



kinetik solutions

IMPROV FOR LEARNING AND DEVELOPMENT

INCREASE CREATIVITY, AWARENESS AND TRUST WITH THIS POWERFUL
COLLABORATION METHOD.

Want to use a new skill of creativity for your learning and development?

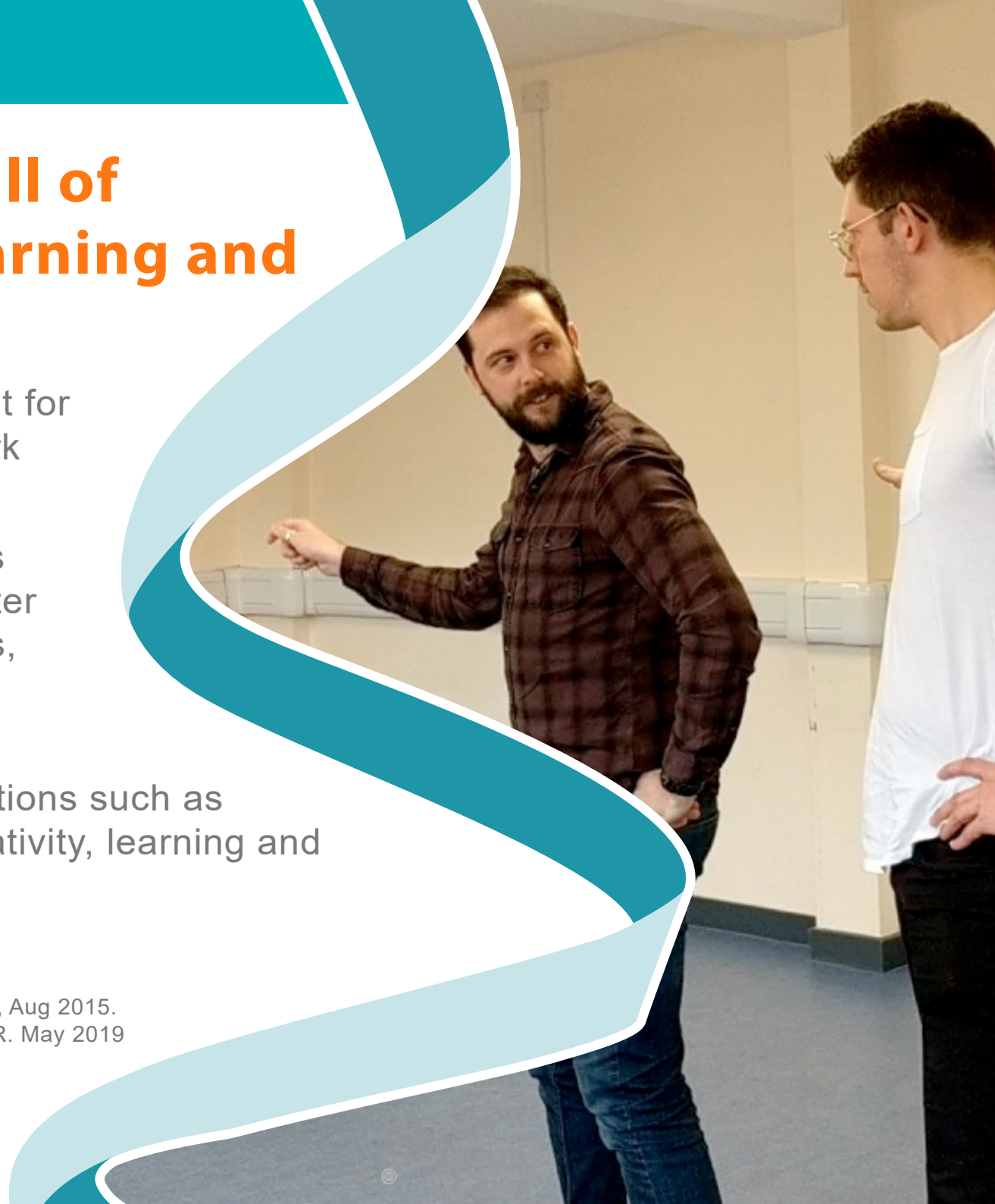
Innovation and Creativity is a top trait for making organisations and teams work better.

Studies^{[1][2]} have shown that the skills from improvisation can help with better management of unexpected changes, uncertainty and increased team collaboration.

Improv is regularly used by organisations such as Google, Twitter and PepsiCo for creativity, learning and development, and team building.

1. 'Four reasons to take An Improv class'. Forbes magazine, Aug 2015.

2. Francesca, Gino. "Using Improv to unite your team". HBR. May 2019



What is improv?

