Customer Forum: Virtual Delivery and a Strategy for the New Normal

03.26.20

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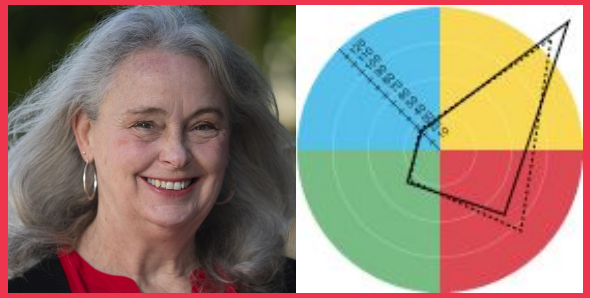
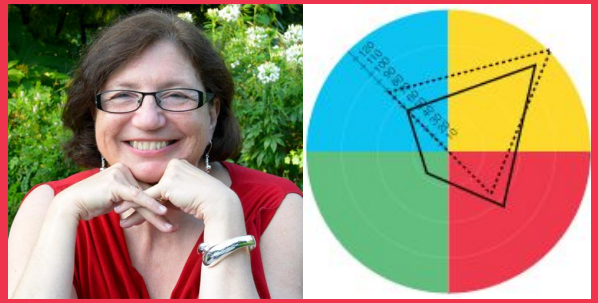


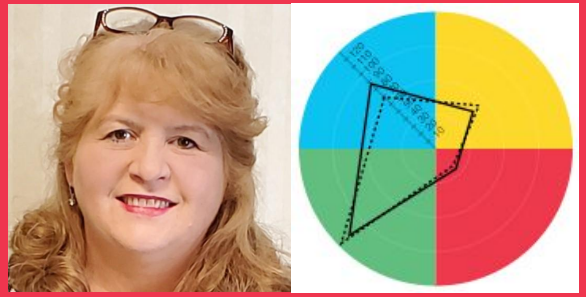
Anne Griswold

Whole Brain® Catalyst



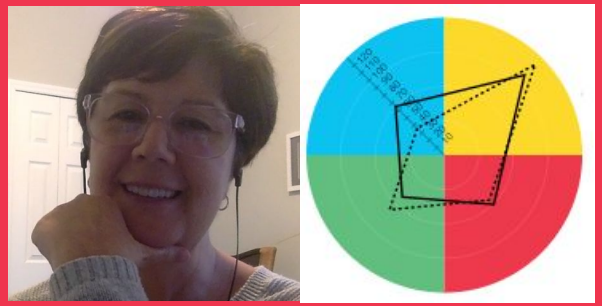
Ann Herrmann-Nehdi

Chief Thought Leader



Dorothy Roche

Product Experience Manager



Kim White

Dir, Organizational Product

Herrmann

Your Panel of Herrmann® Experts

Today's Agenda

Why

- Change Agent

What

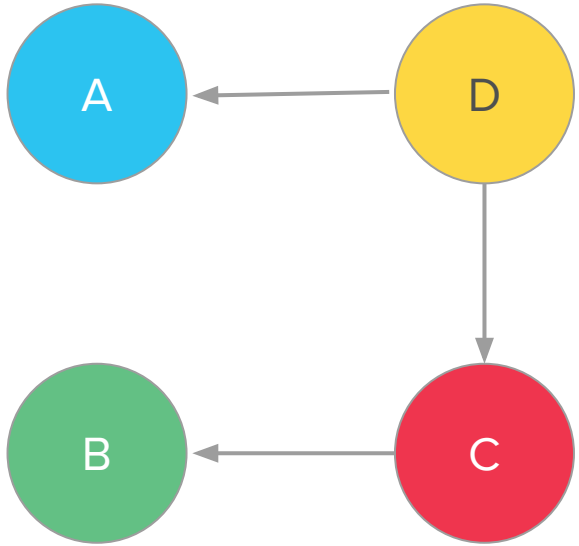
- Whole Brain® Thinking tools you can use remotely

Who

- Virtual teams

How

- Demo of your current toolbox - journey, digital results, the HBDI® App, free resources
- Whole Brain® Thinking design considerations
- Q&A with our panel of experts



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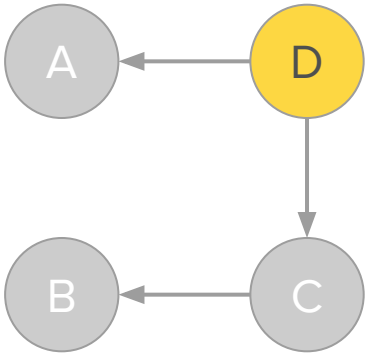
House Keeping

- 1 hour agenda plus bonus ½ hour Q&A
  - Please use the Q&A feature to submit questions as you think of them
- Webinar and slides will be recorded and made available to all registrants
- Free resources will be made available to all registrants

