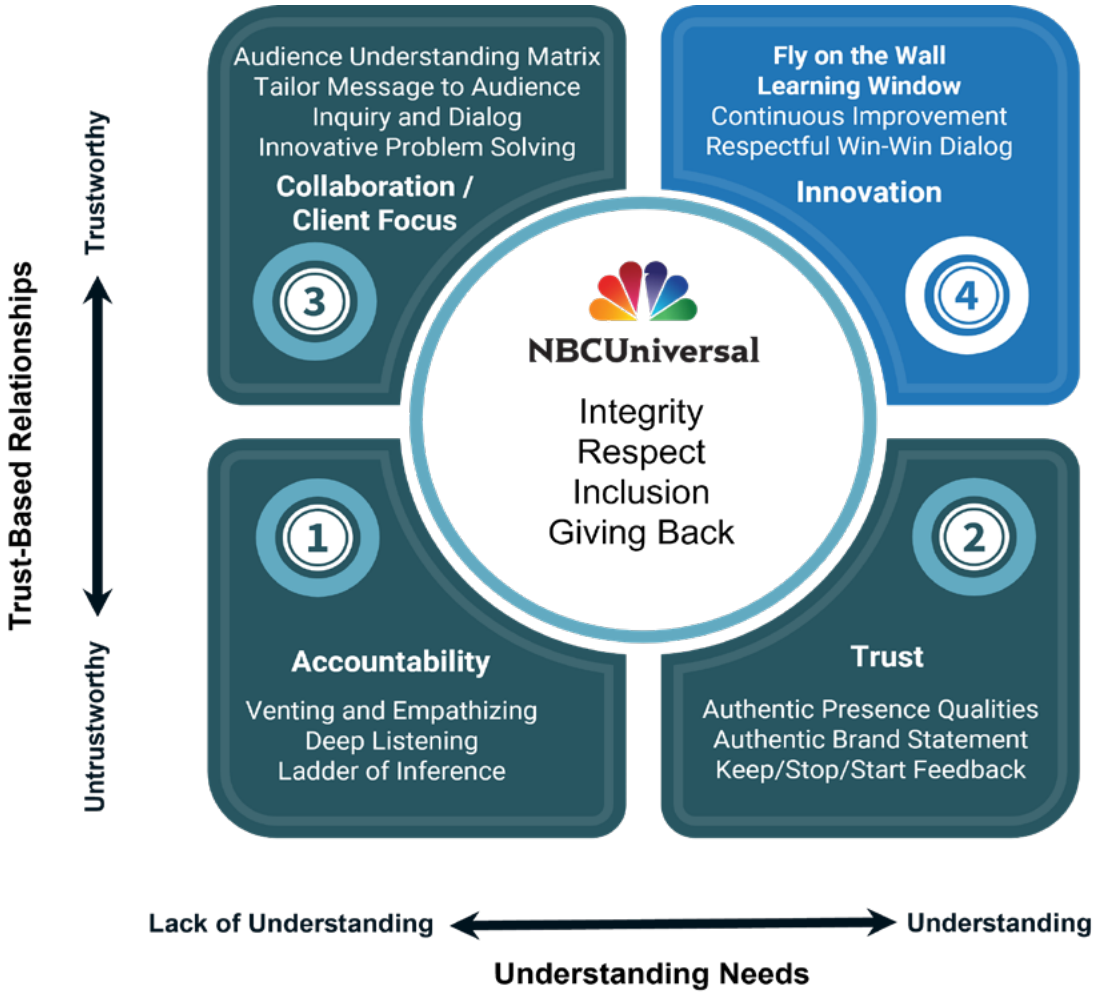
Fueling Innovation

Proven Methods to Support and Inspire Innovation



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EXECUTIVE SUMMARY

PURPOSE

- To learn proven methods to support and inspire innovation on your team.

