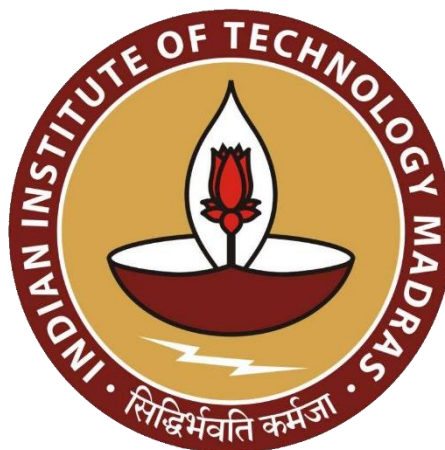


MindSpark Oasis: Nurturing Creativity in the Workplace



Strategies for Professional Growth

GP1



Presented By: Team 9

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TEAM

We reached each other through discourse and Google Chat. We created the team randomly. Below, you'll find the members of our team. (**Team -9**):

 Arun Joy (Team Leader)	22f1001470@ds.study.iitm.ac.in
 Kushan Sharma	21f3000848@ds.study.iitm.ac.in
 Tamanna Tak	21f3002971@ds.study.iitm.ac.in
 Sanjeevani Mangla	21f1003044@ds.study.iitm.ac.in
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Rational behind choosing the leader?

In our team of five students, all initially strangers, the process of selecting a leader began with a voluntary offer from one of our members. Given our limited knowledge of each other, this volunteered leadership role serves as an initial step in understanding and exploring our collective strengths and dynamics. We believe in fostering a collaborative environment where leadership is not only about authority but also about shared responsibilities and open communication. As we embark on our journey together, this voluntary leadership provides a starting point for building trust, promoting inclusivity, and discovering the unique qualities each team member brings to the table.



TOPIC

“ MINDSPARK OASIS:NURTURING CREATIVITY IN THE WORKPLACE”

RESOURCES:

Primary: We have identified three candidates for individual interviews by our team members.

1. Name – Ramesh Chand Tak

Designation - Vice principal at one of the KVS in Gujarat

Bio - He is an experienced educator, having more than 20 years of expertise in this field, dedicated to fostering workplace creativity through collaboration and continuous learning, aiming to unlock the potential of students and staff.

2. Name – Anandakrishna KV

Designation – Software Engineer at Wells Fargo

Bio – He has been a software engineer at Wells Fargo, a company in the banking sector, for the past 4.5 years. He is also an artist hence an ideal candidate for our project on creativity.

3. Name – Ashwin Sharma

Designation – Consultant at KPMG

Bio – He works as a consultant at KPMG. He is 26 years old and has been in consultancy sector for more than 3 years, previously worked at Bain and Co. and now working as a consultant at KPMG.

4. Name – Puneet Mangla

Designation – Head of Mechanical Department at HCST

Bio – He has experience with subjects like Engineering Drawing which requires both creativity and thinking. Therefore, he will be a useful resource for our project work.

5. Name – Jigyas Arora

Designation – Software Developer at Society General

Bio – Jigyas has 2 years of work experience as a society general and will be sharing his experiences in work and social life to help learn about creativity and thinking required in his profession.

Secondary: Our secondary resources are given below, from which we will extract useful information.

1. <https://youtu.be/gyM6rx69iqg?si=hpePo03tllqEDnnU>
2. https://www.researchgate.net/publication/349003763_Creative_Thinking_skills_-_A_Review_article
3. <https://www2.deloitte.com/xs/en/insights/topics/marketing-and-sales-operations/global-marketing-trends/2023/creativity-to-solve-marketing-challenges.html>
4. <https://rockcontent.com/blog/creative-thinking-skills/>
5. <https://www.linkedin.com/pulse/nurturing-innovation-creativity-business-inspiring-examples-daviau/>

Research from the University of Kansas found that spending time in nature led to a 50% increase in

creativity. Nature releases dopamine, fueling creativity and a sense of well-being. It Enhances Problem Solving: It can help you become a better problem solver. Nature has a unique ability to inspire creativity. It's not just a feeling; there's science behind this connection. Nature has always had an undeniable influence on human creativity. We won't be conducting rigorous research on this; we'll use these references and quotes for our work.

