



kinetik solutions

IMPROV FOR START-UPS

ALLOWING RADICAL COLLABORATION, SPONTANEITY AND TRUST FOR HIGH-GROWTH COMPANIES

Want to boost well-being in intensive service environments?

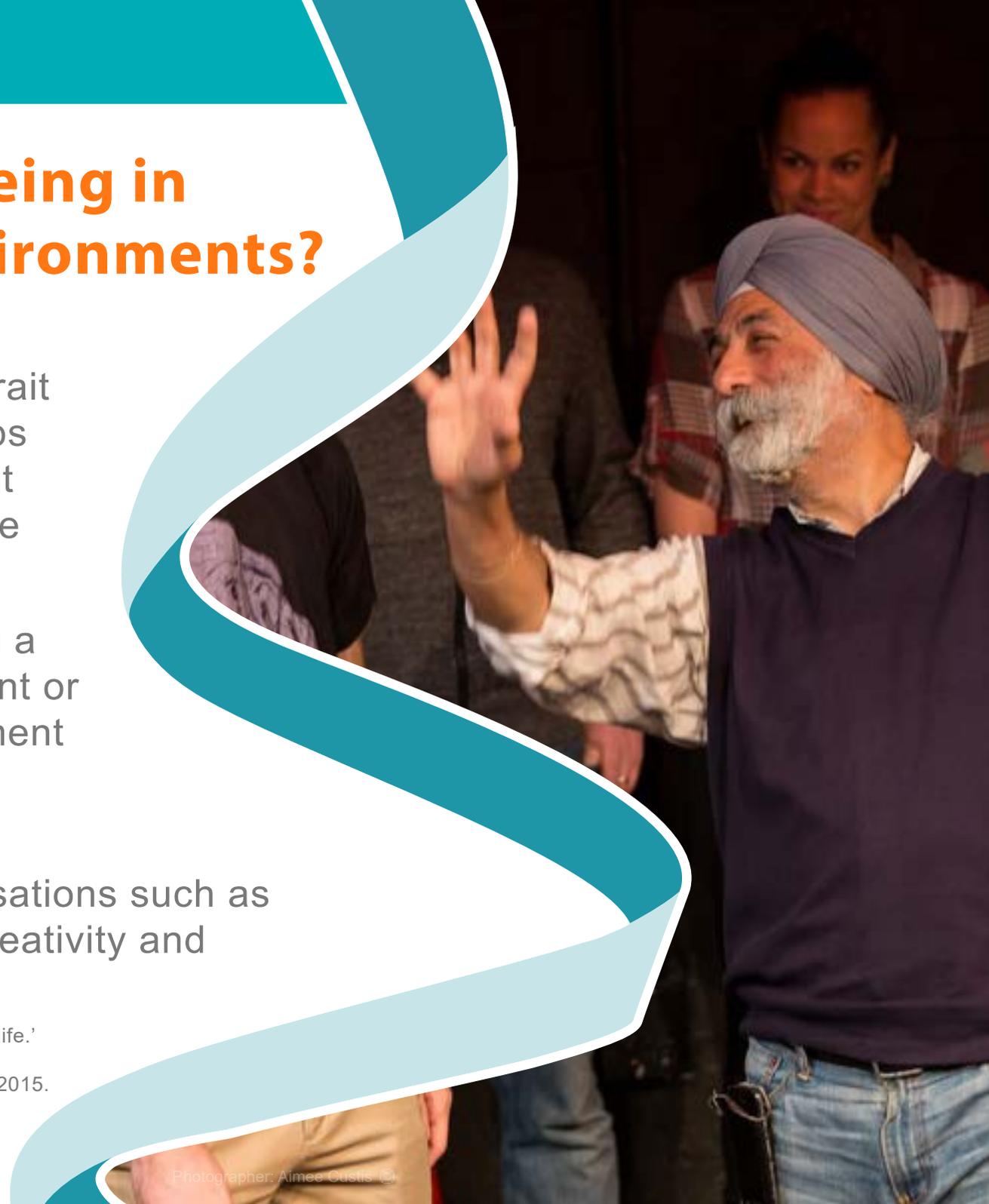
Innovation and Creativity is a top trait for new business success. Start-ups however need to deal with constant anxiety, fear of failure and yet make steps into the unknown.^[1]

Studies^[2] have shown that creating a collaborative space free of judgment or failure can make an ideal environment for people to improve self-esteem, confidence, and creativity.