VALUE PROPOSITION

- To help you think through and solve problems in new ways, leading to creative breakthroughs.
- Because organizations thrive when they embrace innovation and creative problem-solving.

ACTION

- Use and apply tools such as Fly on the Wall and Learning Window to unlock fresh ideas and new approaches.

AGENDA

- Introduction
- The ‘Fly on the Wall’ Tool
- The ‘Learning Window’ Tool
- Close
- Q&A

CREATING A CULTURE OF CARE - QUADRANT 4



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DEFINITION

- The Fly on the Wall technique is a powerful observational tool that allows individuals to gain fresh perspectives on complex challenges. One person presents a situation, while the rest of the group discusses it as if the presenter is not there—like a "fly on the wall." The presenter listens without engaging, gaining unfiltered insights, diverse viewpoints, and creative solutions.

PROCESS

- **Step 1:** (5-10 minutes)

  The fly shares his/her problem/issue
- **Step 2:** (5-10 minutes)

  Team asks clarifying questions of fly
- **Step 3:** (10-20 minutes)

  With "fly" in a "listening" position, team discusses themes they heard about the fly's problem/issue, and key learnings about the fly -- as if that team member wasn't present (fly takes notes).

  Purpose is to allow the fly to receive self awareness insights & allow the team to process all they learned.
- **Step 4:** (10-20 minutes)

  The "fly" rejoins Team as participant

  Fly shares what it was like to listen to the team, clarifies anything and the key insights they received

  Fly agrees on at least one next step

POSSIBLE FLY ON THE WALL USES

Use in:

- A high performing team meeting.
- Coaching circles where one person describes their situation to the team and gets input.
- Client application, brainstorming a client issue as a team.
- When there is no easy answer, and you need new perspectives on what to do.

NOTE: You need at least 3 people to use this tool.

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OPPORTUNITY TO REFLECT

- Take a moment to reflect on how you could apply the Fly on the Wall tool in your own work.
- Write down one way you could use this tool in your role or organization.

Where would this be most useful? (e.g., team meetings, coaching circles, client discussions)	
What kind of challenge or situation would benefit from this approach?	
Who would be involved? (Remember, this tool requires at least three participants.)	

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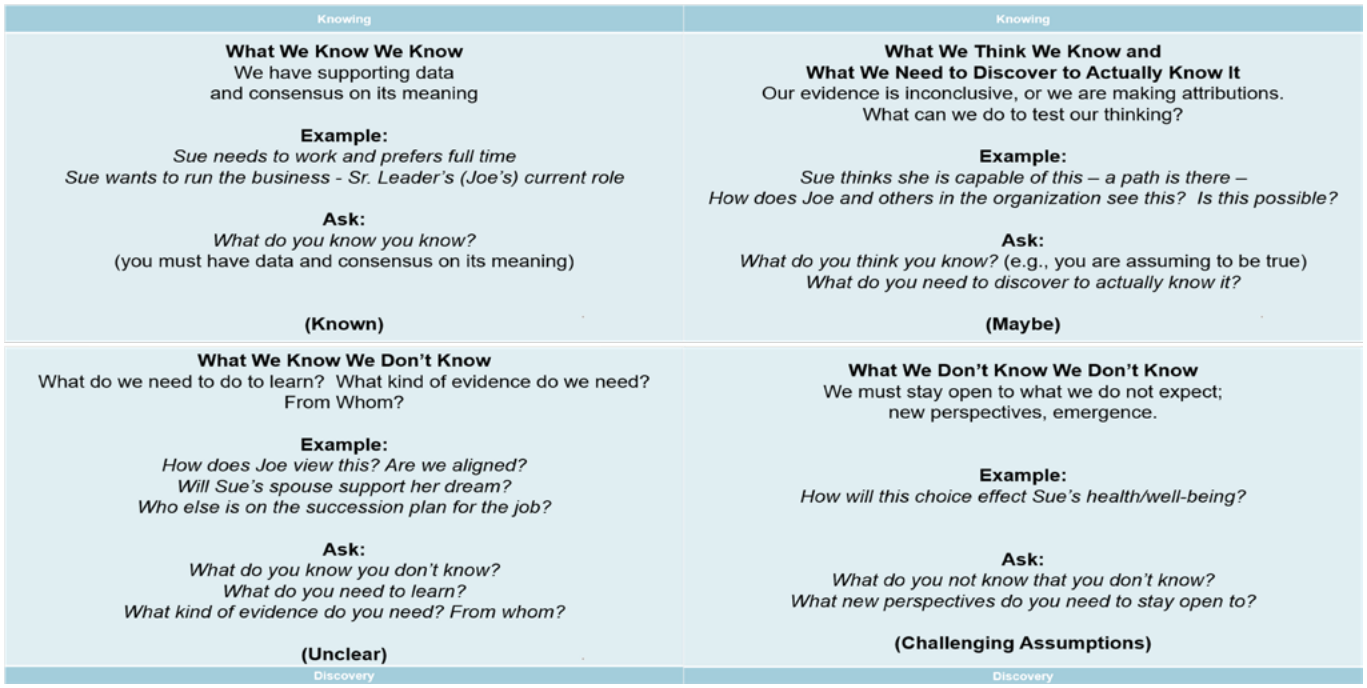
DEFINITION

