

Leading others to Discover "How to Think - Not What to Think"



AME Champions Club Event – Feb. 6th 2015

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Introduction



- Area Energy People-Centric Leadership
- Bob Bennett “Lean Thinking”
- Thinking about Thinking
- Your Personal and Professional Journey

What We Will Cover Today



- Thinking about Thinking
- Traditional Thinking
- Vertical Thinking
- Parallel Thinking
- Horizontal Thinking
- Critical Thinking
- “How to Think” – Not “What to Think”

“Think”



Who taught you how to “Think”

Where did you learn to “Think”

Thinking about Thinking



- Personal Thinking – reaching your full potential
- University Thinking – at best an intro into critical thinking
- Professional Thinking – new career skills required constantly
- Organizational Thinking – how can we “Think Together”

What is a Thinking Style ?



What is a thinking style -

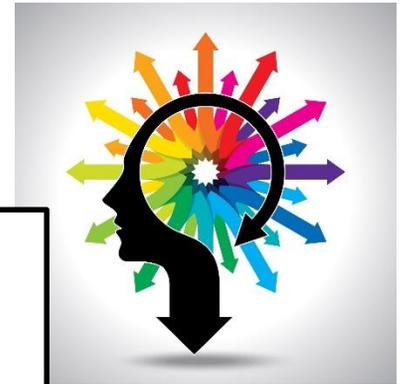
- Your ***thinking style*** is your personal and individual way of processing information.
- It's the way you acquire your knowledge, organize your thoughts, form your views and opinions, apply your values, solve problems, make decisions, plan, and express yourself to others.

What is a Thinking Mode ?



- ***Primary Thinking Mode*** = the person will usually use this thinking style - it is a strong preference or mental habit.
- ***Secondary Thinking Mode*** = the person is comfortable and available as necessary but it is not their first choice.
- ***Tertiary Thinking Mode*** = the person a lack of interest, doesn't like thinking this way and will avoid doing so.

Thinking Preference Card



Logical
Quantitative
Analytical
Technical
Factual

Metamorphic
Integrative
Visual
Synthesizing
Conceptual

Sequential
Controlled
Detailed
Organized
Conservative

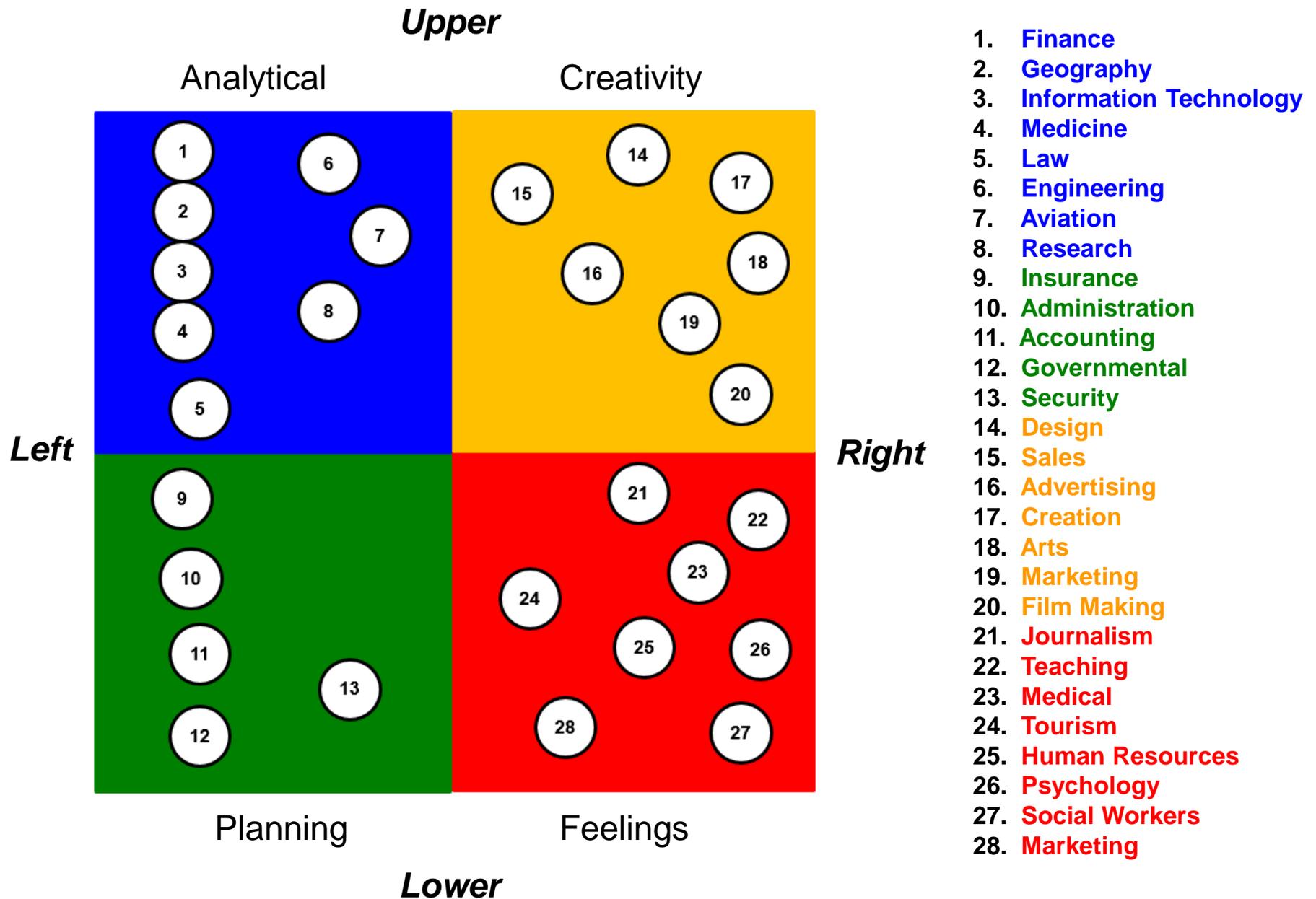
Emotional
Musical
Humanistic
Expressive
Sensory

