

Herrmann Brain Dominance Instrument Workshop - Building EQ

Course Summary

Description

The Herrmann Brain Dominance Instrument (HBDI) model identifies broad thinking preferences e.g. left brain versus right brain, Intellectual versus Instinctive brain, and then further breaks down thinking preferences into four distinct quadrants: Rational Self, Experimental Self, Feeling Self, and Safekeeping Self. As such, the HBDI is a type of emotional intelligence model/assessment that can be used for understanding similarities and differences between team members.

The 1-Day HBDI Workshop is focused on helping participants identify their thinking style preferences (i.e. how individuals use thinking style) instead of personality style (e.g. DiSC, etc.), and differs from other Emotional Intelligence (EQ) assessments in that the HBDI focuses on thinking style preference(s) not personality. HBDI then helps participants build an understanding of how they can use their whole brain to make decisions and solve problems either individually or as a group/team. The facilitated in-class workshop helps participants link thinking style to behavioural preferences, and to understand how thinking preferences are expressed in individual and group settings, using thinking style as the driver.

The facilitated discussion follows an initial report debrief, is where participants explore how they collectively use their thinking style preferences as a team, how differences in thinking style can help or hinder a team's effectiveness at solving problems and making decisions, and identify how they might better approach solving problems and making decisions by leveraging identified strengths and incorporating new thinking approaches and strategies. This larger group discussion helps to build additional self-awareness and importantly to build trust and improve relationships with members of larger team.

A key outcome at the individual level of this discussion is that individuals learn they can change their thinking style preferences to become more effective at solving problems and making decisions. At the group level, participants learn how to leverage the strengths of different thinking styles, build a better understanding of each other, and set measurable goals for using new thinking style approaches for solving future problems and making decisions.

Throughout the day of the workshop, larger groups will be divided into smaller working groups, that can be mixed as desired to increase the opportunity to build trust through better understanding each other, and improve interpersonal relationships

Topics

- Learning Approach
- Introduction to the workshop and workshop objectives
- Introduction to Herrmann Brain Dominance thinking style
- HBDI Assessment Report Debrief
- Self reflection
- Group Work
- Team results review and debrief.
- Implications and strategies to use when forming and reforming project teams
- Commitment to Self and Team

Prerequisites

Prior to the class, individuals complete the confidential HBDI Self Assessment on line

Completion of the confidential on-line self-assessment takes approximately 15 to 20 minutes. Participants receive a confidential comprehensive full colour detailed printed report the morning of the workshop.

Duration

One day

Herrmann Brain Dominance Instrument Workshop - Building EQ

Course Outline

I. Learning Approach

A variety of interactive facilitated discussions together with group work assignments is used throughout the day – adhering to the accepted principles of adult learning.

II. Introduction to the workshop and workshop objectives

III. Introduction to Herrmann Brain Dominance thinking style

This is done as a large fun group exercise/group game where participants use specialized HBDI playing cards to try to identify their primary thinking style, as well as give feedback to colleagues about what they feel is their colleague's primary thinking style.

IV. HBDI Assessment Report Debrief

Report debriefs, together with what is HBDI, the difference between personality and thinking style and how the two are connected

V. Self reflection

What does my thinking style say about me, and how I interact with others?

VI. Group Work

How HBDI plays out in group problem-solving and decision-making – a variety of fun case-studies, scenarios and group exercise(s) with facilitated debrief. Note: Individuals are typically grouped together by functional role and then by thinking style similarities or differences.

- An example of one of several potential fun group exercises typically used is that teams use their various thinking styles and compete to build the tallest freestanding structure using unconventional materials – the thinking styles and problems solving approach used is discussed in the debrief.

VII. Team results review and debrief.

As an exercise, participants may be asked to create an Infographic that graphically depicts their team's thinking style and problems solving approach, and they share this with the larger group.

VIII. Implications and strategies to use when forming and reforming project teams

Participants explore, discuss and agree strategies that they can use to help them form and reform project teams using HBDI as a framework.

IX. Commitment to Self and Team

Individual's identify one commitment they will make to improve teamwork as part of what they have learned. Team members then identify two or three commitments they can and will make that will improve overall team effectiveness. The commitments are recorded by the facilitator. These commitments will be measured at an agreed later date, typically six or nine months later.