Improvisation, or 'improv', is a form of live theatre in which the plot, characters and dialogue of a game, scene or story are made up in the moment. There are no lines to rehearse and the improv process is highly creative. No acting skills are required.

How can improv benefit your organisation?

Studies have shown that the skills of improvisation can help with better management of unexpected changes and uncertainty, increase team collaboration and the ability to absorb new ideas.

Improv will help your organisation:

- Boost well-being, resulting in reduced absences and conflict
- Increase the ability for teams to self manage issues and opportunities
- Enhance the ability to generate innovative ideas around your own service or the process, leading to better customer experience and/or reduced costs

Improv will help your staff:

- Increase confidence
- Cope better with unexpected situations
- Be more open to new ideas
- Share thoughts in an open and non-judgemental way



A summary of our improv session

We run some warm up exercises, gently introducing improv principles in each round. Improv principles we practice include: deep listening, supporting others, allowing spontaneity, accepting mistakes.

After this, we run some improv games, such as 'Freeze Tag', 'Party Quirks' and 'Gibberish'. We gently introduce some areas of opportunities, from your own workplace, as part of the game scenes.

At the end of each game, there is a short feedback session on what was learned and how this creates development opportunities back at the workplace.

There will be no PowerPoint presentations or note taking! Improv sessions are well-structured with principles that provide a strong foundation for creativity. Playfulness is gently encouraged at all times and no acting or comedy skills are required. Our experience shows that creativity and spontaneity are possible for all.



Our sessions are ideal as part of your L&D intervention

kinetik solutions is a change management consultancy. Over the last 10 years, we have worked with complex public and service organisations on all aspects of change. We understand some of the issues you face in employee engagement, business processes, and learning and development.

Our session(s) will use the most appropriate improv tools for new insight; to boost creativity of your staff and create innovation for business processes.

We can create a plan for standalone or multiple sessions encompassing different stakeholder groups. our Sessions are based on your requirements and can last from two to four hours.

Up to 20 of your staff can participate, making it a value for money investment per person. Contact us at bebetter@kinetik.uk.com or call us on **0203 397 0686** to find out more.

“Improvisation is probably one of the two or three cardinal skills for businesses to learn in the future...”

– John Kao, Harvard Business School

Details of our Improv Team



Ketan Varia

Ketan Varia, the founder of kinetik solutions, has over 25 years of management and consulting experience. He has worked on large change programmes in the public sector and service industries and developed creativity products.

Ketan is continually broadening his skills and has taken two improv courses at the CityLit as well as integrating improv in client change projects. He runs regular improv classes in North West London.



Nick Stylianou

Nick Stylianou has more than 20 years of performance experience in solo and collaborative art forms. He has also integrated creative problem-solving models in his own business.

Nick studied a performance and improvisation-based music degree and improvisation courses. He is the founder and facilitator of a workshop-based improvisation class.

Consultancy Profile

kinetik solutions is a UK based management consultancy which was formed in 2007. We deliver business transformation, process excellence, and change management in operational settings. We have delivered work to several large and multi-national organisations around the world as well as large public sector organisations including the NHS.

We are the catalyst for operational change. In order to make change effective for our clients, **kinetik solutions** has developed three solution areas which can be adapted for your organisation. We take pride in working with clients to create sustainable results above all else. Each member of our team has extensive experience in large scale transformations in both private and public sectors with at least 10 years of senior business or consulting experience. Most importantly our team can blend in and work within different cultures and leadership styles.

We craft our work based understanding “on the ground realities” in combination with our experience and commitment towards perfection. We work in collaboration with all levels of your organisation, making our work value for money. We believe that the best way of embedding change is to help you develop a clear vision of future state, engage with your change team and support you in shaping projects. We believe in always keeping you in charge, and depart as soon as your team is able to sustain itself.

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What they say about working with kinetik



"Rapidly building an understanding of the context and purpose of the studies and led our thinking and teased out the key issues with remarkable skill."

– **CEO, Blind Veterans UK**



"The preparation and professionalism...added real value, resulting in a clearer, shared understanding of the issues and agreed priorities for action."

– **Head of Informatics, NHS Acute Trust**



"Robust knowledge of subject area, approachable and sensitive to client requests."

– **Project Manager, Facilities Management**



Want to find out more about kinetik?



70% of businesses fail to deliver transformational change successfully, repeating familiar mistakes over and over again. Dynamic and potent, this book, written by our director Ketan Varia, focuses on a proven holistic approach to implementing, dealing with and adapting to change.

Buy our book on change management.

Read our credentials, products, solutions, ethos, team and insights at:
kinetik.uk.com



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