

## ***WHAT WOULD AN ENABLING ENVIRONMENT FOR CREATIVITY LOOK LIKE?***

**Kate Hopkinson, Inner Skills**

This presentation will be concerned with practical business issues, drawing on theory only in so far as it can help to illuminate experience.

Enhancing creativity and innovation are increasingly seen as key corporate challenges – not just for jobs which are self evidently to do with creativity, but as a mainstream activity : all jobs and all staff, to a greater or lesser extent, need to be open to new ideas and new ways of working, on a continuous basis.

Since creativity notoriously does not respond to diktats from above, this presentation is intended to provide a fresh perspective on facilitating creativity processes, by using 2 complementary approaches. The first draws on ideas from complexity science ; while the second uses inner skills strategies as a starting point.

With these conceptual tools, it is possible to show that apparently diverse and even contradictory observations can make sense ; and that on the basis of the work we have been doing with organisations over the last few years, although there are no simplistic answers, we are beginning to see an emerging picture of what the characteristics of an enabling environment for creativity , might be.

The presentation will be followed by an experiential workshop in the next session on the same topic, where participants will be able to explore these ideas further, as well as beginning to apply them to their own situations.

***Please note*** : To attend the workshop, it is essential to come to the presentation. However, having attended the presentation, there is no requirement to stay for the workshop.

---

At its simplest, ***creativity*** refers to the process of generating new ideas ; while ***innovation*** is used to describe the process of turning those ideas into practical reality.

***Conceptual architectures*** are the below-the-threshold-of-awareness structures which determine what we can think about, and how we think about it. They are the – largely unconscious - inhibitors and enablers of the way we use our minds.

***Inner Skills*** We exercise our inner skills when we orchestrate logic, experience, knowledge, values, intuition and imagination into coherent behaviour in the world. Individuals, teams and whole organisations display varying patterns of preference for using different kinds of inner skills, which has significant practical consequences for their creativity and innovation.

*Landscape of the Mind* is a methodology for identifying and working with the patterns of preference for using different types of inner skills, which we use to get things done in the world. Based around an electronic questionnaire, LoM is scale invariant and can be used with individuals, teams or groups or whole divisions of organisations.