Thinking Modes



- Abstract Sequential (Upper Left Brained)
Analytical Thinking Mode
- Concrete Sequential (Lower Left Brained)
Planning Thinking Mode
- Abstract Random (Upper Right Brained)
Creativity Thinking Mode
- Concrete Random (Lower Right Brained)
Feelings Thinking Mode

Profession Thinking Map



Leadership Styles Cards

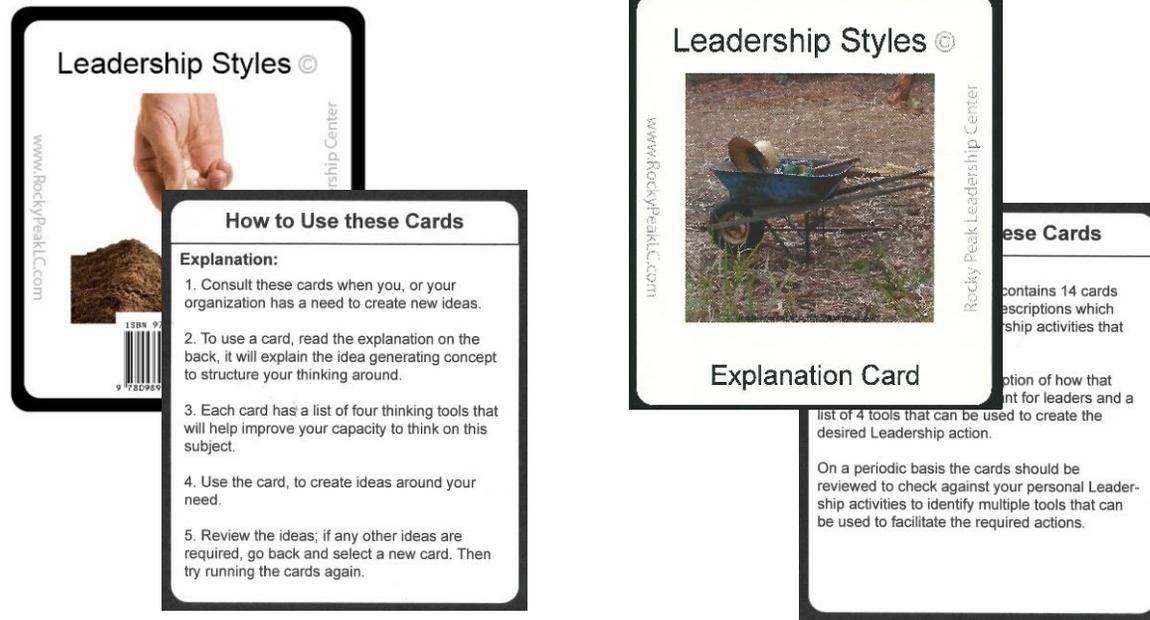


Leadership Styles Card

The image displays two cards related to leadership styles. The larger card on the left is titled "How to apply the Leadership Style Card" and features a central circular diagram with five numbered segments (1-5) in different colors. Surrounding this diagram are five colored boxes with instructions: "Leadership View" (red), "Opportunity" (blue), "Review The Cards" (purple), "Implement Card" (orange), and "Reflect on Action" (green). Each box contains specific steps for applying the leadership style cards. The smaller card on the right is titled "Leadership Styles ©" and shows a hand dropping seeds into soil, with a barcode and ISBN number (978-0-9878367-1-0) at the bottom. The Rocky Peak Leadership Center logo is visible on the right side of the smaller card.

Leadership Styles Application Card

Leadership Styles



- Deck of 14 Leadership Cards for Leadership Styles and Behavioral traits.
- Leadership Tides Cover Card describes the process of 3 steps for increasing Leadership Communication and Behavioral traits.
- Leadership Styles Explanation Card describes how important the cards are for leaders.

People Oriented Example



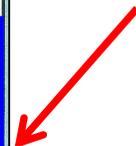
Each card contains a positive **Leadership Action** or **Behavior** example which each Leadership Style is typically know for.



Understanding

Description of Style:
