

Keeping the 'kill' out of Skills Training – with Creative Thinking !



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University funding cuts: *'A quite terrifying prospect'*
Dr Wendy Piatt



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Kevin Byron

Keeping the 'kill' out of Skills Training – with Creative Thinking !

Creative Problem Solving



Creative Conversations



Open-Space



ENTRE: Creative Problem Solving

Statements that describe the future vision of challenges/problems.
Tools: Diagnosing, Abstracting

Idea-finding Tools
Association
Transformation
Combination
Analogy

How is acceptance gained ?
What needs to be done ?
What resources are required ?



One clear statement that gets to the heart of a selected challenge

1. Identify Criteria to evaluate Ideas
2. Evaluate best Ideas by testing against criteria

What needs to be Done ?
How ? & When ?

Creative Problem Solving: Guidelines

Divergent Guidelines

- **Suspend judgement***
- **No editing***
- **Allow repetition***
- **Include the obvious**
- **Go for quantity**
- **Use humour**

Convergent Guidelines

- **Be Decisive**
- **Check your Objective**
- **Improve Your Ideas**
- **Seek Novelty**

Brain-Writing (The use of 'Post-its' in Divergence to enable *)

The Art of Conversation

Combining Ideas
Building Partnerships



Researching Common Ground
Identifying Facts
Inquiry
Expanding point of view



Reactive
Conversations

Taking Responsibility
Equanimity
Shared Intentions

Creative
Conversations

Opinion Dump
Labelling

Disguising the truth
Withholding Information
Withdrawing Emotionally
or Physically



Identifying Issues, Challenges & Opportunities

What are the issues, challenges and opportunities for skills training in HE, and the people involved in skills training beyond the currently guaranteed funding period (Mid to late 2011) ?

Some Questions:

What if the Roberts' funding is not renewed ? What if the funding is reduced ?

How could the HE transferable skills community influence their Institutions ?

Where could savings be made ? Is it possible to provide more for less ?

Who is affected and how ? What are the consequences to all stakeholders ?

What are the options ? What's the best and the worst case scenario ?

'Open Space' & Self-Organisation



Session	Rm1	Rm2	Rm3	Rm4	Rm5	Rm6
11.30-12.30	■	■	■	■	■	■
2.00-3.00	■	■	■	■	■	■
3.00-4.00	■	■	■		■	



*How do we.....
.....?*

**Gordon Bennett
(Convener)**

Dave Brown
Anna Thomas
Jane Green
Jim Ladd etc

Open Space Process*

1. Over-arching theme presented to participants. This theme will have been agreed some time before by key stakeholders. In the OS event there are no 'key' stakeholders everyone is at eye-level with everyone else !
2. Sub-themes for group discussions are identified after two different 'Creative Conversations' in pairs.
3. The sub-themes are recorded as a list on flip-charts and all attendees select the two (or more) discussions they wish to attend by voting. If time is tight only those discussions that had the largest 'sign-up' are taken forward to discussion.
4. The 'Sessions' commence and attendees join the meeting on the sub-themes that interest them most.

**This is the process that has been found most effective by KB and is a departure from the conventional OS approach*

The Sessions

No facilitator required - discussion originator convenes the meeting



Unpack the sub-themes
Assumptions, Observations
Further related issues etc

'Brain writing'

Issues/Challenges

How might we.....
.....?

Ideas/Solutions

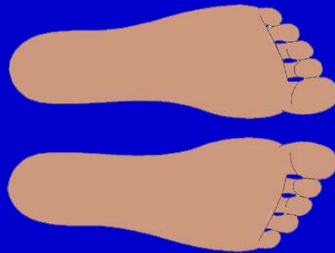
Ideas/Solutions

A collection of colored rectangles (yellow, green, orange) representing ideas or solutions. There are 10 rectangles in total, arranged in a somewhat scattered pattern. The colors are yellow, green, and orange.

'Open-Space': Two Principles + One Law

1. Whoever turns up are the right people
2. When it's over it's over

The Law of Two Feet:



"If you find yourself in a situation where you are not learning or contributing, go somewhere else."

(Truly) Open-Space meeting for HEA 'Variety in Chemistry' Conference (Oadby 2006)

