

# **WELCOME TO Unleashing Creativity: Designing for Innovation and Meaningful Participation**

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ENTREPRENEURSHIP AND INNOVATION  
ENTR 398-E&I Practicum  
This is PART 1



# Two Awesome Practicum Opportunities!!

1. Unleashing Creativity: Designing for Innovation and Meaningful Participation
2. Coaching for Innovation



# Part 1A

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Welcome & Our Learning Journey Together

What's the shared Dream?



# Tools we will use...

Google Doc:

[https://docs.google.com/document/d/1GmrD\\_ROvdJTUBgCPHN9C9\\_J0pNBZ7K-uMb0DW54QMfs/edit?usp=sharing](https://docs.google.com/document/d/1GmrD_ROvdJTUBgCPHN9C9_J0pNBZ7K-uMb0DW54QMfs/edit?usp=sharing)

Breakout Rooms

Chat

# Impromptu Networking

You are invited to engage in a 4 minute conversation with a fellow learner. You will receive an invite to join a breakout room. When we return, you will do a 15 second introduction of your partner to the learning community with what you heard.

Take 2 minute each max and share your answer to...

- ***What is your name?***
- ***What gets you energized and excited?***
- ***What are 1 or 2 things you are up to out there in the world that are energizing?***

# Impromptu Networking

You are invited to engage in a 2 minute conversation with a fellow learner. You will receive an invite to join a breakout room.

Take 1 minute each max and share your answer to...

***What inspired you to take this course?***

# Impromptu Networking

You are invited to engage in a 2 minute conversation with a fellow learner. You will receive an invite to join a breakout room.

Take 1 minute each max and share your answer to...

***Tell a 1 minute story of when you have felt creative/innovative or in the presence of creativity/innovation.***

OK, what is this  
class all about?





# We are a collaborative Learning Community

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Not a sage on the stage (although I do know some stuff)

Not a dump into your empty bucket



*Experiential and Challenge Based*  
*So we can grow...*





**While it would be fun,  
this is not a become  
more creative class.**

***Although, hmmm, maybe  
it is...***

And, what the heck is  
this practicum thing?

Syllabus

As this is a practicum, we will lean toward objectives that are achieved in an experiential sort of way...let's experience and try things out that enhance innovation and meaningful participation!

**Participants (that's you!) will:**

1. Build a shared introductory understanding of what Entrepreneurial Leaders do and what is unique about this leadership perspective and 5 keys to developing as an Entrepreneurial Leader.
2. Explore their own development as Entrepreneurial Leaders and to practice applying what is learned to an appropriate context of their choosing.
3. Build a shared understanding of what is meant by innovation and meaningful participation and why it all matters.
4. Experience and build an introductory understanding of paradigms and processes that support innovation and meaningful participation including Appreciative Inquiry, Design Thinking and Human Centered Design
5. Experience and build an introductory understanding of facilitative leadership paradigms and techniques that support innovation and meaningful participation including coaching, liberating structures, and creative problem solving.

# Three Weeks-Three Chunks of Learning

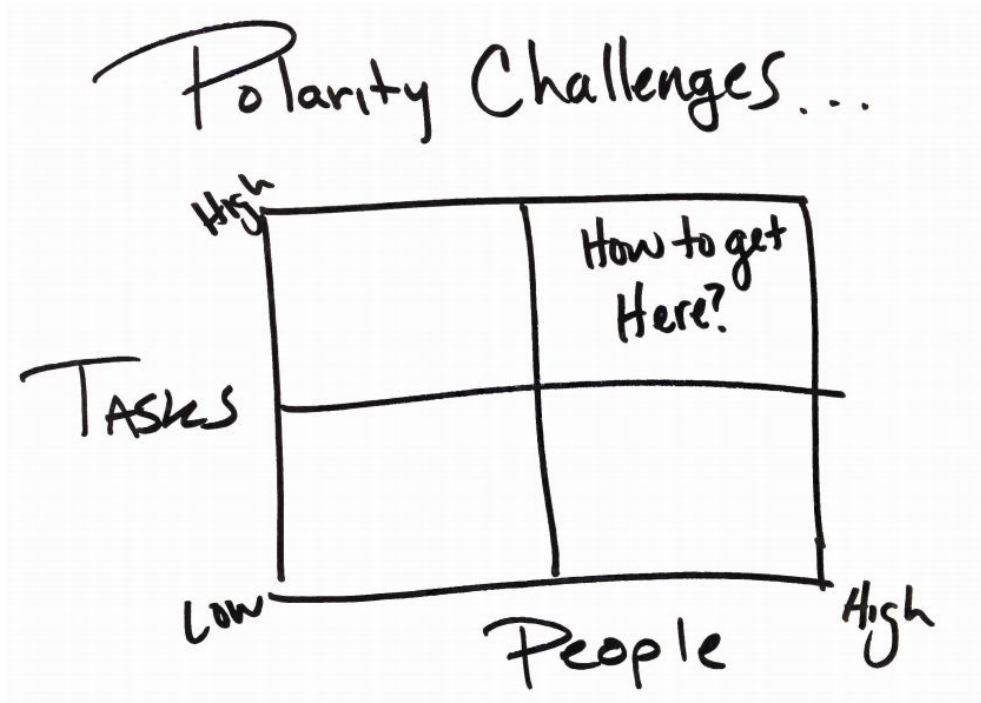
**Week 1:** Today-Exploring YOU as a EL and What we are WANTING to have/do/become/be as it relates to innovation and meaningful participation.

**Week 2:** Next Time-Process-Introduction to Appreciative Inquiry, Design Thinking/Human Centered Design, Connection to your Context

**Week 3:** Last Time-Introduction to Facilitative Leadership



So, what are we really up to?



