



Turn Conflict into High Performance with Polarity Thinking

Thursday, November 16, 2023 from 1300 - 1500

Description: There are many dilemmas we face today that defy simple solutions. Do we focus on the Partner or the Joint perspective? Work to get results or build relationships? Centralize for efficiency or decentralize to meet individual groups' needs? Maintain stability or champion change? Rather than being "either/or" problems to solve, these are "polarities" to manage: pairs of ideas that need each other over time to realize success.

Polarity Thinking is a reliable framework that allows us to take a "both/and" perspective, leveraging contrasting points of view to:

- Address ongoing, "unsolvable problems"
- Reduce conflict and risk
- Build trust and engagement
- Align people to achieve common goals
- Design and take action for short- and long-term success

In this hands-on workshop, participants will learn how to identify and map polarities and develop strategies to address real-world challenges and opportunities.

Welcome! We look forward to having you in our upcoming virtual learning session. This training will use Zoom. We suggest that you connect from personal computer, if possible, in order to get the full benefits of this interactive session.

Pre-work: To make sure you get the most from the session and to ensure that you receive full Continuing Education (CE) credit for this course, we ask that you spend one hour before our live session on pre-work described below.

You will find everything you need at this web page we have created for the course:

<https://maverickandboutique.com/f-35-polarity-thinking/>

1. Article: (5 mins):

Read the brief article "Turn Conflict into High Performance with Polarity Thinking"

2. Video (35 mins):

Watch the video: Polarity Thinking master Cliff Kayser explains the both/and polarity dynamic, how it works and why it is essential for leaders and teams in today's volatile, uncertain, complex, and ambiguous (VUCA) environments. Cliff asks you to do an exercise "mapping" a polarity. You will need a worksheet which you will find on [the site](#).

3. Article: (10 mins):

Read the article "Acquisition as a Polarity: The Case for Both Rapid and Deliberate Acquisition"

4. Reflection: (10 mins.):

Please reflect on polarities you may be experiencing at work or elsewhere in your life.
Make some notes to share in our session.

Meeting invitation: Here is the meeting invitation for the workshop. If you can, please join with your **personal computer** and headphones.

Topic: F-35 Polarity Thinking Workshop

Time: November 16, 2023 1:00PM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/87535858441?pwd=QjU0RlNjMStEd0UrMytuYytaUUVoZz09>

Meeting ID: 875 3585 8441

Passcode: 786809

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