

Detailed Program

Certification Workshop Part 1

The Whole Brain Model of Ned Herrmann

The HBDI®

The Herrmann certification workshop for middle management and executive staff, human resources managers, team managers, trainers and consultants.

Objectives

To be able to:

- Define the principles and understand the foundation of Ned HERRMANN's approach,
- Understand your individual Thinking Preference profile, its consequences and define development leads,
- Adapt your communication style to the recipient for a maximum effect,
- Identify the possible applications for the Ned HERRMANN approach, within companies and position the HBDI® in a process of recruitment or evaluation (Recruitment, Outplacement, Competences Assessment, Management, Communication, Quality, Training, Orientation, Management of the Innovation, Sales, Marketing and Dynamics of existing teams),
- Debrief the HBDI® within the framework of an individual discussion: debrief and evaluation,
- Work out a guide for the discussion,
- Define the fields of application and the limits of the HBDI® Profile,
- Control the reading and the interpretation of each section,
- Manage the profile: checking and managing the anomalies,
- Identify the potentials of a person thanks to her profile.

Contents

- Perception and reality
- The brain seen by Mac Lean, Sperry, Herrmann
- The HBDI® Profile: reading of the results
- Consequences of the profile (HBDI®) behaviour and attitudes
- Identify the recipient's profile to adapt your

communication

- Communicate to convince
- Learn how to work with «whole brain»
- Personal Action Plan
- Professional Application
- Various types of profile
- Detailed reading of the profile: target and detailed transcription
- History of the Herrmann approach
- HBDI® validation
- Inferences
- Leading an individual discussion
- Dynamic approach of the profile
- Proforma profile
- Average profile

Exercises

Diversity Game, case studies, fake interviews

Prerequisite

To have completed the HBDI® survey, the e-Learning session and the preliminary work.

After the workshop

Written analysis and interpretation of three HBDI® profiles & Quiz

Duration

2 days

Each participant will receive a workbook





Detailed Program

Certification Workshop Part 2

The Whole Brain® Thinking

The Herrmann Pair and Team profiles

The Herrmann certification is a workshop for middle management and executive staff, human resources managers, team managers, trainers and consultants.

Objectives

To be able to:

- ◆ Express an offer to solve a team building problem,
- ◆ Analyse the results of Herrmann team profile in training and consultancy,
- ◆ Facilitate a team building session,
- ◆ Make use of Herrmann tools during team building seminars,
- ◆ Build/optimize teams,
- ◆ Welcome new colleagues in a team,
- ◆ Motivate team members,
- ◆ Improve communication within a team,
- ◆ Improve creativity within a team,
- ◆ Determine the management style that suits a team best.

Content

- ◆ Team Building program specifications,
- ◆ Learn how to communicate within a team,
- ◆ Management of a team,
- ◆ Work methodologies within a team,
- ◆ Definition of a shared vision,
- ◆ Process identification and the roles that individuals play in a team.

Exercises

- ◆ Team profile, case studies, simulation exercises and role plays.

Prerequisite

- ◆ To have completed the first part of the Certification workshop.

After the workshop

- ◆ Elaboration of a Team Building program,
- ◆ Herrmann Certification.

Duration

- ◆ 2 days.

Each participant will receive a workbook

