



Michelle Hookham
Mental Health & Homeopathy

**Taking people to new levels of engagement and productivity
by creating Thinking Environments**

“One of the most valuable gifts we can offer each other is the framework in which to think for ourselves” Nancy Kline

The quality of everything we do, depends on the thinking we do first. Our thinking depends on the quality of our behaviour with each other and the way we are being treated by the people with us while we are thinking. One of the first tasks of a leader is to create an environment in which people can think for themselves. Every subsequent act gains quality from there.

Today most organizations recognize the concept of emotional literacy. Emotional literacy, also known as emotional intelligence, recognizes that intellect and emotion are inextricably enmeshed.

On the other hand, to be alert to the clues of a person’s emotional state, to be able to listen deeply to the emotional component of a person’s issues, to know what kinds of questions to ask in order to help a person express feelings and integrate them effectively with ideas, and to be aware of one’s own feelings, are to promote the highest standards of clear thinking, measurable outcomes and results. It seems that soft is hard.

Individual expertise in this area is only a starting point for organizations.

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For leadership that is emotionally intelligent to operate optimally, the organization must, as a whole, also be emotionally intelligent. This means that meetings, presentations, supervisions, performance reviews, strategic planning, conflict resolution and decision - making of all sorts must be conducted in emotionally literate structures. These structures allow the whole human being to operate with integrity and at the highest intellectual and creative levels.

A **Thinking Environment** provides exactly these structures and provides the right conditions for emotional literacy and healthy Leadership Styles to flourish.

Underpinning Philosophy

The work of the **Thinking Environment** is based on the chosen philosophical view that human beings by nature have choice, are intelligent, loving, powerful, multi-talented, emotional, assertive, imaginative, logical and are able to think through anything.

A positive philosophy of human nature has become the basis of the **Thinking Environment** work for pragmatic reasons. We have observed that cogent, coherent, imaginative ideas flow more dependably from this philosophy of human. A positive philosophical choice has proven to be the best one from which to free the human mind to think independently, clearly, creatively and in the best real interests of people.

What is a Thinking Environment?

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A **Thinking Environment** is the set of conditions under which people feel encouraged, valued and appreciated, and therefore can create and think for themselves with rigour, imagination, courage and grace.

A **Thinking Environment** enables a group of people and an organization to establish a culture where teams work together in a way that is emotionally literate, progressive, cohesive and productive.

After many years of research and observation, it has been recognized that people will feel safe, supported and encouraged to generate their best thinking if the people around them behave in ten specific ways known as **The Ten Components of a Thinking Environment**. Each of the components is valuable individually, but it is the system of all Ten Components working simultaneously that gives this Environment its transformative impact on the thinking of individuals and groups.

Thinking Environment Introductory Program

On the **Introductory Program** you will explore the 10 behaviours/components that

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collectively create a Thinking Environment that *brings new effectiveness and intelligence to group work.*

You will experience:

4 building block applications

Thinking Pairs

Dialogue

Rounds

Open Discussion

2 - 4 full applications (depending on time)

Transforming Meetings®

The Time To Think Council

Presentations in a Thinking Environment

Facilitation of Groups

This workshop gives you a substantive glimpse of the value of more in-depth work with these Applications. It is also a time for you to think and to return to your life, renewed and inspired.

**Your Thinking Environment Facilitator is
Michelle Hookham**

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Michelle Hookham is a homeopath and mental health nurse, with experience spanning 25 years in healthcare across a diverse range of settings. She is the recent past Chairperson to the International Council for Homeopathy (ICH) and a past National President of the Australian Homeopathic Association (AHA).

Michelle is an accredited Thinking Environment facilitator and provides workshops to support individuals and teams transform their one-to-one interactions, meetings and group experiences. She has published articles in peer reviewed journals and spoken at conferences.

Feedback from a participant:

“Now that I realise the valuable effect it has on my own thinking and that of others I am more conscious of allowing the space for others to speak without interruption.

I noticed the difference in how I felt when others gave me their advice (slightly irritated- unless it was something I was already holding as valuable) as opposed to just listening and encouraging me to think for myself.- (exciting and empowering.)

Thankyou so much for this gift of awareness Michelle.”