- The Learning Window Tool helps individuals and teams differentiate between what they truly know, what they assume, and what they need to learn. By systematically breaking down information gaps, this tool fosters critical thinking, reduces bias, and ensures decisions are based on solid evidence rather than assumptions.



POSSIBLE LEARNING WINDOW USES

Use in:

- Team decision-making discussions – Helps ensure decisions are based on solid evidence rather than assumptions.
- Problem-solving meetings – Provides a structured approach to breaking down complex challenges.
- Project retrospectives – Helps teams reflect on what they learned and what remains uncertain for future improvements.
- Cross-functional collaboration – Reduces misunderstandings and clarifies assumptions when different teams work together.
- Stakeholder communication – Helps teams prepare data-driven responses to leadership or client inquiries.

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THROUGH THE LEARNING WINDOW

Knowing

What We Know We Know We have supporting data and consensus on its meaning **(Known)**	**What We Think We Know and What We Need to Discover to Actually Know It** Our evidence is inconclusive, or we are making attributions. What can we do to test our thinking? **(Maybe)**
What We Know We Don't Know What do we need to do to learn? What kind of evidence do we need? From Whom? **(Unclear)**	**What We Don't Know We Don't Know** We must stay open to what we do not expect; new perspectives, emergence. **(Challenging Assumptions)**

Discovery

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OPPORTUNITY TO REFLECT

- Think of a specific situation where using the Learning Window could provide clarity and structure. Write down the following:

A workplace challenge or decision that could benefit from this tool.	
Who would be involved? (e.g., team members, leadership, cross-functional partners)	
How could using the Learning Window improve understanding or problem-solving? Example: “In our project retrospectives, we could use the Learning Window to separate assumptions from facts, helping us make more informed improvements for future projects.”	

