



'YES, AND'

Transcript from the Hifluence Unbossing Podcast with Jennifer Cain Birkmose

Hifluence Unbossing Podcast

Key insights from unlocking the human potential and creativity by using :

'YES, AND'

with Jennifer Cain Birkmose



www.hifluence.eu

'YES, AND'

YES: says that 'I have heard you', it is a stated intent and it is magical.

YES, AND: those words together can create anything from nothing

YES, AND is part of the world of **improvisational comedy**

Some simple rules:

1. Use **YES, AND** - the power to create
2. **LISTEN AND BE PRESENT** - be mindful of others & the things you do
3. **DON'T BE A STAR, SERVE OTHERS** - be a leader to empower & support the team
4. **FAIL WITH JOY** - learning unleashes growth

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**Unbossing Top Tip to leaders
taking on a new team :**

1. Share your **personal purpose**: this is what I care about, here is my purpose.
2. I am here **to support you** in doing your job, and
3. **making sure** that you are being the **best human being you can be!**

During this Covid crisis, I **knew we were able to continue to deliver** what we needed because we had the fundamental elements in place :

- we had purpose,
- we had empowerment,
- we had trust,
- we had engagement with each other.

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If you are not in the room,

that is a test of the leader you have been.

If your people are able to be the leaders themselves,

then you have done your job of empowering them,

strengthening them and building them to be better.

Jennifer Cain Birkmose

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Absolute Unbossing Must Do's

1. Get the **top team** wildly excited with an unbossed **YES, AND** mindset
2. **Fix** the **performance management** system
3. **Empower** people and then **get out of their way**

And, ... make it enjoyable & energizing by using :

Improv comedy to **explore the power of creativity with YES, AND**

Jennifer teaches live at Boutique Theatre Basel & can be booked for face to face and virtual improv training for in-company team building events

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