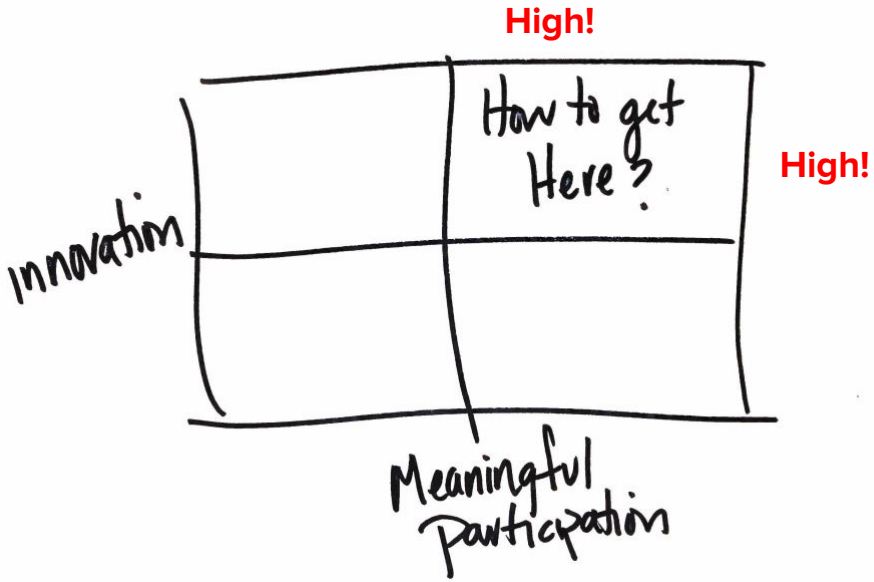
So, what are we really up to?





So, what are we really up to?

Even More Specifically...



# Impromptu Networking

You are invited to engage in a 2 minute conversation with a fellow learner. You will receive an invite to join a breakout room.

Take 1 minute each max and share your answer to...

See the [syllabus](#)

***What do you see in our Journey Statement that might lend toward creativity, innovation and meaningful participation?***

# So, lets screw this up royally....

Invitation (Groups of 3-4; 15ish minutes total):

***Share a 2 min max story of when this went wrong for you. Others listen. Pull out what you heard and make a list in the Google Doc of diabolical things you could do.***

***Now, build on every specific about what you could DO to make it go wrong. Mess with it physically, mentally, emotionally--screw with people's insides and outsides.***

***Basically, just draw from your own experiences and add flourish and exaggeration!***

What patterns do you see across the groups?

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Entrepreneurial Leaders...what are you trying to do? UNLEASH=SET FREE

**YOU** are free from **LIMITATIONS** to

**HAVE/DO/BECOME/BE** high

innovation/creativity and high well-being/meaningful participation.

*Ok, the grammar is not perfect, yet you get the idea...*

What LIMITATIONS do you see? Put them in the  
Google Doc  
External?

Internal?

PAUSE! What do we even mean by Innovation?  
Meaningful Participation?

Let's Chat it up.

***First...How do you define Innovation?***

***Second...How do you define Meaningful Participation?***

# Here are some possible definitions...

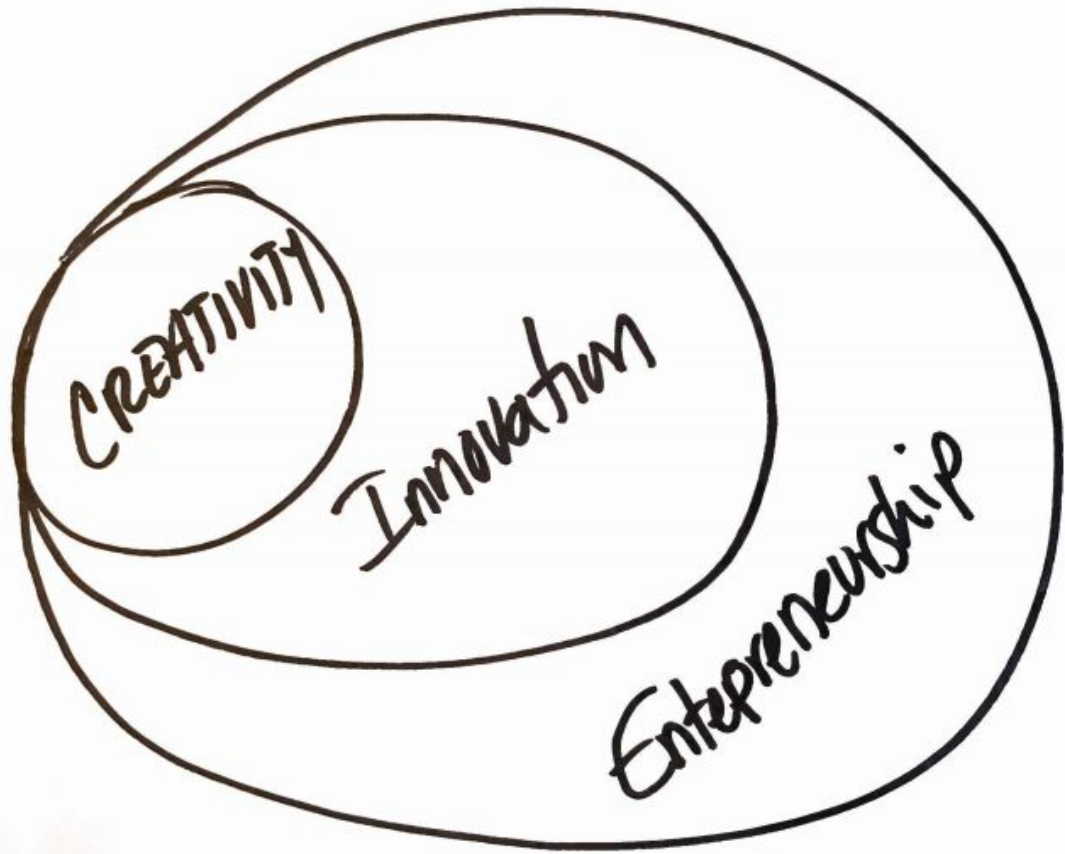
**Innovation:** The implementation of creative “ideas or concepts in some specific context, with an eye toward producing outcomes that are original, useful, appropriate and actionable” (Dino, 2017, p. 24)