Data for Analysis:

We have prepared some questions for interviews that can help us understand different perspective of different people on same topic. The questions include:

1. What does creativity mean to you and why is it important in your work?
2. How do you foster a culture of creativity and innovation in your team or organization?
3. Are there specific initiatives or programs that you believe organizations should implement to encourage creativity?
4. Can you share an example of a creative project or solution that you initiated or contributed to in your previous or current role?
5. Can you describe a time when you had to think outside the box to achieve a goal?
6. How do you measure the impact or value of your creative work?
7. Do you think it's possible to become more creative if you weren't born that way? If yes, then how can we do this?
8. How would you encourage others to be more creative?
9. How do you personally nurture and maintain your creative mindset? Where do you find inspiration for your creativity?

OR

How do you handle criticism or rejection of your creative work? How do you learn from failures or mistakes?

10. What common barriers or challenges do you see hindering creativity in the workplace? How can organizations overcome these barriers to create a more creative work environment?
11. What role do professional development opportunities play in nurturing creativity within the workplace?
12. How do you ensure that creativity and innovation remain integral parts of your work, even during busy or stressful periods?



PROJECT MANAGEMENT

PROJECT PROPOSAL:

This project aims to study the importance of creativity and thinking as a crucial factor to the growth of an organization. Furthermore, the project will delve into how successful companies leverage thinking skill to redefine problem-solving approach and how failure to adapt to them can lead to obsolesce. Furthermore, the project will also explore how to thinking skills empower employees leading to an innovative culture. Ultimately, the project will the examine the barriers to creativity and how to these build these skills

PLAN OF EXECUTION:

Individually, we are working on separate subtopics that are interconnected with our main topic. The breakdown of our team's work structure by topic is provided below. We have identified the necessary resources and will now extract information from these resources through interviews and online article readings and from videos. Furthermore, we are planning to conduct an analysis. To collect this data, we are collaboratively developing a set of questions, which will be distributed via a Google form to our peers and colleagues or we will interview them and record their answers.

PROJECT SCOPE:

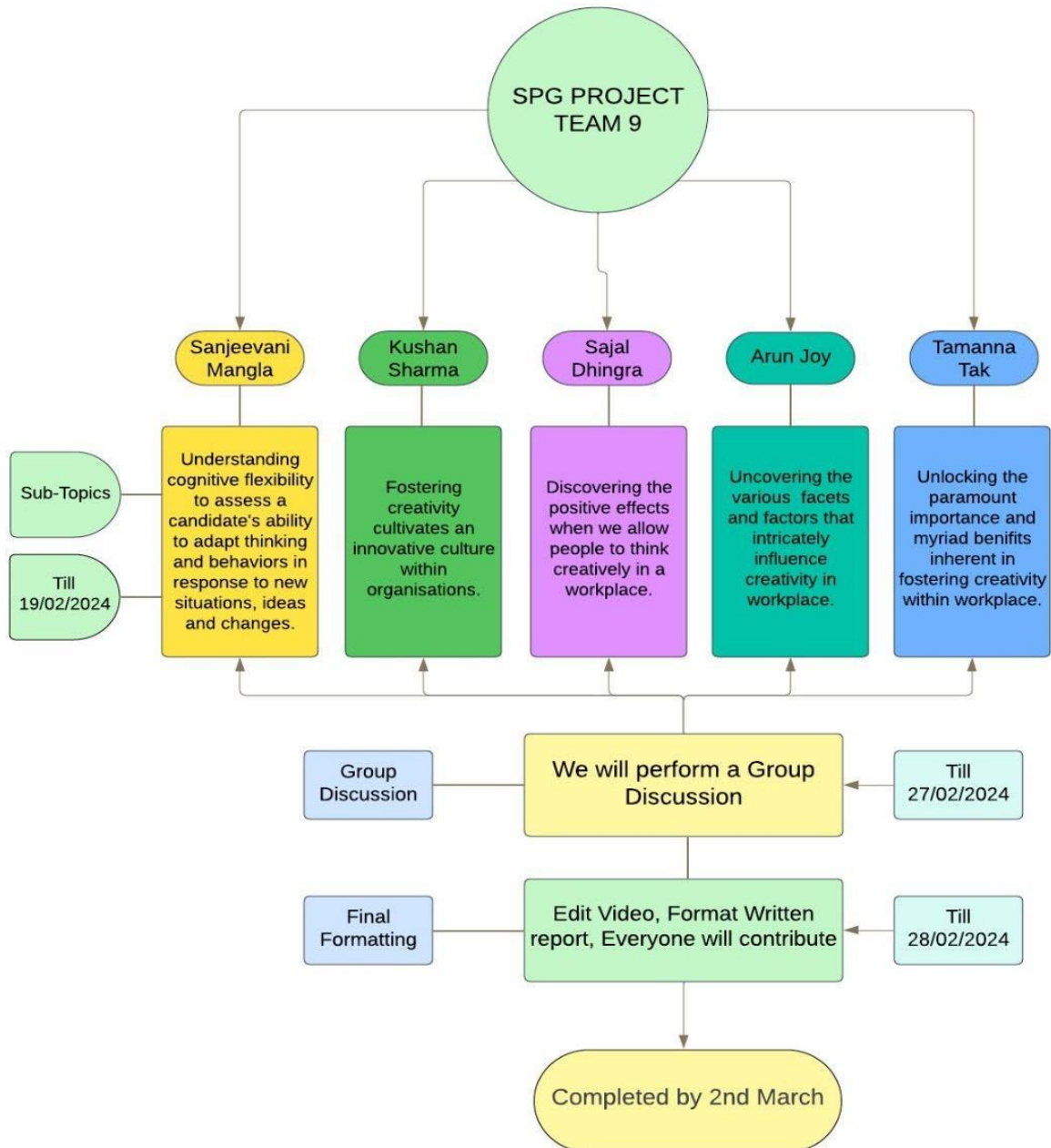
The project scope for "MindSpark Oasis: Nurturing Creativity in the Workplace" encompasses a comprehensive examination of strategies and practices aimed at fostering creativity within professional environments. It involves researching existing literature on creativity in the workplace, exploring case studies of successful implementations of creative initiatives, and conducting interviews or surveys with professionals to gather insights into their experiences and perceptions. The scope also includes analyzing the impact of various factors such as organizational culture, leadership styles, and workspace design on creativity levels. Additionally, the project aims to develop practical recommendations and actionable insights for organizations looking to cultivate a more creative and innovative work environment through the implementation of MindSpark Oasis or similar programs.

We are also keen on understanding the mindset of students. This includes assessing their ability of

brainstorming, ability to listen and ask the right questions, their organization skills of being able to structure a plan of action with clear goals.

Collectively, we are working on a case study. Our goal is to provide our peers with valuable insights and pathways, enabling them to kick start their wealth-building journey early on.

WORK BREAKDOWN STRUCTURE:



While everyone is cooperating in the team, working together and meeting deadlines, if a team member is unable to dedicate time to the project due to unforeseen circumstances, we will distribute the remaining work among ourselves and keep that team member updated.



EXERCISE – 1

Questions:

1. Do certain personality traits make people good team members? If so, what are they and why are they important? If not, why not?

