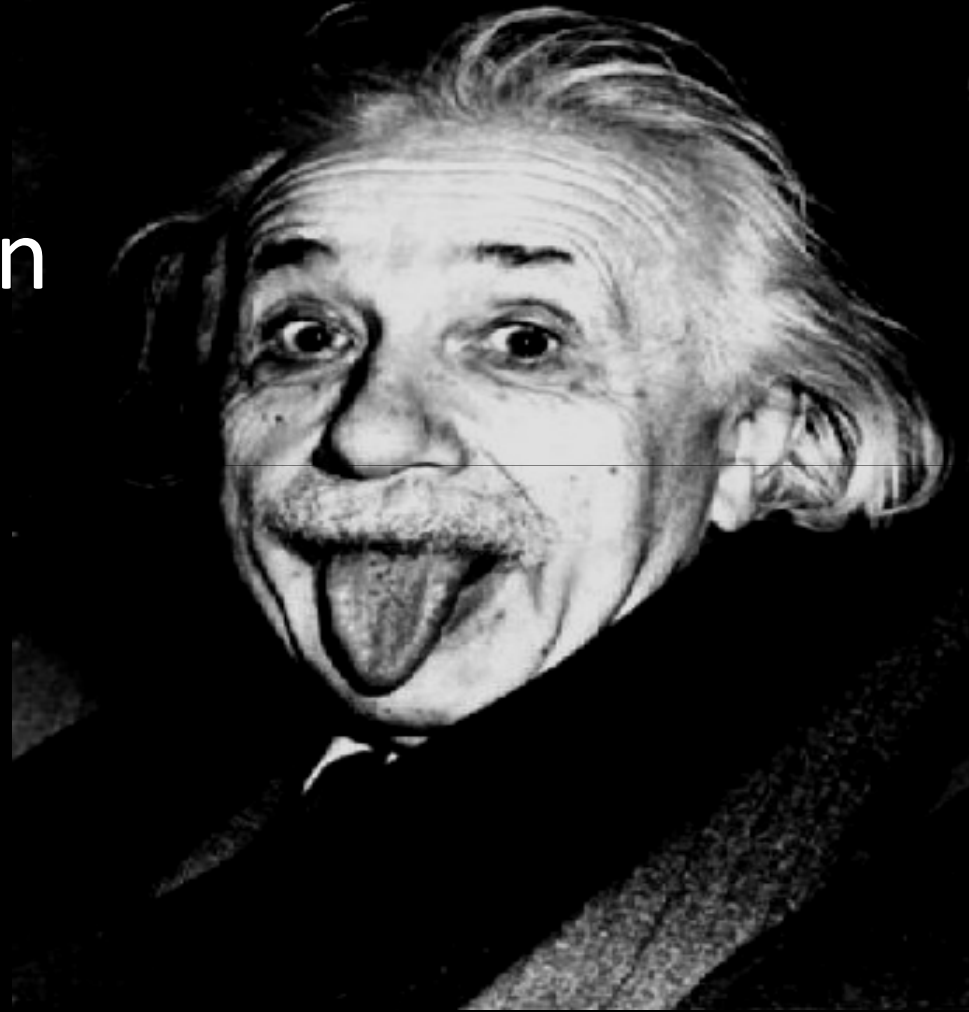


# THE ART OF LEADERSHIP

*Imagination*  
is more  
important than  
knowledge.

- einstein



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# Torrance Test of Creative Thinking

## 1. *Fluency* -

The ability to generate a large volume of ideas. How many total ideas did you come up with. 1 point for each idea

## 2. *Flexibility* –

ability to generate ideas in a number of different categories. Ideas outside the most common “container” uses would receive 1 point.

## 3. *Originality* –

the ability to generate unique, unexpected and unusual ideas. Any idea that no one else has gets 2 points.

## 4. *Elaboration* –

the ability to add details or to expand on the item itself. Sub-part of a whole, or transfigured into a different item altogether.

# COLLABORATIVE PROBLEM SOLVING

## 1. How did the group solve the challenge(discuss for 5 minutes)

- did they work as a team or individuals
- did they communicate well
- was there a definitive leader or was the role shared? Did it help?

## 2. Behaviors (discuss for 5 minutes)

- what behaviors helped the group? (list 3)
- what behaviors hindered the group? (list 3)

## 3. How did this example resemble your office environment?

- leadership, personalities (what is the dream team environment?)
- techniques, communication (what is the most efficient problem solving method?)

## Techniques for igniting **HIGH PERFORMANCE** leadership

### 1. Innovation

- creating a culture of innovation
- emotional commitment

### 2. De-Familiarize the Ordinary

- other industries (Disney, Fedex, Apple)
- new employees
- strategic partnerships

### 3. Brainstorming

- forced association
- open the borders of your mind
- focus on quantity and pinging
- eliminate firehosing

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