



NANCY WATT COMMUNICATIONS

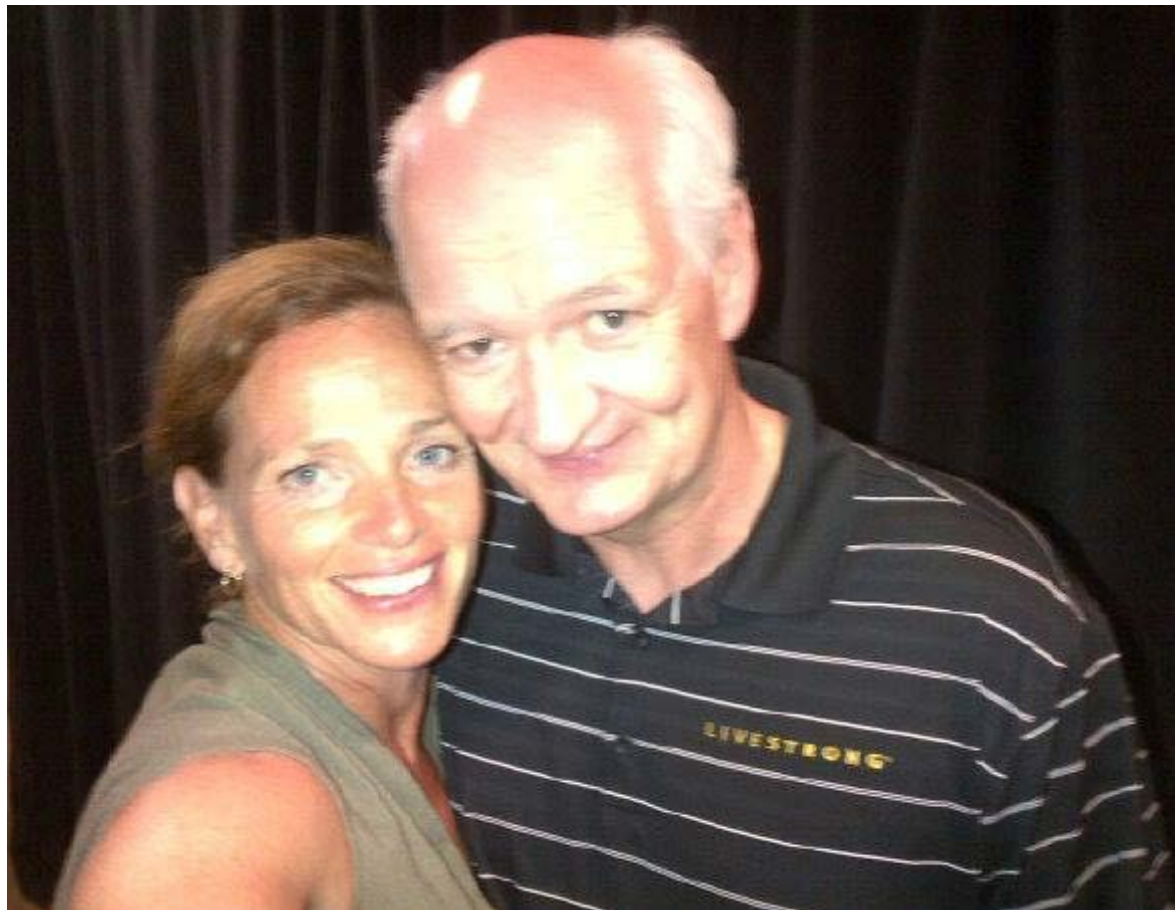
nancywattcomm.com

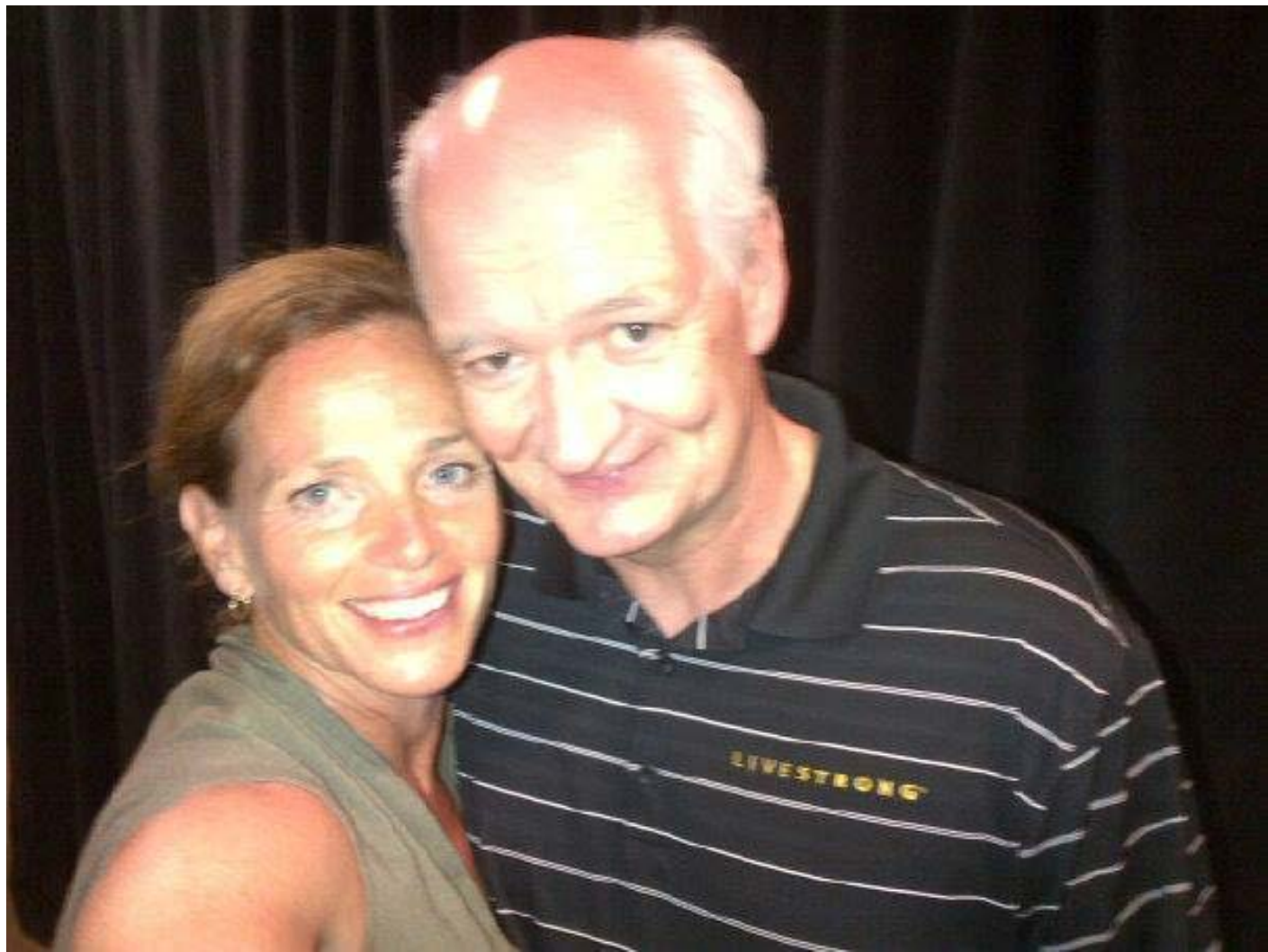
@nancywatt1

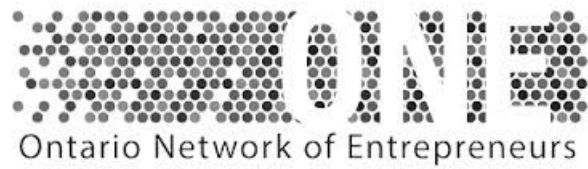
**WHO
DO
YOU
SEE?**



**WHO
IS
THIS
GUY?**



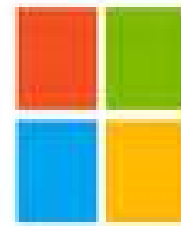




THE
HUFFINGTON
POST



engineers without borders
ingénieurs sans frontières
Canada



Microsoft



WOMEN PRESIDENTS'
ORGANIZATION®

Reaching Farther. Together.



