



Creative Thinking and the Learning Organization

OVERVIEW

Much of what people do every day is put out fires, solve problems and make decisions. How those decisions are made may depend on the culture of the organization. In a Learning Organization, employees are encouraged to think creatively and to pursue opportunities that may not exist in the present.

While creativity is an admirable quality, it must be partnered with effective process to gain the full benefit. Quality and consistency are the cornerstones of an effective organization. Within the framework of quality, organizations can continuously improve and re-engineer their future.

One of the most important decisions that an employee will need to make within an organization is in regards to their personal career path. Succession planning and career path development is important to both the individual as well as the organization. Recruiting, organizational training and succession planning are dependent on the collective career path development of the entire staff.

As organizations grow, there will be changes that all employees must deal with. With change comes great opportunity. Letting go of the "way we've always done it" opens the door to unlimited potential. Some may find change stressful and some may embrace it, even crave it. How we see change will impact our own personal reactions to the inevitable changes within the organization.

LEARNING OBJECTIVES

Participants who complete this workshop will:

- Find new ways to solve problems, using non-traditional but creative methods.
- Make the connection between creativity and quality.
- Break out of ruts and routines.
- Motivate and inspire teams into acting and behaving in a creative way.
- Identify the benefits of investing in learning and continuous improvement.
- See the benefits of career path development for both the individuals and the organization.

COURSE OUTLINE

- Group problem solving and decision making
- Quality, excellence and process improvement
- Career path development and the learning organization
- Succession planning for future growth
- Change management
- Embracing change