Improv is regularly used by organisations such as Google, Twitter and PepsiCo for creativity and innovation.

1. Mohamood, Fayez. 'Improv Is the Best conditioning for startup life.' Techcrunch, March 2015.

2. 'Four reasons to take An Improv class'. Forbes magazine, Aug 2015.



What is improv?

Improvisation, or 'improv', is a form of live theatre in which the plot, characters and dialogue of a game, scene or story are made up in the moment. There are no lines to rehearse and the improv process is highly creative. No acting skills are required.

How can improv benefit your start-up?

Studies have shown that the skills of improvisation can help with better management of unexpected changes and uncertainty, increase team collaboration and the ability to absorb new ideas.

Improv will help your start-up:

- Develop the ability to generate more innovative ideas around your own service, leading to faster ROI/Time to Market.
- Boost well-being, resulting in increased focus and attentiveness
- Increase the ability of teams to self-manage issues and opportunities

Improv will help your staff:

- Increase confidence
- Cope better with unexpected situations
- Be more open to new ideas
- Share thoughts in an open and non-judgemental way



A summary of our improv session

We run some warm up exercises, gently introducing improv principles in each round. Improv principles we practice include: deep listening, supporting others, allowing spontaneity, accepting mistakes.

After this, we run some improv games, such as 'Freeze Tag', 'Party Quirks' and 'Gibberish'. As well as taking an active part, participants will get the opportunity to observe (be the audience), provide encouragement and give feedback.

At the end of each game, there is a short feedback session on what was learned and how this creates development opportunities back at the workplace.

There will be no PowerPoint presentations or note taking! Improv sessions are well-structured with principles that provide a strong foundation for creativity. Playfulness is gently encouraged at all times and no acting or comedy skills are required. Our experience shows that creativity and spontaneity are possible for all.



We will create a programme to suit you

kinetik solutions is a change management consultancy. We have worked with complex public and service organisations on all aspects of change over 10 years. We understand some of the issues you face in employee engagement, business processes, and technology.

Our tailored session(s) will use the most appropriate improv tools for new insight; to boost the well-being of your staff and create innovation for business processes.

We can create a plan for standalone or multiple sessions encompassing different stakeholder groups. Our sessions are based on your requirements and can last from two hours to a whole day.

The improv sessions will be conducted by our experts who have studied improv formally as well as practiced the craft.

Up to 20 of your staff can participate, making it a value for money investment per person. Contact us at bebetter@kinetik.uk.com or call us on **0203 397 0686** to find out more. The typical cost of a 2 hour session is £250 including some planning work.

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“Improvisation is probably one of the two or three cardinal skills for businesses to learn in the future...”

– John Kao, Harvard Business School

Details of our Improv Team



Ketan Varia

Ketan Varia, the founder of kinetik solutions, has over 25 years of management and consulting experience. He has worked on large change programmes in the public sector and service industries and developed creativity products.

Ketan is continually broadening his skills and has taken two improv courses at the citylit as well as integrating improv in client change projects. He conducts regular improv classes in North West London.



Nick Stylianou

Nick Stylianou has more than 20 years of performance experience in solo and collaborative art forms. He has also integrated creative problem-solving models in his own business.

Nick studied a performance and improvisation-based music degree and improvisation courses. He is the founder and facilitator of a workshop-based improvisation class.

Consultancy Profile

kinetik solutions is a UK based management consultancy which was formed in 2007. We deliver business transformation, process excellence, and change management in operational settings. Our clients include ADP, Barclays Bank, EMI Music and Hertz.

We are the catalyst for operational change. In order to make change effective for our clients, **kinetik solutions** has developed three solution areas which can be adapted for your organisation. We take pride in working with clients for sustainable results above all else. Each member of our team has extensive experience in large scale transformations in both private and public sectors with at least 10 years of senior business or consulting experience. Most importantly our team can blend in and work within different cultures and leadership styles.

We craft our work based understanding “on the ground realities” in combination with our experience and commitment towards perfection. We work in collaboration with all levels of your organisation, making our work value for money. We believe that the best way of embedding change is to help you develop a clear vision of future state, engage with your change team and support you in shaping projects. We believe in always keeping you in charge, and depart as soon as your team is able to sustain itself.

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“Was warmly welcomed and felt at ease straight away ,with such a lovely group of people.”

“The Improv Class was amazing and fun”

“Great to meet new people - enjoyed all games.”

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