

Organisational Blocks to Independent Thinking

Learning outcomes:

- Develop skills in overcoming resistance to ideas.
- Recognise the dangers of groupthink.
- Identify the organisational and inhibitors of independent thinking.

What you will need:

- Handout 5 – Scenarios for team acting as employees
- Handout 6 – Groupthink

Content and suggested timings:

Introduction	5 min
Inhibiting the independent thinking of others	40 min
Overcoming resistance	45 min
The dangers of groupthink	30 min
Total duration:	120 mins

Introduction

What we often see in organisations are people who make suggestions but who are then told to get back to their job, or stop interfering, or told that their suggestion just won't work in this organisation. After a while, people who do make suggestions and come up with new ideas, stop making suggestions and stop coming up with new ideas.

This is a tragedy for organisations as all businesses need fresh, creative and innovative thinking.

In this module we are going to spend some time focussing on what happens in organisations that inhibit independent thinking and learn how dangerous and demoralising that can be.

This is a lively session and everyone needs to participate fully and have fun for it to really benefit the group.

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