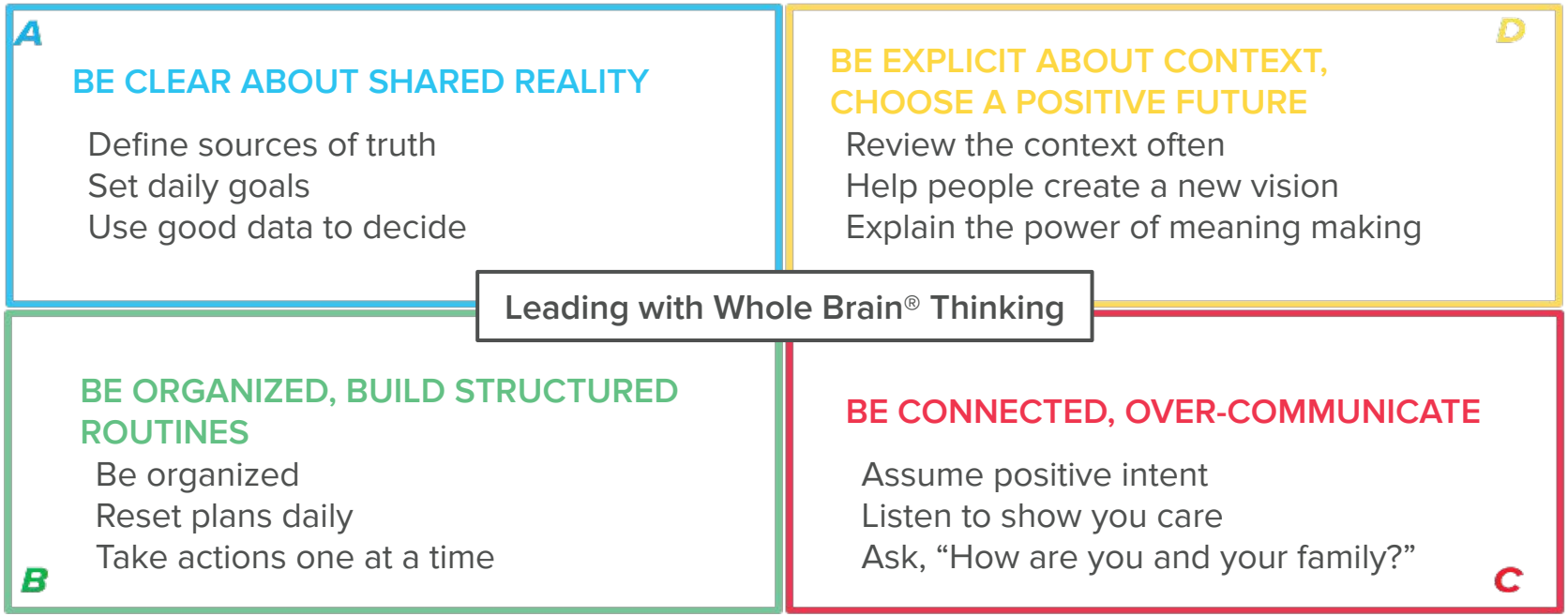
Re-thinking delivery of Whole Brain® Thinking for a virtual workforce



Using the WalkAround

Practitioner as Change Agent

Leading as a Whole Brain® Thinking Catalyst



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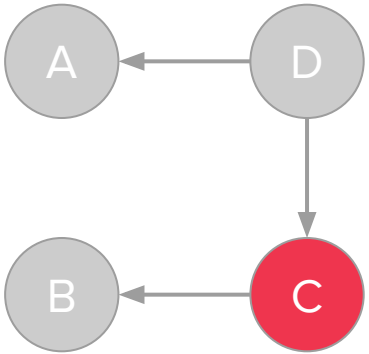
Thinkers
Managers
Teams



Whole Brain® Thinking tools for virtual delivery

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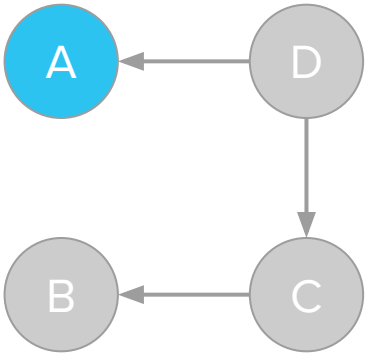

Using virtual tools for impact

1. HBDI® Digital Results Demo
2. App
3. Learning Journey Demo
4. Coaching Resources
5. Other Free Resources
6. Virtual Session Best Practices

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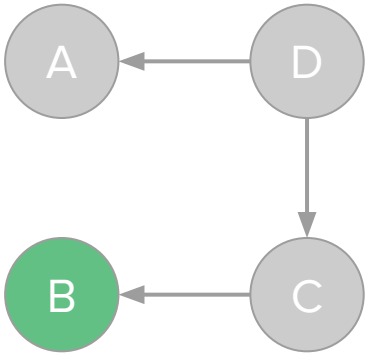
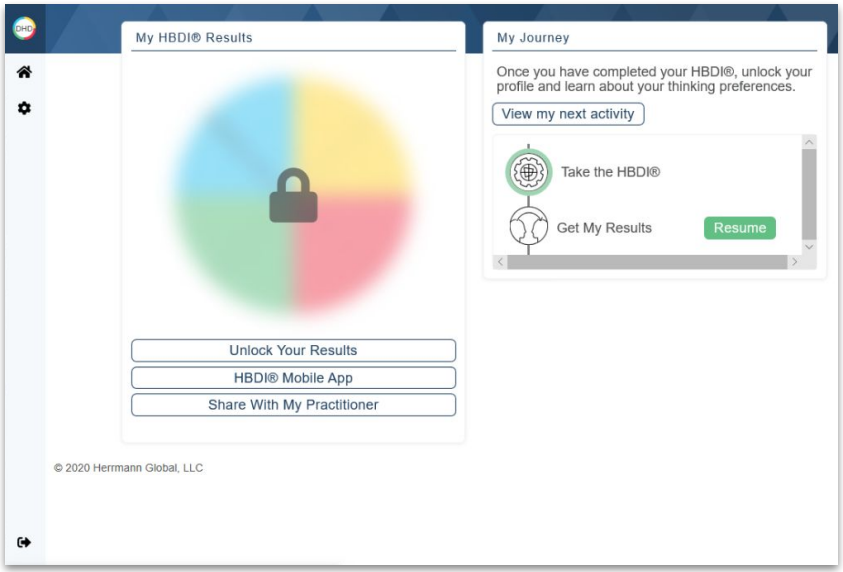
Using digital tools for virtual delivery