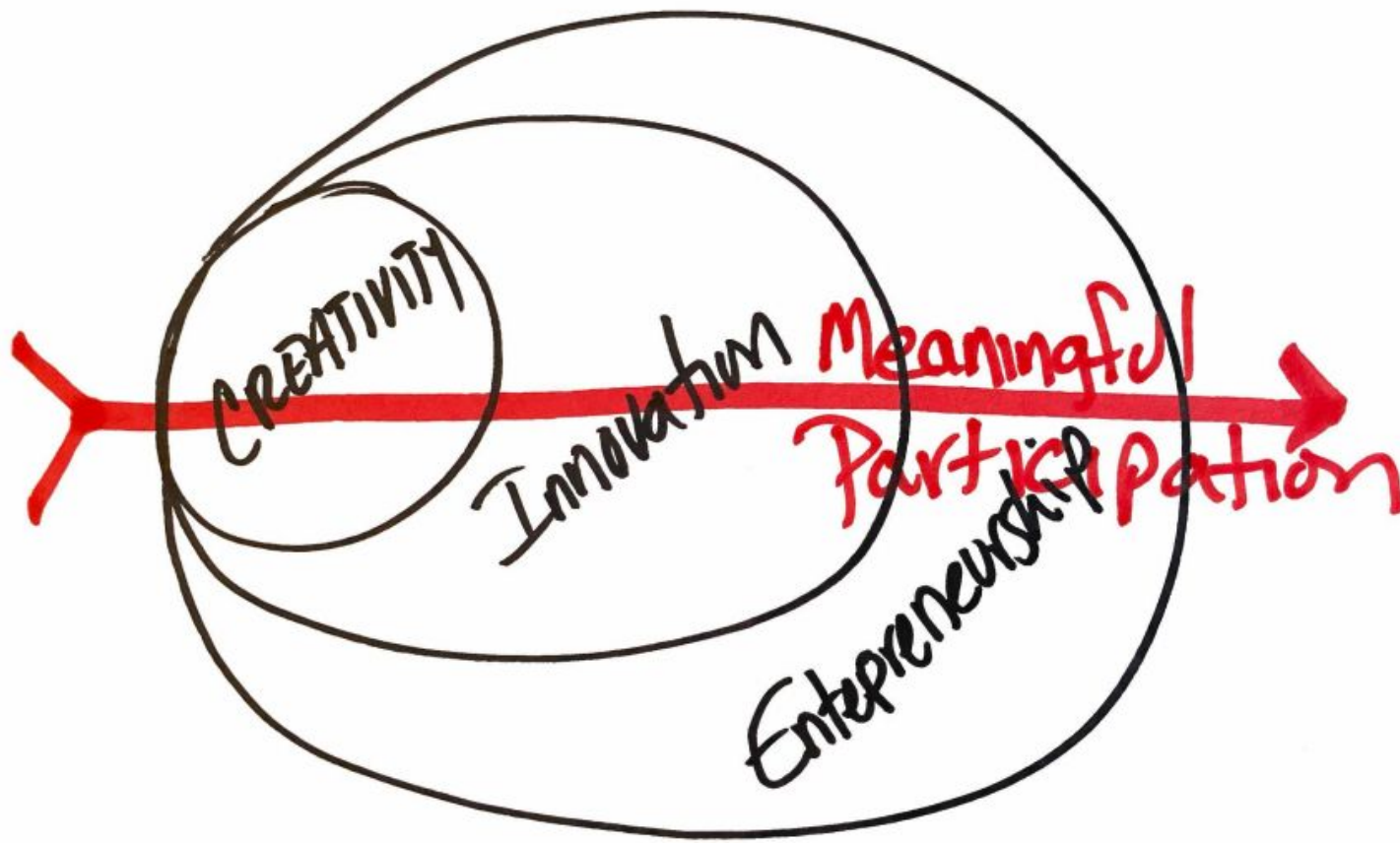
**Meaningful Participation:** people are mentally, emotionally, physically engaged, fueled by a WHY they value (Dr. S Definition)

**Creativity**=Originality x Appropriateness (Simonton, 2012)

**Entrepreneurship:** The act of seeing an opportunity, fitting it with an innovation and bringing people and resources together to make change happen (under conditions of personal risk). (Dr. S Definition); “the identification and capture of opportunities for useful and actionable outcome in which a need could be satisfied, value could be created, or a solution could be found for an intractable problem” (Dino, 2017, p. 24)







CREATIVITY

Innovation

Entrepreneurship

Meaningful Participation

# What could be done to “flip” the diabolicalness and Limitations to get to where we want to go?

Invitation (approx 10 minutes)

***Work with a group of 2-3 folks to change these from things that reduce innovation and/or meaningful participation to things that would bring us to HIGH/HIGH.***

What patterns do you see across the groups for the flip?

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Break time! And while you are away...

*On break, think of a story where you really nailed innovation and/or meaningful participation as a leader of a team or as a member of the team (we primed this earlier...).*

# Part 1B

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Entrepreneurial Leaders

What to already appreciate about you?  
What's YOUR Dream?



What do we want?

What are potential  
signs & signals we  
are getting it right?

Let's  
Chat it  
UP!

# Appreciative Interviews

Invitation: 5 minute interviews, 3 minutes appreciative feedback

With a partner and observer, conduct and interview & be interviewed about a time when you really nailed innovation and/or meaningful participation as a leader of a team or as a member of the team.



