Collaboration Multiples Impact

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Participants will learn about…

• Collaboration – associated strengths and challenges

• The concepts of lateral and parallel thinking and how it applies to facilitating collaboration

• The Thinking Hats tool for facilitating diverse perspectives
UMFS core values

PASSION unleashes greatness

RELATIONSHIPS are our building blocks

Start with STRENGTHS -- always!

COLLABORATION multiplies impact

Relentlessly pursue SOLUTIONS
Collaboration has its benefits

Collaboration

INNOVATE

Mutual LEARNING

NEW PERSPECTIVE
And, collaboration has its challenges..
Collaboration can multiply impact

However, in order to achieve this impact, careful consideration must be made to how the collaboration is facilitated.
Unstructured Collaboration

draining

Group Brainstorming

After

Suck Method
Uses Your Brain Like A LIBRARY
Dr. Edward de Bono
Lateral and Parallel Thinking
Edward de Bono's Lateral Thinking
Think more, think differently, think radically

- Break existing patterns and change paradigms
- Generate more ideas and develop fresh thinking
- Solve challenging problems in new and different ways

Lateral thinking to help you think differently

Umfs
Unwavering champions for children and families.
DON'T BELIEVE EVERYTHING YOU THINK
Traditional Logic
Making assumptions of what the rules are

Lateral Thinking
Disregarding ‘implied’ rules
Parallel Thinking

Collaborative team process where one facilitates the type of thinking in an intentional concurrent way.
The Six Thinking Hats

Offers better outcomes by:

• Being purposeful about integrating various perspectives.
• Learning to alter one’s own perspective and attitude.
• Forming teams to tackle problems with the purpose of considering issue from all the thinking hat angles.
• Providing a way to manage conflicts and to objectively consider opposing viewpoints.
Adversarial vs. Parallel Thinking

Adversarial Thinking

Parallel Thinking
The Hats…One hat for each “direction” of thought.

Dr. de Bono’s Six Thinking Hats
The Six Thinking Hats

Managing the Thinking
Setting the focus
Making summaries
Overviews & conclusions
Action Plans

Blue Hat
The Six Thinking Hats

Managing the Thinking
Setting the focus
Making summaries
Overviews & conclusions
Action Plans

Why it may not work
Cautions * Dangers
Problems * Faults
Logical reasons must be given
The Six Thinking Hats

Managing the Thinking
- Setting the focus
- Making summaries
- Overviews & conclusions
- Action Plans

Black Hat
- Why it may not work
  - Cautions * Dangers
  - Problems * Faults
  - Logical reasons must be given

Blue Hat

Feelings and Intuition
- Emotions and hunches
- No reasons or justifications
  - “At this point”
  - Keep it short

Red Hat

Unwavering champions for children and families.
The Six Thinking Hats

Managing the Thinking
- Setting the focus
- Making summaries
- Overviews & conclusions
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Blue Hat

Why it may not work
- Cautions * Dangers
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Feelings and Intuition
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- “At this point”
- Keep it short

Green Hat

Creative Thinking
- Possibilities * Alternatives
- New Ideas * New Thinking
- Overcome black hat issues
- Reinforce yellow hat issues

Red Hat
The Six Thinking Hats

Managing the Thinking
- Setting the focus
- Making summaries
- Overviews & conclusions
- Action Plans

Black Hat
- Why it may not work
  - Cautions * Dangers
  - Problems * Faults
  - Logical reasons must be given

Blue Hat
- Why it may work
  - Values * Benefits
  - (both known and potential)
  - Logical reasons must be given

Red Hat
- Feelings and Intuition
  - Emotions and hunches
  - “At this point”
  - Keep it short

Green Hat
- Creative Thinking
  - Possibilities * Alternatives
  - New Ideas * New Thinking
  - Overcome black hat issues
  - Reinforce yellow hat issues

Yellow Hat
- Warm and open
  - Positive thinking
  - Solutions
  - Overcome red hat issues

Creative Thinking
- Possibilities * Alternatives
- New Ideas * New Thinking
- Overcome black hat issues
- Reinforce yellow hat issues

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The Six Thinking Hats

- **White Hat**
  - Information & Data
    - Neutral and objective
    - Checked and believed facts
    - Missing information & Where to source it
  - Why it may work
    - Values * Benefits
    - Logical reasons must be given

