

# Inclusion *in Action*

Using Cognitive Diversity to  
Drive Intrinsic Inclusion™



# Overview

- **Meet The Speakers**
- **Conversation Around Today's Theme: Using Cognitive Diversity to Drive Intrinsic Inclusion™**
- **Q&A**
  - Submit your questions, and we will try to answer as many as time allows at the end of the webinar.
- ***NOTE: A recording of this webinar will be emailed to everyone who registered in advance.***

# Today's Speakers

**Ann Herrmann-Nehdi**

**Chairwoman, Chief Thought  
Leader**



**Janet B. Reid, PhD**

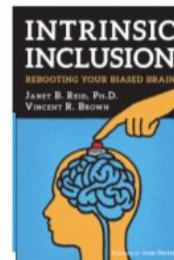
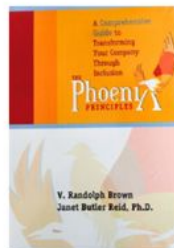
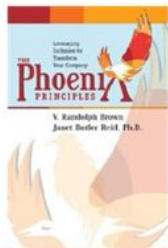
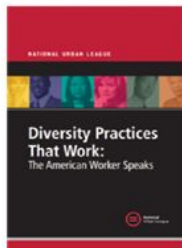
**CEO of BRBS World, LLC**



**Vincent Randolph Brown**

**President & CEO of V.  
Randolph Brown Consulting**





**Psychology Today**

The Potential of Intrinsic Inclusion™

Can We All Just Get Along

A New Approach to Diversity and Inclusion

A New Path to Diversity and Inclusion

**35 YEARS**

Broad-Scale and Targeted Training and Education

Recruit., Ret., Dev., Adv. Programs (HiPo ID, Career + Succession Planning)

Mentoring/ Sponsoring Initiatives

Establishment of CDOs, I/D/E Councils, Employee Resource Groups

Accountability Measures, Financial Incentives, Rewards, Recognitions

Public Relations, Community Involvement, Supplier Diversity Programs

Moral, Legal, Values, Public Relations, and/or Practical Rationales

# The Whole Brain Thinking® Model

## COGNITIVE SYSTEM A

Logical      Fact-based  
Analytical      Quantitative

Asks “What?”

Asks “How?”

Organized      Planned  
Sequential      Detailed

## COGNITIVE SYSTEM B



## COGNITIVE SYSTEM D

Holistic      Integrating  
Experimental      Synthesizing

Asks “Why?”

Asks “Who?”

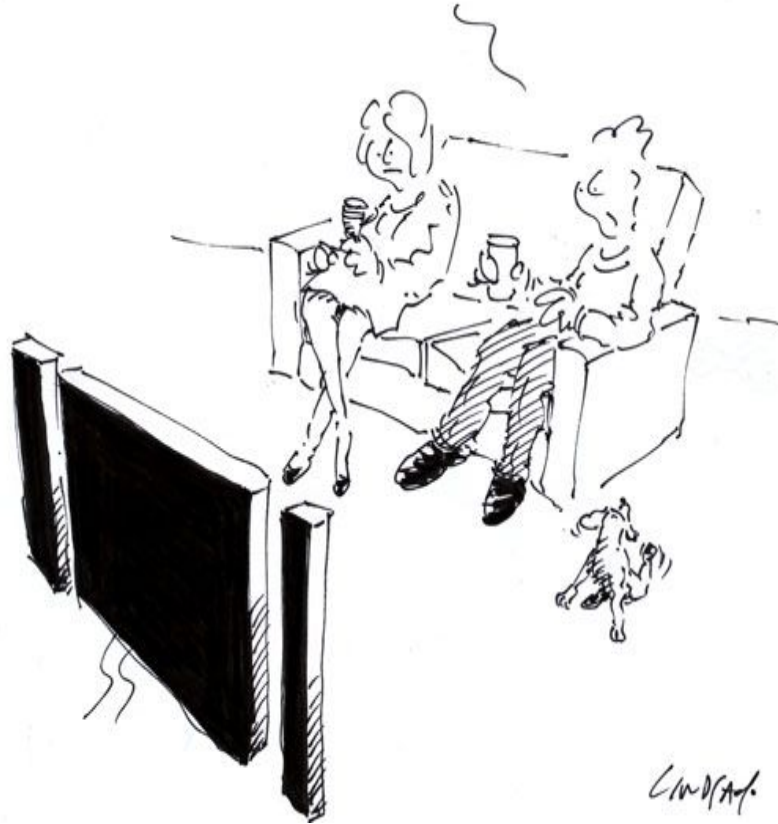
Interpersonal      Kinesthetic  
Empathic      Emotional