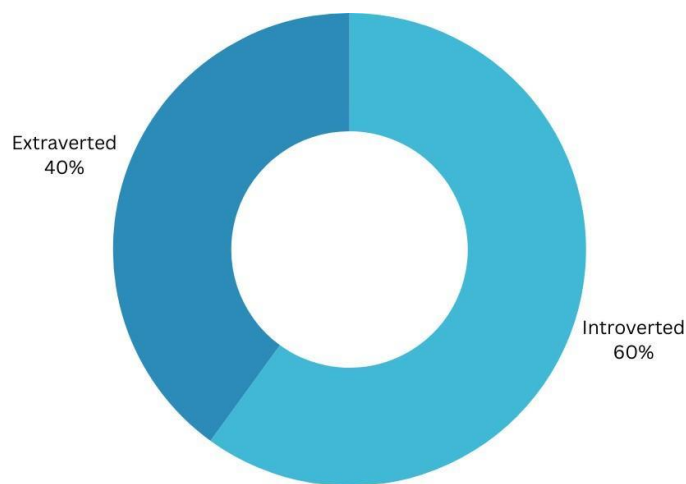
Ans: We believe that there are several personality traits that make people good team members. Traits such as openness, kindness, agreeability, accountability, and punctuality make for good team members. A team's effectiveness depends on factors such as communication, the treatment of team members towards each other, and their level of engagement in the process. In a good team, the members are kind to each other, listen to and care about each other. Other personality features such as creativity, enthusiasm and integrity are also important. In short there are several traits that make a team work smoothly and can cause the team members to inspire each other.

2. Is it more effective for teams to be composed of members who have different personality types or similar personality types?

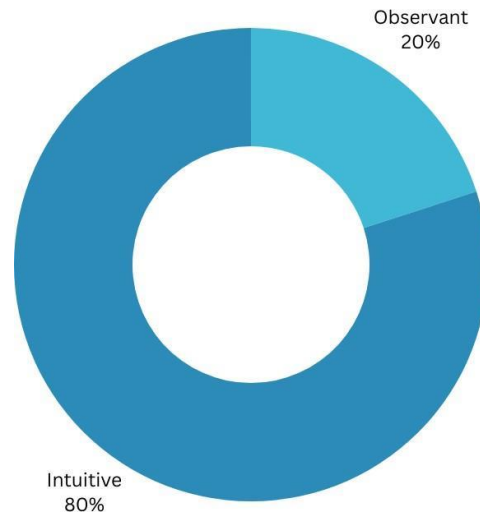
Ans: We think that a good balance of different personality types makes a strong team. Having the same personality type might mean missing out on something new. The combination of various types of people can bring out the best in each other. Just like a thinking and logical team member goes hand in hand with someone who is more of feeling type, the diverse perspectives can enrich and enhance each other. Also having different types of characters can make the team more flexible in terms of functioning

Team Personality profile

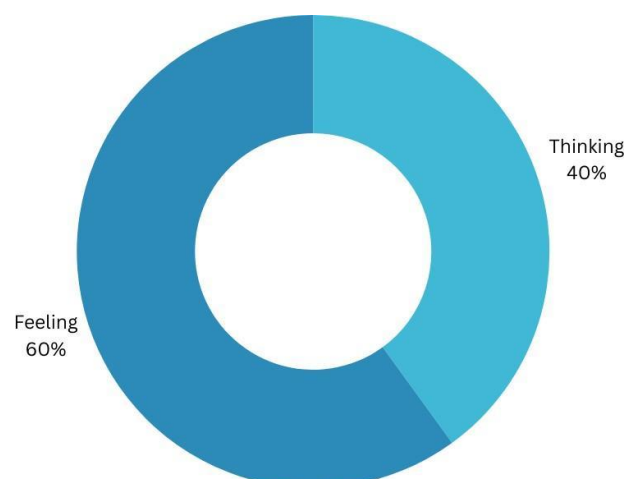
Our team consists of a diverse mix of personalities, yet we share many common traits among ourselves. We have both extroverts and introverts in our team, fostering a robust level of communication. This healthy balance in the team complements each other and brings out different perspectives and insights in us. This combination of yin and yang prods and develops the untapped potential in each of us. In our team Sajal and Arun are extroverted while Sanjeevani, Tamanna and Kushan are introverted.



The team includes both observant and intuitive types, with intuition prevailing as the dominant characteristic. The presence of observant characters ensures practicality in the team's actions. They help build a working team with direct and impactful values. Their presence puts a pragmatic spin on the functioning of the team. The intuitive personality types project their ideas, guiding the team in sensible directions and achieving the full potential of the group. Their wonderment and view of the bigger picture can help lead the team into exciting futures. Sajal, Arun, Kushan and Tamanna are intuitive whereas Sanjeevani is observant.

