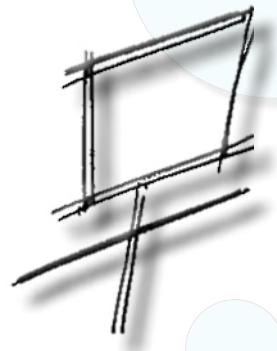


Thought Bubbles and Thinkboxing

An entry point to 'Learning Spirals' for You and your Organisation



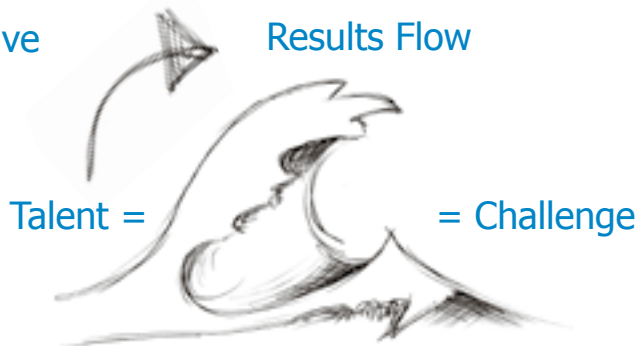
Our work to support the 'why' of change, focuses on awareness and up-skilling ahead of time...

Upskilling ensures talent is always greater than the Organisation's Challenge...

When the talent is greater than the challenge, we are better prepared for change and can enjoy delivering results in the here and now. As we deliver short term results we need to prepare for future change and challenges; committing to improving performance in the long term. The more work that we do to understand what the future challenges might be, the better placed we are to deliver results, when our markets, customers and people needs or agendas change...

Results Wave

Results Flow



Describing what the future might hold ahead of time and anticipating when you and your Organisation may need to change, is an important part of navigating through the inevitable changes that will impact on you and your Organisation. Awareness of the timing of the need to change will add the greatest value to your strategy, changing too early or too late is a waste of your Organisation's collective thinking energy and power...

As you progress on the upside of the 'results wave' you will reach a point where something in your work environment changes, in effect signaling that the wave will reach its final height soon. People in the Organisation start to feel uncomfortable with their ability to deliver results and enjoy their work. What worked in the past may not be addressing the current and future needs of the Organisation...

Change challenges from an international, local, market or even an in-company event will advance the point on the wave where you meet the uncomfortable 'Uh-Oh' zone. If you have up-skilled on 'Thinkboxing' at a Me-Team-Group-Organisational level ahead of time, the investment in your own and your Organisation's capability will help you minimize the disruptions as you Change.

Organisations change one 'Thinkbox' at a time.

Our working experience on Change has enabled us to describe an Organisation, group, team and individual's 'Thinkbox'.

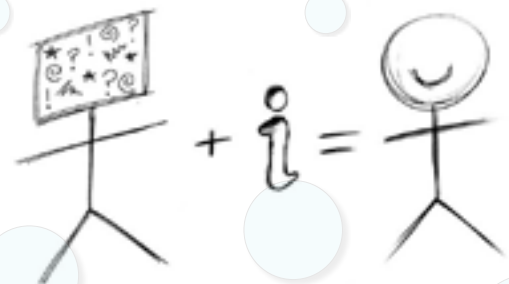
The upskills contribute to the way you work through the Uh-Oh zone and becomes a framework for how to sustain productive engagement with your work colleagues as you progress...

At an Organisational level, we have identified constraints to change around blockage issues where colleagues in the Organisation are investing their thinking energy and activities. We know we need to understand the 'Organisation's voice', as this does evolve from what groups of colleagues in the Organisation are describing?

The constraints to progress need to be unblocked through interventions that eliminates the causes of constraint. Whilst a few generic constraints are common to most there are always variations that are specific to a particular Organisation.

Confusion

Clarity



'Uh-Oh'

The Change Process is Fractal. Consider 'awareness' of the need for change at Me, Group, Team and Organisational Level...

Our reasoning is best described by considering awareness as a constraint at a Me-Team-Group-Organisational level. When you are aware and understand what is going on in your 'Thinkbox', you work your way through the 'Uh-Oh' zone in a constructive way. Your body is telling you that it is uncomfortable, you are unsure and unclear about what the future holds, 'Thought Bubbles and Thinkboxing' helps you make progress...

Refer to the results wave on the other page and now relate this to your personal journey through life. Reflect on things that worked really well and then consider the factors that took you in to the 'Uh-Oh' zone. Most importantly, with hindsight, reflect on what you learned as you exited the wave before it crests, falls and tumbles you around in the emotional, turbulent crash up the beach...

'Thinkboxing' is the up-skill that delivers the ability to deal with life's challenges. You will be able to recognise when your brain is delivering old data with associated emotions and this awareness allows you to use the 'Uh-Oh' feelings as a signal that you are leaving your comfort zone, and that your learning spiral is moving you to a higher performance order. The experience will make you stronger, the 'Uh-Oh' zone can become almost enjoyable as you learn that this discomfort is key to improvement and progress...

Change Starts With Me...

Having clarity in our 'Thinkbox' from awareness of how to deal with changes helps us move off the wave before it crests. We contrast the difference between our thoughts: old stuff, and our thinking: real time now, with tools and techniques that help us manage our 'inside to out' response to changing environments and 'outside to in' challenges...

The learning spiral that you will follow starts with awareness. You will learn on every occasion that you work through the 'Uh-Oh' zone. You are then ready to expand your understanding of how group and team dynamics work and how to break away from the games people play and move to a higher, more intelligent performance order...

When colleagues in the change describe 'Change starts with Me' the Organisation starts its transformational journey. They create a change momentum that builds by one up-skilled 'Thinkbox' at a time, and the upskills ensure progress ahead of time and the Organisation becomes more capable of adapting to what will be an ever changing environment.



Meet Mr 'Uh-Oh'...
Out of Control...



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