

The People Equation-D.P. Piscione & D. Crawley

Reflection

We cannot solve our problems with the same thinking that created them-Einstein (rough)

This is one of my favorite lines of thinking. We face problems everyday. What we often see as a people problem is actually an environment problem ([Heaths-Switch](#)). Environment can be many things from systems, culture, mindsets, etc. If the environment does not get altered then we will continue to fight the problems we face with superficial scratches. In order to tackle dynamic problems, problems that are continuously changing and need new solutions, we have to think differently.

As a leader, how are you modeling the process of innovative thinking? Do you allow yourself to fail and try again? Do you make it publicly known you are trying something new? That you failed? Do you allow your people the freedom to fail and learn or do you reprimand after failure? To get innovative ideas to the table we must create a culture where people feel safe to take risks and experiment and question. To get innovative solutions we must approach ideas with "[YES AND](#)" instead of "yes but" or simply "no".

Nobody in today's world has a stranglehold on information anymore. It is time for both our leaders and organizations to embrace the flatness of the world, cultivate trust and creativity, and move forward with the expectation everybody's ideas have the potential to drive true innovation and set a new normal.

Notes

- It is the frontline people that move an organization
- As more routine work is performed by computers, people's hard skills will be a lot less important than their soft skills
- most hierarchical place in the US? Washington DC...in a flat world is this hierarchy compatible?
- is your workplace a "lifestyle workplace"? Meeting the mental, physical, social, and spiritual needs of people?
- are you reliant on a few "top" people's ideas or the ideas of the entire group?
- psychological safety: not fearing failure.
- process breakout innovation: anybody can take place in bold experiments
- inverted organization: what are the needs of your innovators? Push power downwards.
- mindset: make the train go faster vs. getting into the first class cabin

Psychology of Innovation

- candle experiment of creativity
- stress shuts down the cerebrum

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- honest attempts to do something new and better are praised and not punished
- is the physical environment resort-like or full of right angles and gray walls?

-True Innovation rarely has data to support it because it is innovative-new and different in nature from what has been previously done

- boundary spanning, reaching out behind your silo, should be encouraged

Process

- are you asking your people their ideas ?
- initial blind submission of ideas
- schedule is set for concept to product that everybody is aware of
- warehouse ideas, both good and bad
 - A bad idea now may be perfect at another time
- utilize ALL your people, even quirky and perhaps awkward seeming

Where are you, and where is the world going?

- devolve power outward from manager

-Since the year 2000, 52% of fortune 500 companies have disappeared and in 2020 75% of the companies in the S&P Index will be those who have not even heard of yet

- how will you push innovation if you surround yourself with people who think and act like you...or are "company" people
- Thomas Edison reportedly dropped out of school when a teacher condemned him for his free world thinking and non-conformist attitude
- if you're doing something innovative then some of your ideas should and will fail
- if the answer or solution was known then it would not be innovation

Many times it takes a massive disruption to a company or industry to bring to light that the old rules no longer apply

- What would be this massive disruption in education? Have we already experienced it but are blind to its existence?

-Einstein was denied admission into a school because he performed dismally on history, English, and other parts of the exam. But he did outstanding on the math and science section. What if they had focused on his strengths rather than his deficits?

-Adopt "yes and " mentality

- it only takes one. For thousands of years the four minute mile was deemed impossible
 - 1950 for three minutes and 59.4 seconds it was broken
 - 46 days later and Australian that with three minutes 58 seconds

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- As a civilization we have trained people to do the opposite of what Innovation requires. From kindergarten through college we are given information and thought processes by teachers and told how to behave and how to think. Most of the time we are told that there is one right answer.
- fewer resources often Spurs creativity