to a short sentence or two.
- When everyone on your team has finished writing, pass your paper to the person to your right.
- On the paper you have received, build on the idea(s) written on the paper.
- Keep going until you receive your original paper.

Advantages of Brain Writing

The Need for Criteria in the Brainstorming Selection Process: Getting Highly Effective Trainers

1. In your team, brainstorm 10 ways to get highly effective trainers (both subject matter experts and strong "platform" skills).
2. Which is the best answer?

What have you learned today?



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Questions? Comments?

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