Playful Leadership
How to Enable Transformational Change and Have Fun Doing It
www.theschoolofplay.org © Portia Tung 2019
Playful Leadership

As a play seeker/play skeptic* 
I need ideas on becoming a playful leader 
So that I can enable transformational change and have fun doing it!

Success Criteria

[ ] I have a working knowledge of Playful Leadership
[ ] I can explain the importance of play
[ ] I have one or more ideas to become more playful
[ ] I’ve had fun!

* You choose
Playful Leadership Rules OK

1. Treat everything as data.
2. Stay with not knowing.
3. Trust in the process.
THE PERSON
BEHIND
WANTS TO
TALK
TO YOU
Welcome to the Play Assessment...
“Play or Nay!”
Play or Nay?
Play or Nay?
Play or Nay?
Play or Nay?
Play or Nay?
Play or Nay?
Computer says...

Play on!
The beatings will continue until morale improves.
Model Z
Z for Zombie

People don’t want to change

People can’t change

Other people need to change not me

Coercion

Resistance

Pain & Suffering
Play Cycle

Anihilation
- choose to end and move on

Adulteration
- adult takes over, changes/disrupts play for children

Play Flow
- response to cue & frame that contains play

Play Cue/Play Return
- invite to play/accept invite

Dysplay

Metalude
- contemplate play

Finished
START WHERE YOU ARE
a journal for self-exploration

SOMEBEHERE, SOMETHING INCREDIBLE IS WAITING TO BE KNOWN.

CARL SAGAN

MEERA LEE PATEL
Most common questions asked

Why should I play?
Is it OK for me to play?
Play is...

Seemingly purposeless
Voluntary
Inherent attraction
Time flies by
Reduces sense of self-consciousness
Potential for improvisation
Desire to keep going

Stuart Brown M.D.,
Founder of the National Institute of Play
What is play really?
Fun, Flexible, Freely chosen
Why play?

Shapes an organism’s brain
Makes animals smarter and more adaptable
Enables us to sustain social relationships
Fuels creativity and innovation
Why should adults play?

Breaks down barriers between people
Opens the mind to enable learning
Opens the heart to create a connection
Source of joy
Source of hope
Play Seeker or Play Skeptic?

- **[3]** Can play, Won’t play
- **[4]** Can’t play, Won’t play
- **[1]** Can play, Want to play
- **[2]** Can’t play, Want to play

© Play Seeker Play Skeptic Quadrant by Portia Tung
What’s the Opposite of Play?

Invention

Creativity & Innovation

Growth

Purpose

Competence

Play

[1] Can play
Want to play

[2] Can’t play
Want to play

[3] Can play
Won’t play

[4] Can’t play
Won’t play

Depression

Play as described in “Play” by Stuart Brown, M.D, with Christopher Vaughan © 2010 Penguin Books Ltd
The Play Index

1 = Definitely False    2 = Mostly False    3 = Mostly True    4 = Definitely True

  1) I am fit and healthy.
  2) I am calm and confident.
  3) I am logical and rational.
  4) I think for myself.
  5) I am resourceful.
  6) I communicate effectively.
  7) I work well with others.
  8) I get the support I need from others.
  9) I feel joy.
 10) I empathise with others.

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Physical Development
- Strong, healthy bodies
- Fine & large motor skills
- Stress management
- Coordination
- Physical confidence
- Agility

Cognitive Development
- Scientific & mathematical thinking
- Research & inquiry skills
- Independent thinking
- Language skills
- Literacy skills

Social Development
- Cooperation
- Negotiation
- Collaboration
- Socialization
- Rules formation
- Conflict resolution

Emotional Development
- Joy
- Empathy
- Resilience
- Persistence
- Self-regulation
- Self-confidence
- Impulse control

Play Develops Children Four Ways
Outdated View of Human Intelligence

May 1876

March winds and April showers
Bring forth the sweet May flowers.
Multiple Intelligences
Meta-Intelligence of Human Intelligence
The Psychological Mind

“The Chimp Paradox” by Professor Steve Peters
www.chimpmanagement.com
Have fun with your chimp

Name your chimp

Love your chimp

Play with your chimp
Engage in group activities that further transformation.
Service information

Date 20/4/2016

Time

Quote of the day

Sometimes the light at the end of a tunnel is a train

- Charles Barkley
Change

Verb:
Make or become different

Noun:
An act, event or process through which someone becomes different
Confront yourself
Play Cycle of Change

The Play Process Model by Scott Eberle, VP for interpretation at the Strong Museum of Play in New York, similar to Learning Cycle

Anticipation

Surprise

Pleasure

Understanding

Mastery

Poise

“The Curiosity Carousel” by Portia Tung
www.theschoolofplay.org
The Play Mindset
Curious | Playful | Kind | Courageous | Clever

“Enterprise Gardening” TEDx talk by Portia Tung
Playmaker:

“A person who facilitates the flow of value which leads to results through their leadership vision, skills, control and ability to play”

- The School of Play
START WHERE YOU ARE

a journal for self-exploration

SOMETHING INCREDIBLE IS WAITING TO BE KNOWN.

CARL SAGAN

MAYA LEE PATEL
PLAYFUL LEADERSHIP CHANGE PROCESS

Inward Bound Programme Based on Deep Play

- Resourceful
- Responsible
- Resilient
- Respectful

REAL Problems

Thinking

Feelings

BELIEFS

- Stay with not knowing
- Treat everything as data
- Trust in the process.

Liberating Assumptions

Limiting Beliefs

5Rs

Game play

Environment

Body

Time

Congruence
What do you want to think about and what are your thoughts?
Model Z

Z for Zombie

People don’t want to change → People can’t change → Other people need to change not me

Coercion

Resistance

Pain & Suffering
The Self-Sufficiency Principle

Everyone has everything they need to overcome the challenges they face.
People want to change

Presuppose success

People can change

Presuppose success

Develop rapport

Increase Self-Awareness

Identify limiting beliefs

Change our beliefs

Become more of ourselves

Change begins with ourselves

Trust each other

Model L

L for Life & Love
Playful Leadership

5 Attributes of Playmakers

- Responsible
- Respectful
- Resourceful
- Resilient
- + REAL

Stay Curious

@tsoplay
R for Resourceful
R for Respectful
R for Resilient
R for REAL
Suppose tonight, while you slept, a miracle occurred.

When you awake tomorrow, what would be some of the things you would notice that would tell you that your life had suddenly become more playful?

Adaption of the Miracle Question by Steve de Shazer & Insoo Kim Berg,
Developers of Solution Focused Therapy
Thought of the Day

You can't go back and change the beginning, but you can start where you are and change the ending.

C.S. Lewis
Lead a Playful Life
Exercise your Play IQ
Play at home and at work
Play with your chimp
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“We don’t stop playing because we grow old; we grow old because we stop playing.”

George Bernard Shaw
Playful Leadership Foundation Course
Chicheley Hall in Buckinghamshire, England
7-8 October 2019
www.theschoolofplay.org