



OSR Annual Conference  
June 19, 2010  
The Arts and Change  
Creative Frames for Organizations

*Conference Workshop Descriptions*

**Morning - Session A**

**Art and Leadership: Strategies of Change through Social Artistry**

Skye Burn and Doug Banner, The Flow Project

Learn about art-based social change initiatives (For example, The Flow Project, Bearing Exquisite Witness, and Reflections of Generosity), and how the principles of art can be applied in creating thriving systems, organizations, and institutions that operate in a life-affirming mode.

**Casting a Great Team: Using An Artistic Process for Selecting the Right Staff, Board and Volunteers**

Kevin Maifeld, Seattle University, Director & Professor, Arts Leadership

Using the metaphor of casting a play, this workshop will bring participants to an understanding of the importance of matching the right person to the right part in the organization. Successful theatrical productions result from the creation of a talented artistic team of a director, designers, and performers. This process can inform and guide the way in which organizations recruit, train and retain talented staff, board members and volunteers.

**Harness Ritual for Effective Organizational Change**

Andrea Ramage, CH2M HILL, a Global Consulting Engineering & Project Delivery Company

This workshop introduces *ritual* as an uncommon but powerful tool for creating vibrant human communities in the workplace. Participants will explore the meaning of “ritual”, then experience up to 3 rituals appropriately designed for typical organizational change scenarios. We will explore how rituals can be used to create environments where workers can express passions and emotions and skillfully meet human needs for connection, contribution, appreciation, and respect.

**Using Art in Organizational Change Made Easy**

Rose Yu and Renée Smith Nyberg, Organizational Development Specialists, University of Washington

Participants experience a method for accessing perceptions and increasing creative collaboration on teams. Through this exploration participants develop confidence in using “found art” to reframe current issues, encourage meaningful discussions, and tackle difficult problems with renewed energy and insight.

**Stories That Lead**

Doug Nathan, OSR alumni, Managing Partner of conflict *matters*

This experiential workshop explores how the past and future inform the stories we construct that help us find meaning, inspire others, and achieve results. In his book *Theory U*, Otto Sharmer describes our “blind spot” and likens it to the moment an artist stands before a blank canvas—a moment full of potential, the origin of our attention and intention. If we can manage the fear of unknowing that fills that moment, we can raise our awareness to what needs to happen and shape that promise into meaningful stories that can inspire action in our organizations and beyond.

**Find Your Voice: Learn to lead through choral singing**

Melissa Thirloway and Jeff Thirloway, Founders MGThirloway & Associates

Experience firsthand the body/mind/spirit requirements of choral singing that are the building blocks for continual improvement and sustaining change. These building blocks include how to connect with an audience effectively and what it means to develop a meaningful plan and message for collaboration and transformation.

**Afternoon - Session B****Real Challenges & the Creative Process**

Jeff Barnum, Reos Partners, San Francisco

In this workshop, we will work with the “U-Process,” a creative process framework that supports personal, team, organizational, systemic, and massive challenges. Participants will select a challenge from their real lives (professional or personal) and work with others to make real progress on these challenges.

**Can Improvisational Dance Provide the Creative Boost Your Organization Needs?**

Teresa Beery, MFA Candidate, Arts Leadership, Seattle University

Movement can jumpstart your brain to a different kind of thinking – a more creative mode. Traditional problem solving has people sitting around a table trying to brainstorm. What if you put the table aside, meet in a circle, and address the problem through guided improvisation that frees your mind to move to another level where ideas pop into your head – where the movement of your body triggers solutions to the problem? Bring your playful self to this workshop.

### **Visual Recording –Tools and Techniques to Up Your Game**

Patti Dobrowolski, Up your Creative Genius LLC and Steven Wright, Wright Collaborative LLC

In this high energy, hands-on session with seasoned strategic illustrators the participants will be introduced to the art of integrating live illustration into their facilitation toolkit. Participants will learn how to draw the basic shapes that form the visual frames often used by visual facilitators, build visioning maps, and identify strategic steps to visually get from the current to the desired states.

### **Rhythm, Conflict & Community - What African Polyrythms Can Teach Us About Getting Along**

Joanne Lauterjung Kelly, Muse Indigo

Working with African polyrythms and the concept of crosspulse we'll explore how to get in touch with, and have clarity about, our own individual rhythms, and how to use those insights in the face of confusion, conflict or stress. Exercises will include guided visualization, body percussion and combining individual rhythms into beautiful, complex musical tapestries. Come prepared to move, listen to great music, and have fun.

### **Profound Speech: The Transformative Power of Poetry**

David Markwardt, David Markwardt Consulting

Leadership is the job of Everyman, Everywoman and Everychild.