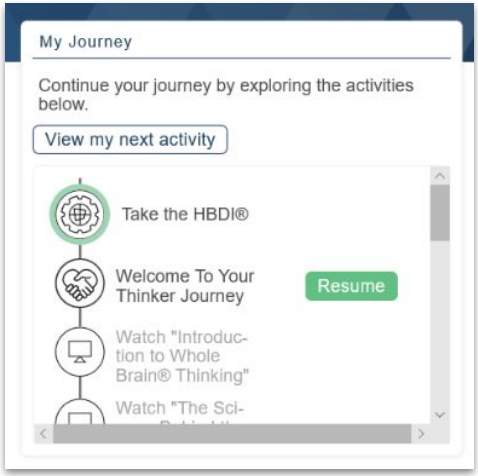


HBDI® Digital debrief build

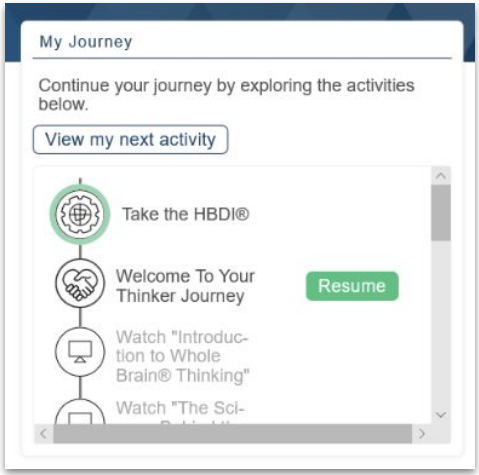
Layer 1
HBDI® Digital via the Thinker Portal



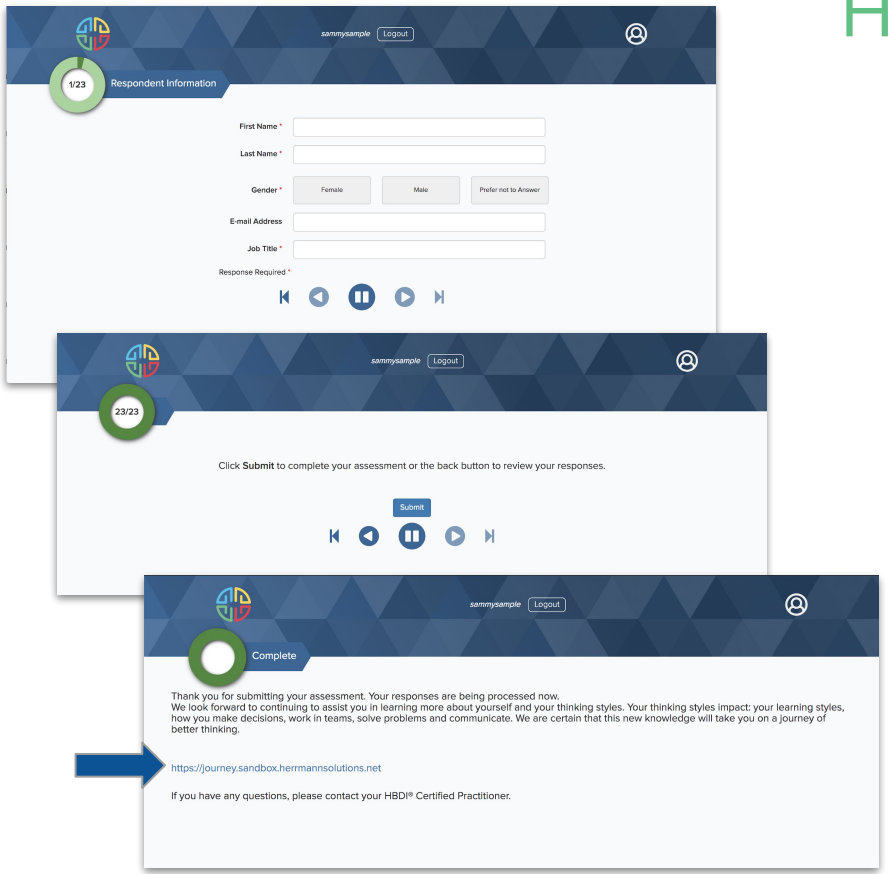
Layer 2
Journey Micro Learnings & HBDI® Digital

