

Thanks: TO ALL OUR SPONSORS AND PARTNERS

SIGNATORY PARTNERS



PLATINUM PARTNERS



GOLD PARTNERS



ASSOCIATE PARTNERS



MEDIA PARTNERS



THE ORGANISERS



SA Innovation Summit
www.innovationsummit.co.za

4TH SA INNOVATION SUMMIT
INNOVATION LEGENDS / ideas to market

Igniting High Performance Cultures

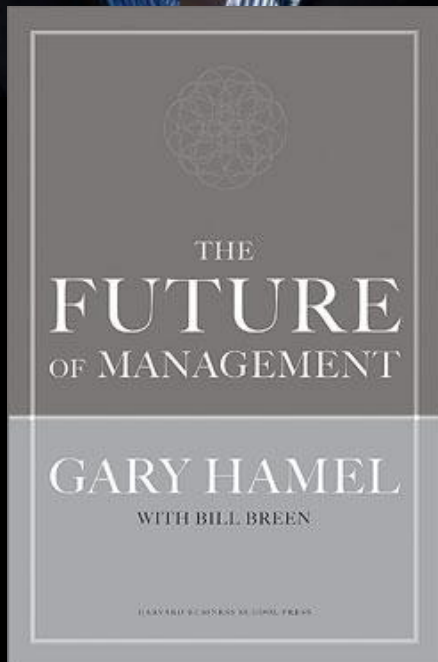
SYMPHONIA

Alchemy of Engagement



**We need more
Innovation & Creativity!!**

*Think of a time that you were
at your most creative and did
your best work?*

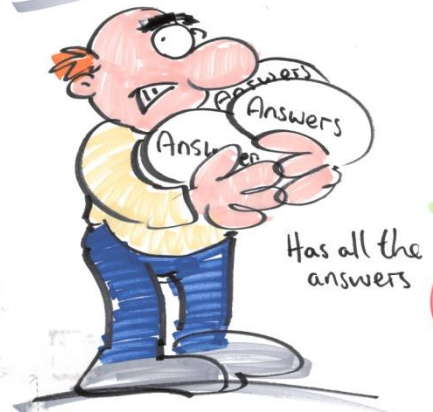


*“Our
organisations
are not fit for
human life”*

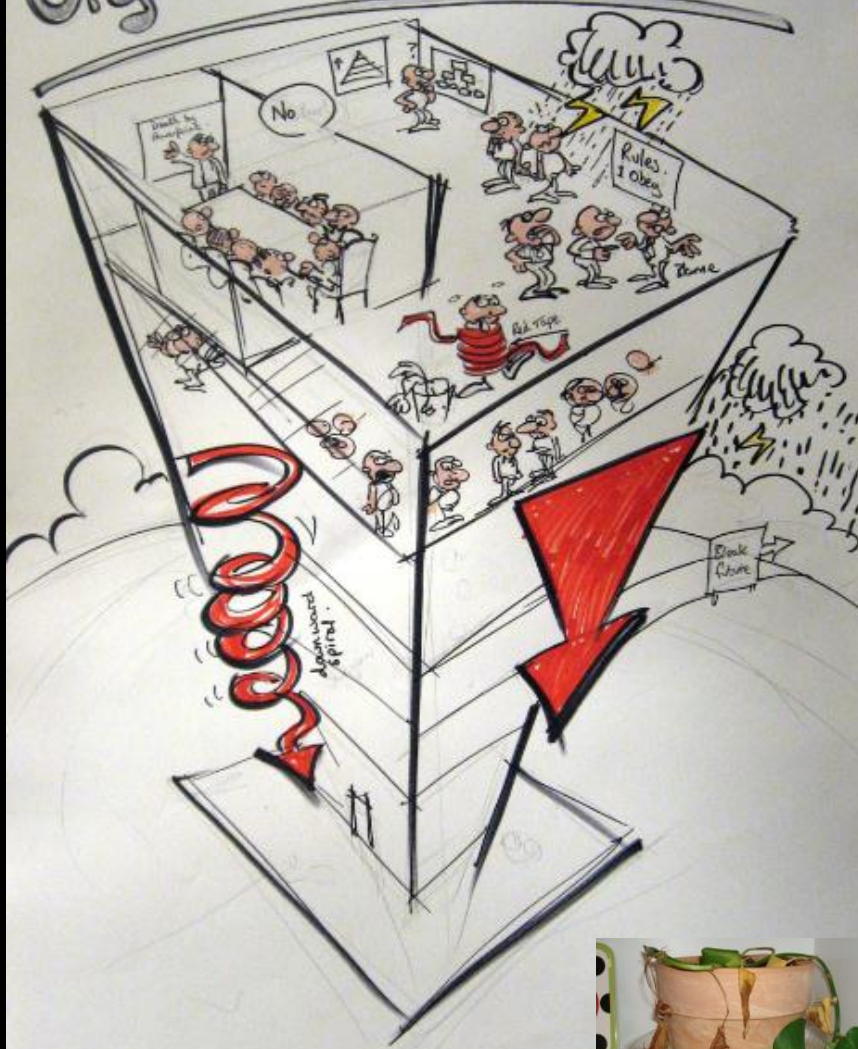
Gary Hamel

Why?

Management 1.0 - organisation not fit for human life.