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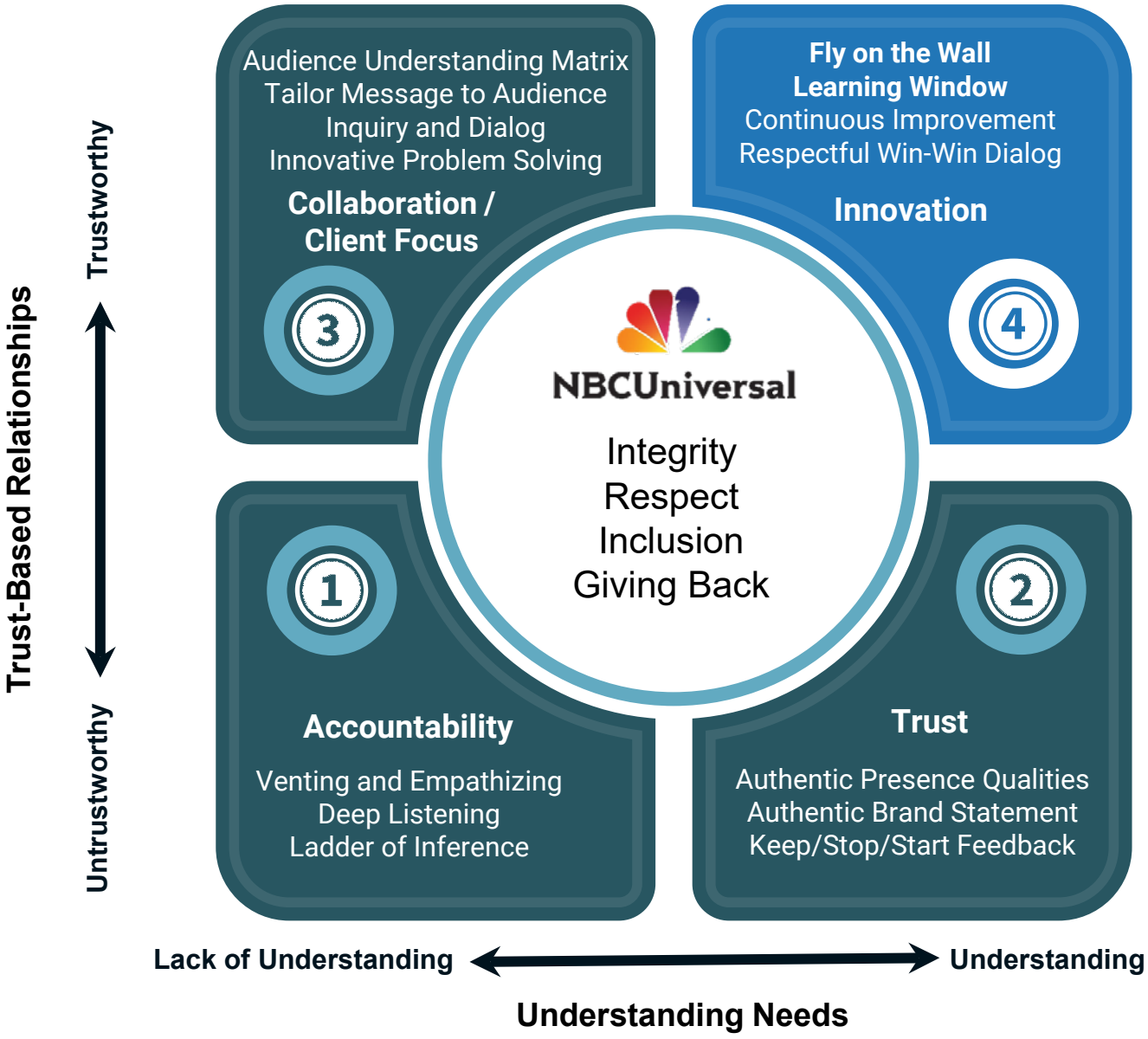
BONUS RESOURCE

AI PROMPT

- I want to boost my creative thinking skills through fun and unconventional exercises. Suggest a mix of brain teasers, lateral thinking challenges, and storytelling prompts that push me to think outside the box. Include exercises inspired by famous creative minds like Da Vinci, Einstein, or Picasso. Also, recommend interactive methods such as mind mapping, role-playing, or using random word associations to spark new ideas.

- Bonus: Give me a unique daily creativity challenge for the next 7 days!



