

“A Whole Brained Moment”- SGI Learning, Communication & Diversity

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The Challenge:

Deborah Dagit, Director of Learning Communication & Diversity at SGI was introduced to Herrmann International and the HBDI instrument as a part of her own certification in December 2000. One of the ways that Deb chose to use the HBDI framework was in growing her own team.

In evaluating her team it became clear that her team was quite strong in the C/red - feeling self and the D/yellow - experimental self. The right side of the brain was well represented. Although they had a few people that were strong as the B/green - safekeeping self, there was not enough of that skill to support the current action plans and tasks that were necessary to grow the department. As for the A/blue – rational self – there was very little. In fact, many of the team members had their lowest score, often falling in the 3 category in the A quadrant.

The Approach:

Based on this assessment and the knowledge of the goals that needed to be achieved Deb set out to create a whole brain team. For her next hire she managed to attract a person who was strong A/blue and B/green as well as a high D/yellow. And although his C/red was not as high, there was already a lot of C/red on the team. Deborah also re-positioned a few people to let their talents be utilized in the best possible way, in particular focusing on the B/green strengths of various team members.

The Results:

Knowing the way they were organized and the strengths of the team members, the group had more patience while working together and working through the conflicts that did arise. Over the next several months, the team was able to put the right people on the right tasks at the right time and successfully complete a “playbook” which is a representation of the foundation of the work which is now being done in the Learning, Communication & Diversity area.

Deborah knew her strategy had been completed when at a difficult management meeting, the team addressed some issues together from every quadrant. In the meeting review, Deb summarized the progress of the meeting by stating we are having a “whole brained moment”. In this case, integration of the many talents worked to create the best outcomes in the least amount of time.