The Next Frontier: Harnessing Cognitive Diversity

Presented by
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3:00 PM
The Next Frontier: Harnessing Cognitive Diversity

Anne E. Collier
What is this?

New problem
Working with colleagues

What does problem solving look like when it is working well?
Which Sounds Most Like You?

- Fresh ideas
- Brainstorming

<table>
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<tr>
<th>Facts</th>
<th>What are issues?</th>
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<td>Proposed solutions</td>
<td>What does this look like, where will we go from here?</td>
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<tr>
<td>Analyze</td>
<td>Diversity of perspective respected</td>
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• Spotted the issues
• Collaborated
• Listening effectively
• Pros/Cons ID
• Consider all alternatives
• Closure
• All voices heard and at table
• Not spinning wheels

• Lots of talking
• Pros/Cons ID
• Comfort sharing new ideas
• OK to say wild & crazy
• Flexibility
• Open to new ideas
• Willingness to change/trtry new
• Set aside givens/what if build from scratch?
• Willingness to accept ideas of others
• Ownership of parts of project/problem

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PARADOX OF STRUCTURE

Adaption-Innovation Continuum

Problem-Solving Style

more adaptive

moderate

more innovative

use rules
despite rules

45 95 145

Adaption-Innovation Continuum

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A key difference is due to how we prefer to deal with structures... manage/mismanage this paradox differently

Paradox of Structure

enabling limiting
Likeability Factor

BLAH BLAH BLAH

7%

38%

55%

Likeability Factor

BLAH BLAH BLAH

7%

38%

55%

YOU CAN'T FAKE IT

GREAT JOB!

IDIOT!
Hmm... what's in here?

MINDSET: BE CURIOUS

Mold Breaker? Resister?

CHANGE
What do you appreciate about the problem-solving style that is most different than you?
Your opinion matters!
Please take a moment now to evaluate this session.
Thank You!