

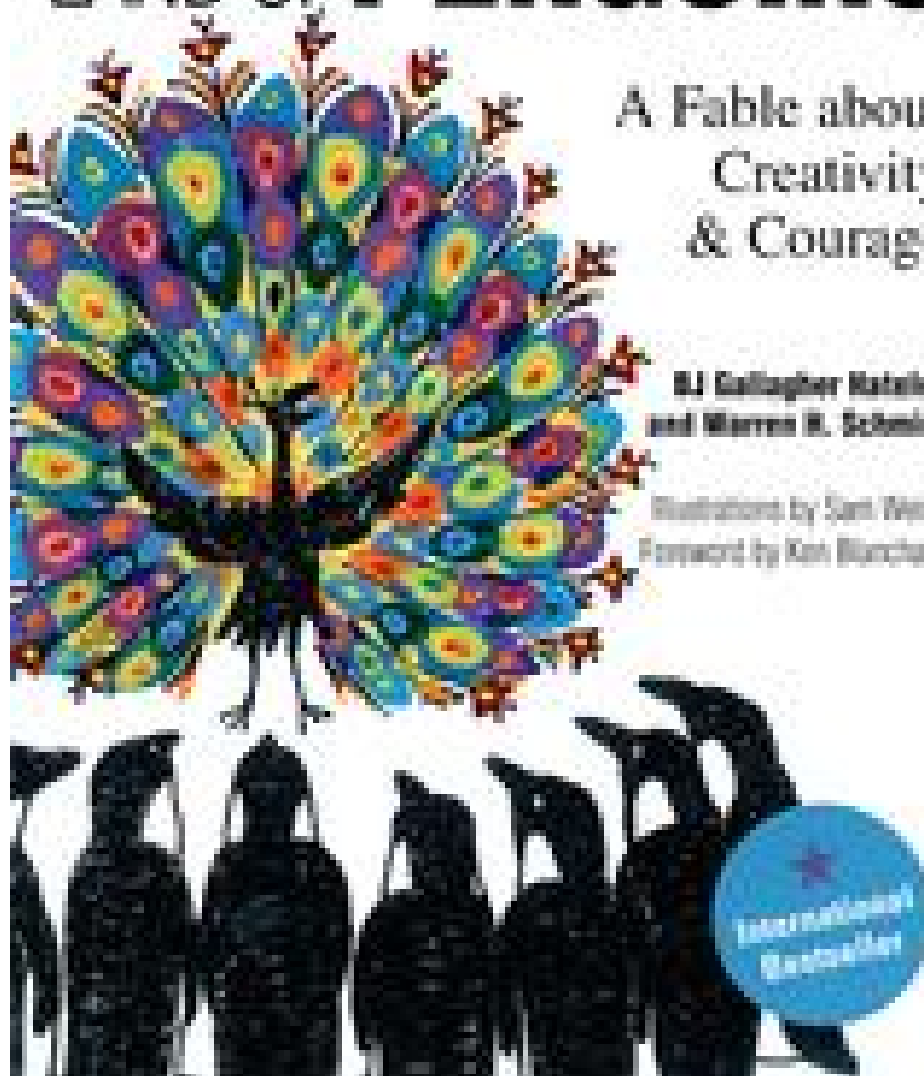
Third edition expanded with
New Tips & Tools for Teaching Penguins to Fly

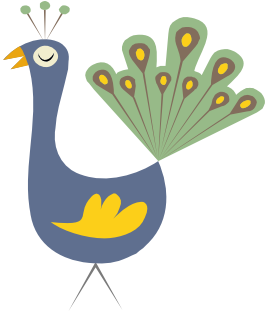
A peacock IN THE LAND OF PENGUINS

A Fable about
Creativity
& Courage

BJ Gallagher Matley
and Warren B. Schmidt

Illustrations by Sam Weiss
Foreword by Ken Blanchard

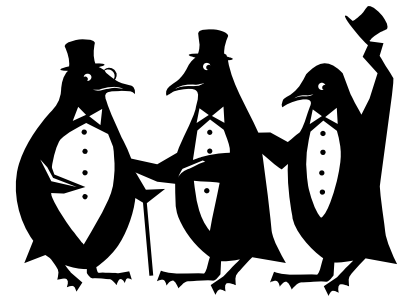




Objectives

Tapping Into the Creativity of Diversity

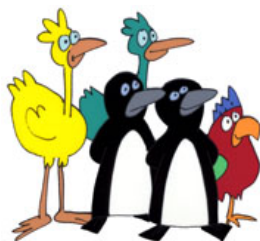
- ▶ To build awareness of differences and similarities between groups as well as individuals.
- ▶ To find common ground as well as enriching differences of style, perceptions and perspectives.
- ▶ To enhance participant's appreciation for people who are "different" and help them work comfortably with a variety of individuals.





