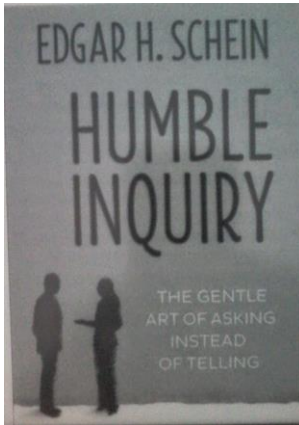


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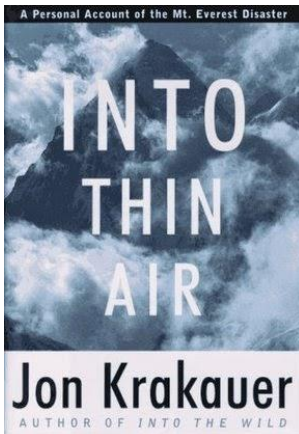
[Responding to team member's idea using a humble inquiry](#)

Imagine you are a manager and a team member comes to you one day and says, "I have got this great idea!" There are multiple ways you may respond to this situation. You may say, "Tell me more..." and after listening to his initial blurb you may ask, "Why this approach?" or if you have a better idea, you may ask, "How about this instead?" Depending upon the context all three responses may be relevant. However, Prof. Edgar Schein shows in his new book "[Humble inquiry: The gentle art of asking instead of telling](#)" that the three inquiries, in fact, belong to three distinct categories of inquiries. Schein argues that managers today need to do a lot more of "Tell me more..." type of inquiry than "How about this instead?" type of inquiry if they want to build trusting relationships. [Full article](#)



[3 tools I find useful as an innovation catalyst](#)

Over the past seven years, I have been doing my bit in helping my clients innovate more effectively. Their business domains varied from apparel design to aircraft design and from software product development to educational services in social sector. During this journey I ended up using a number of tools – perhaps over fifty. However, I have developed special friendship with some of the tools – primarily due to their usefulness under varied contexts. Here I would like to present 3 such tools which I find very useful in almost any context. These are: weighing scale, bright spot torch and checklist. [Full article.](#)



[1996 Everest disaster and a lesson in "design as if implementation matters"](#)

["Into thin air: A personal account of the Mt. Everest disaster"](#) by Jon Krakauer is a story of a disaster that happened on May 10 and 11, 1996 on Mt. Everest in which eight people died in a single storm. It is one of the worst Everest tragedies ever. It packs several learnings about what can be done and also what can't be done when the mighty mountain gets mad at you. My favorite lesson is about how to "design as if implementation matters". How do you plan knowing that your thinking is going to become crooked at 26,000 ft due to thin air? Would a premortem help? The article presents a few options useful in high stakes decision making. [Full article.](#)

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[My 3 take-aways from "Buddhism and Modern Psychology" course](#)

Over the past few months, I participated in “[Buddhism and modern psychology](#)” course taught by Prof. Robert Wright of Princeton at [Coursera.org](#). Primary objective of the course was to look at scientific evaluation of Buddhist ideas such as the [Four Noble Truths](#) and the concept of [no-self](#) . In particular, it explored following two questions: (1) Is Buddha’s diagnosis of human predicament true? and; (2) Is Buddha’s prescription powerful and effective? It didn’t delve into Buddhist ideas such as reincarnation that were not amenable to scientific evaluation. My 3 take-aways were: (a) Buddha was a rebel against Natural Selection (b) Clinging to impermanent things is at the heart of human unsatisfactoriness and; (c) Mindfulness meditation can help you build spiritual stamina. [Full Article.](#)