# Details...

Roles: Interviewer, Interviewee and observer

*We are listening for what we APPRECIATE---what are the signs and signals indicating nailing innovation and/or meaningful participation?*

- **Interviewee**-tell your story as fully as possible-Share what happened and how you experienced it...thoughts, feelings, physical surroundings
- **Interviewer**--Lead with curiosity! Minimize judgment! Ask open ended questions and seek for them to Tell you more---explore what happened, the thoughts, feelings, physical surroundings.
- **Observer**--listen and learn, list what you are hearing on the GOOGLE DOC
- ***When finished***, Interviewer and Observer relay what they heard and appreciate all that went well. Capture as much as you can on the Google Doc.

We will do the first (8 minutes total) and come back to main to check in then go back into breakouts...

What do we want?

What did you hear  
that indicate the  
signs and signals  
that we are getting  
it right?

Google  
Doc!

Again, what  
patterns do you  
see? Capture on  
Google Doc

Yeah, but WHO  
CARES????

Why is getting what we “want” potentially important? This gets to why we are even putting effort to this in the first place...

1-2-4-All

*For one minute*, write down your own answers to the question.

*For two minutes*, share and build on the list with a partner.

*For four minutes*, share and build on the list with with a quad.

ALL from main room-Add to the GOOGLE Doc

Let's see what we produced!

Break time!

# Part 1C

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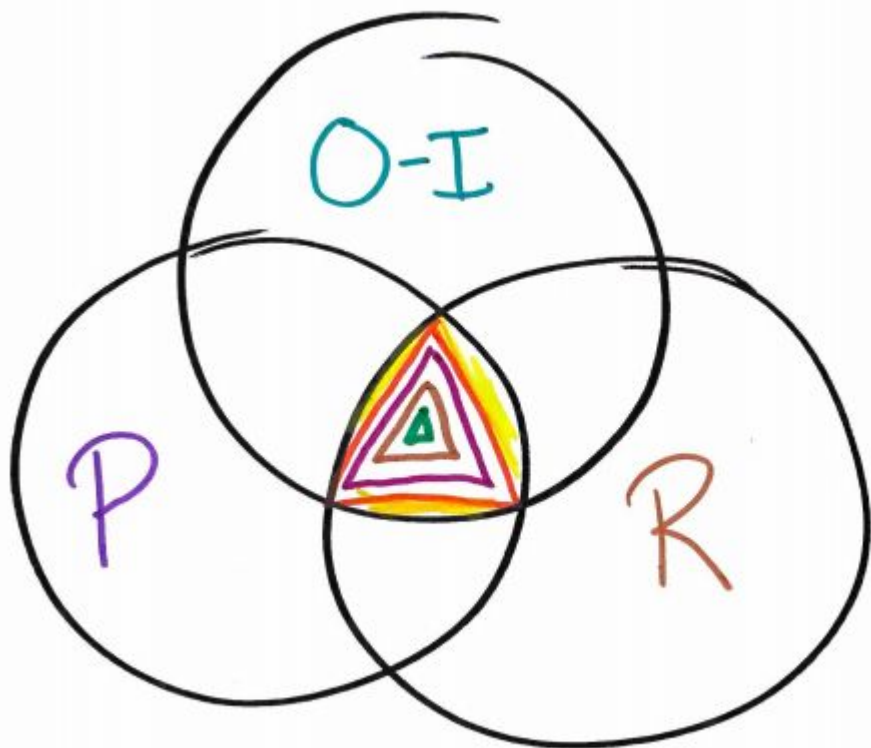
Your Journey as an Entrepreneurial Leader



The Why...  
this is getting  
clearer



But what do  
entrepreneurial  
leaders do again?



How do I develop  
as an  
Entrepreneurial  
Leader?

# Developmental Questions-Quick Intro

Entrepreneurial Leadership focuses on multiple areas--what are the key developmental questions for you on your learning journey?

1. **(W) The Why**-what is the higher purpose for engaging in innovation?
2. **(M) The EL Mindset**-What mindset supports the leader and the team in innovation and meaningful participation?
3. **(CEK) Cause-Effect Knowledge**-What knowledge, skills and abilities are needed?
4. **(IP) Innovation Process**-What processes might be used?
5. **(FL) Facilitative Leadership**-How might we bring out the best in people and the team collaboration?
6. **(+) Wild Card!** "+"

The Why-we got  
into this last section

# EL Mindset

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# EL Mindset when it comes to innovation and meaningful participation

- *What is Entrepreneurial Leadership?*
- *What do we mean by Mindset?*
- *Whose mindset matters?*
- *What mindset supports innovation/creativity and meaningful participation?*

# Cause-Effect Knowledge



## Cause-Effect Knowledge

- *Definitions*
- *What leads to/blocks Creativity & Innovation?*
- *What leads to Meaningful Participation? High well-being?*

# Innovation Process

# Innovation Process

- *What are innovation processes?*
- *What is Appreciative Inquiry and how does it matter in all this (process and philosophy)? How does it work? How to make it work to gain both innovation & meaningful participation? How does it relate to DT and HCD?*
- *What is the Design Thinking process? How does it work? How to make it work to gain both innovation & meaningful participation?*
- *How does DT relate to Human Centered Design? How does it abstract up to the macro AI philosophy and process? Coaching? How does it abstract down to the micro Facilitation philosophy and processes of Liberating Structures and Creative Problem Solving?*

