

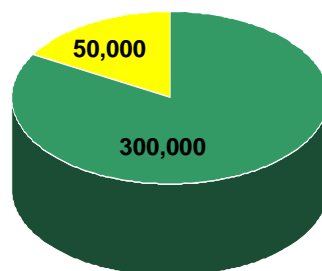
SAF Centre of Leadership Development



STORYTELLING FOR KNOWLEDGE CREATION

*Leut Colonel Karuna Ramanathan
Deputy Head*



SIZE

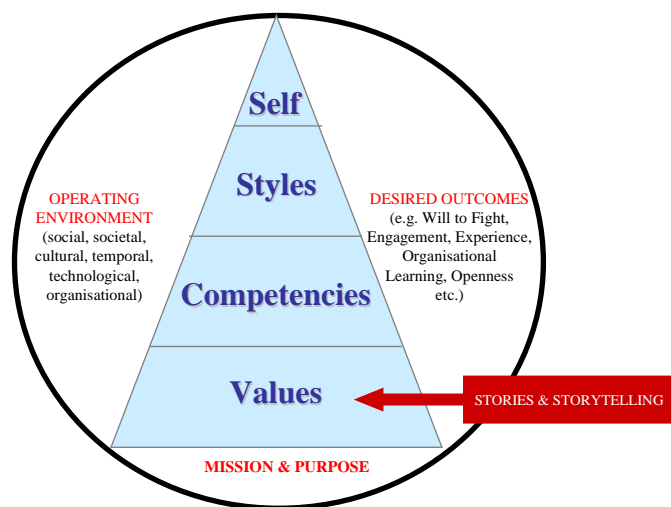


-  **Operationally Ready National Servicemen (NSmen)**
-  **Full-time National Servicemen (NSF) & Regular Servicemen**

Singapore Armed Forces

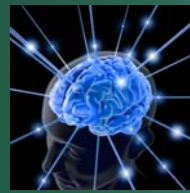


SAF Leadership Framework

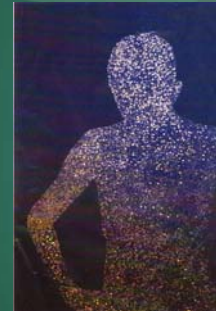
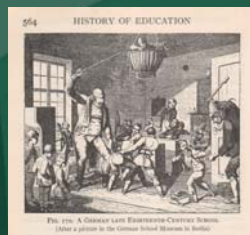
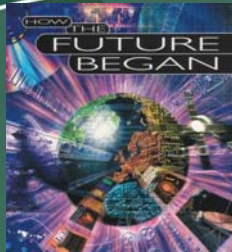


Learning and the Future

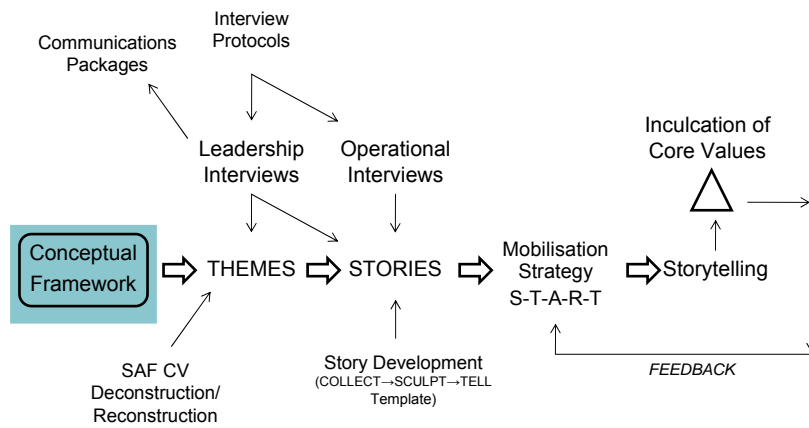
- Zero Loop – sleep now
- Single Loop – take
aways
- Double Loop – your
inner story,
archetype
- Presence and
sensitivity– create and
allow future to emerge