Women in
Technology™
I A M C P



enterprising
Women

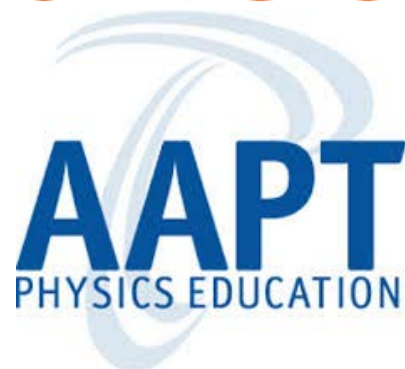


LANGAN
ENGINEERING & ENVIRONMENTAL SERVICES



Software · Consulting · Services





TEMPLE
SHOLOM



Support, every step of the way



合同教会

Hamilton Japanese United Church





So, yeah, why
improv?

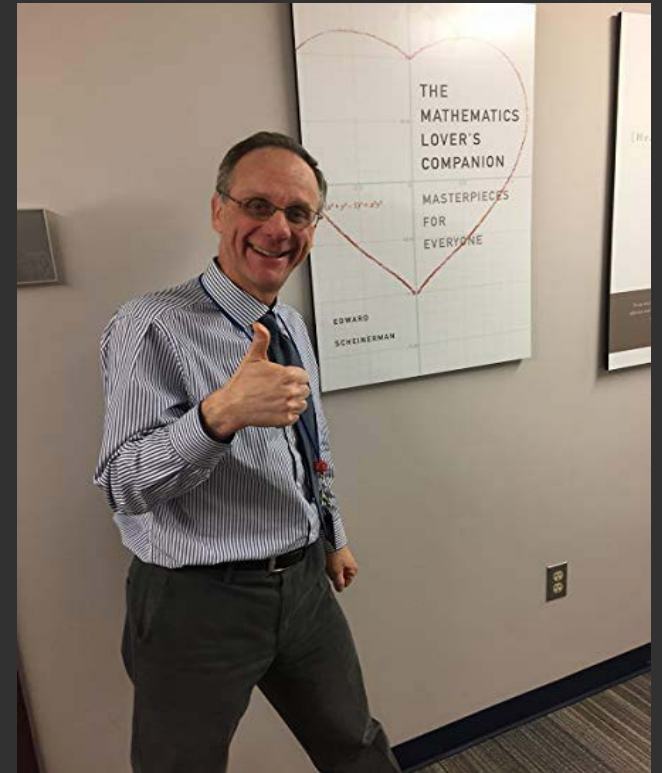
(I see this look on your face)

Improv for Scientists and Engineers

is offered through the Whiting School's Center for Leadership Education (CLE)

“The bottom line is that so much of engineering work is collaborative, and the kind of communication skills that improv cultivates is invaluable.”

Vice Dean for Graduate Education Ed Scheinerman



“If all of the problems in the world were technical, they’d be solved by now.”

Bernard Amadei
Founder, EWB-USA





Viola Spolin Mother of Improv

"The techniques of the theatre are the techniques of communicating"

