Elements of Creative Collaboration

Henry Loeser PhD

The creative process

- There's lots of ways to be creative right?
- Except in an industrial context, it becomes formalised and structured in order to become repeatable and cost effective.

The problems

- Furthermore, unlike other industrial processes (like biscuit or car factories) the creative cannot be entirely automated, they require the human component. This is perhaps a contributor to thinking of creative industries as 'art'.
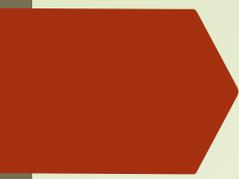
Elements of

CREATIVE COLLABORATION

" _____ "

is important for creative collaboration

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Communication
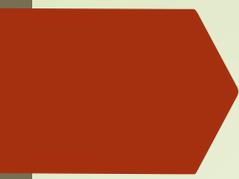
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Participation
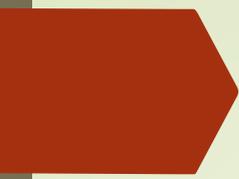
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Environment
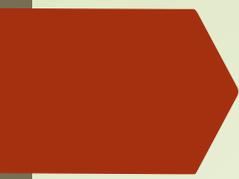
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Rules
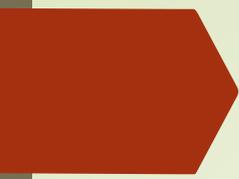
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Planning
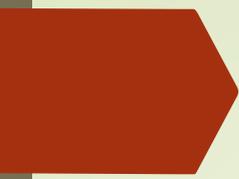
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Roles
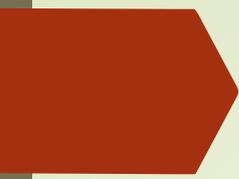
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Leadership
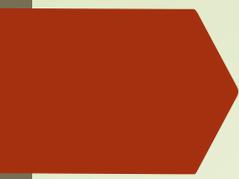
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Debate

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Empathy

CHAMPFROGS

Developed by Apello by amalgamating
Maslow's Hierarchy of Needs, and Reiss' 16 Basic Desires

MAKE A NOTE OF THESE...

Curiosity

- There is plenty to investigate and think about.

Honour

- People like to feel as if their values are reflected in the way they work.

Acceptance

- Colleagues approve of what people do and who they are.

Mastery

- The work challenges the individual.

Power

- People feel empowered to influence the things around them.

Freedom

- People are independent of others and their work and responsibilities.

Relatedness

- People like working with like-minded people.

Order

- There are rules and policies for a stable and safe environment.

Goal

- People's purpose is reflected in what they do.

Status

- We like to be respected by others.
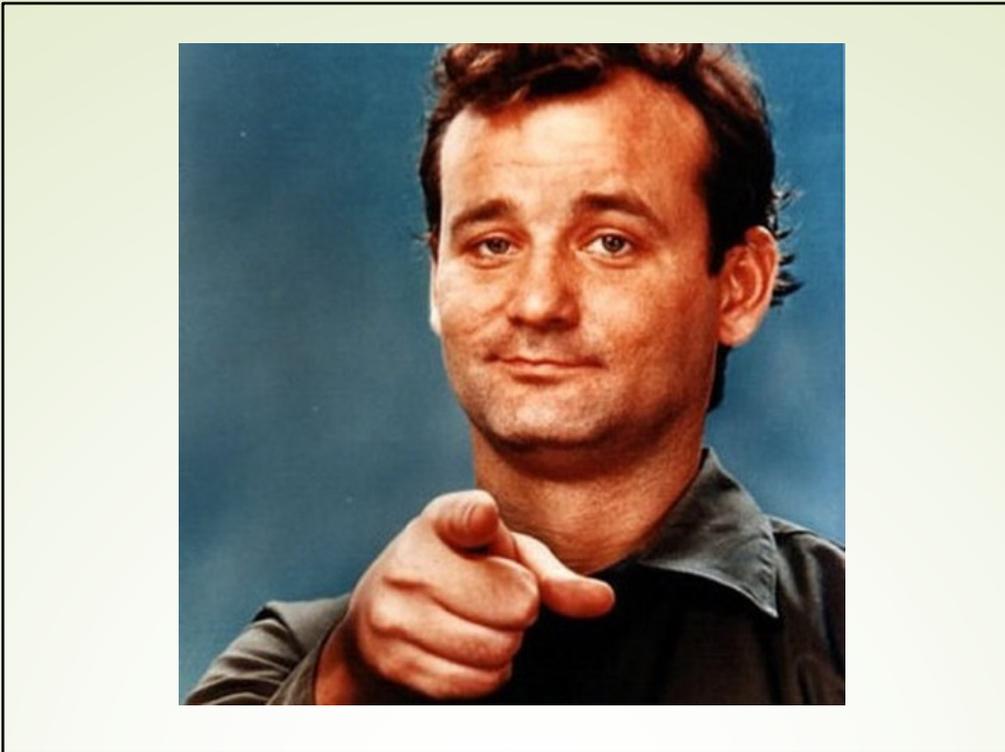
# Who are you?

Know Thy Self? Are you:

- the person who does not turn up
- the person who is always late
- the unreliable person (e.g. not getting agreed tasks done)
- the person who does not pull their own weight
- the negative person
- the disgruntled person
- the individual who talks too much
- the domineer
- the academically weak person (or one perceived to be weak)
- the person who declares boredom or disinterest
- the silent or non contributing person

- the joker or person who does not know when to stop
- the person who has 'done it all before' and wants to tell others
- the person who constantly wants to get help from the tutor
- the person who wants simply to be told what to do
- a person with rigid views as to the task or processes involved in the task
- a status-seeking individual
- the person who relentlessly tries to get group to follow her ideas
- the chatty person who keeps the group interaction at superficial levels

General problems to do with group functioning...

- lack of openness – a sense of some holding on to information or ideas

- a sense that there are hidden agendas among group members

- a group member is jealous of others and inhibits/manipulates expression of ideas

- jealousies that cause 'put downs' and unjustified criticism of each other

- critical group members, who will not contribute constructive alternatives

- silent and non contributing factions in the group

- a tendency for the group to talk in general or abstract terms and not focus on the task

- distraction because of too many good ideas

- competitiveness within a group

Some things to think about…

- When is it 'OK' to be late or miss a meeting?

- What does 'on time' mean?

- How should you communicate to the rest of the group if you're running late?

- What do you do if a group member's work isn't up to scratch?

- What should the group do if a member is not pulling their weight?

MY TOP TIPS FOR WORKING WITH PEOPLE

2) MAINTAIN THE FOLLOWING:

2) MAINTAIN THE FOLLOWING:

A POSITIVE ATTITUDE

2) MAINTAIN THE FOLLOWING:

A POSITIVE ATTITUDE
A PROFESSIONAL APPROACH

2) MAINTAIN THE FOLLOWING:

A POSITIVE ATTITUDE
A PROFESSIONAL APPROACH
A LINE OF COMMUNICATION

3) ALWAYS REMEMBER BEST PRACTICE:

3) ALWAYS REMEMBER BEST PRACTICE:

NEVER ASSUME – ASK

3) ALWAYS REMEMBER BEST PRACTICE:

NEVER ASSUME – ASK

DON'T JUDGE

3) ALWAYS REMEMBER BEST PRACTICE:

NEVER ASSUME – ASK

DON'T JUDGE

LISTEN AS MUCH AS YOU TALK
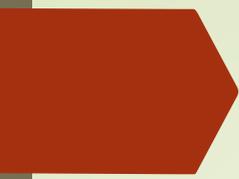
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ANY QUESTIONS?