

Capturing Your Leadership or Group Reality

This is a creative exercise that involves painting and we've had a great deal of success with it. The paintings simply create a portal in which dialog begins, however it's a refreshing alternative to always using words!

It works like this:

- 1) Divide your group up into sub-groups. Two, three or four sub-groups work very well. A consideration for sub-groups could be: What natural sub-groups do we have in our management team that would give us different perceptions of our current leadership reality? It's important to stress that one sub-group is not better or worse than another and that from time to time you will use different sub-groupings to get different views of how people are currently experiencing their 'leadership reality.'
- 2) Each group is then given 20 minutes to visualize, through painting, the theme 'Our Leadership Reality'....this is not a future desired state, but the current reality. Other sub-group members are asked not to look at the pictures of the others, and after all the pictures have been completed, you can begin by asking (without looking at the pictures) how the others would describe the pictures. Then you can show the different pictures and use the pictures as a discussion frame for the group.

We use this as external leadership facilitators very often and would suggest that you think carefully before using this activity. While people generally have fun doing this, it's not simply about fun and games, but more about how the visualized realities from the sub-groups support or hinder the leader's task at hand.