These leaders are totally focused on organizing, supporting, and developing the people on their teams. This is a participatory style and tends to encourage good teamwork, and creative collaboration. People-Oriented Leaders treat everyone on the team equally. They're friendly, approachable, they pay attention to the welfare of everyone in the group, and they make themselves available whenever the team needs help or advice.

Planting Story:
By choosing to employ this leadership style, the leader will be able to gain the trust and dedication of their team. This style can help identify interpersonal problems and foster a nurturing environment.



Each card also contains a **“Description of Style”** section that illustrates the specific characteristics of the type of Leadership.

Finally, each card contains a **Planting Story** that can be used to identify potential Leadership characteristics or communication features.

People Oriented Leadership Style



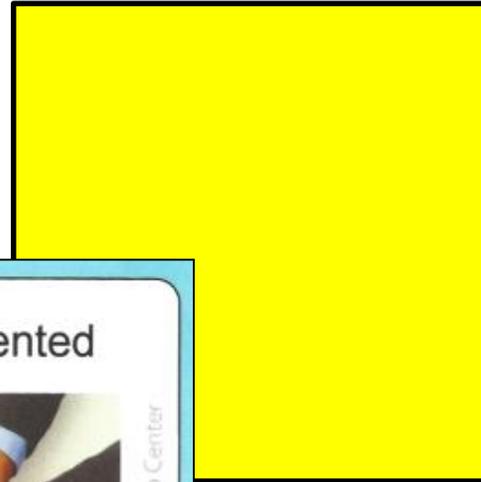
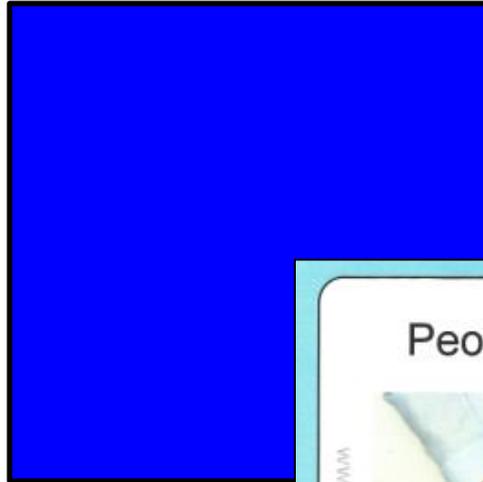
A leader may sometimes be challenged to create effective partnerships. To be effective, requires a clear ability to ***Understand*** their team and peers.

This style encourages the leader to reach out and connect with the team and others. If they're personable, friendly, approachable, and make the team feel like they're listening, they'll be able to connect to them on a deeper level. They encourage people to dedicate and commit themselves to the team.

People Oriented Leaders understand and connect with people, gain trust, and create hardworking dedicated teams. They are involved in every aspect of the work by providing ideas, advice and support to anyone on the team or group.