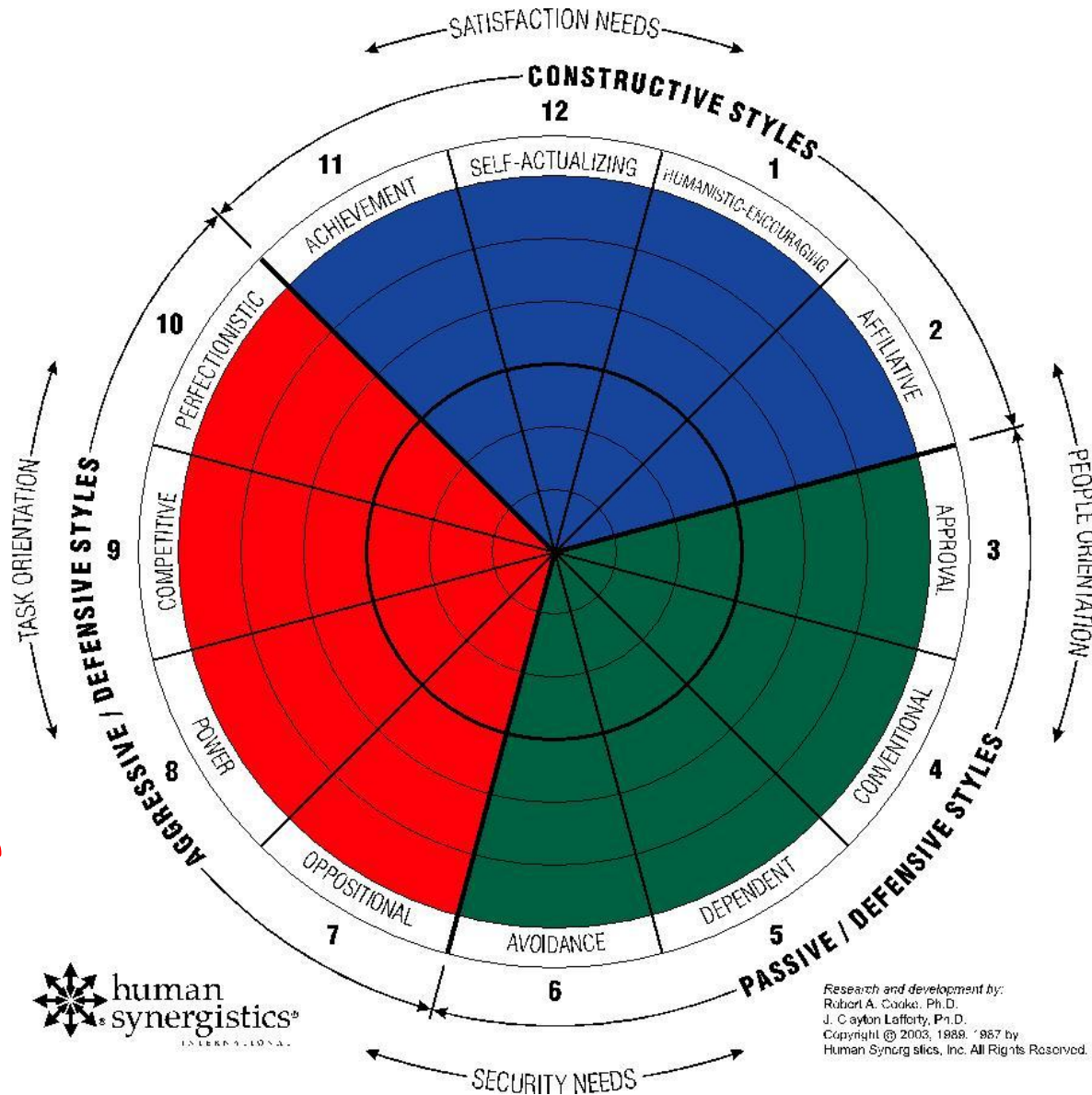
Organisational Stuckness



Organisational Vibrancy



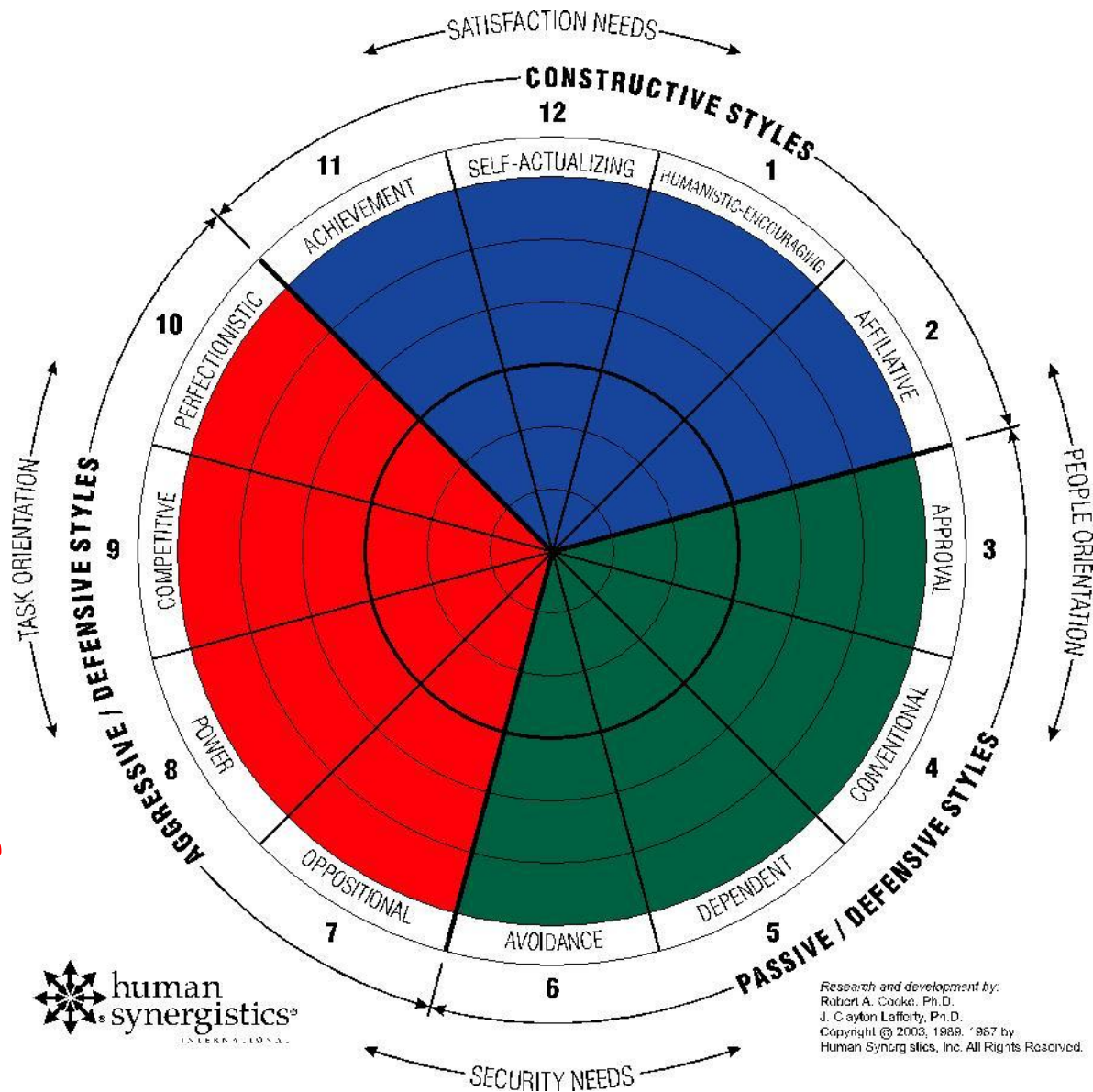
Constructive



Aggressive

Passive

Constructive Adult



Parent
Aggressive

Child
Passive

Scenario

It is 9:00 in the morning.

**A report that was due next
Monday now needs to be finished
at 5:00 pm this afternoon**

Scenario

It is 9:00 in the morning.

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**Constructive
Manager**

vs

**Aggressive
Employee**

Scenario

It is 9:00 in the morning.

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Monday now needs to be finished
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**Aggressive
Manager**

vs

**Passive
Employee**

Scenario

It is 9:00 in the morning.

A report that was due next
Monday now needs to be finished
at 5:00 pm this afternoon

**Constructive
Manager**

vs

**Constructive
Employee**

SOLVING TOUGH
SOCIAL AND
ORGANIZATIONAL
PROBLEMS

POWER
& LOVE

Foreword by ADAM KAHANE
CLEM SUNTER

Power

*Power without
love is reckless &
abusive
(ML King Junior)*

Love

*Love without
power is
sentimental &
anaemic
(ML King Junior)*

Power

*Power without
love is reckless &
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Love

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sentimental &
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Parent

Adult

Child

Aggressive

Assertive

Passive

“Boss”