# Facilitative Leadership

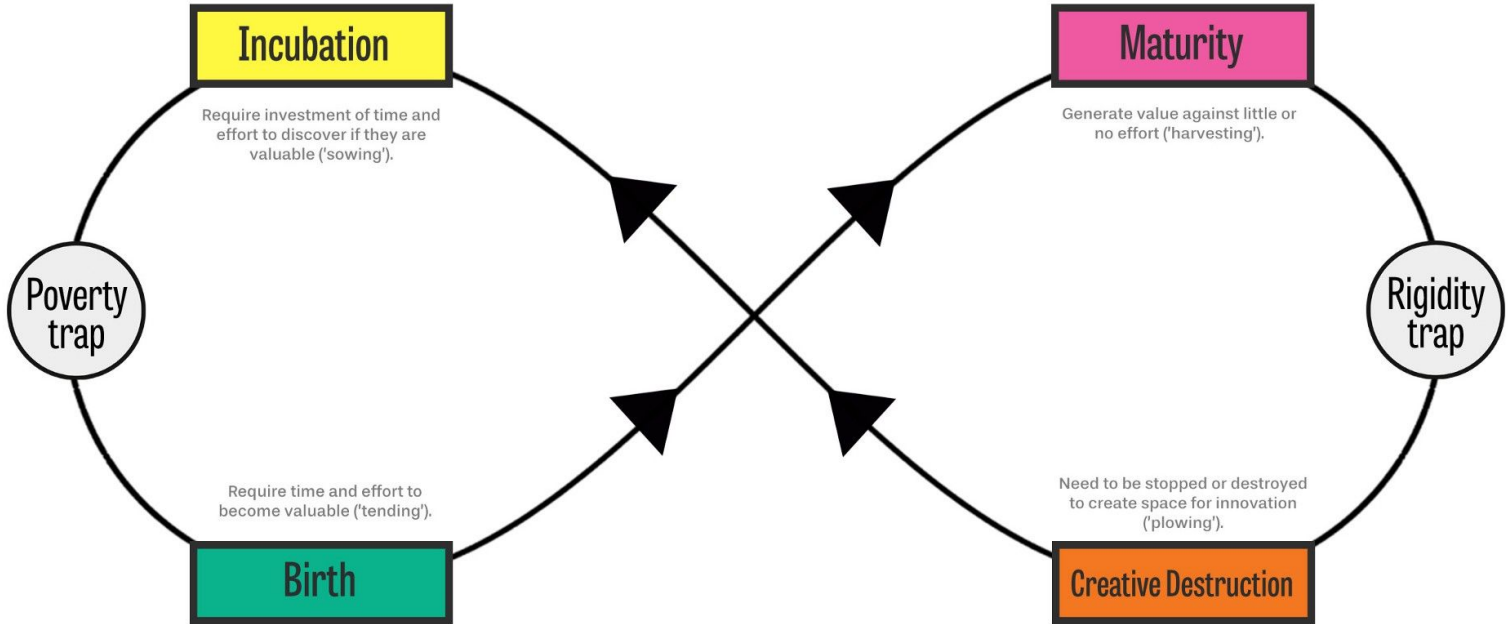
# Facilitative Leadership

- *How might I use the philosophy and techniques of facilitation and guiding to support meaningful participation and innovation?*
- *How can I use coaching conversations to powerfully open up possibility, minimize judgement and lead with curiosity?*
- *How might I use other approaches such as Creative Problem Solving, Liberating Structures?*

Models that may be useful to connect  
this stuff

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# Ecocycle Planning



Creative - Messy - Uncertainty - First-hand  
insights & Outside ideas - Multiple Perspectives - Flat structure  
& process - Probes & little Experiments - Options

Efficiency - Certainty - Stability - Focus on Conservation  
Hierarchical structure & process - Rules, Policies & Procedures  
Standardisation - Specialists - Fast Returns - Low Risk Tolerance



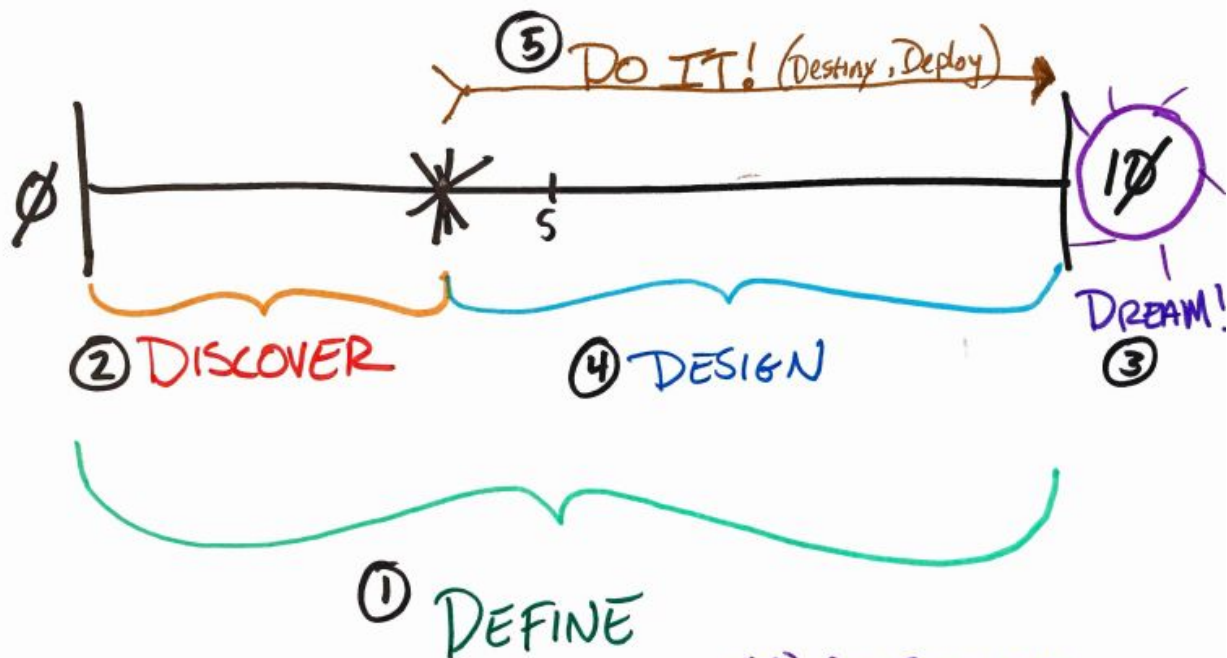
Entrepreneurial - Generalists - Roles  
Adaptive structure and process - Prototypes & Pilot Projects  
Variation - Lag times - Flexible funding - Flexible rules  
Tolerance for risk - Dead ends - Emerging practice