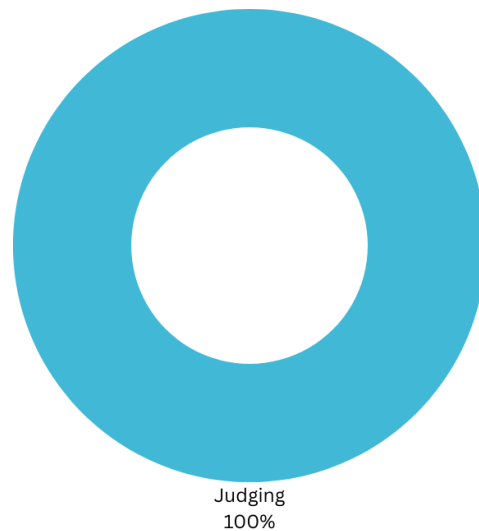


The thinking and feeling nature express a lot about a team and its members. The team is equipoised in this aspect as we have an even distribution of such individuals. A team that excels is one with an equal share of rationality and empathy in decision making. The thinking trait can suppress the number of emotional decisions and can guide the team into effective pathways. They can dismiss irrational sentiments and can help save the team from indecision and other stumbling blocks. The members of feeling nature follow their hearts and emotions. Their empathetic nature helps the team achieve stability in making broader and kinder decisions. Their warmth and charisma can help the team maintain an atmosphere of well-being and satisfaction. Sajal and Tamanna are of thinking type while Sanjeevani, Kushan and Arun are feeling type.

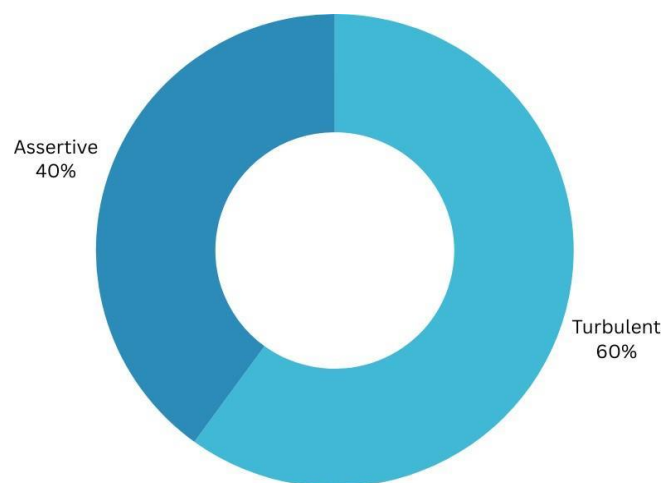


In the team all the members are of the judging category over the prospecting persuasion. All of us gauged by the test to be focused and plan-centric than being spontaneous. The test assesses us to prefer

clarity and certainty over figuring things on the go. We believe planning to be synonymous with teamwork. Planning can be thought to be at the heart of any formal project. It can remove loafing and idleness and can give a sense of direction in team actions. That doesn't mean we are rigid and are resistant to change. We embrace any sensible deviation from the planned path if that is best for the team.



The majority of the team has been found to be more turbulent than assertive. The turbulent faction can be thought of as being so because of their desire for perfection. They constantly strive to be better versions of themselves. This is a desirable trait in the context of project and teamwork. Whereas the assertive nature of the team members can bring confidence and decisiveness to the team front. Their self-assuredness and temperament help the team face adversities and thrive. Sanjeevani and Arun are assertive whereas Kushan, Tamanna and Sajal are turbulent type.



Overall, the team personality profile paints a reassuring picture. We are rich in both aspects of the dualities of personality. This synergy in all the facets of engagement can help us be an efficient team. This positive team dynamic can guide us to a hopeful and prosperous future. This team is enthusiastic and results-oriented, cultivating a spirit that gets things done. This collective spirit nurtures us personally and enables us to become better versions of ourselves