

South Africa, Creative Disobedience, and more!

Fri 2016-06-10 12:41



Kruger National Park

Dear Friends and Colleagues,

I recently returned from a fantastic trip to South Africa where I was able to give a talk on Intelligent Disobedience at the University of Cape Town School of Business, experience the awesomeness of nature in Kruger National Park, tour Robben Island where Nelson Mandela was held for 18 of the 27 years he served in prison, and visit the Jewish Museum and Holocaust Memorial, which is a painful reminder of the importance of Intelligent Disobedience. I have included several photos below.

I have also been thinking a lot about cultures of Creative Disobedience. Creative Disobedience is the highest expression of Intelligent Disobedience. It requires us to disobey our own set ways of thinking and doing, which is prerequisite for making real breakthroughs. See below for tips on how you can create this culture in your workplace and voluntary organizations.

Finally, the campaign to introduce Intelligent Disobedience to children continues. If you have not yet "liked" [Blink. Think. Choice. Voice.](#) on Facebook, why not? Check out the link and the [video](#).

All the best,

What people are saying about Intelligent Disobedience:

"Thanks so much for your great service, collaboration and featured speaker role at our Ethics and Professionalism Spring Symposium last month. I could not be happier with your presentation of the framework of Intelligent Disobedience."

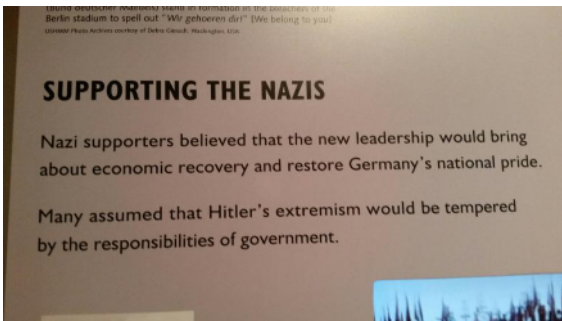
- Terry Warfield,
Department of
Accounting Chair,
University of Wisconsin
School of Business,
May, 2016

Help spread the word by following me on social media!

South Africa



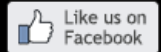
Cape Town, South Africa



Cape Town Holocaust Memorial



Nelson Mandela's cell on Robben Island



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HOW CAN YOU CREATE A CULTURE OF CREATIVE DISOBEDIENCE?

1. Identify likely risks & opportunities related to your organization's mission.
2. Brief people on the four phases in questions of obedience: cooperation, strain, divergence, and divergence amplification.
3. Impress that the earlier individuals overtly question, the more likely they will think for themselves.
4. Intelligent Disobedience can be done politely, but prepare people to act assertively when necessary.
5. Establish a norm that when told policy forbids doing something innovative, individuals check the relevant policies themselves.
6. Develop simulations to teach Creative Disobedience.
7. Build into orientation & development programs the elements of Creative Disobedience.
8. As leaders, remain supportive when individuals display Intelligent Disobedience in service to the organization's values, even if outcomes are imperfect.
9. Value & encourage the creative use of Intelligent Disobedience to counteract a culture descending into learned helplessness.
10. Reward committed perseverance when working to correct unacceptable situations or to find better ways of achieving worthy goals.

