



# 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 bases of the Ned HERRMANN approach,
- Understand your individual Thinking Preference profile, its consequences and define development leads,
- Adapt yourself to your interlocutor, transmit a message,
- 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 Dynamization 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 your interlocutor profile to adapt your communication
- Arguments 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,
- ◆ Conduct a team building seminar,
- ◆ 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,
- ◆ Work methodologies within a team,
- ◆ Definition of a shared vision,
- ◆ Process identification and job descriptions.

#### Exercises

- ◆ Team profile, case studies, simulation exercises and fake interviews.

#### 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**