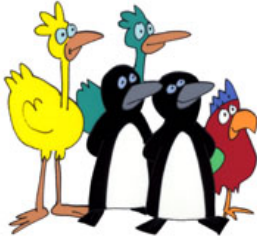
Discussion Questions

1. In what ways are people all basically alike? In what ways are people different from one another?
2. What do organizations lose when they inhibit the creativity and ideas of those who are “different?”
3. What happens to individuals when they feel their ideas, suggestions and talents are not acknowledged or utilized by their department?
4. How can you benefit from working with and learning from others? What do you have to offer them?



Who Are You?

- Ostrich
- Chicken
- Blue Bird
- Mocking Bird
- Sparrow
- Hummingbird
- Vulture
- Canary
- Swan
- Owl
- Peacock
- Hawk
- Dove
- Goose
- Eagle



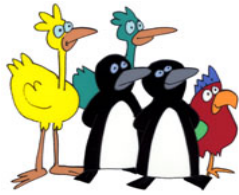
Group Exercise:

Group 1: What assumptions did the penguins make about:

- ▶ **Themselves?**
- ▶ **How an organization should operate?**
- ▶ **The “other” birds?**

Group 2: What assumptions did Perry and his friends make about:

- ▶ **Themselves?**
- ▶ **How an organization should operate?**
- ▶ **The Penguins?**



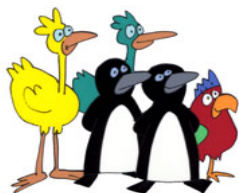
Diversity Worksheet #1

What assumptions did the penguins make:

About themselves? _____

About how an organization should operate? _____

About the new and different birds? _____



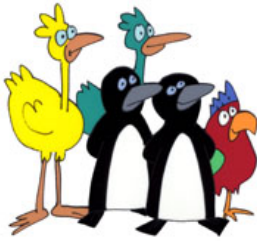
Diversity Worksheet #2

What assumptions did Perry and his friends make:

About themselves? _____

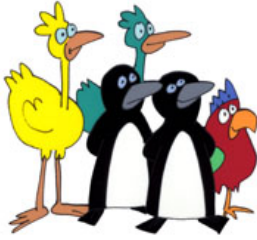
About how an organization should operate? _____

About the penguins? _____



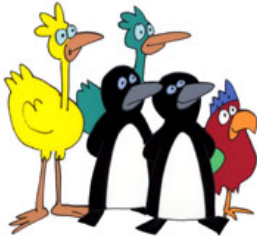
Issues in the Land of Penguins:

- ▶ Glass ceiling
- ▶ Affirmative action
- ▶ Group norms for teamwork, etc.
- ▶ People's comfort zones



Survival Tips for Peacocks (and other exotic birds) Who Stay Put in the Land of Penguins

1. Don't let your work suffer because you're discouraged about being different. Strive for excellence in all you do. Your professional track record is your most important asset, both inside the land of Penguins and outside.
2. Seek out other exotic birds (both inside and outside your department/hospital) for friendship, networking, and moral support.
3. Make conscious and careful choices, about how much you can and will adapt or change to be successful in the penguins' eyes. What price are you willing to pay? (See "Strategies for Birds of a Different Feather.")
4. Be prepared and flexible enough to put on a penguin suit occasionally when it's necessary and/or important. Think of it as "penguin camouflage."
5. Know that you are not defective – there is nothing wrong with you. Your talent, skill, and ideas are valuable. Even if the penguins don't recognize or reward you.



Tips for Penguins Who Want to Change Themselves

1. Look at your own bias and attitudes – acknowledge them honestly to yourself and stay aware of them. Consciousness is the first step toward change.
2. Practice divergent thinking – there are many paths to success and many different ways to do things and accomplish results. Your way is only one way. Applaud creativity, innovation, and resourcefulness in others.
3. Try to separate style from substance. Don't get hung up on stylistic differences with others – keep your focus on substance, shared goals and objectives, and results.
4. Get out of your comfort zone. Go out of your way to spend time with people who are different from you. Invite an exotic bird to lunch. Or other business/social events.
5. Be a visible role model to other penguins. People watch what you **DO** more than what you **SAY**. Incorporate exotic birds into your daily interactions and activities. Consider mentoring exotic birds, while allowing them to be themselves.