

DESIGNING TOMORROW

EXECUTIVE PUBLICATION SERIES

**ACTIVATE YOUR POWER BEFORE
YOU HAND IT TO AI**

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ACTIVATE YOUR POWER BEFORE YOU HAND IT TO AI

**ARE WE TRYING TO RESTORE IN ADULTS THE
CREATIVITY WE HAVE BEEN DISCOURAGING
SINCE CHILDHOOD?**



BEFORE WE BEGIN

A REFLECTION FOR LEADERS

“ **What if our systems are suppressing the very human power we are investing in developing?** ”

DR. NAHLA KHADDAGE BOU-DIAB

We reward conformity in childhood. Years later, organizational evaluations, hierarchies and decision processes may reproduce similar pressures.

Now, as AI challenges human capabilities, organizations are investing in creativity, collaboration and critical thinking.

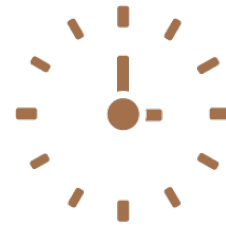
But are we addressing the conditions that determine whether people feel able to use these capabilities?

WHAT ARE WE REALLY SUPPRESSING?

Drawing on childhood creativity and organizational research, I developed the Creativity Suppression Map. My original contribution connects five comparable pressures across childhood and organizational life.

The studies examine different contexts. My synthesis shows how organizational systems may reinforce pressures learned earlier, discouraging the creativity businesses need.

Training ends; culture surrounds people every day. My Creativity Reversal Framework applies Culture, Leadership and Meaningful Work to the organizational decisions that boards and CEOs can examine and change.



READING TIME
2 minutes

KEYWORDS

- Creativity Suppression Map
- Five mechanisms of suppression
- Childhood-to-organization link
- Culture, Leadership and Meaningful Work
- Creativity Reversal Framework
- Human power in the AI era



THE BIG QUESTION

Are we teaching adults to become creative while maintaining the organizational systems that discourage them from exercising the creativity they already possess?

“

Designing tomorrow begins by challenging what we believe today.

”

EXECUTIVE SUMMARY

THIS ARTICLE SHEDS LIGHT ON

- Why human creativity matters for adaptation, independent judgment and our future with AI
- The original Creativity Suppression Map: five comparable pressures in childhood and organizations
- Why training alone cannot overcome cultures that discourage people from applying what they learn
- How Culture, Leadership and Meaningful Work can enable expression, collaboration and creativity
- The Creativity Reversal Framework: practical questions for boards and executives about evaluation, rewards and decision-making

Designing tomorrow begins by challenging what we believe today.

CONNECT WITH DR. NAHLA KHADDAGE BOU DIAB



DR. NAHLA KHADDAGE BOU DIAB

CEO | Board Director | Creator of the **Culture Risk Intelligence®** Methodology
Founder, The Institute of Resilience

Dr. Nahla Khaddage Bou-Diab is a CEO, Board Director, and creator of the **Culture Risk Intelligence®** methodology. She advises boards and executive teams on identifying and governing the hidden human, organizational, and governance risks that influence strategy execution, AI adoption, resilience, and long-term value creation.

She developed a proprietary **Culture Risk quantification model** that enables organizations to measure previously invisible cultural conditions affecting performance, transformation, and sustainable growth. Her academically grounded and practitioner-proven methodology equips boards and CEOs with practical frameworks to strengthen governance, accelerate organizational transformation, and build resilient organizations.

Drawing on expertise in leadership, organizational culture, emotional intelligence, and quantum physics, Dr. Bou-Diab brings a distinctive interdisciplinary perspective to resilience and governance. She is a recognized thought leader on Culture Risk, organizational resilience, leadership transformation, and diversity, advocating for governance models that unlock human potential while strengthening long-term institutional performance.



CONNECT

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