

# Energize Your Team's Performance – Think Like an Improv Actor



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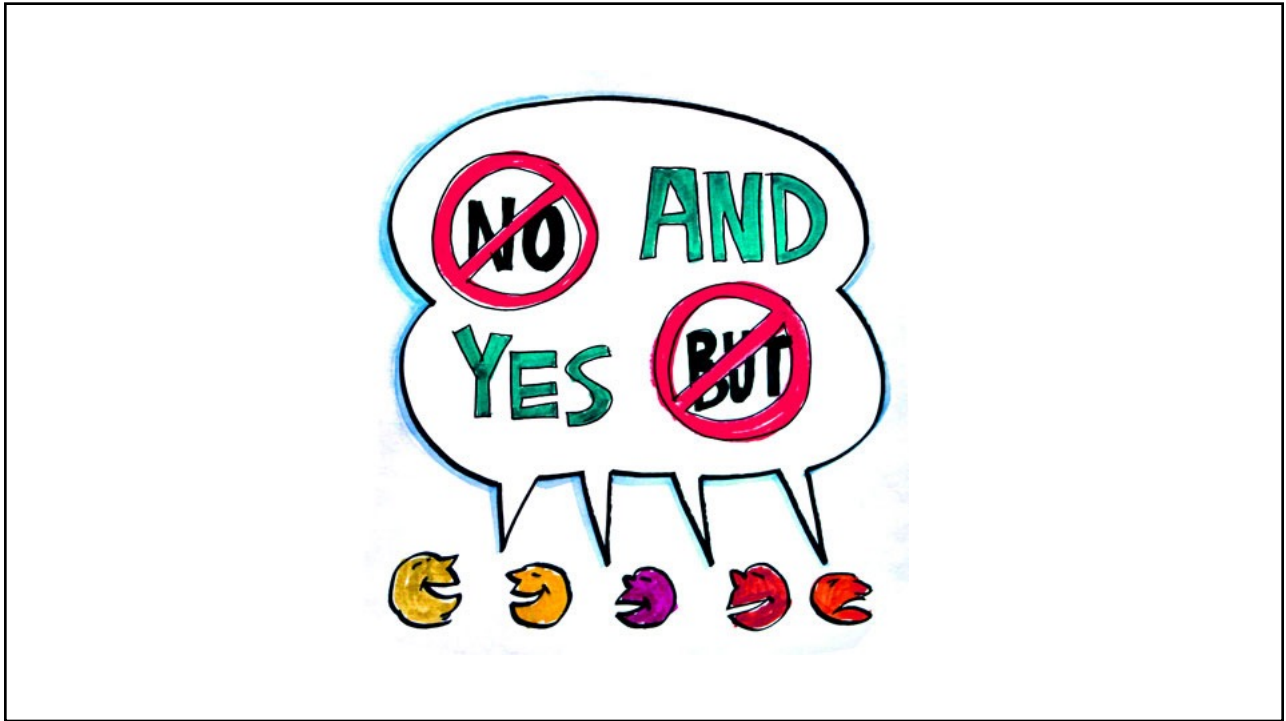
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1



2



3



4



5

## Yes, and.....



- Affirms and builds
- Requires you to trust others to support and build upon your contribution, and you to do the same for them
- Not a replacement for quality or common sense
- The confidence to create something out of nothing

6



7

## Audience exercise

Have a conversation about your dream vacation.  
Each reply must begin with.....

**YES, BUT...**

8

## Audience exercise

Continue your conversation about your dream vacation.  
NOW each reply must begin with.....

**Yes, and...**

9

## Team



A number of persons  
forming one of the sides in a  
game or contest

10

# Ensemble



All the parts of a thing taken together, so that each part is considered only in relation to the whole

11

## Help Your *Team* Become an *Ensemble*



- Be in the moment
- Give and take
- Surrender the need to be right
- Follow the follower

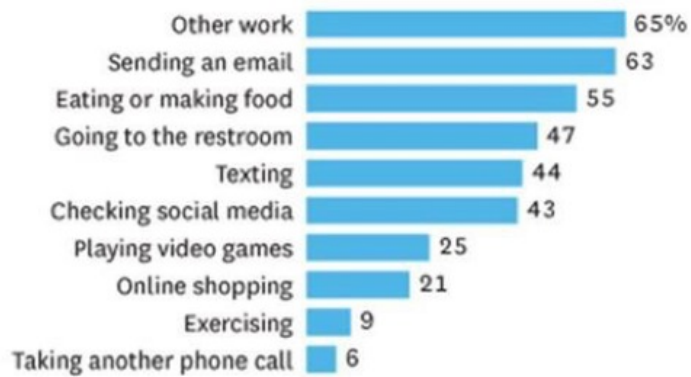
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13

**WHAT ELSE ARE EMPLOYEES DOING DURING A CONFERENCE CALL?**



SOURCE INTERCALL

HBR.ORG

14

Your personal energy and your attitude are both results of personal choice.



