Barefoot Approach
Optional Session
Leopold Leadership Program
15 September 2009

Introduction
• response to persistent enquiry
• bonus session
• great group!
  – first wholly academic group we have worked with
• this presentation
  – first time
  – semi-coherent
  – risk!
  – contributions welcome!

Barefoot Partnership
• www.barefoot-thinking.com
• ‘Creative about change’
• Simple concepts & tools
  – easy to understand
  – and use....
  – Barefoot 10 minute test
• Experiential/interactive
  – create opportunities for experience

Our desired outcomes for Leopold Fellows Training
• Experience – meaningful & memorable
• Real learning - that you use
• Learn 'how to learn' about leadership
• Self confident about your capability
• Recognize and use 'strategic questions'
• Empowered group
  – taking responsibility
  – power of sharing
• Have fun!
Real Learning

• What does it look/feel like?
  – our own learning experiences
  – struggle; difficulty; uncomfortable

• Value your own expertise and others’
  – take responsibility for your own learning
  – less reliant on books and systems
  – value of your own direct experience and that of others

Active Learning Model

1. Introduce concepts/tools
2. Provide opportunity to use them
3. Reflect on experience
4. Decide on actions

Facilitation - 1

• TRUST
  – the process
  – the group
  – yourself

• Personal skills
  – be present
  – active listening
  – authentic
  – Intuitive
  – flexible

• Model the behaviour
  – Gears 1 - 4

Facilitation (2)

• support the group
  – group decisions; group consent
  – establish values
  – no tables
  – common experience
  – HBDI

• “It’s about them, not you”
  – keep our input down
  – 10 mins/hour

• collaboration not competition
  – happy vs right
Simplicity

• Creative thinking workshops example
• Less is more
  – Decided to cut out one section in June during the morning
• Simplicity can be hard work
  – saying less
  – doing less
  – “What is really important? What matters?”

Our questions

Whilst we welcome questions about our approach, our questions to you are:

• Did we provide too much?
• What was most valuable?
• What could we omit in the future?