Partner

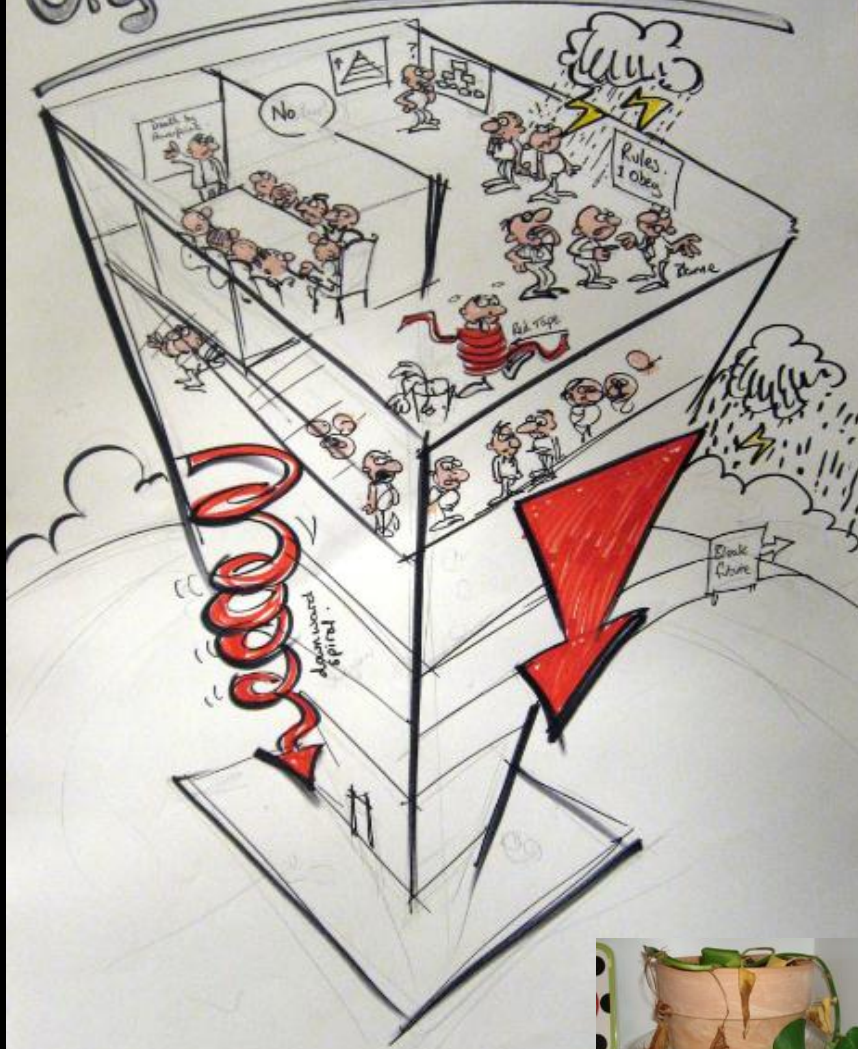
Servant

Ruler

Citizen

Consume

Organisational Stuckness



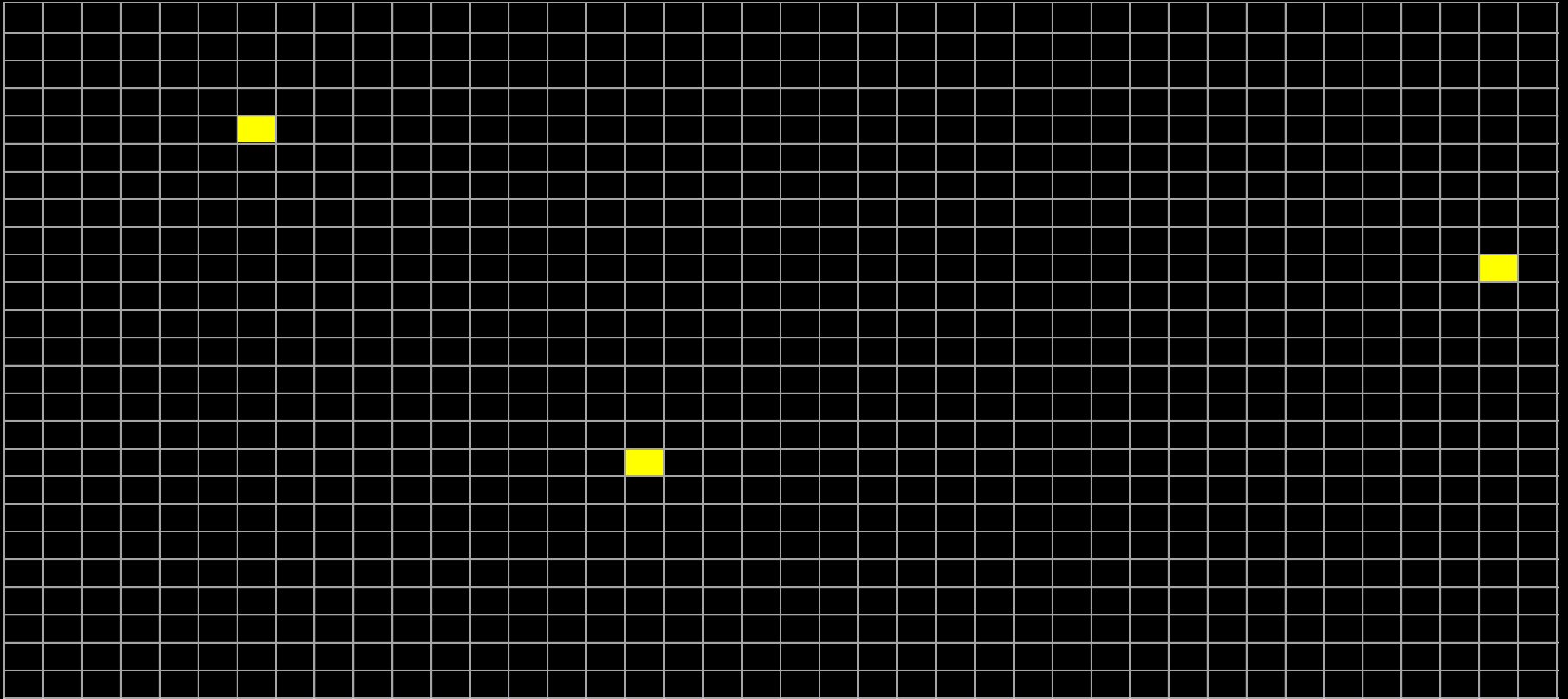
Organisational Vibrancy



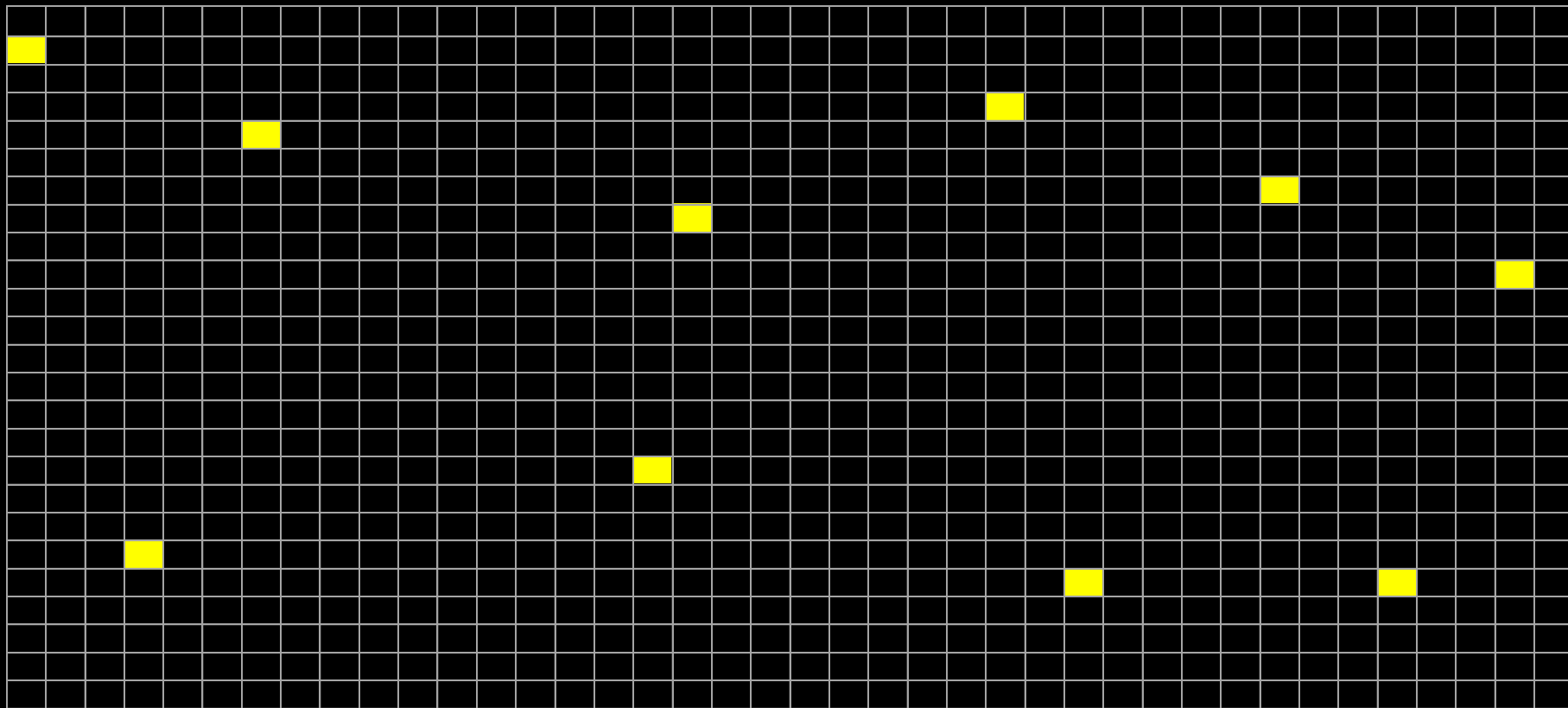
Our story about leadership

70,000 people