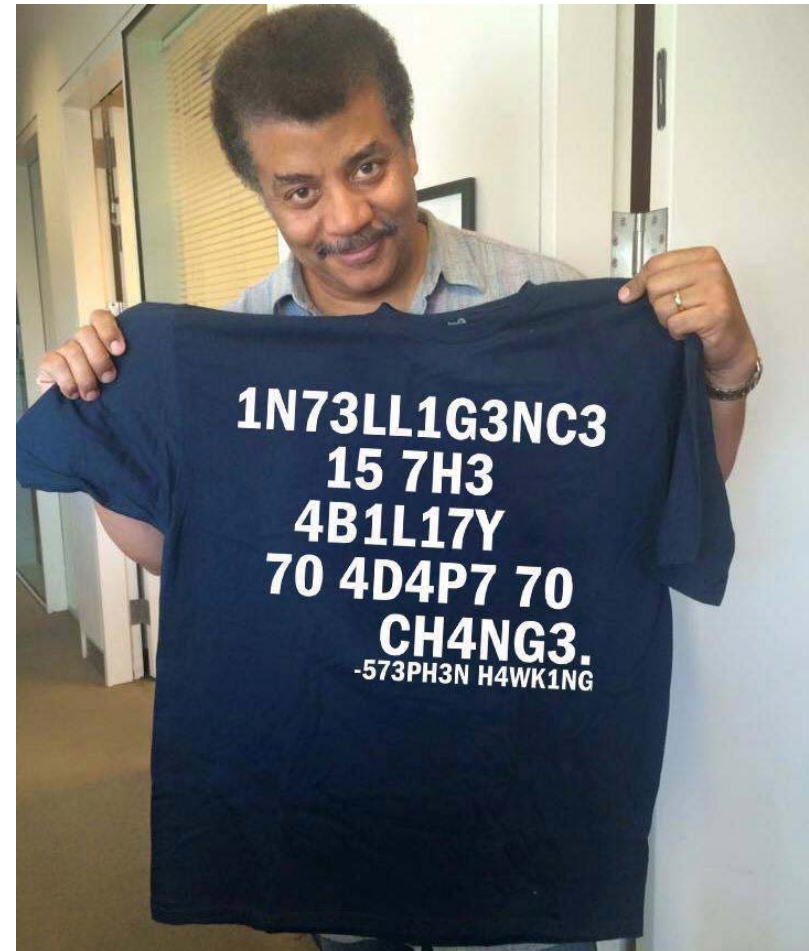
Improv's
Guide to Life:

yes
and...



“Yes, and” builds the new quotient
IQ, EQ, and now...

AQ



Improv Builds Adaptability Collaboration, Connection and Resilience



AMERICAN
PSYCHOLOGICAL
ASSOCIATION

- Accept and embrace change.
- Nurture a positive view of ourselves.
- Stay flexible.
- Allow ourselves to rely on others.
- Practice appreciation.
- Embrace past experiences as learning opportunities.
- Make connections.

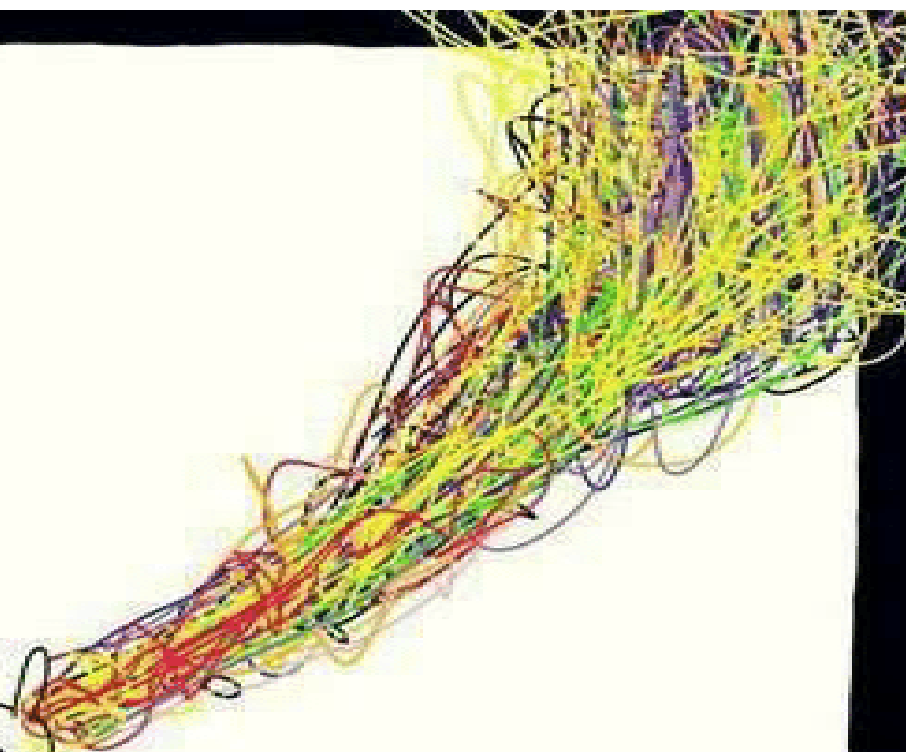


Intellectual Capital
Social Capital
Psychological Capital

what the hell is that?



