

LeitMotif Learning



An i6estalt! Creative Thinking Strategy

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For permissions requests, contact:
I6estalt! Creative Thinking Strategy
PO Box 1321
Gilbert, AZ 85233
Phone: 480-231-8724
info@creativethinkingstrategy.com

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Leitmotif Learning

Leitmotif is a musical term, (though it is sometimes used in theater and literature as well) referring to a recurring theme, perhaps more aptly stated as a “guiding motif.” This concept mirrors the short musical idea, or any seed idea that an entire symphony, song, story, or in this case training program is developed from.

In these arts, leitmotif is a powerful way to deliver a message to the recipient by artfully repeating the motif in various forms. When a motif is nothing more than abruptly stated, the message is short, intrusive, and possibly even dismissed. When droned in, the motif is redundantly obnoxious. However, when a leitmotif recurs in different guises throughout a piece in which it occurs, it suddenly helps to bind a work together into a coherent whole, as it yields layers of understanding that are not visibly obvious on the surface.

By developing the message in layers, it is presented in a more colorful form. This lends it to being far more interesting, impacting, and memorable.

Leitmotif Learning takes this concept and applies it to corporate training by making it an interactive method of teaching concepts through storytelling, in order to build and reinforce a desired lesson. By incorporating the lesson into a storyline and then delivering it over a period of time, allowing the participants to affect the plot, acting out scenes both with employees and hired actors, we engage them. And by involving the participants in the resolution of the climax, we are producing training that is anticipated rather than dreaded.

Simply by developing this more desirable means of receiving instruction, we are opening the recipient's minds up to accepting the principles being taught. As well, we can often address sensitive issues simply by incorporating them into the story line.

For the participants, this becomes creative thinking in action.

Participants discover not only what you are trying to teach them but also things uniquely applicable to themselves through character development, plot, and decisions made along the way to the story's climax.

The storyline is uniquely postured to reflect the culture and image of each group in relation to the motif being taught.

This method of learning employs entertaining devices to deliver the message while promoting a kind of kinesthetic involvement that ends up growing well-rooted Muscle Memory Rods of Knowledge.

Imagine crafting a setting around the idea or lesson you want to teach and then taking that theme and masterfully chiseling out a story that teaches the principles you desire to get across.

From this platform you perform that story over time for the purpose of administering the lesson to the recipients culminating the story's end in a dramatic stage show.

The story can be told over a period of a month to six months or even a year. It can develop daily, weekly, or monthly, or as a combination.

Physical props can enter the workplace at various times, while settings can be developed in the break room or across the back of the main meeting room. Conference rooms can display scenes, emails and inboxes can include video, text, audio, or imagery to support the storyline.

Online surveys conducted to determine the next scene or to create twists in the plot. The plot can be centered on any genre or theme you decide.

Basically, the sky and budget are your only limits in rolling out this training.

Using a variety of media and performances, arts, and programs, technologies, etc. to interactively unfold a storyline that not only teaches the desired principles, but also massages those principles into the hearts and minds of the recipients by involving them in the plot, climax, and resolution of the story is in essence what this type of training produces.

An opening act may produce the setting, highlight the back-story, and introduce the characters. Through multimedia, stage antics, sound engineering, and other things we can produce this environment with great impact. This makes for a fun training session as it sets the mind for receiving the information that was intended for learning.



A follow up training evolution could be that everyone gets an email the next week asking a certain question necessary to guide the plot. The plot is not set in stone, so it can be manufactured by the team in training.

All the responses are taken in and melted into the plot, to be revealed later...

Then one morning, employees show up at work to discover various images on the walls, different background settings have been placed around the office. There may be music playing or characters that stop by during the day to meet you. Using Facebook, Twitter, and other social networking devices we can involve others to tell the story little by little, over time.

Ultimately, the story climaxes at a company picnic or party, a stage is set and a cast performs the climax and conclusion.

The event is captivating, the lesson is less likely to be erased, and a silent knitting of teamwork has been accomplished.

Leitmotif can take in many forms, teach any lesson, occupy any period of time, and be as illustrious as you want it to be. It can be filmed for use in other trainings or for a gift to the participants.

Leitmotif learning is not a new concept, but deploying it in the workplace most certainly is. There are unlimited ranges of possibility available in this arena.

This training concept is an outgrowth of the i6estalt! Creative Thinking Strategy. We encourage you to explore the concept and implement the ideas into your own training workshops.

In our opinion, corporate training by lecturing has run its course and we need to adopt a new approach, one that is fresh and unique every time. Therefore, this supplement is our way to initiate new training programs into the culture.

We are available to custom design any or all aspects of a training such as this from conception to presentation.

For a free consultation [Contact Us](#) through the website at:

<http://creativethinkingstrategy.com>.

Creativity is the Sixth Sense

The i6estalt! Creative Thinking Strategy Team