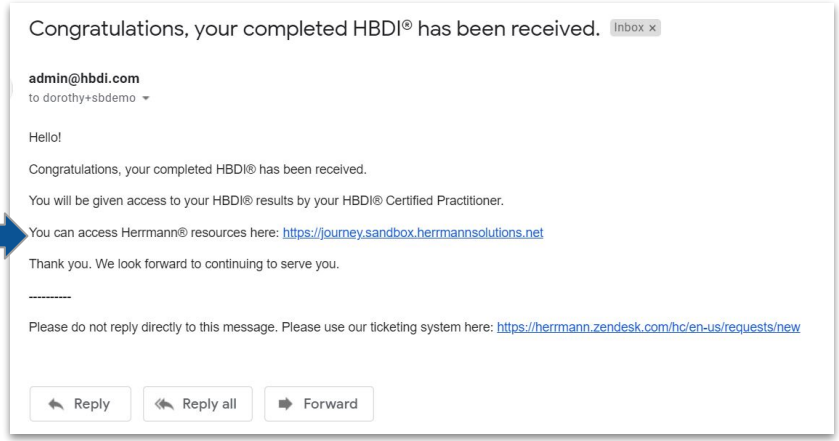


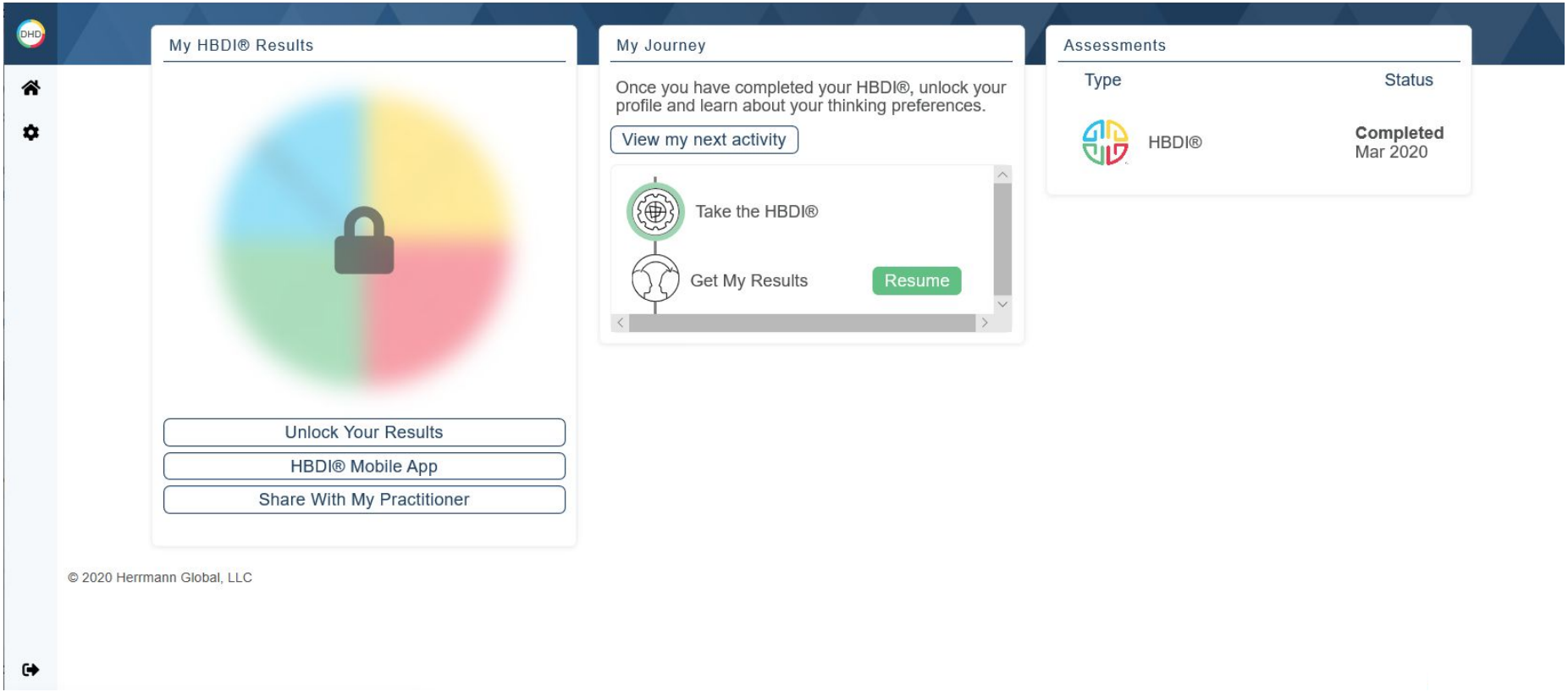
Layer 3 and more
Additional Resources
Coming soon



HBDI® assessment







https://journey.herrmannsolutions.net/thinker

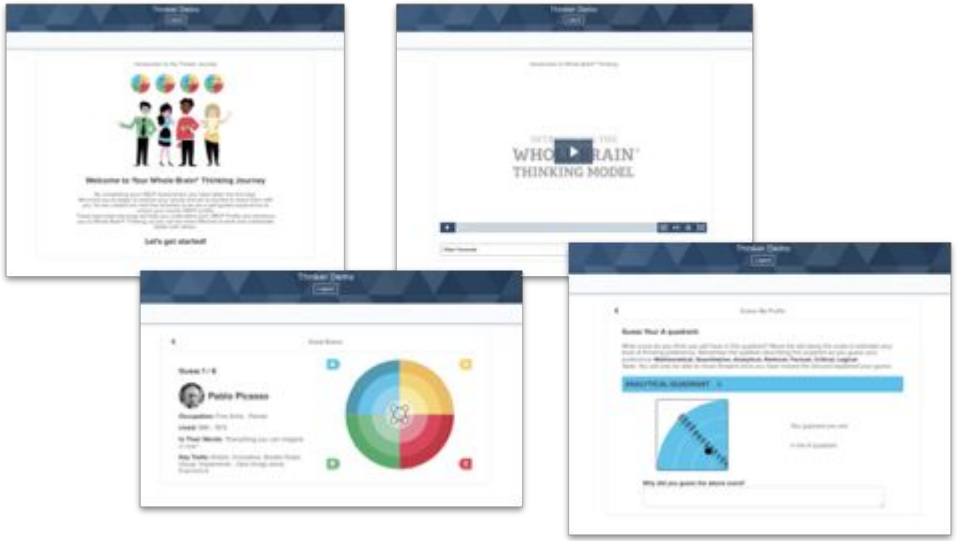
dorothy+demoportaldigital@hbdi.com

DemoUnlock

My Journey: Thinker driven Whole Brain® experience

Using the journey as prep work

- Engages Thinkers with self-paced micro-learning videos and activities
- For shortened time frame, journey saves time by:
  - introducing the model
  - leaving more time for application discussion
- Accelerates the deployment of Whole Brain® Thinking in your organization



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My Journey: Thinker driven Whole Brain® experience

Micro Learning Videos

Intro to WBT

The Science of WBT

Spotting Preferences

Four Different Selves

Applying HBDI℠ Insights

Occupations

Journaling Activities

Setting Goals

Self-Reflection

Interactive Exercises

Great Brains

Guess My Profile

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Upcoming tools

Share and compare - *early adopters*

- Digital sharing tool of communication preferences + personalization

Manager toolkit - *in development*

- Whole Brain® tools for managers and teams

Virtual HBDI® delivery workshop presentation decks for:

- Teaching the Whole Brain® Model (similar to Start Thinking) for group debriefs, team sessions
- HBDI® Digital
- HBDI® Digital with journey
- Application session for Teams
- Other application sessions (communication, problem solving, etc.)