Unraveling - Confusion - Chaotic - Loss, Anger, Blame, Conflict  
Little structure or process - Reflection - Relationships  
Emphasis on Essence, Values & Principles  
New Energy & Urgency

Source: Mark Cabaj, Here to there, 2013



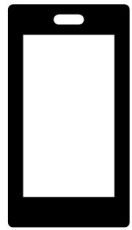
# COACHING w/ Appreciative Inquiry Lens



(C) ART SHERRWOOD



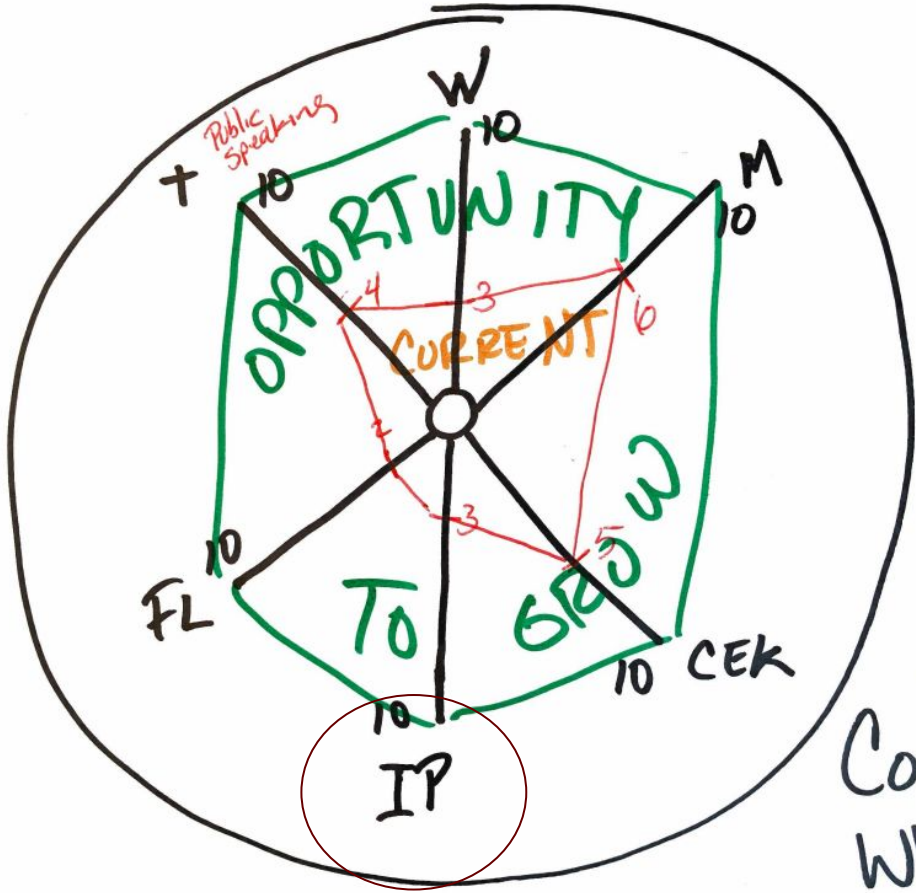
Take a Picture!



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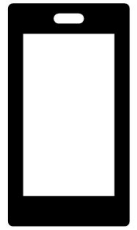
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EL  
Coaching  
Wheel



Take a Picture!

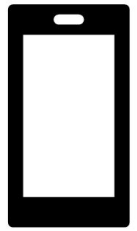


## Basic Process. CURIOSITY! Tell me more...

1. On a scale of 0-10, with 0=miserable and 10=best it could possibly be, rate your satisfaction level with your development level for INNOVATION PROCESS (IP)
2. What does a **#** mean to you?
3. I see you are not a zero! What is going on that you are not a zero?
4. What might a 10 look like for you?
5. Let's fast forward 2 months. Where would you love to be in 2 months (**##**)?
6. What does **##** mean to you?
7. How might you move from where you are now to where you would love to be in two months?
8. Of these possibilities, which seems like the next best step?



Take a Picture!



