

Working with Style!™

Customized Three-Hour Workshop



Learn
how to
work
more
effectively.

"Thinking style is the least understood element of human problem solving."

Dr. Michael Kirton,
Adaption Innovation Theory



**Indiana State
University**

More. From day one.

Background

Adaption-Innovation (A-I) Theory provides a framework to help understand cognitive diversity—the differences in the way people think and go about problem solving. First published in 1976, over 28 years of research and application support A-I Theory's assertion that **people differ in their orientation to change and the way in which they manage structure** because they possess a stable, characteristic preference for either a more "adaptive" or "innovative" approach to change. There are no "good or bad" or "right or wrong" cognitive styles. Each has its own strengths and potential weaknesses. Both styles are needed to address complex change effectively—but different thinking styles are not always recognized or used efficiently.

The Kirton Adaption-Innovation (KAI) inventory reliably measures cognitive (thinking) style and focuses on problem-solving behavior. It does not measure how well we solve problems nor is there a relationship between our cognitive style and our ability to solve problems.

KAI has proven to be an invaluable tool for team building that gets to the source of many interpersonal conflicts (style differences), offers fresh insight into why we may appear to resist change, and paves the way to more fruitful collaboration.

Focus and Format

*Working with Style!*TM is a **three-hour workshop** designed to increase your self-awareness about thinking style so you see clearly how your own personal preferences impact both job performance and your personal life.

You will learn about the benefits of all styles, where, when, and how they are useful, and how you can incorporate this knowledge into your work and personal life. Every style brings high value to an organization. You will learn principles for working with someone whose style is different from your own in order to enhance your job performance. The goal is for everyone to leave with the knowledge that they bring a valuable style of problem solving to the organization.

You will be invited to complete a short 33-item inventory prior to the workshop. Voluntary completion of the inventory and confidentiality of individual results are important ethical practices we follow. Inventories can be mailed out in advance and returned directly to the presenter to ensure confidentiality (postage-paid envelopes provided).

Participants will

- Learn key concepts underlying Adaption-Innovation Theory
- Learn why it is important to distinguish between problem-solving style, level, and other influences on behavior
- Explore characteristics, contributions, and challenges of different styles
- Participate in experiences that illustrate preferred styles
- Receive feedback on your thinking style
- Reflect on how preferred style can help or hinder your problem-solving process and your effectiveness
- Explore how your preferred problem-solving style may influence other aspects of your "thinking machine," e.g. the types of change you like to promote, your reaction to others who are different from you, and how others respond to changes you propose

At the workshop, **you will receive your own personal results** and a group profile (range and mean only—no personally identifying information) so you can see where you fit within the group. **You will receive a set of materials including an eight page feedback booklet** (containing results and explanation of key concepts), **and an interactive workbook** (to use during the program) to assist in using the results when you return to the workplace.

We will use interactive learning methods, participatory discussions, personal reflections, and practical examples that you can relate and apply to your roles and responsibilities within your organization.

Why is it that many of us are exhausted by the constant change that bombards us as our organizations grow while many others are energized by these changes?

On top of the changes themselves, why do we find ourselves struggling to manage interpersonal conflicts that often arise as we attempt to solve change-related problems within our organizations?

Presenter

Dr. Priscilla Wolfe is director of the Leadership Development Institute (LDI) at Indiana State University. LDI offers custom-designed leadership training and development programs and serves as an interdisciplinary think tank on problem-solving leadership.



Since 1999, Wolfe has worked with the Occupational Research Centre in England as an associate tutor of KAI programs in North America, Europe, and Asia. An experienced trainer, facilitator, and consultant, she has been an associate of the Creative Problem Solving Group, Inc., New York, since 1997. She received her doctor of philosophy in education from Indiana State University in 1994.

Cost

We can arrange on-site and customized workshops that address your needs for high-quality, high-impact training. Our programs are affordable, can be designed to fit your goals and objectives, and produce immediate and measurable results. Total cost depends on the number of participants and includes a presenter fee, travel expenses, and per person material fee (KAI inventories, individual feedback booklets, and interactive workbook).

For More Information

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