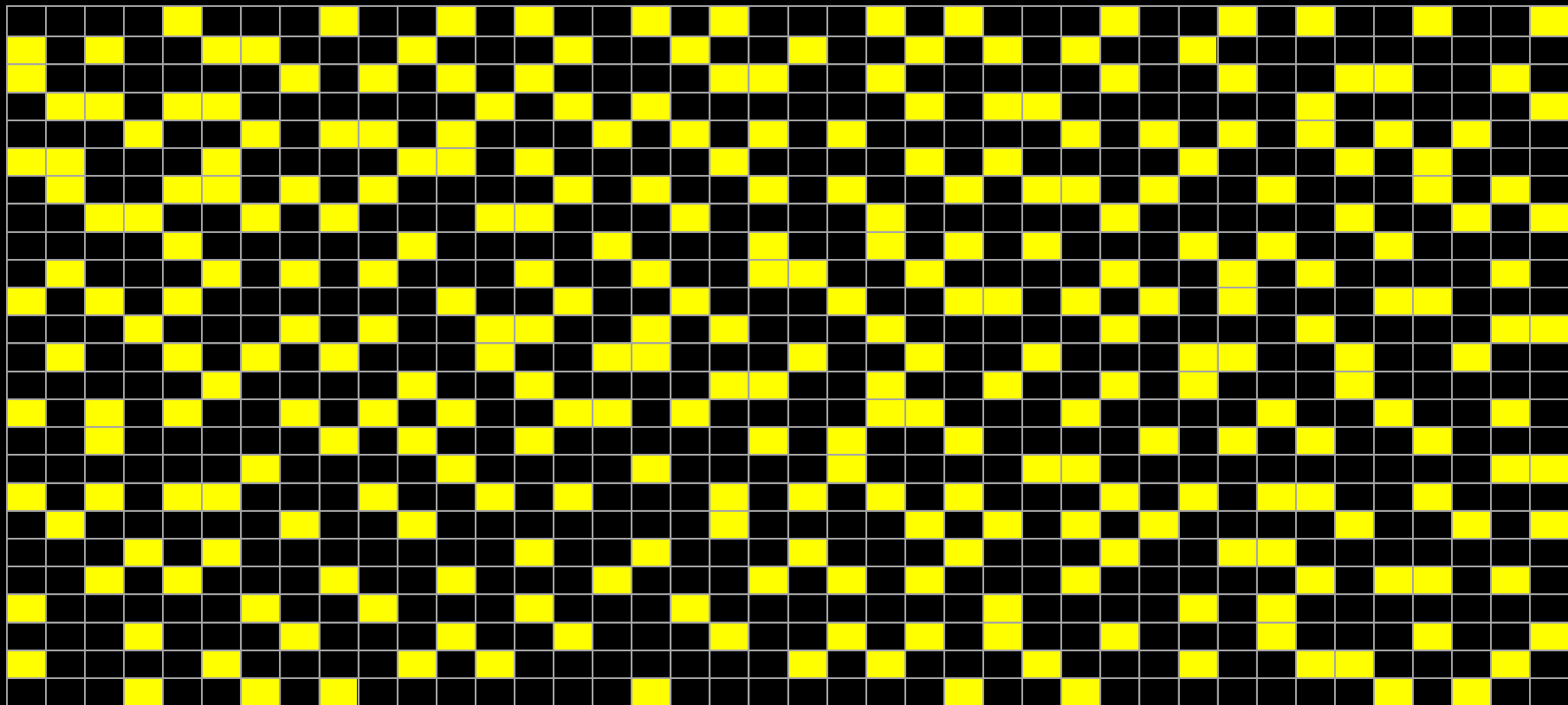
.3% = 3 out of every 1,000



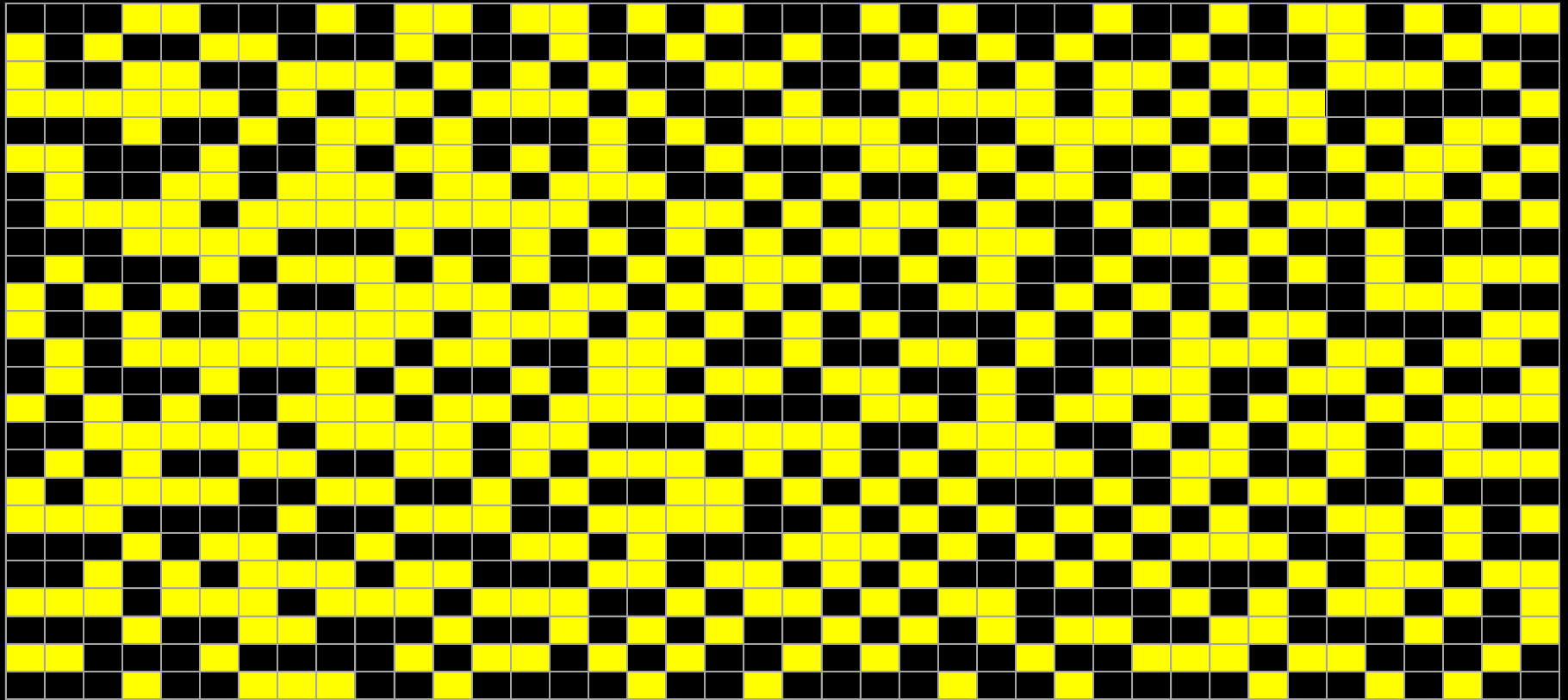
1%



30%



50%









I need you to know what
happens to me when you are
so certain...
My voice goes quiet because there
is no space for my voice in
your certainty...



James Dineen '09

Power

*Power without
love is reckless &
abusive
(ML King Junior)*

Consciousness

Love

*Love without
power is
sentimental &
anaemic
(ML King Junior)*

Parent

Adult

Child

Aggressive

Assertive

Passive

“Boss”

