



Time to Think

The Thinking Environment

The most valuable thing we can offer each other is the framework in which to think for ourselves

Nancy Kline founder Time to Think

What is it?

The quality of everything we do depends on the quality of the thinking we do first. The quality of our thinking depends on the way we treat each other while we are thinking. Ten behaviours have been identified that generate the finest independent thinking - the **Ten Components of a Thinking Environment**®. In the presence of these ten behaviours people think for themselves with rigour, imagination, courage and grace.

A little bit more

The 10 components are listed below each component is powerful individually, but the presence of all ten working together gives this process its transformative impact.

- Attention
- Equality
- Ease
- Appreciation
- Encouragement
- Feelings
- Information
- Diversity
- Incisive Questions
- Place

Benefits of creating a thinking environment

- Optimise team meetings
- Get the very best from each person maximising performance
- Put diversity into action, dramatically increasing the scope and quality of innovation.
- Increased motivation
- Enhanced Team working
- Change the way you think and work

How does it work?

There are many applications that can be used with The Thinking Environment techniques, first let me introduce you to the **4 building blocks**:

1) Thinking Pairs – unlocking assumptions

The Thinking Partnership Session® is a uniquely powerful process for liberating the human mind. Through generative attention and the building of Incisive Questions, this process produces breakthrough, independent thinking. The Thinking Partner asks the following question to the Thinker to initialise the process:

'What do you want to think about and what are your thoughts?'

2) Dialogue

Dialogue at its best is not two people talking - It is two people thinking. In order for dialogue to be rich, intelligent and worth the time, both people must offer each other all Ten components of a Thinking Environment throughout.

3) Rounds

Regardless of power of differentials and hierarchical placement, everyone's thinking matters because getting everyone's best thinking produces best results

4) Open Discussion

There is nothing simpler than not interrupting and nothing more challenging. In Open Discussion in a Thinking Environment anyone can speak in no particular order. No ones raises their hands to be put in a 'queue' of next speakers (in itself an interruption). Nobody 'tailgates' the speaker. In exchange for knowing you will not be interrupted, the person speaking stays true to their promise to be succinct.

Further applications

Transforming Meetings

Understanding a formalised structure to your meeting utilising the 10 components will enhance the quality of your meeting and give it focus, structure and purpose

Diversity Sessions

A great way to remove group identity and limiting assumptions

Time to Think Council (TTC) – a problem-solving tool

You would like to solve a problem. You would like to think for yourself about it, but along the way you would like access to the knowledge, experience and information inside the treasure troves that are your colleagues. How can they offer you what they know without telling you what to think? The TTTC is one very effective way of doing this. It allows for their wisdom of the group to make its way un-intrusively into the problem solving of one person.

Facilitation

A facilitator in a thinking Environment establishes an infrastructure with all 10 components and specifically uses the Building Block applications. Did you know that individuals haven't arrived at a meeting until they have actually spoken?

Presentations

The key skill for presentations in a Thinking Environment is connection with the audience. It is connection that determines the level of thinking the audience can do while you speak

Some examples of what the Coaching Shed can offer

☺ Transforming Meetings – 1 day

Let me work with you and your respective teams to transform the way you hold meetings the benefits will be transformational:

Engaged team

Enhanced time management

Diversity of thought

Greater team communication

☺ Overview of The Thinking Environment – 1 day

A great introduction to the key building blocks of The Thinking Environment and time to practice all 10 components – perfect for those individuals who want to:

Gain an understanding of the principles of The Thinking Environment

Be able to utilise the techniques themselves

☺ 1:1 Coaching using the Thinking Environment

Confidential sessions used to remove group identity and limiting assumptions