

# Teachable Machine

Write perspectives/thoughts,  
attach pictures, draw, ideate



leadership styles-  
changed position -  
Upright standing  
over for traditional  
and on the ground  
being daft for silly

Playful Leadership  
diverges from  
Traditional  
Leadership and the  
structured, serious  
way of doing things  
to a more informal,  
open and relaxed  
pose.

focus on principles  
for playful  
leadership:  
supporting and  
embracing failure

Is it possible to  
add enough  
data to subvert  
Google's  
machine  
learning?

Who decides  
what to take  
notice of, to  
be a part of,  
playful  
leadership?

machines are  
more stupid  
than I realised



can feel scary when things are different/ unexpected

# Ugly/Dark Playful Leadership

Playwashing

Risk of form/expression without substance

Dismissed by management

eg. metrification (like Twitter and Elon Musk)

Playing the system; gaming/manipulating

Gamification - or imposing play onto a situation unthinkingly

Potential inauthenticity regarding the playful 'mindset'

Imposed game/metric frameworks eg. sales companies etc.

Subversive, - playing field levelled, enables voice.

ful/Bright

Valuing diverse range of voices

Sets a tone, shows taking risks is positive

Play is integrated into activities and attitude rather than an add on

Extra cognitive load in conforming is a burden, playful learning removes this routine load.

Refreshing energies in teams/processes

develops trust between group

Inclusive,

Team become motivated and engaged by doing something new and energising

Potentials of democratic / egalitarian relations. Leaders putting themselves aside/ (in parentheses)

g vision or then thousand

Relatedness/togetherness and agency/autonomy

Enabling/emergence of belonging (in teams, cultures, institutions, environments etc.)

enjoyable but meaningful

No safety net, or precedence, risk of doing this without creating that safe space.

Could limit creativity if doing structure game

Playful Leadership could become fixed as a technique you have to follow and lose the attitude we were trying to achieve.

Potentially romanticised/naive narrative of playfulness in determined situations/contexts

Protecting the team space

Team are more confident about suggesting things - knowing it's ok to bounce ideas around: safe space

Mindful and empathetic towards participants

Confidence to allow team to improve on leaders ideas - leader doesn't have to know it all!

Why the caveat? Can it not just be enjoyable?

being created

Could be toxic positivity - sometimes there are serious things that need to be addressed and bouncing around playfully doesn't help.

Boundaries, scaffolding and modelling to support less confident and 'non-creative' types.

Anti-democratic play - leaders can treat their team as 'pawns' rather than players

forced participation, even with permission to opt out, but pressure to engage can be uncomfortable

Target driven approach: where hitting/exceeding target is more important than the product /experience created.

Empowering and democratic - needs to lead to meaningful change

Changing c between le team open possibilities

Many paths to achieve the vision - let team find their own way. Trust!

Opening up the space for dialogue / co-creation (by showing that any answer is valid / nothing is stupid)

Discover new things you are capable of (eg PPT Karaoke) by feeling safe and taking risks

Beacon(s) of light in corporate culture (role modes // mimesis) -> lighthouses

# Present Playful Leadership

It's a new/different way of leading

Modelled by a small number of people

Culture clashes playful leaders in on section vs. non-playful in another

Perhaps more gameful than playful?

The mood, atmosphere and materials are another member of the team - they are always present

Sporadic

Confusion between 'having to play' as a leader vs thinking playfully

Assumption the playfulness is probably Lego in the room. When it could be so much more!

It's hard to locate/define - it might be about inquiry-based leading and joint problematisations

A bit undefined - still not clear on difference with GOOD leadership

Barriers to being playful at so many layers of management is exhausting

# Future Playful Leadership

It's considered just how leaders lead

A change to everyone being playful, not relying on the leader to drive the

It's not about US playing, it's about enabling others to be playful

New normal in playfulness, relational, affective, present leadership.

Using playful techniques is not considered unusual - it's just part of everyone's toolkits

**\*Playfulness is just part of the range of possible solutions to be a good leader**

Makes itself obsolete? - no longer clear who's leading who

Everyone, including leader, co-creating together and the default p

Top down playful attitude so leaders are supported and encouraged to be playful

Organisations valuing the benefits of play, unquestioningly

Good leadership is playful leadership - we don't worry about definitions because leadership has moved on!

Enabling playful atmospheres (collective attitudes and intangibles)

The sector (eg accreditation bodies, OfS) valuing playful approaches

Having clear vision, but not specifying how to get there

