The 10th Annual Six Boxes® Summer Institute
Bainbridge Island, WA  USA  June 16-20, 2019
www.SixBoxes.com

Design Thinking + Performance Improvement

Surya Vanka
Authentic Design

Carl Binder
The Performance Thinking Network

Save $500 by registering before May 1.

Check out the 10th Annual Six Boxes® Summer Institute at www.PerformanceThinking.com. We’re going to have a really good time and learn a lot together. In addition to our two global thought leaders, Carl and Surya, we’ll welcome some super interesting new participants along with colleagues who have been using Performance Thinking® programs for 5-10 years. There will be a lot to learn with and from each other. We’ll have 2 great workshops: Six Boxes® Performance Coaching & Surya’s Disruptive Innovation Workshop. There will be the usual presentations, discussion sessions, mini workshops, great food and friendly fun and collaboration on IslandWood’s beautiful, 250 acres of woods and trails. Many participants have called our Summer Institutes their best professional development experiences ever. We try to make it better every year!

You might also be interested in The Performance Thinking YouTube Channel (just google it), the Six Boxes Performance Thinking Network LinkedIn Group, our Resource Library or Blog at www.SixBoxes.com.

Events at the 10th Annual Six Boxes® Summer Institute

Delicious Breakfasts, Lunches, Dinners, Snacks and Beverages – You won’t believe how good the food is. IslandWood’s storied kitchen provides gourmet family style meals tailored to individual needs, sensitivities and preferences. Delicious snacks will accompany conversations on the patios before dinner. You’ll tell friends and colleagues about the food!

Six Boxes® Performance Coaching – This introduction to Performance Thinking teaches an accomplishment-based coaching process that can lay the foundation for a performance-focused, highly engaged and agile development culture.

Disruptive Innovation Workshop – Surya Vanka’s program, customized for us, applies his Design Swarms® process and tools for producing out-of-the-box solutions and products. Teams learn this process to achieve “innovation on demand.”
Experienced Performance Thinkers Sharing Cases, Applications and Challenges – Those who have completed prior Performance Thinking programs come together to learn from each other, with open discussion and exploration.

Beyond Competency Modeling: When the Emperor Has No Clothes – Most HR leaders now agree, at least in private, that competency modeling is a disaster, that it produces cynicism and the faulty sense of being able to truly assess and develop performance. We’re out of the closet about it now. We’ll talk about what works better: accomplishments.

Sustainable Design Tour – IslandWood docents lead us on a walking tour of their truly amazing 250-acre environmental education center. You’ll appreciate its forest trails, recycling ingenuity, and environmentally sustainable designs.

The Convergence of Design Thinking and Performance Improvement: Introduction & Dialogue: Carl Binder and Surya Vanka will engage in dialog and lead discussion about the many synergies between their two fields.

Customer Diagrams / Personal Performance Maps: We Can ALL Do Them: We’ll practice with each other and discuss this simple, flexible tool for identifying accomplishments. Everyone will learn from one another, no matter your role.

Evening Fireside Chats and Conversations: One evening Surya will engage us with a chat about design thinking, his 16 years at Microsoft, and work since then, with beverages in hand, around the fire (indoors or outside, depending on weather). The other evening will be an even more relaxed occasion for getting to know one another.

ROI & the Worth of an Intervention – We’ll explore the ramifications of Tom Gilbert’s famous formula that the Worth of an intervention or effort to improve performance = the value of the accomplishments it adds divided by the cost of the behavior needed to produce the accomplishments. Nobody wants to be the denominator!

Exemplary Behavior Analysis and Design Thinking: Variation & Selection – We’ll explore the Performance Thinking approach for leveraging the exemplary behavior of star performers and how the process parallels Design Thinking.

Analysis-Brainstorm-Choose Behavior Influences – We’ll all practice this core Performance Thinking process for arriving at cost-effective designs and agreed-upon action steps. It’s at the heart of our design engineering approach.

Hold the Cheese: Driving Proficiency and Sustainment of Performance Thinking – Gina Rester-Zodrow, leader of Amgen’s global group of 200 Six Boxes Practitioners, leads us through a simulation and discussion of challenges and opportunities for sustaining a community of practice. This fun exercise will prompt new insights and recommendations.

Program Implementation: Successes and Challenges – A panel comprised of several long-time performance thinkers will discuss issues and challenges for implementing Performance Thinking practices and processes across large organizations.

Analyzing Exemplary Sales Performance: A Panel – Carl Binder, Barbara Bucklin, and other contributors who have been involved in sales performance enablement share experiences and our methods for sales performance analysis.

Tidbits from Behavior Science: Innovation and the Science of Creativity – Carl’s annual nerdy but plain English discussion of behavior science focuses this year on innovation and creativity, with relationships to learning science and evolution.

Relationships as Work Outputs: Let’s Have Some Fun with This – We’ll explore applications and implications of analyzing personal and professional relationships with Performance Thinking and actionable insights the process can reveal.

State of the Network – We’ll deliver our annual summary of where the global Performance Thinking Network is going, upcoming developments, programs and applications, and getting your feedback and input.

Sharing New and Important Ideas – Our yearly finale will reveal how many new ideas people have gained from this year’s Summer Institute. Our last year’s “champion” took home well over 50 new ideas that she considered valuable!

Lunch and Friendly Farewell – We always end with a delicious meal, farewell handshakes, lots of hugs, and new friends.