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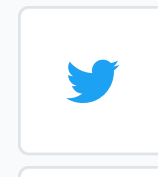
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Oct 26, 2018 Issue #22 - HR and Improv: Creepin it Real at Work

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Elizabeth M. Lembke - Chief Talent Navigator (HR Consultant) @elizabethlembke

"Can Humor Help Human Resources?" asks Pam Victor, Head of Happiness (aka President/Founder) of Happier Valley Comedy. It is a valid question, because if you look the stereotypes around HR, it seems like we need some humor and we need some help.

To illustrate this point, a short association game (pick your favorites):

HR are the...:

- fun police
• hall monitors
• work mommas
• wrist slappers
• office fairies
• secret agents
• process dictators
• compensation dragons
• union snatchers
• nay-sayers
• cheerleaders
• enablers of bad management
• good minions
• are afraid to draw outside the lines
• ...

If that is the perception, why does HR - or the people role at work - even still exist?

Mandy Chooi, faculty member at the THNK School of Creative Leadership, and I took these stereotypes to challenge our thinking around the purpose of the HR function. What do I mean? For example, if the old purpose of HR was to run the processes effectively, efficiently and with little noise (which led to the aforementioned stereotypes) and this role no longer serving purpose, then...

What is the role of HR?

Taking inspiration from improv, design, innovation and variety shows to help answer this question, we will be co-hosting Creepin' it Real: an HR improv design workshop on October 31st in Amsterdam on:

What is and will be the people role in the world of work?

I invite you to get inspired with us in this week's edition, share with me your thoughts and follow us on Instagram @hrimprov!



Does HR mean what you think it means?

Sensing as a Skill

Five Skills You'll Need To Lead The Company Of The Future

What worked in the past doesn't work now. First skill right out of the box: THE ABILITY TO THINK OF NEW SOLUTIONS.



The article goes on to highlight chaos, tech, soft as the new hard, and being able to work with people and technology at the same time.

www.fastcompany.com

2018 Is the Year of the Intangibles – BRIGHT Magazine

You cannot grab it - you need to sense it? In a previous edition, I talked about being able to combine different disciplines and harvest new insight. Well, that is becoming more and more relevant. (In the old business speak, we talked about YUCA, now we are talking about intangibles.) At Stanford there is some great work being done leveraging improv and design: this article takes you through some of the thinking.



brightthemag.com

Insights Gained from Improv and Design



Improv comedy will change the world | Jennifer Hunter | TEDxLSSU - YouTube

Jennifer Hunter, a faculty member of Lake Superior State University, lays out how improv guidelines like "yes, and...", "be in the moment", "stay flexible" can help change the world. A good demo of how the difference in approach changes outcomes.

www.youtube.com

The role of improvisation in generating Collective Impact

In "Embracing Emergence: How Collective Impact Addresses Complexity," published in the Stanford Social Innovation Review, John Kania and Mark Kramer lay out an inherent challenge to working together across sectors:



[In complex systems], there is no single solution to [the] problems, and even if a solution were known, no one individual or organization is in a position to compel all the players involved to adopt it.

This article showcases three improv techniques can be used to help people invent, co-create in a more playful manner. Whether you are working on social change or determining mobility plans for the future - the right mindset to start from.

blog.cocap.io



Ben Brode - Design Lessons from Improv - YouTube

Blizzard hosts a "Design Summit" every few years, where designers from around the company get together and share ideas. Ben Brode, a game designer, talks through key learnings he got from improv and applied them to his work. When listening in, ascribe his role as a leader or team member and it is all very relevant to how effective co-creation happens.

www.youtube.com

Improv and Design Thinking — more similar than you imagine

Different but similar? Improv and Design Thinking use people and stories, believe that trust is the foundation in a messy process, and understand that success is magical. Anh Han does a fun job of drawing the parallels.



medium.com

Question: What is and will be the people role in the world of work?

You are inspired, intrigued and wish to join us? Awesome - come to Amsterdam! You can't come but you believe that the inconceivable is real and want to be part of a future #hrimprov event? Just let me know, we would love to have you as part of the co-creation!

All my best regards,

Liz

Did you enjoy this issue? Yes No



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