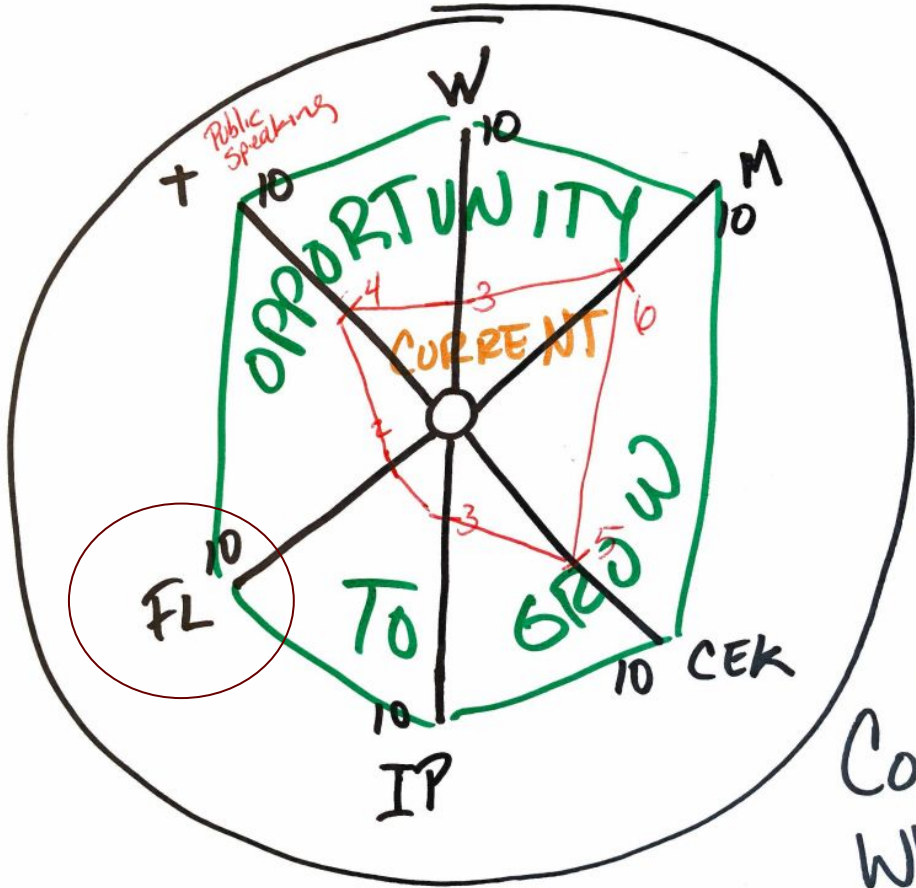
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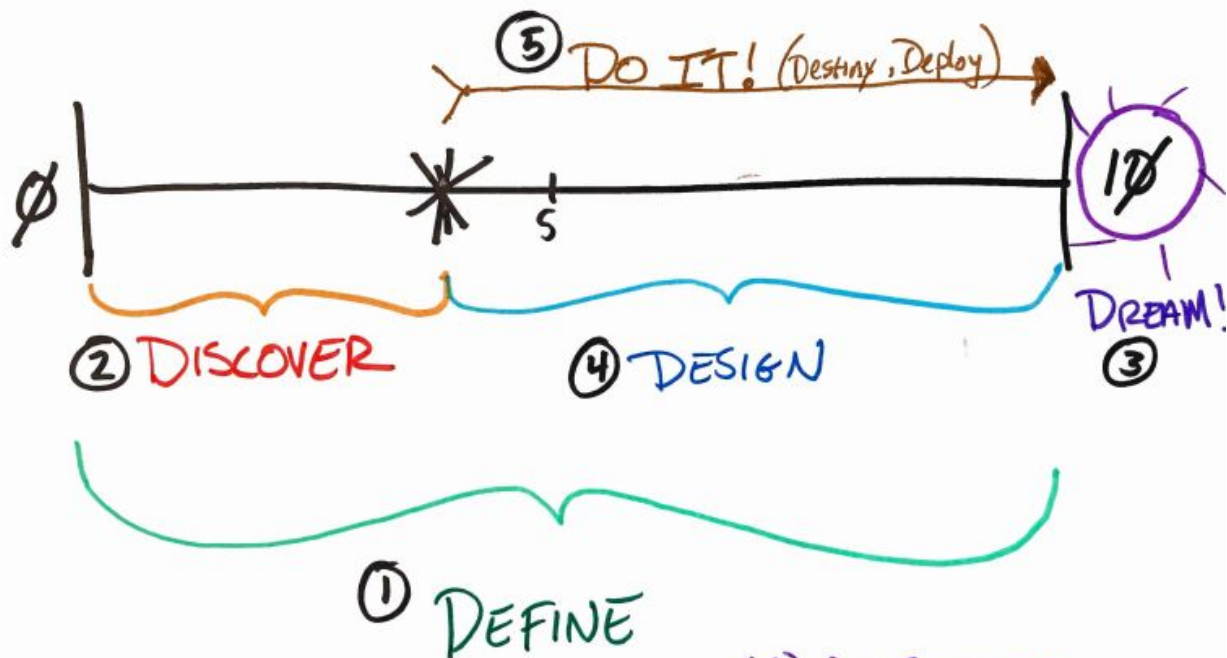
**volunteer**

**?**



EL  
Coaching  
Wheel

# COACHING w/ Appreciative Inquiry Lens



(C) ART SHERRWOOD



# Part 1D

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What in the world is going on? Debrief

What's your challenge?



What has been going on??? Let's Chat it up!

*What have you noticed about what we have been doing that has anything to do with our desires for high innovation and high meaningful participation?*

You are experientially engaging in EL stuff...

***In this course, the why and the mindset are integrated throughout. We will focus a lot in the next classes on innovative process that leverages important cause-effect knowledge and the skills/abilities of facilitative leadership (coaching and collaboration)***

A blue-tinted image of a complex maze with a yellow horizontal line across the middle. The maze is composed of thick, rounded walls made of green grass or moss, set against a dark blue background. The text "What is your challenge?" is written in white, sans-serif font across the center of the maze. A thin yellow horizontal line runs across the middle of the image, just below the text.

What is your challenge?

# Invitation

With a partner, generate 3-4 challenge contexts/situations where you could apply your developing Entrepreneurial Leadership magic.

