Programme

	Day 1	The creative process
9:30-10:00	Introduction	Getting acquainted by reacting to the 'special' setting in which the participants are received
10:00-11:00	Exercise about a personal object	Changing reference frame, experiencing inhibition, setting the mind free
11:00-12:00	Creativity: myths & reality	Small group discussion on a number of statements about creativity. Followed by a plenum.
12:00-12:30	Cognitive biases	Modular functioning of the brain, pattern seeking thinking and behavior
12:30 13:00-	Break	
13:00-13:30	Brainteaser	Group exercise (in 2 or 3 subgroups) Plenary debriefing
14:30-15:30	Series of exercises	Exploring different types of creative techniques like, climbing and floating techniques, chain associations, forced associations, Disney strategy, magnifying, shift of perspective, point of view, asking (idiot) questions, etc.
15:30-16:00	Evaluation of the day and prospect for Day 2	Wrapping up the key learning points of the day. Exploring the preferences of the participants in order to make a choice in the large number of creative tools.

	Day 2	Structured tools for stimulating creative thinking in groups
9:30-9:45	Introduction	The stages of a problem solving process as a reference frame to determine the order of today's programme. Introducing the general method when using a tool
9:45-11:00	A brain storming technique	Demo by the trainer – debriefing with emphasis on the pitfalls. Opportunity for the participants to practice (e.g. in smaller groups)
11:00-12:00	Reframing matrix	The participants agree on a topic they want to explore with this tool. In subgroups they look at the same topic from a different angle
12:00-12:30	Reversed brain storm	Stressing the importance of humor in freeing the mind, decompressing, creating a relaxed and enabling climate for creativity
12:30-13:00	Break	
13:00-14:00	A decision making technique	Rational/emotional scoring
14:00-15:30	Intervision	Technique also known as 'A reflecting team'. Structured group process for helping a team member ('problem owner') to gather (new, better) ideas how to solve the problem. Several participants can practice to learn to use this tool

15:30-16:00	Transfer to the work place-action plan	Plenary discussion on how to apply the learning material, how to overcome obstacles of all kind, etc.
16:00-16:30	General evaluation of the 2 days	Short comments of every participant