

## **Increasing Collaboration, Communication and Creativity in Teams: Applied improvisation**

### **Description:**

Applied improvisation is introduced as a tool for psychologists, consultants, and coaches to add to their toolkit when working with teams. Increasingly, improvisation is being applied in organizations to improve team communication, increase collaboration, and ignite creativity. “Yes, and” is presented as a core improvisation approach that has practical implications for increasing team effectiveness. This includes embracing a mindset that supports, affirms, respects others as well as developing a skillset that explores, expands, and builds upon other team members’ ideas and suggestions. “Yes, and” is explored as an effective tool for replacing derailing team behaviors with supportive and positive team behaviors.

Three organizational applications for applied improvisation will be discussed: increasing communication, collaboration, and creativity. Implications for increasing psychological safety and uncertainty tolerance in organizations will be touched upon. Presentation goals include providing participants practical tools and suggestions for improving team effectiveness and a “taste of improv” via pre-recorded demonstrations.

This workshop blends didactic presentation with interactive demonstration exercises to supplement participant learning. The three pre-recorded demonstrations include an event planning exercise, a nonverbal mirroring exercise, and a “conducted story,” which illustrate “Yes and” principles. Written instructions will be provided with the slides so that participants can apply these exercises in their consulting with teams and organizations.

### **Learning Objectives:**

1. Describe three benefits of applying a "Yes, and" approach to improve collaboration, communication, and creativity in teams.
2. Describe two applications of how to utilize improvisation to improve team effectiveness when consulting to organizational clients.

**Target Audience:** Early Career and Mid-Level Psychologists

### **How to Access:**

- At APA 2020 Portal
- For 1.0 CE\* at SCP OnDemand

*\*The Society of Consulting Psychology (SCP, Division 13) is approved by the American Psychological Association to sponsor continuing education for psychologists. The Society of Consulting Psychology maintains responsibility for this program and its content.*

## About the presenter



Steve Gravenkemper, Ph.D.  
Consulting Psychologist  
Columbus, Ohio  
stevegravenkemper@gmail.com

Steve Gravenkemper is a consulting psychologist based in Columbus, Ohio. He is a past president of the Society of Consulting Psychology. Steve has a passion for developing resilient and agile leaders, teams, and organizations. Professional interests include leadership development, navigating uncertainty, team effectiveness, CEO succession, talent assessment, employee engagement, culture change & executive coaching. On a personal note, he performs locally with the improv troupe, Finch.

Steve has been consulting with leaders, teams, and organizations in multiple industries for over 25 years. The first eleven years of his career he worked primarily as a health psychologist in medical settings. Steve earned a Ph.D. in Counseling Psychology from the Ohio State University. He earned a B.A. in Psychology from the University of Cincinnati.