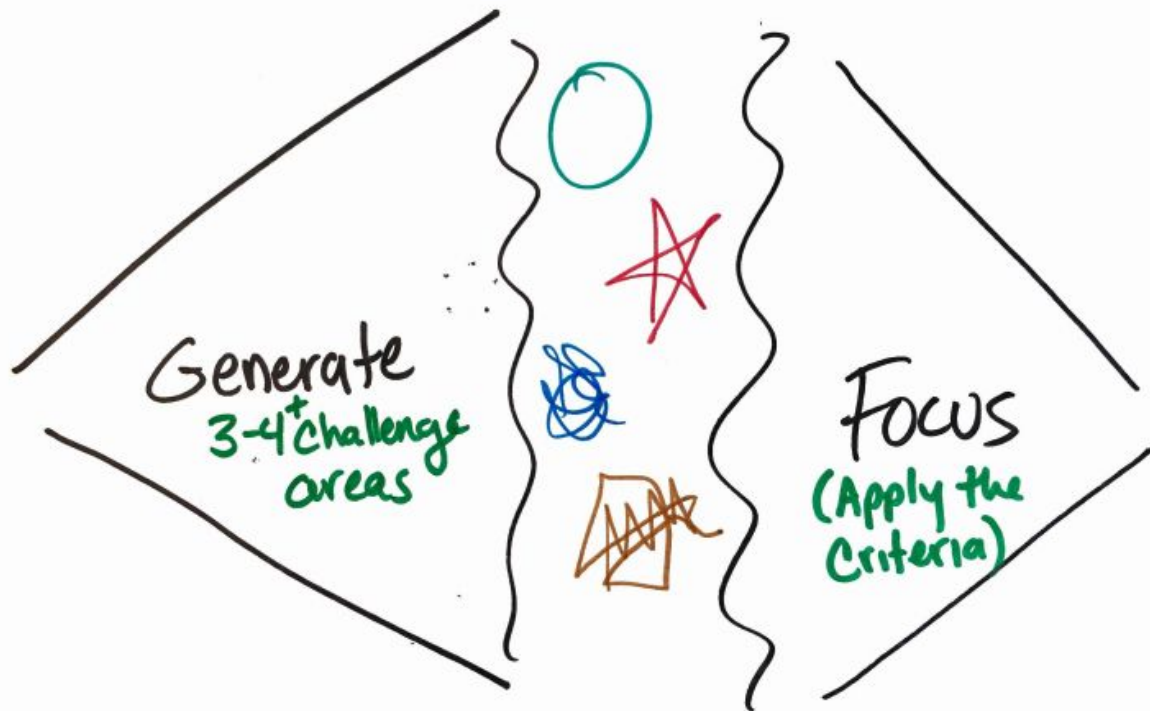
I would like you to think of one that you would like to support innovation and creativity work along with meaningful participation.

**A. Something you want to move forward**

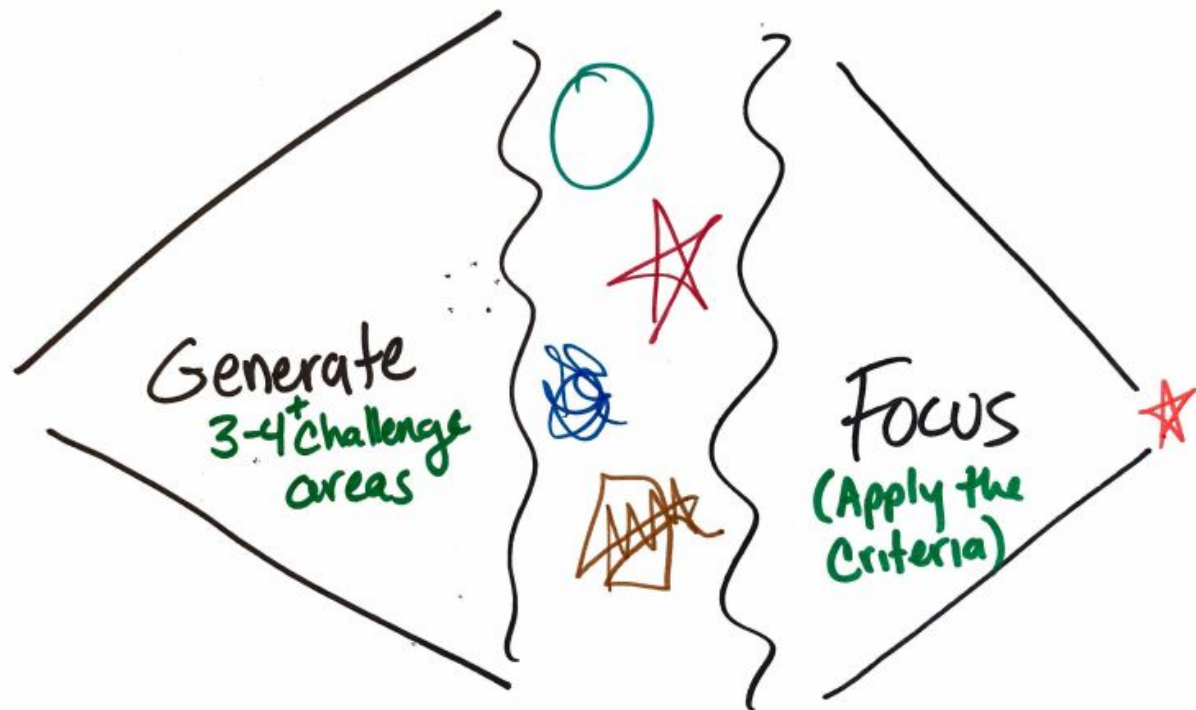
**B. Requires solutions that are new and useful**

**C. Requires the meaningful participation of others in order to move forward**

# BASIC IDEATION MODEL/PROCESS



# BASIC IDEATION MODEL/PROCESS



To ponder between now and next week...Myth Busting Time! Let's bust these limitations...

### **Innovation...**

- 1. only happens as the result of the work of a lone genius**
- 2. only happens by chance and if you are lucky**
- 3. only happens as a result of a totally free-flowing and unrestricted process**
- 4. is only about major discoveries and big-breakthroughs**
- 5. not sustainable-the world has enough new products**
- 6. is all about having great ideas**
- 7. Only comes from specially gifted individuals with an innovative personality**



***What do you observe in these? What stands out to you? What are the implications for you and your teams?***



That's a Wrap!