

Table of Contents

Creative Thinking Workshop for HR Teams

Duration: Half-Day (3.5 to 4 Hours)

Audience: 16–18 HR Professionals

1. Welcome & Context Setting

Icebreaker: "What's the most creative thing you've done lately?"

Objectives of the session

Setting ground rules: Curiosity, Courage, Collaboration

2. Module 1: Thinking Outside the Box

Understanding mental models & their limits

Activity: "Alternate Uses" Challenge

Debrief: Rewiring the brain for innovation

3. Module 2: Breaking the Mold

Identifying and challenging default patterns

Activity: Reverse Brainstorming

Caselet: Organizational examples of creative disruptions

4. Module 3: Fostering Open-Minded Collaboration within HR

Cross-functional creativity: Why and how

Activity: The Marshmallow Tower (Team Challenge)

Reflection: How HR can drive cultural shifts

5. Tools & Frameworks for Everyday Creative Thinking

SCAMPER Technique

6 Thinking Hats (Edward de Bono)

"Yes, and..." approach (Improv technique in workplace context)

6. Action Planning & Wrap-Up

Personal commitment: "One change I'll make"