Partner

Servant

Ruler

Citizen

Consume



2 main 'systems' in the brain

Self-Protection

Patterns

Familiarity

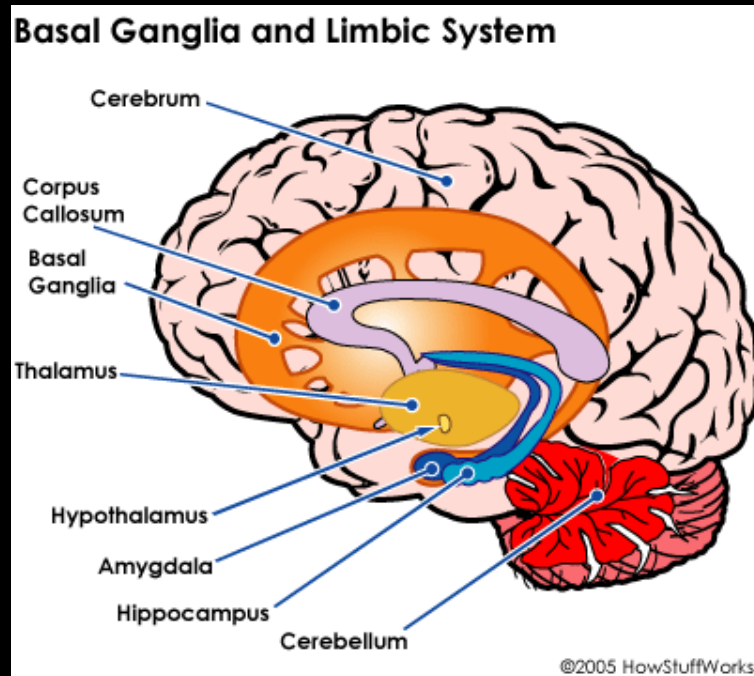
Exploration

Creative thought

New

Basal Ganglia & Limbic system

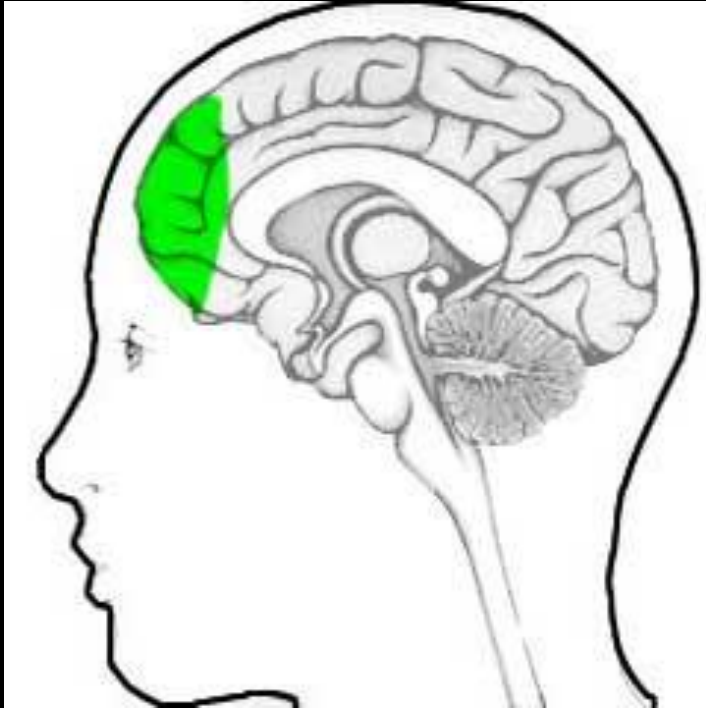
Automatic Response System



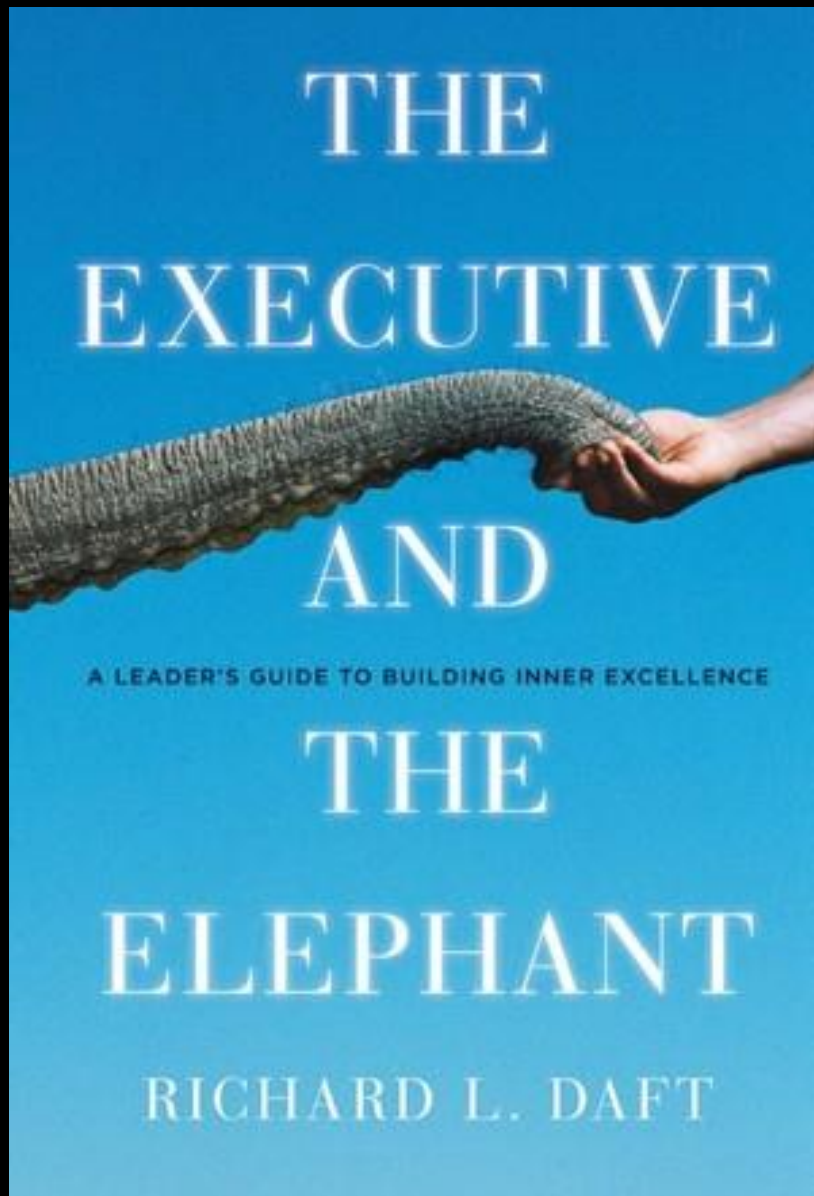
- Self-preservation
- Automatic reaction
- Patterns / familiar responses