5 Aligning inner stories with strategy



OVERVIEW



MOUNTAIN QUEST INSTITUTE 09/07

Building a Story

- Mission
- Safety
- Learning
- Risk
- Doing the Right Thing

SAF Core Values Themes

Loyalty to Country	Mission (deterrence, diplomacy, nation-building, peacekeeping, humanitarian relief, warfare); Commitment; Sacrifice
Leadership	Leading by example; Authenticity; Visioning (transforming and planning); Inspiring, motivating and coaching/mentoring; Team (teamwork and teambuilding); Decision-making (decisions, choices and judgment); Handling new paradigms (change, uncertainty and complexity; flexibility and adaptability); Leadership at all levels
Discipline	Respect; Operations/Training; Punishment; Safety ; Adherence to Standards
Professionalism	Systems perspective; Learning ; Networking and sharing; Knowledge/being knowledgeable; Ideas (innovation and creativity); Excel (Excellence); Responsibility/Accountability; Physical and mental fitness
Fighting Spirit	Win/Winning; Courage; Competitiveness; Conviction; Perseverance; Risk ; Resilience
Ethics	Integrity; Trust (Truth); Moral courage; Doing the right thing
Care for Soldiers	Genuine care; Using heart; Empathy

CELEBRATE AN IDEA OR
EVENT OR A PERSON.

ARCHITECT A STORY.

PAINT THE PICTURE.

TIGHTEN THE PROSE.

USE MENTAL DIVES.

READ IT OUT LOUD.

EVALUATE THE EFFECT.

TIMING AND SPACE

EXECUTING THE TELLING

LEGITIMISING THE STORY

LIVING THE PRESENTATION

STRATEGISE (Message-
Audience-Purpose)

CHARACTERISE. The story *is*
who it happens to!

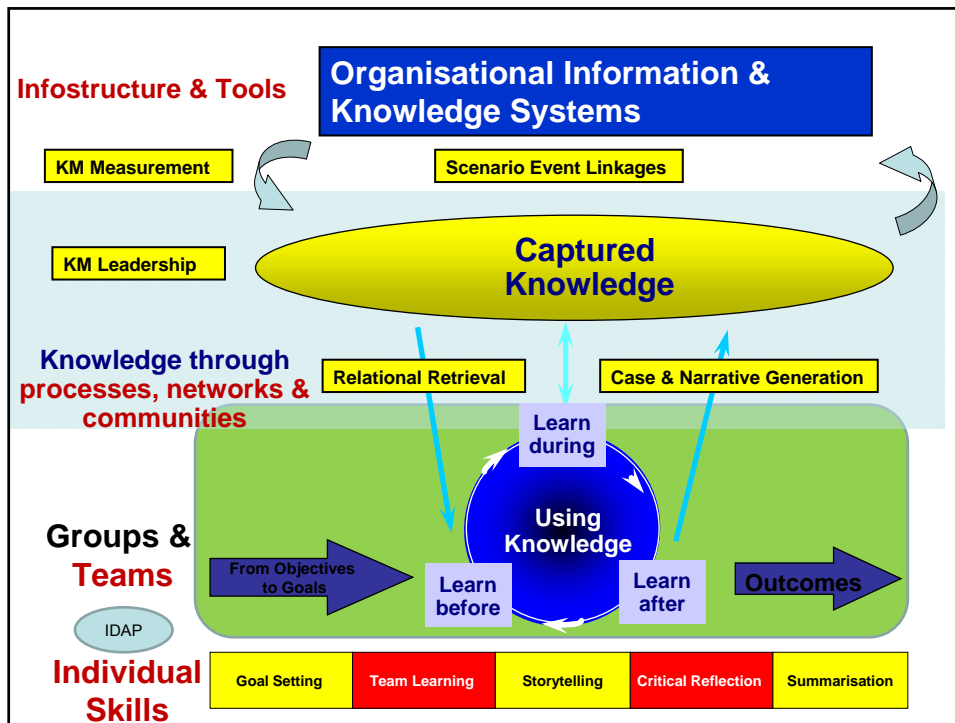
UNDERSTAND THE
SITUATION.

