



The Improv Mindset for Embracing And Leading Change: From Crisis to Opportunity

FREE ONLINE TASTER SESSION
FOR HR & TRAINING PROFESSIONALS

In times of crisis, leaders often default to *managing change*—defending against disruption to maintain the status quo. But what if thriving requires **embracing change** as opportunity instead?

President John F. Kennedy famously noted that the Chinese word for CRISIS (危机) combines DANGER (危) and OPPORTUNITY (机). Today's geopolitical shifts and economic turbulence across China and Southeast Asia demand rapid adaptation.

Improvitational theater offers a fresh, engaging, and practical approach to cultivating an opportunity-driven mindset amid uncertainty. By shifting from fear-based reactions to **proactive opportunism**, leaders can help their teams navigate complexity, identify hidden opportunities, and innovate in disruption.

This interactive workshop provides the mindset and tools to not just survive—**but thrive**—in times of change.

OBJECTIVES

In this 2.5 hour taster session, participants will:

- Understand the science behind human adaptability and reframe their approach to change
- Learn and apply a **collaborative communication tool** from improvisational theater
- Identify the **fears and needs** driving resistance to change
- Gain clarity on the **truth behind uncertainty** to shift mindsets toward opportunity
- Activate and leverage intuition with the powerful **IF/THEN framework** to envision possibilities and set proactive goals
- Discover and develop strategies to **leverage change** rather than merely manage it
- Commit to ongoing practice in fostering a **resilient, innovative, and agile culture**

This is not just another change management workshop. **It's a mindset shift.**
Are you ready?



Trainer 讲师:
Curt M.

Language 语言:
English

Date 日期:
17th April 2025

Time 时间:
2pm – 4:30pm

Platform 场地:
ZOOM

Contact 联系方式:
Marie.xiao@clarkmorgan.com



Scan to Join

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From CRISIS to OPPORTUNITY

TASTER SESSION AGENDA

Module 1: Nothing is Monolithic: Understanding Change

- Shifting mindsets towards Embracing Change
- Practicing the improv theater concept of ACTIVE AGREEMENT
- Understanding how we process change
- Understanding how Change affects the minds and emotions of our teammates

Module 2: Exploring the Bigger Picture: What the Change Means to Us

- Gaining clarity of and defining the Change
- Exploring Emotion, Judgment, fears and needs

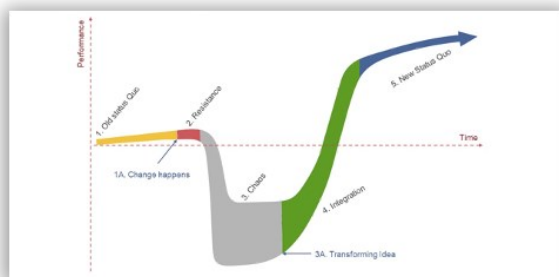
Module 3: Activated Intuition: Finding Opportunity in the Change

- Separating stages of thinking
- Identifying opportunities, needs, underlying issues, and Key Stakeholders
- Developing tools, solutions and strategies for Change via an Applied Improvisation tool

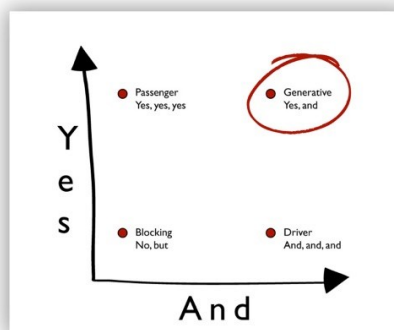
Module 4: Agents of Change: Leading the Mindset Shift

- Debriefing towards leading the change throughout our teams
- Commitments to next steps
- Improvisational theater tool for authentic and specific appreciation
- Preview of full program and Q&A

CONCEPTS AND MODELS EXPLORED



5-step Change Model (Virginia Satir)



Active Agreement (Applied Improvisation)

IF this is true, THEN...		
Context	Meaning	Action
WHAT ELSE might be true?	WHY might that be true?	What is my BEST REACTION?

IF/THEN for Intuitive Thinking (Applied Improvisation)

Curt M.

SENIOR TRAINER/FACILITATOR/COACH

Language: English
Nationality: American



Curt Mabry is a Senior Organizational Learning and Development Consultant, Facilitator, Coach, and Program Designer with over **16 years of experience** training and coaching teams across the **Asia-Pacific region**. Based in **Bangkok and Shanghai**, Curt specializes in designing and delivering **high-impact leadership and team development programs** for multinational organizations.

Drawing from his background in **improvisational theater, media, and education**, Curt brings a uniquely engaging and experiential approach to **change leadership, collaboration, and innovation**. His career spans **television, radio, and film production, professional theater coaching, and leadership training**, equipping him with dynamic tools to help organizations navigate **complexity and uncertainty with agility**.

Curt is the **Founding Director of Zmack Improv Family**, which has been performing and teaching improvisational theater in **Shanghai since 2009**, with expansion bases in **Bangkok and La Rioja, Argentina**. His **Zmack Improv Training Center (ZITC) Intercultural Improvisation curriculum** has been adopted by improv troupes worldwide and was recently selected as the **primary curriculum for the United Nations Theater Group** in New York City.

As a **pioneer of Applied Improvisation in corporate training**, Curt has designed and led programs for **hundreds of multinational and local corporations**, empowering leaders and teams to **embrace change, foster collaboration, and drive innovation**. His **SANDBOX show development system** has guided professional and hobbyist actors alike in creating impactful performances across China, Southeast Asia, and beyond.

Curt's workshops are known for their **energy, passion, and lasting impact**, ensuring that participants **walk away with practical, applicable tools for both their work and personal growth**.

THE IMPROVISATIONAL MINDSET TRAINING PROGRAMS:

- Empathic Communication and Personal Leadership
- Persuasive and Influential Communication
- Embracing Change (Change Management)
- Intercultural Harmony (Cross Cultural Dynamics)
- Enhancing Customer Engagement
- Impactful Presentation Skills
- Collaborative Communication
- Creativity and Innovation
- Impactful Sales Communication
- Team Cohesion and Alignment

EXECUTIVE/LEADERSHIP COACHING SYSTEMS:

- Empathic Leadership
- Tactical/Crisis Presentations
- Leadership Coaching Deconstructed

FAVORED METHODOLOGIES::

- Applied Improvisation
- Neurolinguistic Programming
- Compassionate Communication
- Dialectical Behavior Therapy
- Positive Intelligence (PQ)





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