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HOW TO STAY CONNECTED

- Free Style Recognition Assessment: https://insideoutlearning.com/style/
- Follow Dr. Sharon on LinkedIn or join our free Community of Practice on LinkedIn Groups
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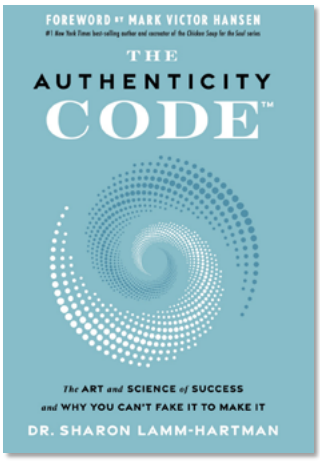

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Dr. Lamm-Hartman is an award-winning global executive and presentation coach, leadership development consultant, speaker, writer, and educator. She is the CEO and founder of Inside-Out Learning, Inc., specializing in leadership and personal development. Inside Out Learning is an active member of WBENC and the global Women's President Organization which only 3% of women owned businesses meet their requirements for membership.

With over 25 years of global experience, Sharon has worked across the United States and Europe as well as Beijing, Hong Kong, Singapore, and Thailand for clients such as Boeing, American Express, GE's Leadership Development Center, Exxon, E*TRADE, ARCO Chemical Company, Mobil Oil Corporation, Berlex Pharmaceuticals, Fannie Mae, Arizona Society of CPA's, Volvo Corporation, and the National Reconnaissance Office. She has designed and delivered over 3,000 innovative programs, including many executive presence and presentation skills programs. Dr. Lamm-Hartman has coached thousands of CEO's, executives and entrepreneurs worldwide.

She worked internally at ARCO Chemical in International Training and Development. She knows what it is like to work internally and has a strong client partnership philosophy. For the past 18 plus years, Dr. Lamm- Hartman has been a preferred executive coach for hundreds of Boeing executives with exceptional results, including promotions, developmental job assignments, and saving E-Series. Dr. Lamm-Hartman has also designed and is teaching The Authenticity Code™ Programs, team development programs, and culture-change offsites to thousands of professionals and leaders world-wide. Up to 80% of employees who participated in these programs have achieved a promotion. Sharon has her Top-Secret Security Access and helps executive clients and customer relationships in classified environments. Sharon has consulted on several corporate change efforts, training change agents, and developing effective strategic implementation and communication plans.

In addition to her private practice, consulting, and being on the global lecture circuit, she is widely published. Dr. Lamm-Hartman has served with the Fresh Start Women's Foundation and Arizona State University's Dean's Board of Excellence Mentoring Program. She was the co-founder and first Director of Central Phoenix Women, a networking organization for women business leaders, and wrote a regular column for Phoenix Woman Magazine. She is a regular instructor for WBENC's WeTHRIVE program.

Dr. Lamm-Hartman holds a doctorate from Columbia University in Leadership and Organization Development, a Masters in Industrial and Labor Relations from Cornell University, and two Bachelor degrees. Dr. Lamm-Hartman also trained as a Life Coach with world-renowned author and life coach teacher, Dr. Martha Beck. Dr. Lamm-Hartman is a Certified Executive and Presentation Coach and is certified in the Myers Briggs Type Indicator.

Dr. Lamm-Hartman is an Adjunct Professor of Leadership at Columbia University where she has taught Leadership classes to Doctorate Level students. She also worked as an Adjunct Faculty member at The Center for Creative Leadership teaching courses on Developing Leadership Talent.

Dr. Lamm-Hartman has been quoted on her views of coaching in numerous publications including, Forbes, CEO Magazine, The New York Times, MORE magazine, and Oprah's magazine, 'O' magazine. Dr. Lamm-Hartman has been honored and received awards from the Center for Creative Leadership and the Academy of Human Resource Development for her work and research on personal transformation and leadership development.

Dr. Sharon recently became a best-selling author in the Wall Street Journal, USA Today and Amazon with her book release of The Authenticity Code™. Her book just received the Axiom GOLD Medalist award for best 2022 Business Fable. WBENC buys her book for all WeTHRIVE participants. She was named as one of the top 100 Women to KNOW Across America by the KNOW Women Group in 2022.

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