15

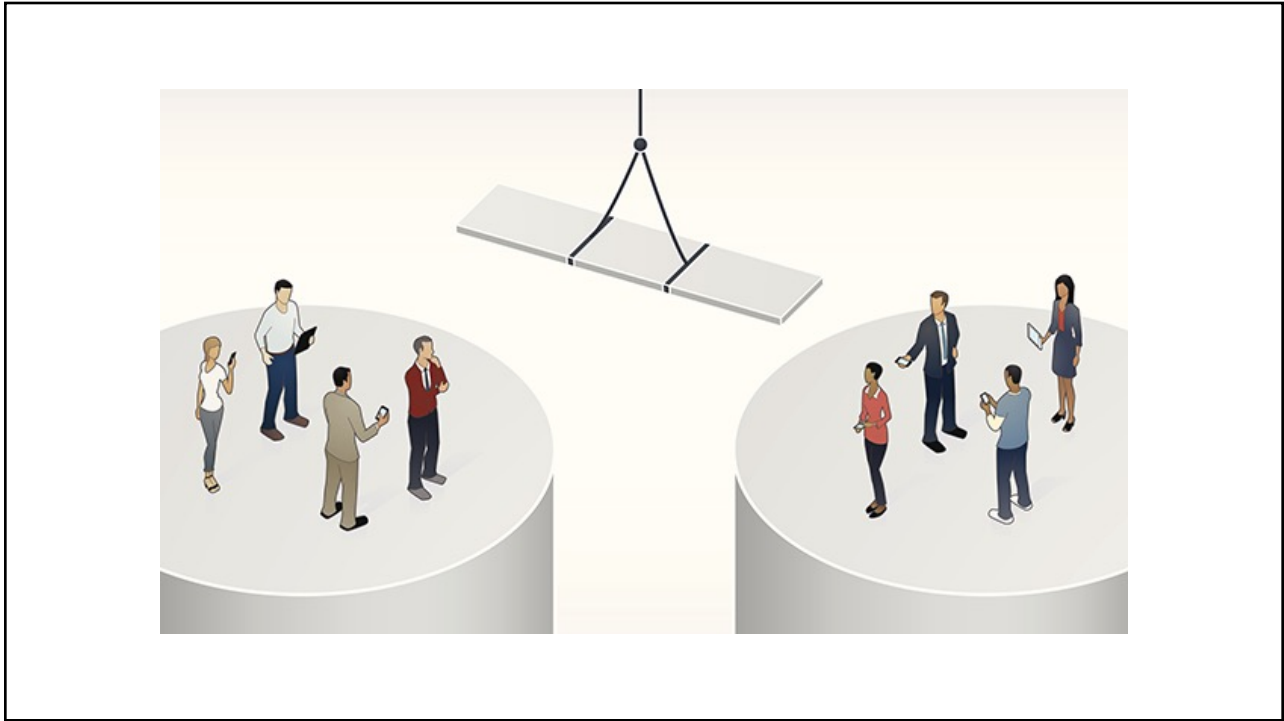


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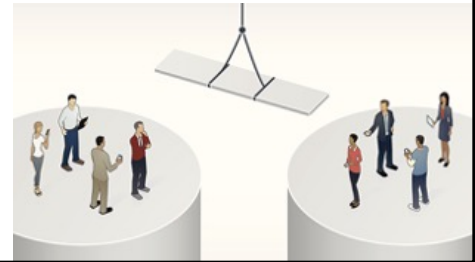
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18

## Improv thinking leads to silo busting

- “Yes, and” each other – somebody else has something valuable to say
- Individual agenda vs individual perspective
- Create the architecture for consistency in communication
- Encourage people to take ownership of an issue
- Explore logistical solutions



19

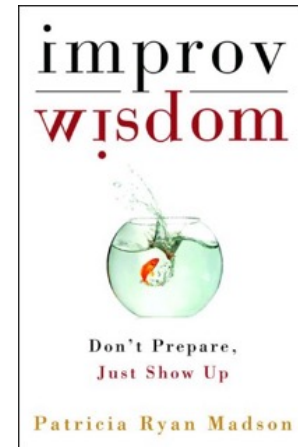
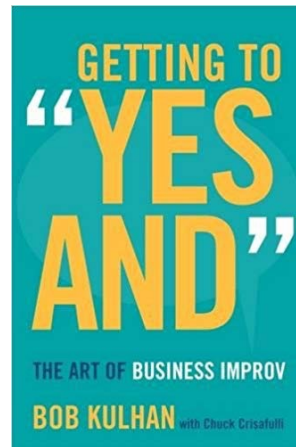
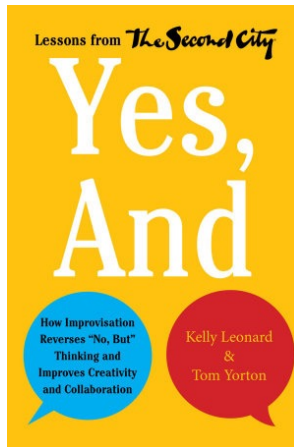
## Thinking like an improv actor

- Yes, and – create a culture of open communication
- Turn your “team” into an ensemble”
- Do some silo busting



20

# Resources



21

## Advice from the World of Improv...

Look people in the eye when you meet them.

Smile.

Don't check your texts or email when someone else is talking.

Be curious.



22

## Advice from the World of Improv...

Try to eliminate the word *no* from your vocabulary for just one day.

When you are wrong, acknowledge it, say you're sorry, and move on.

Forgive yourself and forgive others.

Lead as you would want to be led.



23

## Advice from the World of Improv...

Be on time.

Excel at preparation.

Ask yourself, what is the problem you are trying to solve?

Make your partner look good.



24

## Advice from the World of Improv...

Respect, don't revere.

Listen to the whole person.

Read the room.

Share the conversation.



25

## Advice from the World of Improv...

Love your work.

Applaud others.

Say *we* rather than *I* whenever possible.

Consider that you might not be  
right.



26



## Advice from the World of Improv...

Open your door.

Try not to work out of fear; work from a sense of possibility.

Understand the audience you're trying to win over, and give them a role.

Be an improviser.



27

## Think like an improv actor.....



28

....Energize your team's performance



29

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30