**oh,
just my mind**



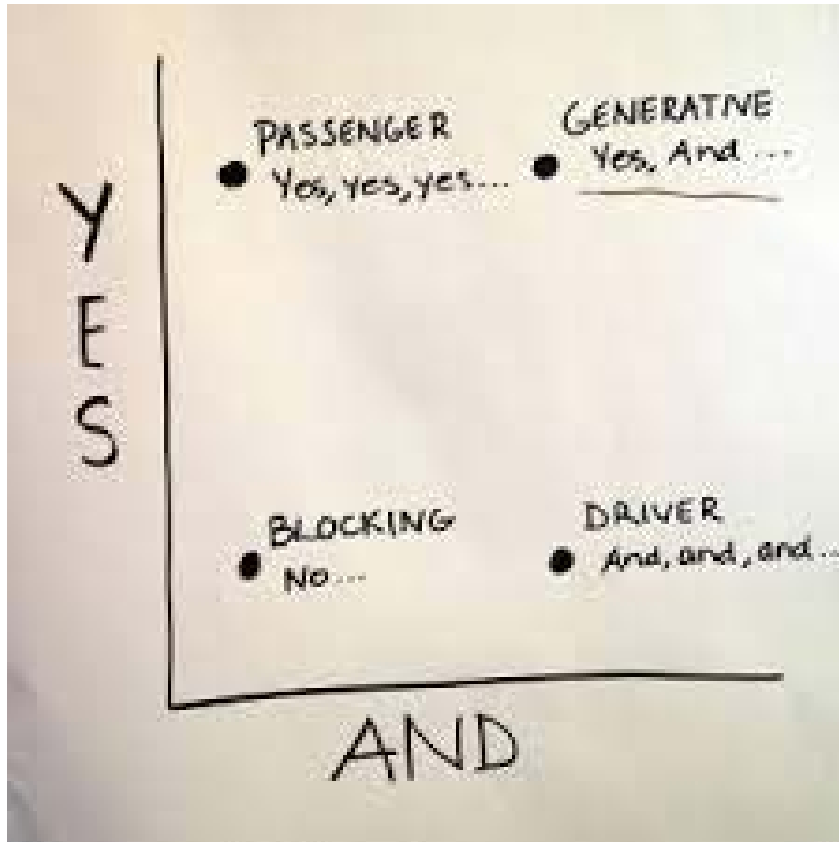


Let's Play!

“The creation of something new is not accomplished by the intellect but by the play instinct.”

Carl Jung

Improv Quadrant



Yes, and...