- **Blue Hat**
  - Managing the Thinking
    - Setting the focus
    - Making summaries
    - Overviews & conclusions
    - Action Plans
  - Why it may not work
    - Cautions * Dangers
    - Problems * Faults
    - Logical reasons must be given

- **Black Hat**
  - Why it may not work
    - Cautions * Dangers
    - Problems * Faults
    - Logical reasons must be given

- **Red Hat**
  - Feelings and Intuition
    - Emotions and hunches
    - No reasons or justifications
    - “At this point”
    - Keep it short

- **Yellow Hat**
  - Creative Thinking
    - Possibilities * Alternatives
    - New Ideas * New Thinking
    - Overcome black hat issues
    - Reinforce yellow hat issues

- **Green Hat**
  - Why it may work
    - Values * Benefits
    - Logical reasons must be given
The Six Thinking Hats

**White Hat**
Information & Data
Who, what, when, where?
What do you know about?
What are the facts about?
What do you need to know?
Where do you locate this?

**Blue Hat**
Managing the Thinking
How do we sequence the events
Explain? Summarize.
What is your conclusion?
What next? Action plan?
What is the main idea?

**Black Hat**
Why it may not work
What are the risks of?
Why won’t/didn’t this work?
What were the difficulties of?
What are the consequences of?
What should you be cautious about?

**Green Hat**
Creative Thinking
What if?
What is good about?
What else can we do?
What is the value of?
How can we make this work?
What are the alternatives?

**Yellow Hat**
Why it may work
What are the benefits?
What is good about?
What is a positive outcomes?
What is the value?
Can this be made to work?

**Red Hat**
Feelings and Intuition
What does your intuition tell you?
Did your feelings change? How?
What prejudices are present?
What are you feeling now?
What is your hunch about?
In his own words…

• Dr. Edward de Bono Thinking Hats
Now let’s try it!

You leave Roanoke tomorrow and decide you will bring back the Thinking Hats to roll out to your organization.

Together, let’s practice parallel thinking using De Bono’s Thinking Hats.
The **Blue Hat** is used to manage the thinking process.

Think of the sky and an overview. The **Blue Hat**:

...Is for process control
...Sets the agenda for thinking
...Suggests the next step in the thinking
...Can ask for other hats:
  ...I suggest we try some green hat thinking
  ...Could we have a summary of your views?

The **Blue Hat** is used for organizing and controlling the process so that it becomes more productive.
The White Hat calls for information known or needed.

Think of white paper, which is neutral and carries information:

…What information do we have?
…What information is missing?
…What information would we like to have?
…How are we going to get missing information?

When you are asked for White Hat thinking, you are being asked to focus directly on the information.
The Red Hat signifies feelings, hunches, and intuition.

Think of red and fire and warm:
…Putting on my red hat, this is what I feel about the project
…My gut feel is that it will not work
…I don’t like the way this is being done
The Yellow Hat symbolizes brightness and optimism.

Think of sunshine. The Yellow Hat is for:

- The logical positive view of things
- Feasibility and how something can be done
- Benefits that are logically based:
  - …This might work if we moved the plant nearer the customers
  - …The benefit would come from repeat customers

Yellow Hat thinking requires a deliberate effort. Benefits are not always obvious.
The **Black Hat** is judgment – the devil’s advocate or why something may not work.

Think of a stern judge wearing black robes who comes down heavy on wrong-doers. The **Black Hat** is the caution hat.

...The regulations do not permit us to do that

...We do not have the capacity to meet the demand

The **Black Hat** is very valuable but overuse can be a problem.
The **Green Hat** focuses on creativity; the possibilities, alternatives, and new ideas.

Think of vegetation and rich growth.

The **Green Hat** is for:

...New ideas and additional alternatives

...Putting forward possibilities and hypotheses

...Creative efforts

...We need some new ideas here

...Could we do this a different way?
How do you start using this?

Simply, at first...

- Provide a brief overview of the 6 thinking hats
- Encourage members to “self-identify” when they are wearing a particular hat.
- Structure the type of thinking through questions, agenda items, etc. according to purpose
Questions?