The complex challenges of the 21<sup>st</sup> century are breaking down the paradigm of the logical and independent leader. A new view is emerging that we are born in and for community, that Leadership is not the purview of an elite few, and that leadership is infinite and universally available. Leadership comes with the territory of being human. If this is true, then it is everyone's responsibility to co-create the world we want to live in. We can't wait for an official "leader" to transform the world.

This emerging kind of leadership demands more than technical brilliance, rational competence, and masterful efficiency – it requires heart, courage, and wisdom, qualities that can be inspired and informed by poetry. Poetry by its nature can shake us up. It can touch our hearts and help us focus on what we deeply care about. And it can reconnect us with our values, principles and beliefs, pulling us into an internal dialogue and whether we are living them or not. Poetry, therefore, is a reminder to live right and a call to act courageously.

This workshop will consist of comments about poetry, courage, and leadership, recitation of poems, individual journaling, and small group conversations.

**Surprise Me: A Handbook of Possibilities**

Maryliz Smith, SoundSource

This is a workshop about how to effectively respond to the unexpected through musical improvisation. *Surprise* is an attack made without warning; a taking unawares that may cause a feeling of wonder or fright. It is well known in musical circles that a mistake is not a mistake but an opening into another way of perceiving that creates an opportunity for possibilities.

**How to Create Gracious Space – Feng Shui Tools for Change**

Beth Schermer, Fundamental Feng Shui

An essential aspect of creativity is having a space that nourishes us. This workshop will explore the ways we can prepare an environment to support individual and cultural transformation. With just a few simple design tools and principles we can create spaces that nurture the creative process and support the collective good.

**Late Afternoon - Session C**

**Get to the Art of the Matter: Using art to open the window on what we don't know.**

Posy Gering ,OSR 14 , NextU

This workshop proposes that visual art creates an adjunct language that opens the window of the unknown. Using visual art as a tool, we will experience how to get to something truly new, whether it is an idea, an understanding, a possibility or a sense of what is in the system. This is a great opportunity for people who do not consider themselves artists to engage in a safe and easily accessible art process.

**Strategy Jazz: Bringing the Artistic Mind to Strategy Design**

Kathleen Hosfeld, Hosfeld & Associates, Inc.

Effective strategy design calls companies to engage the artistic mind – capable of pattern recognition, synthesis, story, empathy, play and meaning-making – to create compelling futures that inspire adaptive change. Using the metaphor of jazz improvisation, we explore techniques to tap the artistic mind in strategy design.

**Leadership Under Fire: Tools for Managing Change, Crisis, and Pressure**

Andrew C. McMasters, Wing-It Productions

This session is designed to prepare leaders to handle anything that comes their way. We will begin by

exploring some of the key concepts of improvisation. Improvisation is the art of adapting to changing conditions: ‘trusting your gut’, collaborating, generating innovative options, and committing fully to a new course of action are key components to managing change. Each participant will leave with a new set of tools for approaching leadership in times of change.

**New Characters Change the Same Old Story: A Muse Your-Self**

Brit Poulson and Lismary de Lemos, Reynolds Poulson Consulting

To invite sustainable transformation, individuals and groups need to look at the stories that underlie the visible. The art of Storymaking provides a powerful key for this work. By engaging in the workshop activities, participants will learn a method, The Re-story Model, and its accompanying tools that they can use to coach individuals, consult with groups and accelerate organizational transformation.

**Artful Change—Inviting Imagination to the Table**

Joelle Lyons Everett, Sound Resources

Karen McCarthy Casey, OSR 12, Inspired Action

Come experience easy and artful ways to engage mind and body, soul and senses. Discover how storytelling, poems, playacting, drawing, music, movement and more can open us to creation, reflection and action—the major tasks of change.

**Belly Intelligence: Bringing Somatic Wisdom into the Conversation of Organization Transformation (Women Only\*)**

Sheila Kelly, Bridges to Peace, LLC

Organization transformation compels us to show up: body and mind awakened and engaged, yet somatic wisdom is usually uncharted or ignored. Through centering with basic movements of Middle Eastern belly dance\*, then engaging in intrapersonal and interpersonal body inquiry, we will discern and engage untapped knowledge. Come with an unresolved issue where you feel “stuck” and be prepared to “dance” into and with it in a new way.

**Collaboration Innovation: Turning Creative Assets Into Action**

Lucy Garrick, OSR 12, NorthShore Group and Iris Lemmer, OSR Midwest 2002, Sound Connexions

This highly interactive hands-on session will provide participants with tools, resources and opportunities to practice and reflect on how the way we think influences our creative and collaborative potential. In the face of a fun, engaging challenge, participants will learn how to improve their ability to identify their own creative abilities and to work with the creative assets of others to uncover options for solutions, align the team, and showcase their innovations to market new ideas and solutions.

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