

Megan Hills interviews

Kristyn Haywood

Managing Director of People For Success



Kristyn Haywood was facing a group that had been suffering the same problem for twenty years. Her job was to help them find a solution.

‘As individuals, they were all very capable,’ Kristyn explained. ‘But as a team they were working against each other. The problem was about late delivery of work to clients. Each reason given for why the problem was happening involved blaming someone else

By using Edward de Bono’s *Six Thinking Hats* Kristyn engaged every member, generated hundreds of new ideas from the group and turned the discussion into one that was positive and constructive.

How Six Thinking Hats works

Each of the six imaginary hats represents a different type of thinking. When you ‘put on’ one of the hats, the group can only use that mode of thinking:

white hat = information

yellow hat = benefits

red hat = feelings

green hat = creativity

black hat = caution;

blue hat = managing the thinking process.

3 Tips for using de Bono’s Six Thinking Hats in your team:

1. Only use one hat at a time

For example if you are using a “Yellow Hat” (benefits focus) then there is to be no black hatting (caution comments).

2. Explain that everyone is creative

If a team member doesn’t think they are creative, explain that their creativity is like an unused muscle and that the session will give it a work out.

3. Have fun

There’s plenty to enjoy because the process is beautifully simple and allows you to break free from your patterns.

What Kristyn says about Eleanor Shakiba

“Eleanor is a fabulous experiential trainer who has a great ability when it comes to tapping into group intelligence. By asking particular questions, using games and storytelling, she helps people to solve their own issues creatively.”

Book a course on managing change for your team Call 0433 126 841