Watch for announcements, upcoming webinars, and in practitioner portal – coming soon

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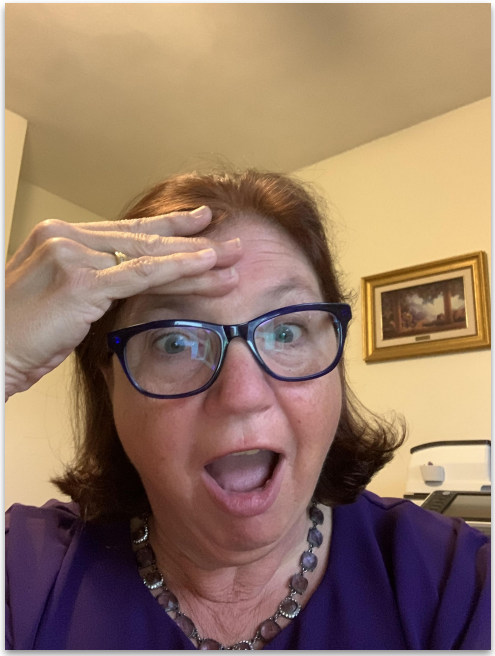
Switching to Digital Debriefs

A personal story…



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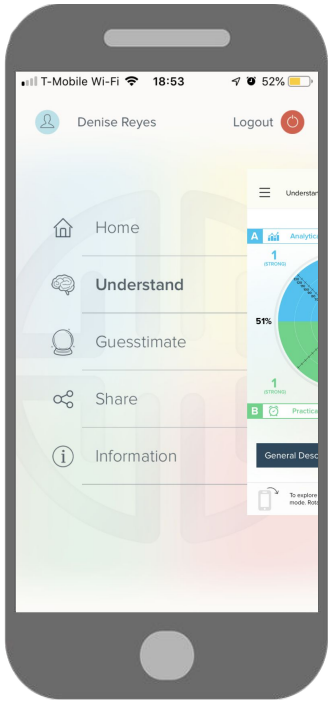
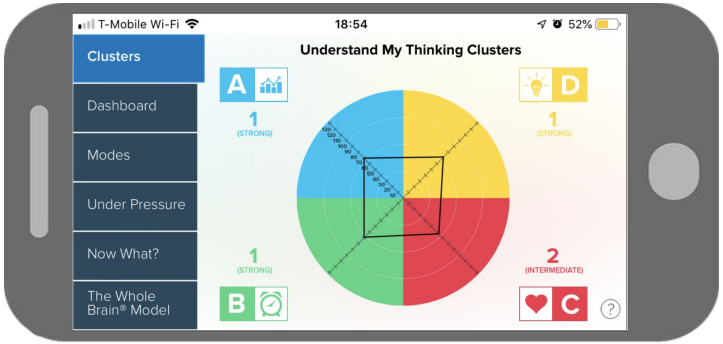
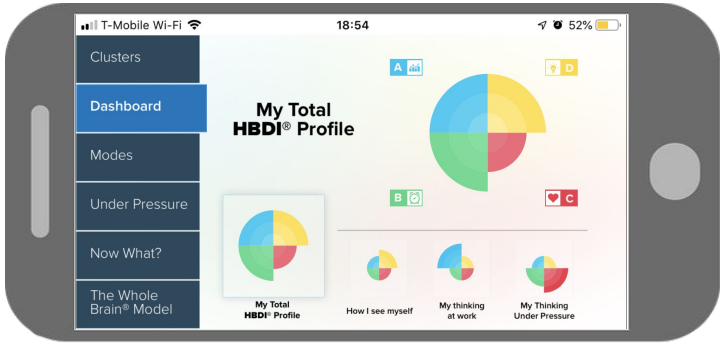
HBDI® App

iOS and Android

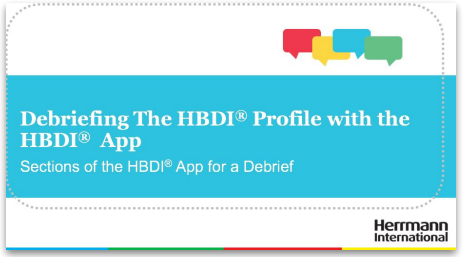
Learn more at http://app.hbdi.com

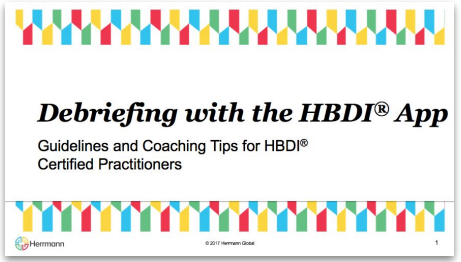






Resources:





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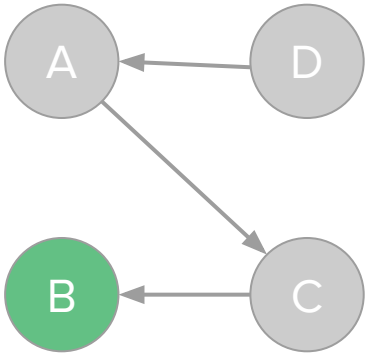
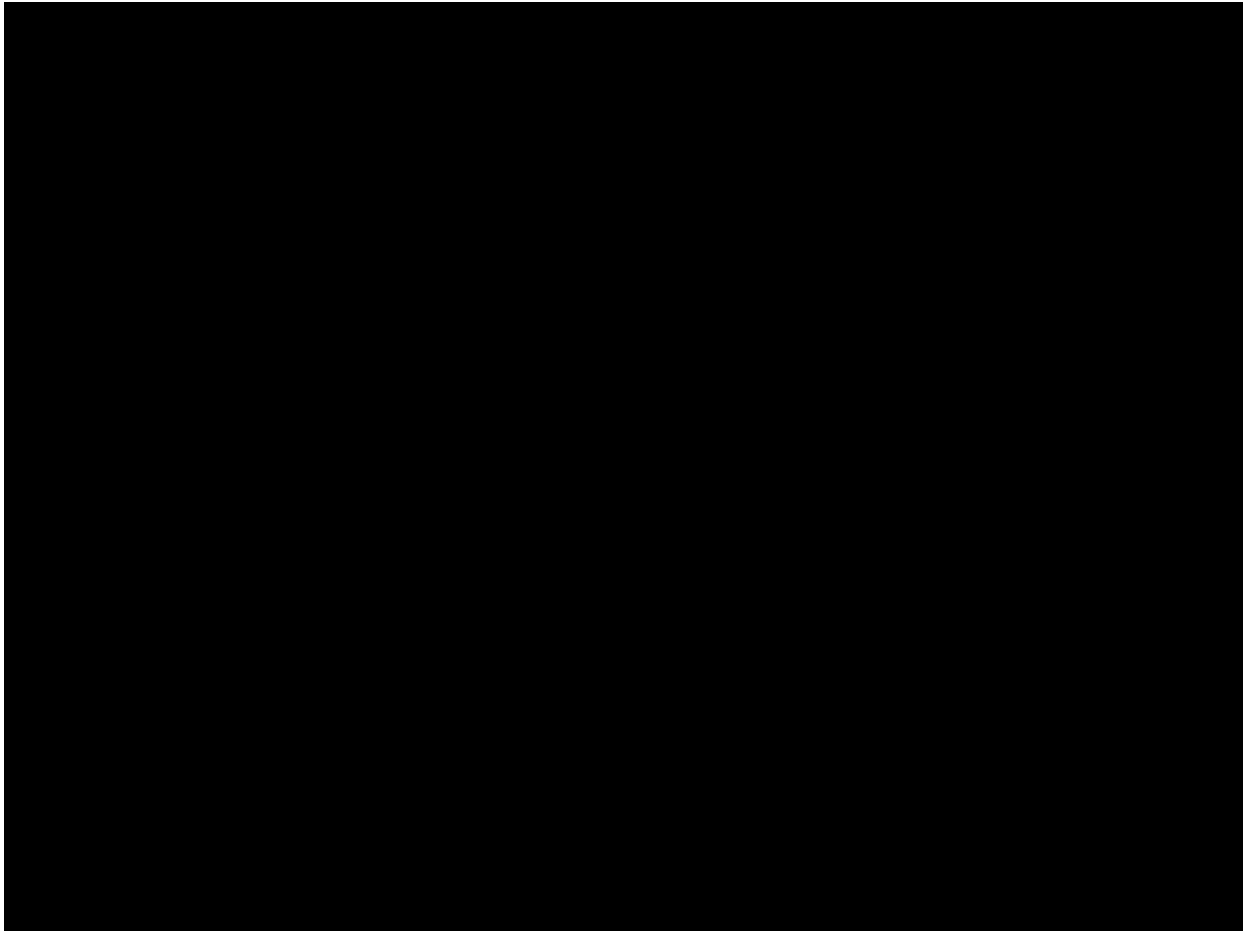
Using other tools for virtual delivery



Virtual Brain Mat Demo



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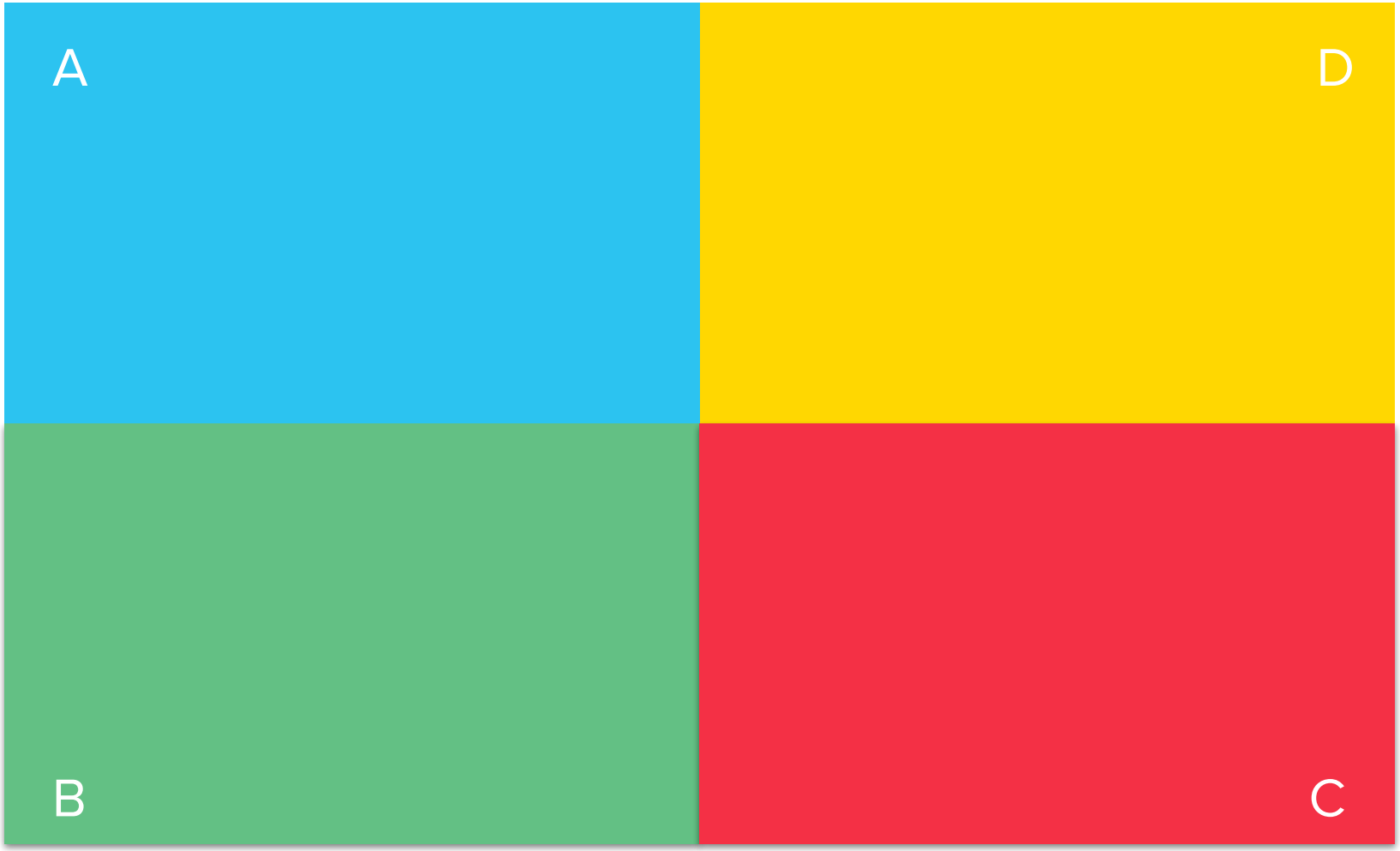
Virtual
Brain Mat



