

INNOVATIVE LEARNING  
– “THE THEATRE ENTRANCE” AS A HELPFUL BORDERINE TOOL

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**Abstract**

The aim of the paper is to examine the power of some theatre exercises as supporting methods for exploration and learning, both on individual and organizational level. This is done by discussing a case where Coop (a Scandinavian retail organization) managers were working in project groups on important strategic issues, with the expectations to implement new solutions and produce some significant business results. In this work, the participants wanted to strengthen their ability to work creatively. A theatre based learning experience was planned in co-operation between the learning coaches (from MiL – a Swedish consultancy firm) and an external theatre professional. The experience and the “theatre entrance” turned out to be both helpful as well as a good learning experience for all participants. When working with complex organisational problems, it is necessary to develop new mindsets in order to discover novel ways of handling challenges. The theatre experience helped the participants to find new perspectives and new sources for learning. Using an academic concept one could say it offered the managers a new ontology from where the world could be perceived in new ways. It also offered opportunities for new understandings of themselves, their colleagues, their project team members, the project work and it had a positive impact on the climate and the relations in the various groups. The paper also relates these experiences to several other examples where theatre activities play an important role in personal, group and organisational learning.