HARVARD
UNIVERSITY



Dr. Amy Edmondson
Harvard Business School

Psychological Safety

**Psychological
Safety**

high

**Comfort
Zone**

**Learning
Zone**

low

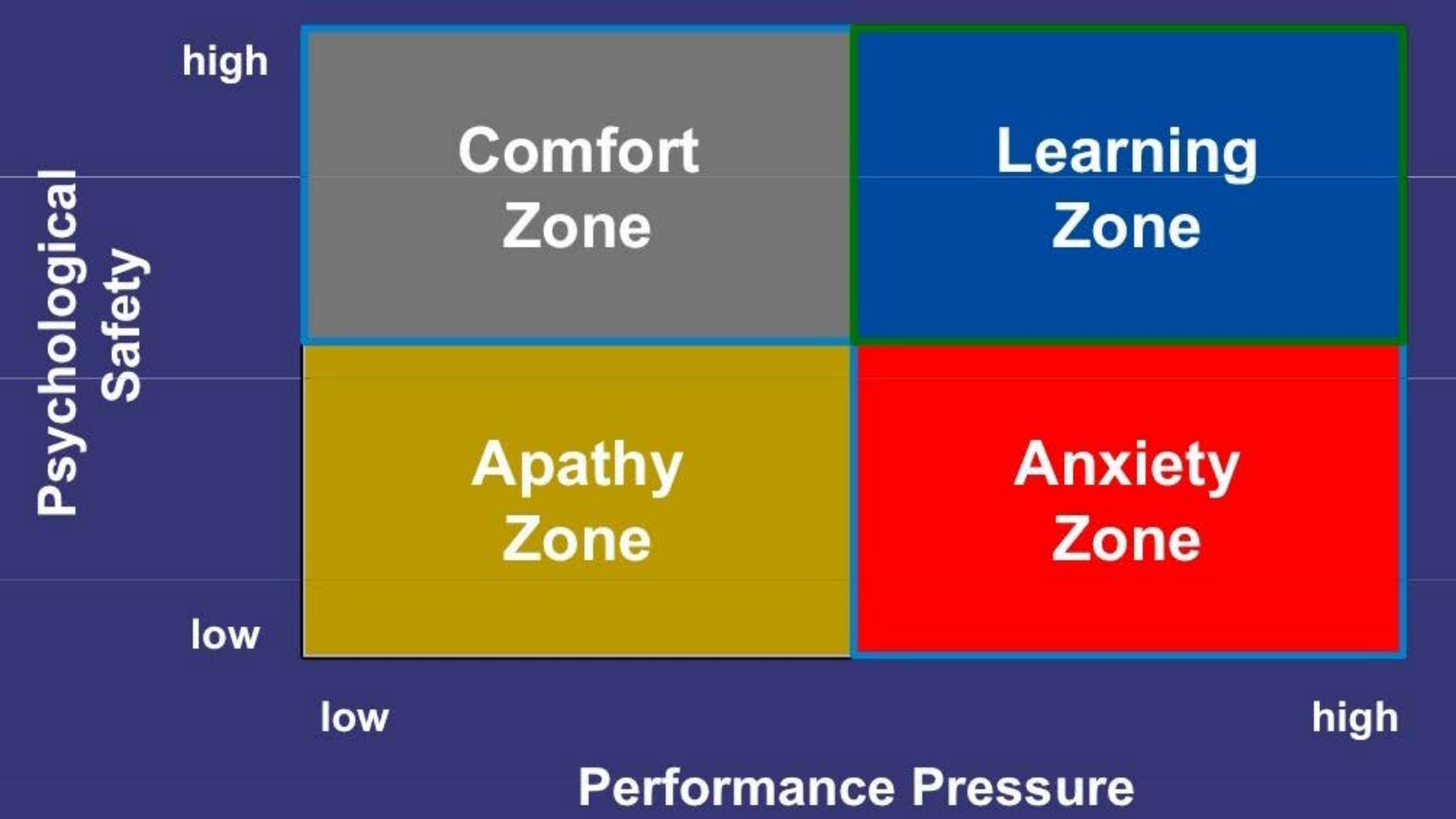
**Apathy
Zone**

**Anxiety
Zone**

low

high

Performance Pressure



**Y
E
S**

Passenger

• Yes, yes, yes...

Generative

• Yes, and...

Blocking

• No...

Driver

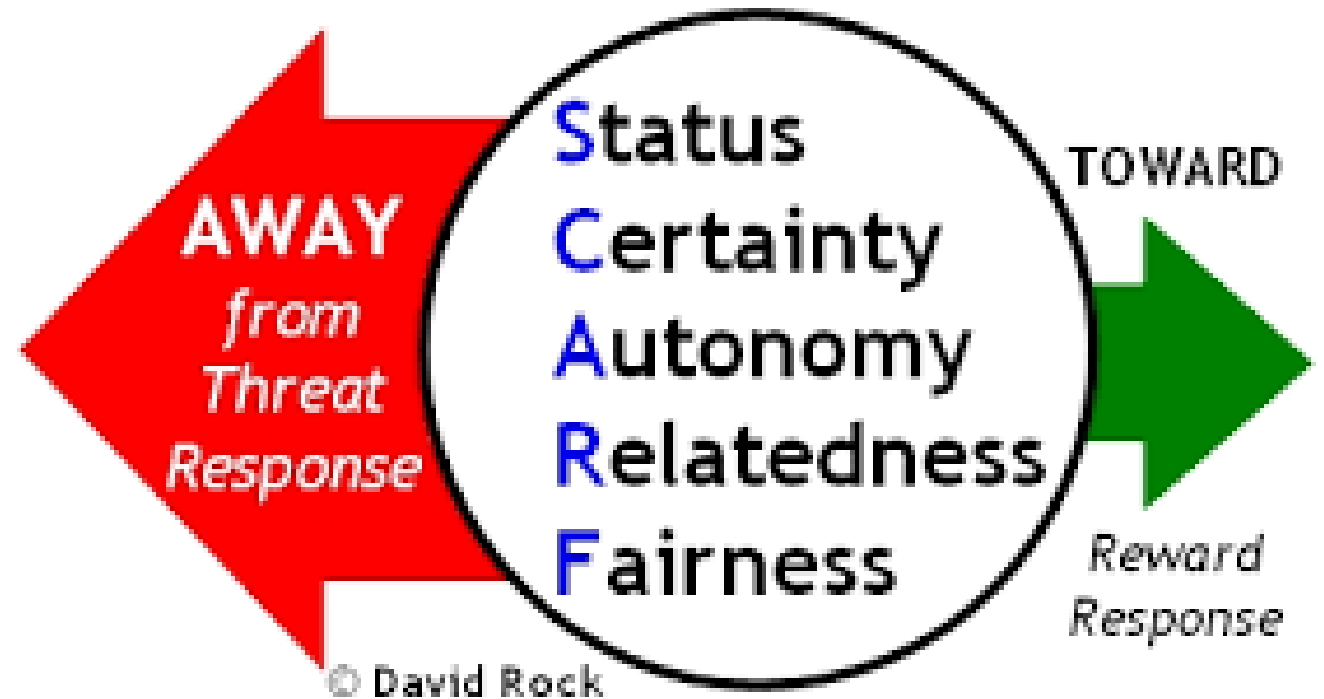
• And, and, and...