LIMIT THE POINT OF VIEW.

PLOT THE ACTION.

TEST THE STORY.

*Stories are living experiences transformed by the heart,
soul and experience of the teller and listeners.*



LEARNING FROM WORK

Goal Setting Team Learning Storytelling Critical Reflection Summarisation

Through my IDAP, I have my own goals and I am therefore able to actively contribute and build team goals. These address my learning needs and are based on my learning gaps and referenced from assigned objectives

I understand my team members perspectives. I accept their different viewpoints so that we can all learn together.

I am not hesitant to share my experiences as I am able to tell stories that help my learning, and help others learn. I also remember the stories of others.

In the course of the activity, I am able to think back, critically reflect and challenge the assumptions that I hold, and that we hold.

I am able to work with my team members to agree on the true meaning of our experiences and capture these for myself, our team, and for the SAF.

2-5-1 Storytelling Process Model

Assigned Topic / Title

2 Steps (Set the Stage)

- ▶ Use Ice-breaker or Tell a Joke
- ▶ Self-Introduction
- ▶ What are the central event(s) and the 5 key learning points?

5 Key Learning Points (Tell Your Story)

- ▶ Frame the 5 key learning points using the Problem → Action-Event Sequence → Problem Resolution → Conclusion Lessons Learnt format

1 Message (Convey Takeaways)

- ▶ **Summarise** the central event(s) in the story
- ▶ What are the key **takeaways**?
- ▶ Repeat the 5 key learning points