## COGNITIVE SYSTEM C

The four-color, four-quadrant graphic, HBDI® and Whole Brain® are registered trademarks of Herrmann Global, LLC

# Bias

FUNNY HOW IT'S ONLY THE PEOPLE  
I DISAGREE WITH WHO ARE BIASED

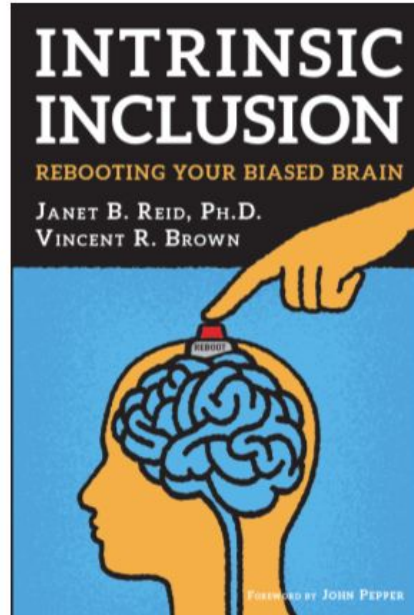


C. M. D. A. P.

# Psychology Today

1. Can't We All Just Get Along? Time for Inclusion and Diversity (April 2018)

2. The Potential of Intrinsic Inclusion™ (July 2018)



3. A New Approach to Diversity and Inclusion (September 2018)

4. A New Path to Diversity and Inclusion (November 2018)



# Intrinsic Inclusion™ Behaviors



## 5 Characteristics of Intrinsic Inclusion™

1. Naturally seeks people who are like and unlike themselves
2. Natural curiosity, deeper understanding of others
3. Less unjustified fear
4. Makes mistakes and learns from them
5. Champions diversity and inclusion





# Disrupting Implicit Unconscious Bias

Connected  
Understanding

Shared  
Trust

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Significant  
Emotional  
Relationship

Respectful  
Empathy

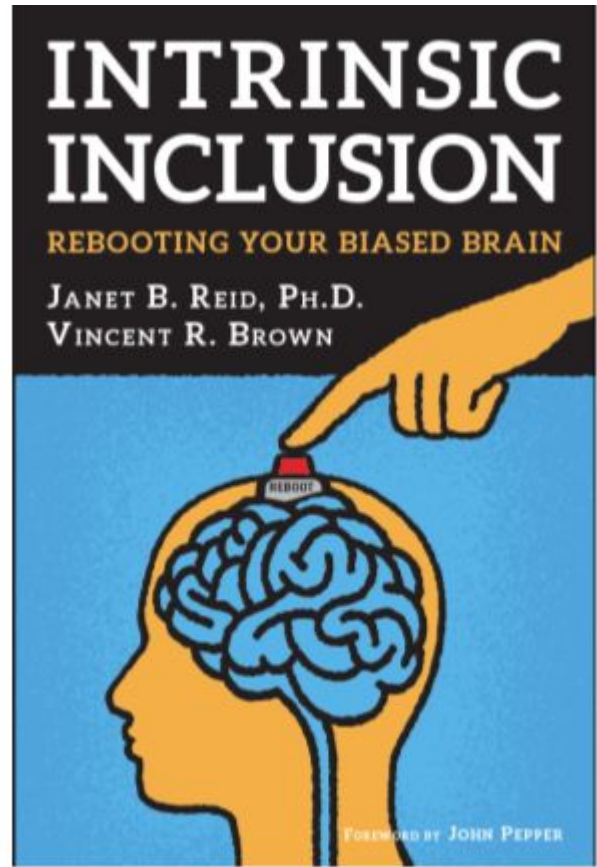
**Questions?**



# Takeaways, Tools, & Resources

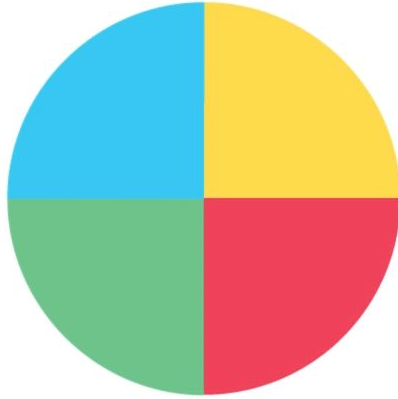


**Due in September 2020!**



# Thank you!

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