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Holding virtual sessions

Best practices

- Planning
  - Have an agenda and share it in advance
  - Consider the audience and what learning strategies will work best
  - Know your technology and what it can and can’t do
  - Consider timing 60-90 minutes is best for online interactive delivery
  - Do a dry run with a few peers
- Engagement
  - Encourage people to turn cameras on
  - Use polls and surveys
  - Pause, ask questions and check in often
  - For teams - give members a role (scribe, time keeper)
  - Call on team members directly
  - Be engaging, use humor and fun

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Whole Brain® Instructional Strategies

A

- Facts, mini lectures
- Web based research and fact finding
- Databases, spreadsheets
- Research findings
- Higher order reasoning
- Critical thinking
- References, readings
- Case studies
- Use of experts
- Applied logic
- Metacognition (thinking about thinking)
- Theories
- Technical approaches

D

- Brainstorming, idea generation
- Discovery learning
- Metaphors
- Active imagination
- Creativity, invention
- Illustrations, pictures, photos
- Simulations, games, apps
- Mind mapping
- Synthesis
- Holistic exercises
- Storyboarding
- Visualization, mental pictures
- Simulation, modeling

B

- Pre & post tests
- Quizzes
- Practice
- Checklists, timelines, outlines
- Sequenced learning
- Procedures, processes
- Organization, summaries
- Who, what, why, when, where
- Exercises with steps
- Structured problem solving
- Clear examples, case studies
- References, dictionaries
- Tutorials, FAQ

C

- Cooperative & team learning
- Group discussions, forums, Blogs
- Social : Chat, IM-ing, Twitter etc
- Role playing
- Drama
- Expression (verbal and body language)
- Sharing personal experiences
- Listening and sharing ideas
- Storytelling, blog writing
- Auditory, musical & rhythm
- Physical, kinesthetic activities
- Interviews
- Community/Cohort interaction

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Analyzing Business Decisions in a Crisis

Purpose

Analyze the benefits as well as the costs and downsides of the decision and any impact on efficiency and performance.

Possibilities

Review your decision within the context of the current environment as well as the mid and long term strategy and vision, and look for fit and implications.

Assess and evaluate execution options as you get organized, understanding impact on policies, resources and timing and making sure you build in flexibility to adapt as necessary.

Process

Look at the implications for all stakeholders (employees, customers, board, vendors, etc.), including stress and morale, communicating with transparency and frequency so all know where they stand.

People

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Using the WalkAround

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Free Resources for Coaching

- Individuals with digital results
- Coach pairs with a PDF of pair profile
- WalkArounds
- GROW Model & Activity

Resources:

Activity_Coaching GROW Model Facilitator Guide PDF.pdf

Activity_Coaching GROW Model PPT.pptx

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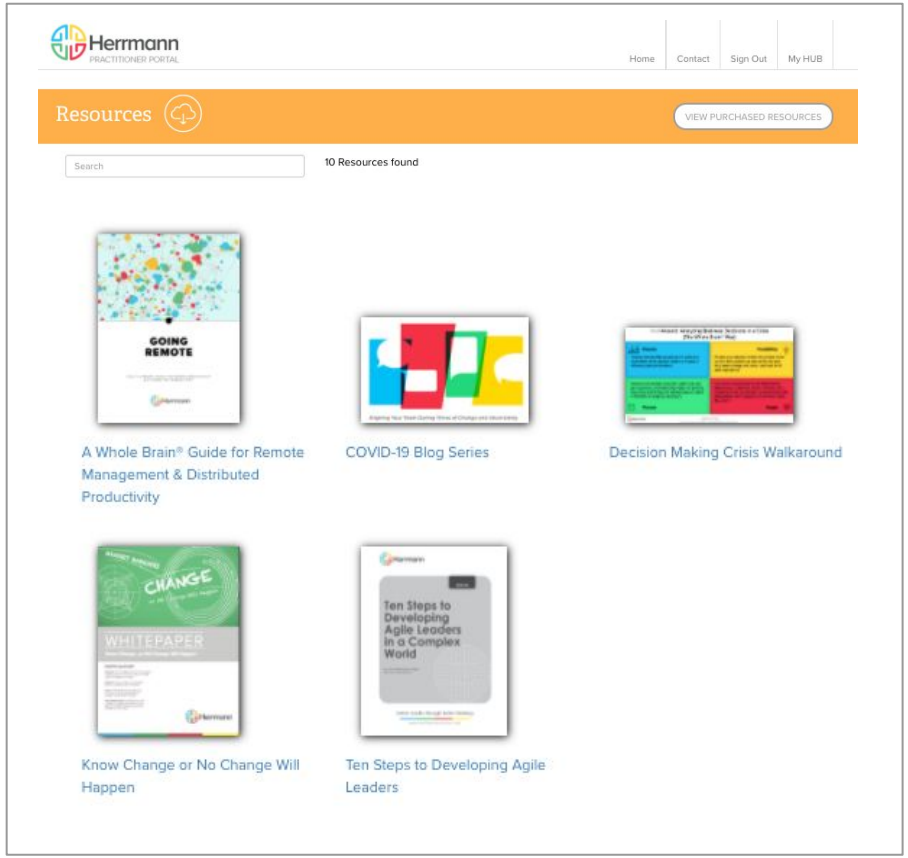
Other Free Resources

On the Practitioner Portal

- Going Remote eBook
- COVID-19 Blog Series
- Decision Making Crisis Walkaround
- Case Study: Know Change…
  or NO Change will happen
- Ten Steps to Developing
  Agile Leaders in a Complex World
- Virtual Brain Mat slide & demo video