Reinforce Learning Outcomes

STORIES FROM OUR BEST

Stories
from our
PAST

- Icons
- Themes

STORIES
from our
YOUNG

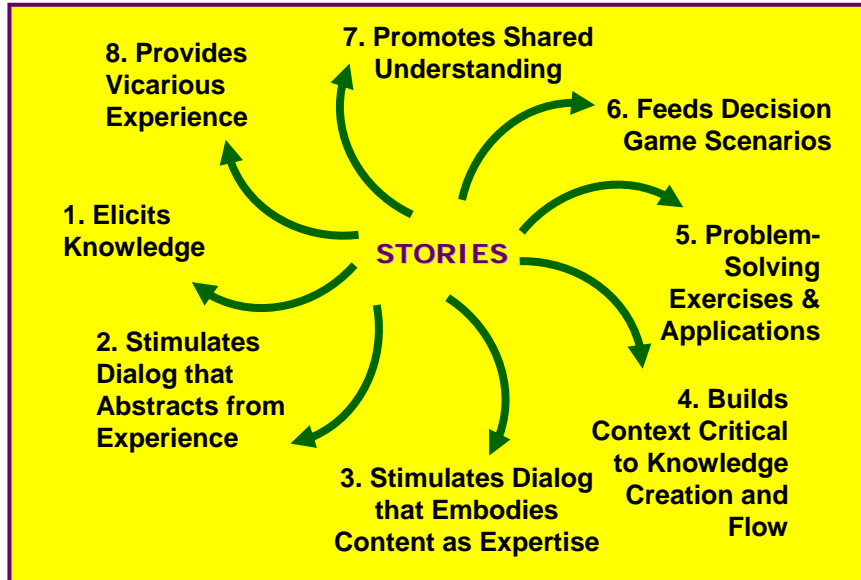
Stories
from our
FRONT

- Missions
- Themes

Stories of
our
FUTURE

- Visions
- Concepts
- Opinions
- Issues

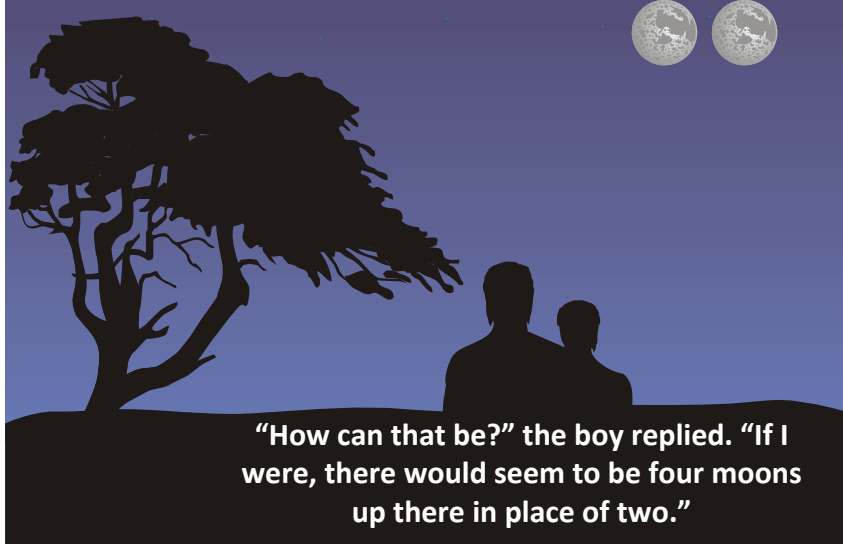
STORYTELLING & KNOWLEDGE CREATION



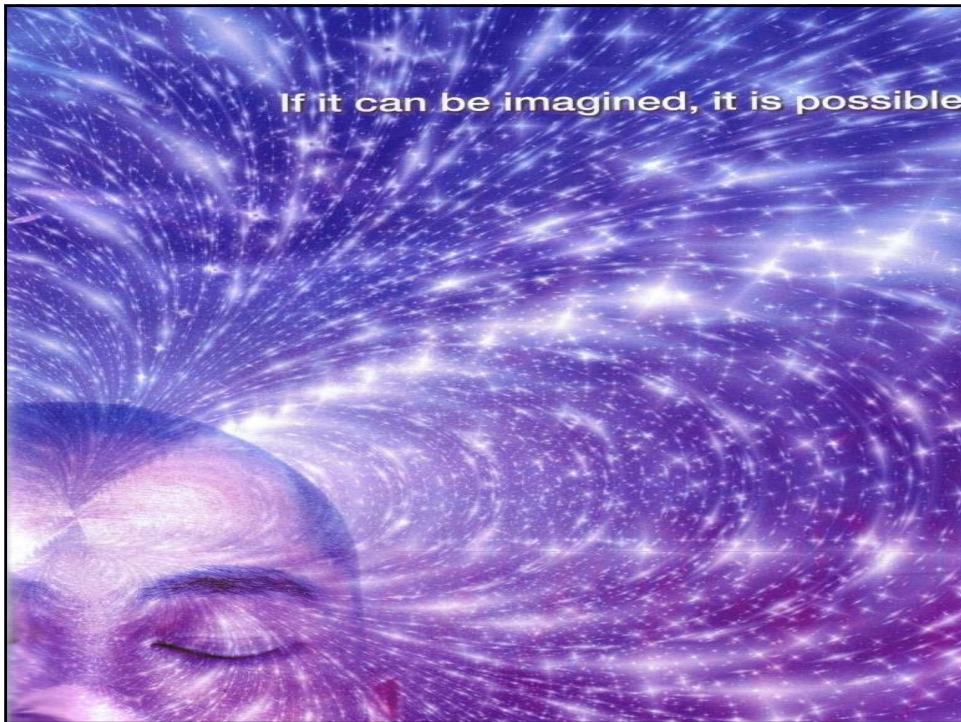
Serious Games



A father said to his double seeing son,
"Son, you see two moons instead of one."



"How can that be?" the boy replied. "If I
were, there would seem to be four moons
up there in place of two."



If it can be imagined, it is possible