Prefrontal Cortex

Executive centre of the brain



- Planning
- Decision making
- Error correction
- Troubleshooting
- Dealing with ambiguity & complexity
- Innovation & Creativity
- Dealing with dangerous or technically difficult situations
- Overcoming a strong habitual response or resisting temptation



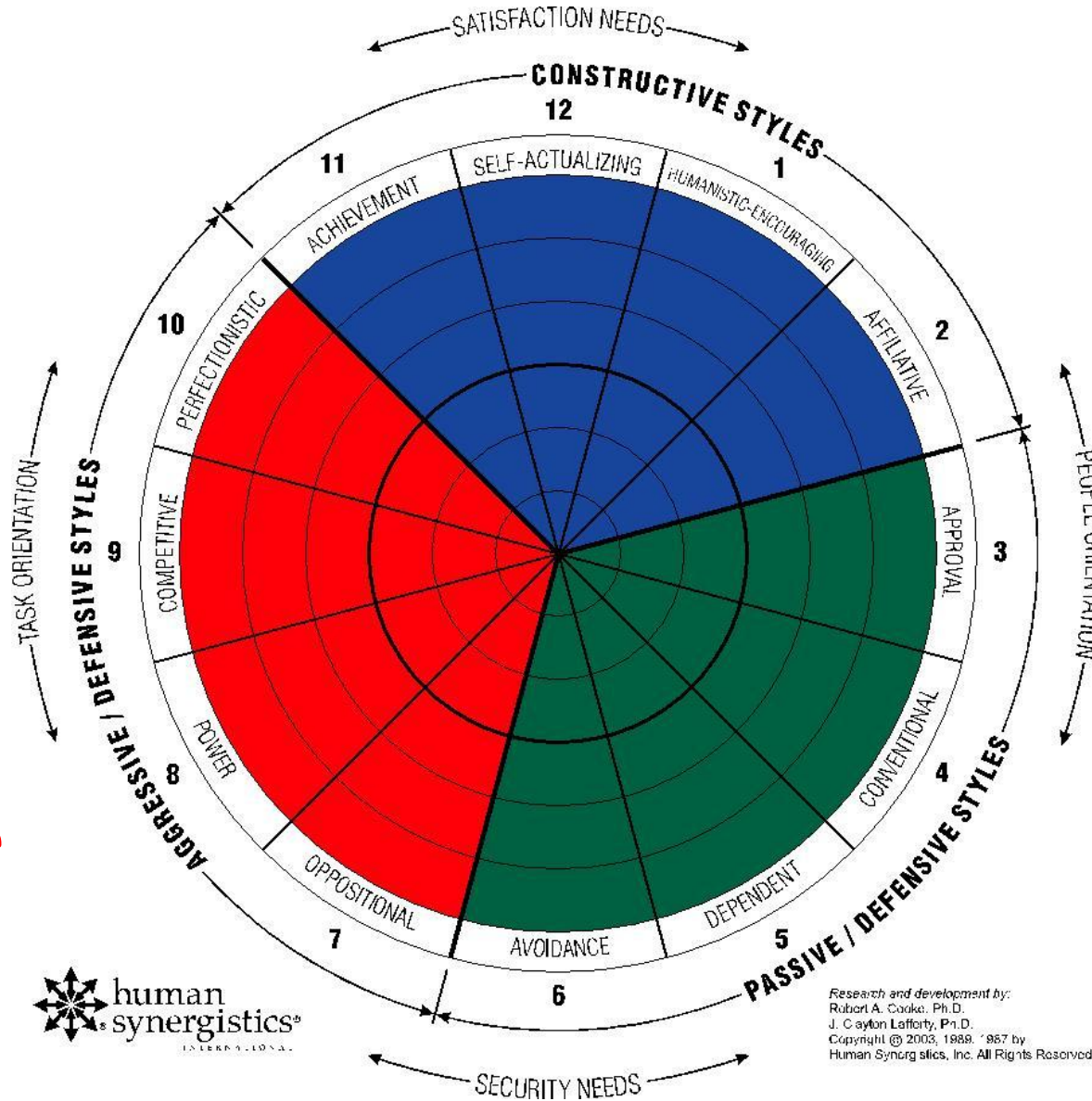
Executive:

- Pre-Frontal cortex
- Focused mind
- Present & curious (mindful)
- Sees the **positive**
- **2+ %**
- **Slow – need energy**

Elephant:

- Basal Ganglia (habit-forming, automaticity, etc)
- Reactive
- Focused on the **negative**
- **98%**
- **Fast – almost energy-less**

Constructive Adult Citizen



**Ruler
Parent
Aggressive**

**Consumer
Child
Passive**

Application of these ideas in Education