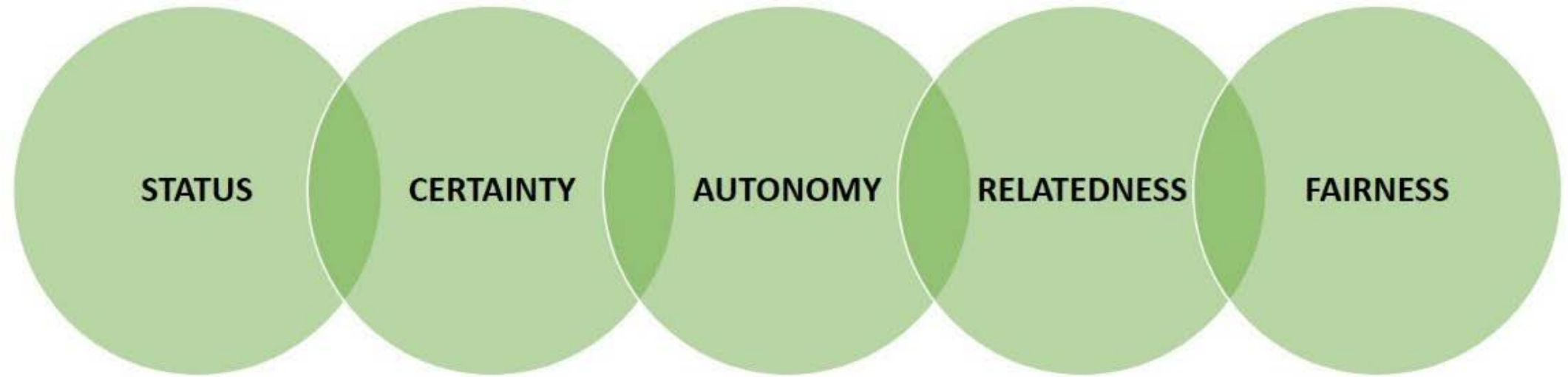
AND

Dr. David Rock
NeuroLeadership
Institute



SCARF Model of Social Threats and Rewards





+
REWARD

Positive feedback, learning opportunities, (public) acknowledgement

Clear expectations, setting clear goals, realistic project schedules

Providing choices, delegation, self-responsibility, empowerment

Friendly gestures, fostering socialising, mentoring programmes

Transparent decisions, open communication, candidness, clear rules

THREAT

Performance reviews, advice, (public) critique

Lack of transparency, dishonesty, unpredictability

Micro-management, constant authoritative leadership

Fostering internal competition, prohibit socialising in workplace

Unequal treatment, unclear rules and guidelines, lack of communication

Growth vs Fixed Mindset





A Game Changer





Thank you!

NANCY WATT COMMUNICATIONS
nancywattcomm.com
@nancywatt1