



The Caplor House: Diversity in our Thinking

An exercise

Ann Alder
Experiential Learning Advisor

CAPLOR HORIZONS RIPPLE PAPERS

...creating ripples of change



Learning differently

Thinking differently

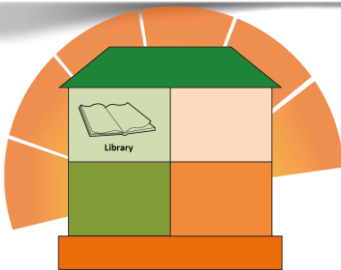
Acting differently

Here are some characters who enjoy working in each of the rooms of the Caplor House:



Sam is a doctor. He enjoys researching new theories and analysing data. He has a very logical approach to his work and always looks for evidence before making a choice of a course of action. He is very critical of people who do not 'think things through'. If he doesn't know how to do something, he goes and finds out the theory then applies it in practice.

He stays calm in difficult situations and gives confidence through his reasoned arguments. His patients sometimes complain he isn't very warm but they admire his expertise.



The Library

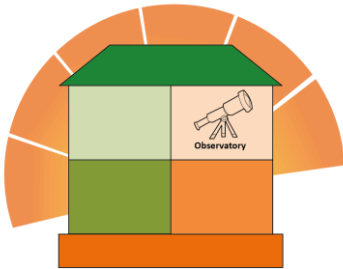
Do you know anyone like Sam? Make some notes about how Sam represents the kind of thinking and action that happens in the Library:

Diversity in our Thinking



Afia is a student, with big dreams about her future. She is full of ideas and every day she thinks of a different career she would like to follow. She always gets good marks for her creative ideas and interesting observations - but sometimes she falls down on attention to detail and she has more unfinished essays than finished ones. Afia is a bit of a daydreamer and she isn't always easy to work with in a team - she gets impatient with people who don't think as quickly as she does.

Afia is interested in everything and wants to travel and explore. Her parents hope that she will settle down - she says she will when she has had some adventures!



The Observatory

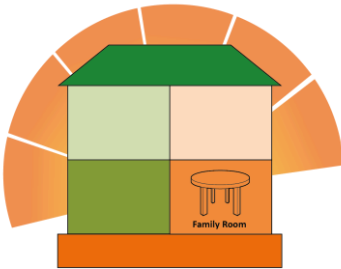
Do you know anyone like Afia? Make some notes about how Afia represents the kind of thinking and action that happens in the Observatory:



Kamala is a community worker in a rural village. She is always out on her bicycle, visiting families, talking, listening and sharing stories. She is well-liked by all the families she deals with because she is interested in them, explains things to them and always tries to help. She shares her feelings and people always know if she is happy, sad, angry or scared.

She has very strong beliefs about right and wrong and tries to let these guide her life.

Sometimes Kamala finds it hard to make tough decisions - she doesn't like saying no to people and she always tries to reach a peaceful agreement.



The Family Room

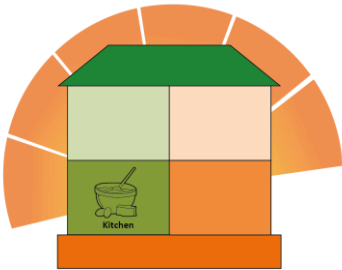
Do you know anyone like Kamala? Make some notes about how Kamala represents the kind of thinking and action that happens in the Family Room:



George works in an office, looking after all the administration for a big agriculture project. He likes to have everything organised and he always knows where everything is, when things are happening and how much everything costs! He tries to make sure everyone sticks to the rules and he gets cross with people who are late or lazy in completing their paperwork.

He is definitely in charge in the office and takes great pride in achieving his boss's high standards of work.

He doesn't appreciate how often things change – he just wishes people would just stick to the system!



The Kitchen

Do you know anyone like George? Make some notes about how George represents the kind of thinking and action that happens in the Kitchen:

Caplor Horizons – Background

Established in 2014, Caplor Horizons is an independent charity. We work with other charities and responsible businesses and now have over 50 Advisors. These are outstanding people that bring specialist knowledge and experience. They contribute their time on a voluntary basis, or at reduced rates, so that Caplor Horizons can provide high quality and distinctive services at an accessible cost.

Working locally, nationally and internationally, we help other organisations think differently about themselves and the new horizons that they face. We support them in strengthening their leadership, renewing their strategy and improving their influence.

We want to encourage and assist a new generation of organisations that are committed to making a positive and lasting impact. We believe that if we are to achieve real, sustainable change, we need to inspire and enable people to learn differently, think differently and act differently.

Our vision is: *A world where leaders deliver a sustainable future for all*

Our purpose is: *To be courageous, compassionate and creative in facilitating transformational change*

Our values are:

- **Courage** – We are courageous change makers committed to challenging assumptions, taking risks and having difficult conversations
- **Compassion** – We are open, understanding and heartfelt, encouraging the nourishment of our whole selves and others
- **Creativity** – We learn, think and act differently, and are innovative and resilient in an ever-changing world

Our beliefs are:

- Through diversity we ignite dynamic innovation
- Collaboration helps achieve greater impact
- Everyone matters
- We are all leaders in our individual and collective ways – we are all change makers!
- Learning is more effective if it is fun, engaging and creative
- Building on people's strengths creates greater resilience

Our strategic goals:

- Goal 1: Transforming Leadership
- Goal 2: Strengthening Resilience
- Goal 3: Increasing Collaboration

Learning differently
Thinking differently
Acting differently