Found on the CP Portal in
Virtual Delivery Toolkit folder
practitioners.thinkherrmann.com



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Certified Practitioner ongoing development

Two new ways to learn and grow

1. Community of Practice - 2nd Tuesday of every month
2. Practitioner Development - Last Thursday of every month

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Q&A with our panel of experts

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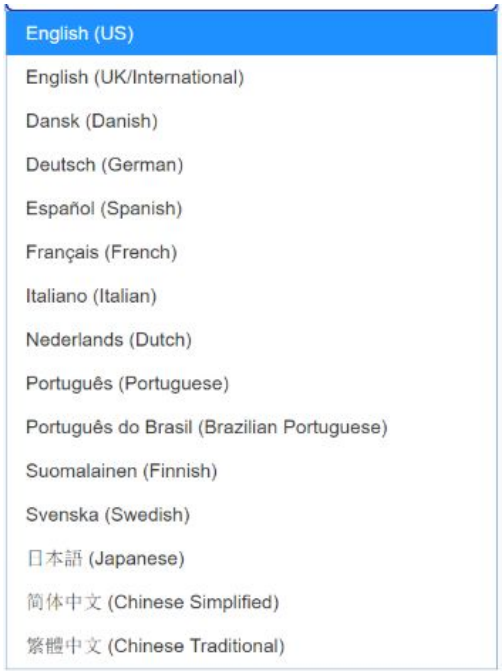
What Languages are represented?

The HBDI® Assessment is available in the following languages:



The Thinker Portal, the HBDI® Digital and Journey are available in the following languages:

- US English
- Queen's English
- Simplified Chinese
- German
- French

Why the difference? *Herrmann feels strongly that the HBDI® assessment should be available in a Thinker's most comfortable language whenever possible, and we want to release Thinker Portal and HBDI® Digital and Journey "NOW" in these 5 languages while we continue to add other languages. It's a big project to add even one additional language, but we are working on it!*

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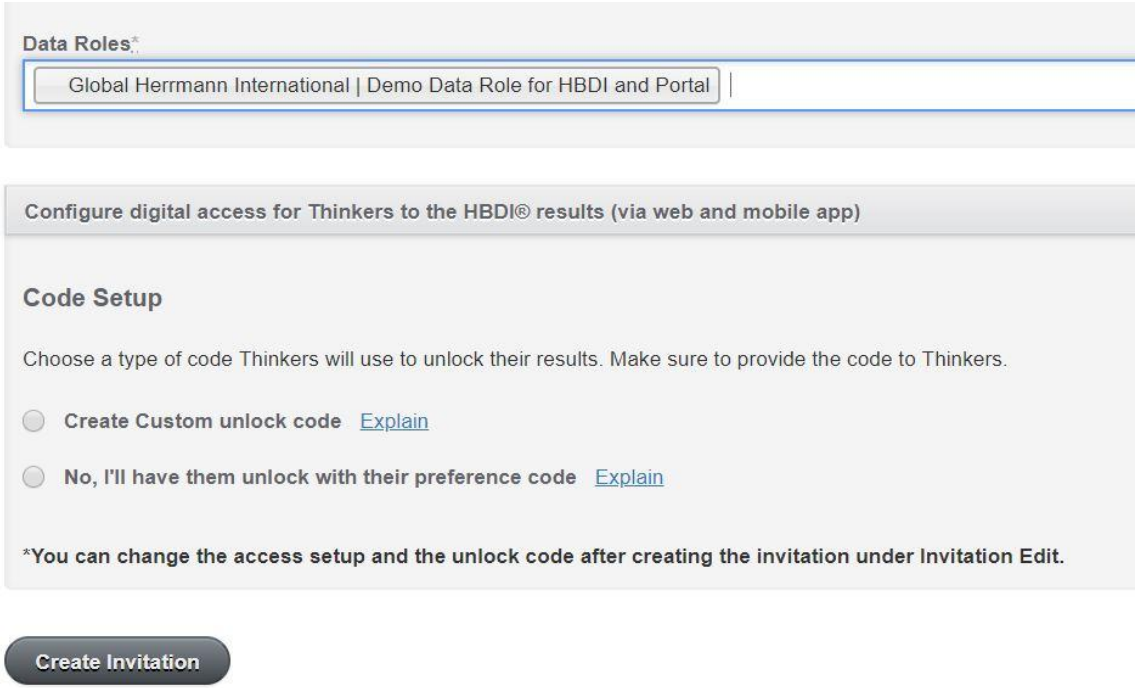
Setting up the unlock process for HBDI® Digital

In the Axon Invitation process, if you are using the HBDI Digital only, you'll see this …



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How do I see my Thinker Portal and the HBDI Digital?

https://journey.herrmannsolutions.net/thinker

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Can I preview a Thinker's HBDI Digital as they would see it?

In Axon in the Assessments list, you'll see this …

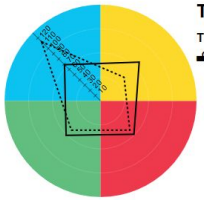
PRACTITIONERS /

Assessments

Batch Actions | All | Migrated | New | Assessment Actions

	First Name	Last Name	Email Address	Company	Survey	Status	Completed On	Migrated?				
☐	THinker	Eng Demo 632	dorothy+424@hbdi.com		HBDI	COMPLETE	04-24-2019	NO	Details	View Results	Edit	Delete

Profile



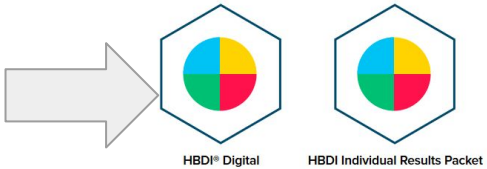
THinker Eng Demo 632

Thinkers can use their preference code to unlock their results.

Unlocked

	A	B	C	D
Preference Code	1	2	2	1
Profile Scores	69	66	64	74
Under Pressure	113	56	56	45

Insight And Application Products



HBDI® Digital

HBDI Individual Results Packet

Practitioner Terms of Service

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