

Integral Development Helps Bring Creativity Back into Corporate Culture

Creator of groundbreaking leadership development programs in Perth reveals why “old school” management is no longer enough for organisational success.

Perth, WA, 12 March 2014 - Recently on their blog, Integral Development not only offered tips for restoring creativity into stale corporate cultures, but also explained how their proprietary Integral Leadership Program can accelerate the process. Creativity is becoming an important commodity in contemporary business as margins become thinner and more organisations strive for dominance in their sectors. Integral Development offers the following advice for organisations looking to boost creativity.

Unlimited Vacations

This idea hasn't “gone mainstream” yet, but is picking up steam in more progressive organisations. Ideally, vacations should help foster creativity by allowing someone time to “just be” without the pressures of work. Then, the employee or executive would return, mentally and physically refreshed, knowing that the next time they begin to “run out of petrol,” they would have the option of taking another vacation.

Unfortunately, current vacations are so structured and policed that most people, on their first day back at work, smile and say, “I need a vacation from my vacation.” Allowing people to choose when and how long they take vacations allows them to retain a higher standard of vitality, making the creative process easier.

Working from Anywhere

Thanks to technological advances such as the Internet, it is now possible for employees to do their jobs from home or from wherever they want to. It saves the employee the time and costs connected with commuting and allows them to do their job free of distraction. It can also allow an organisation to run a far less-cluttered operation and use a lot less office space to do so.

Meetings: Only When Necessary

According to many who specialise in management and time analysis, most time in meetings is wasted or, at the very least, spent in an inefficient manner. Most useful information can be disseminated by email or office memos. There are some situations when meetings are necessary, but many meetings are redundant and only serve to waste time. Wasted time and fatigue can make the creative process more difficult.

Cooperation Between Teams and Departments

Departments should be encouraged to work towards mega-goals instead of department goals. Department goals can encourage people to work against each other instead of in concert with each other.

Feedback

Employees and executives alike need constant feedback to monitor progress. While Integral Development does caution against micromanagement, they also recommend that compliments and coaching be given frequently.

Integral Leadership Program

The Integral Leadership Program is one of the flagship offerings of Integral Development. It combines business management skills, contemporary leadership training and Ken Wilber's Integral Theory. According to Dr Ron Cacioppe, Managing Director of Integral Development, the Integral Leadership Program is an essential tool for developing creativity in the modern organisation:

“All of our programs, but especially the Integral Leadership Program, are based on developing the individual according to the four quadrants of Integral

Theory. Once a leader has experienced the program, he or she has gained greater insight on how to motivate, energise and inspire others for the betterment of the team.”

Dr Cacioppe concluded, “Because of the personal and professional growth our programs provide and the consequent paradigm shifts, increased creativity happens organically and holistically.”

Integral Development provides leadership development programs and management courses, both onsite and from their campus in Perth. Their programs, based on Ken Wilber's Integral Theory, have developed a reputation as among the best in their field. For more information call 1300 176 789 or visit their website: <http://www.integral.org.au/>.

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