People Oriented Leadership Thinking

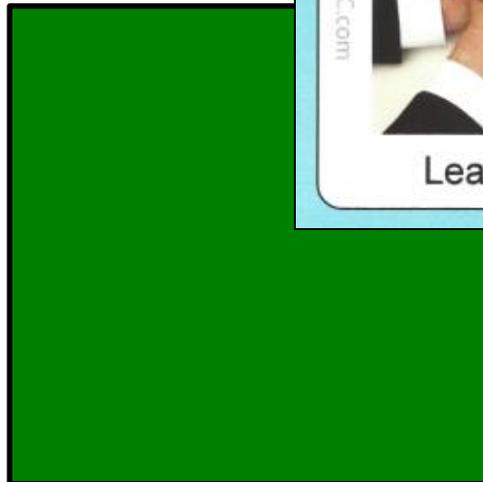
Critical Thinking



Vertical Thinking



Parallel Thinking



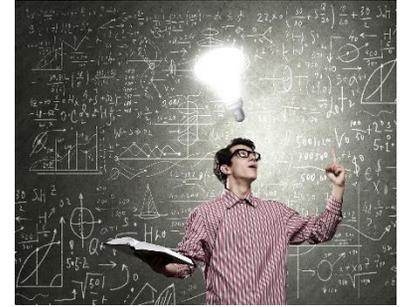
Horizontal Thinking

Traditional Thinking



- Also referred to as Western Thinking
- Socrates, Plato, Aristotle (Gang of Three)
- Aggressive and Limiting
- At times Non-Constructive
- Formulate a Single Truth

Vertical Thinking



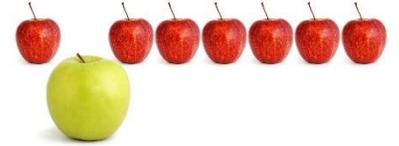
- Used by Professional and Academic Research Teams
- Analytical and Sequential
- Moves along the widest path in the known Right Direction
- Dig a hole deeper, not in a different place
- Expected to come up with “The Answer”

Parallel Thinking



- Drives us to Natural Consensus
- Working on collaborative Thinking by everyone “Thinking Together”
- All participants sharing their thinking with others without criticism
- Multiple viewpoints or POV’s (points of view)
- Contribute Facts, Feelings & Contradictory Views

Horizontal Thinking



- Solving problems through an Indirect and Creative Approach.
- Using Reasoning that is not immediately obvious.
- Also called Lateral Thinking which moves sideways to another Viewpoint looking at different perceptions.
- Involves Restructuring, Escaping and the Provocation of new Patterns.

Critical Thinking



- Objective Analysis and Evaluation of an issue in order to form a Judgment.
- Improves the quality of thinking through Assessing and Reconstructing.
- Study of clear Reasoned Thinking making clear reasoned judgments.
- Purposeful, self regulatory judgment that results in Interpretation, Analysis, Evaluation and Inference.
- Inward-directed with the intent of Maximizing the Rationality of the Thinker.

How to Think – Not What to Think



- Our goal as People Oriented Leaders must be to help others learn:

“How to Think” – Not “What to Think”

- Involves partnering professional businesses and modern organizational thinking needs.
- Requires everyone learning and re-learning multiple thinking modes.
- Requires acknowledging a limitation in one thinking style or mode.

Summary



- What is needed is a starting point!
- A willingness and initiative to help create a **“Thinking”** organization.
- It should expose everyone to a variety of thinking modes and skills:
 - Thinking about Thinking
 - Collaboration - Teamwork
 - Values, Behaviors & Actions
 - Positive and Negative Risk
 - Creativity and Innovation
 - Synchronicity
- Our success is in the thinking skills of people we Leading and developing.

Recommended “Thinking” Tools



- HBDI (Herrmann Brain Dominance Instrument) Individual and Organizational Thinking Preference Mapping: <http://www.rockypeaklc.com/hbdi.html>
- 6-Thinking Hats (Edward de Bono) Parallel Thinking: <http://www.rockypeaklc.com/hats.html>
- Lateral Thinking (Edward de Bono): <http://www.rockypeaklc.com/lateral.html>
- Power of Perception (Edward de bono): <http://www.rockypeaklc.com/powerofperception.html>
- Mind Mapping (Tony Buzan): <http://thinkbuzan.com/?gclid=CPI70KDH-8ICFYJzMgod-mcATg>

Contact Information



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