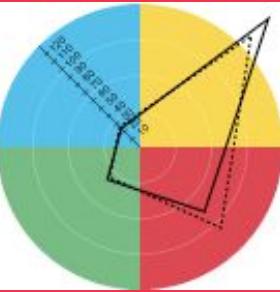


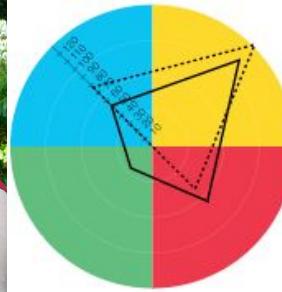
Customer Forum: Virtual Delivery and a Strategy for the New Normal

03.26.20

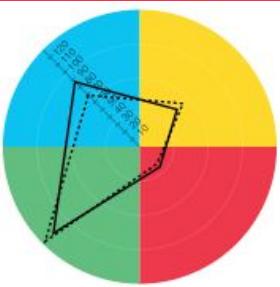




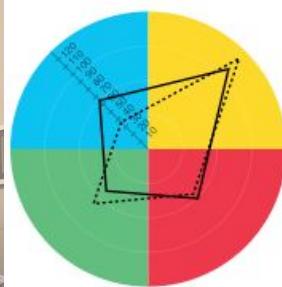
Anne Griswold
Whole Brain® Catalyst



Ann Herrmann-Nehdi
Chief Thought Leader



Dorothy Roche
Product Experience Manager



Kim White
Dir, Organizational Product

**Your Panel of
Herrmann®
Experts**

Today's Agenda

Why

- Change Agent

What

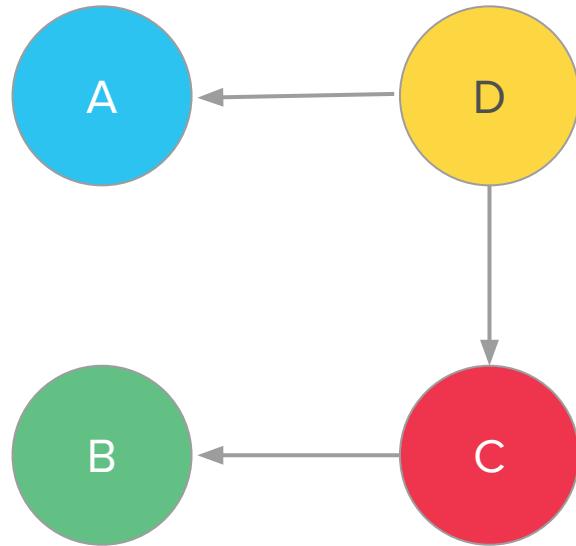
- Whole Brain® Thinking tools you can use remotely

Who

- Virtual teams

How

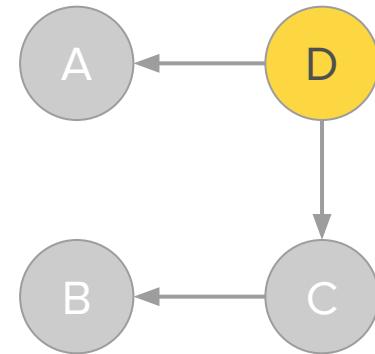
- Demo of your current toolbox - journey, digital results, the HBDI® App, free resources
- Whole Brain® Thinking design considerations
- Q&A with our panel of experts



- 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

House Keeping

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

A

BE CLEAR ABOUT SHARED REALITY

- Define sources of truth
- Set daily goals
- Use good data to decide

D

BE EXPLICIT ABOUT CONTEXT, CHOOSE A POSITIVE FUTURE

- Review the context often
- Help people create a new vision
- Explain the power of meaning making

Leading with Whole Brain® Thinking

B

BE ORGANIZED, BUILD STRUCTURED ROUTINES

- Be organized
- Reset plans daily
- Take actions one at a time

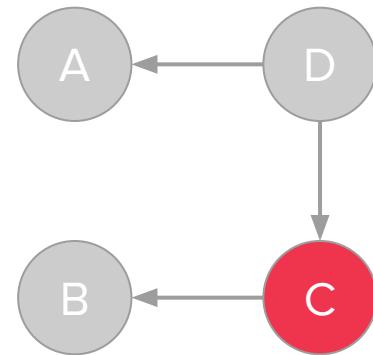
C

BE CONNECTED, OVER-COMMUNICATE

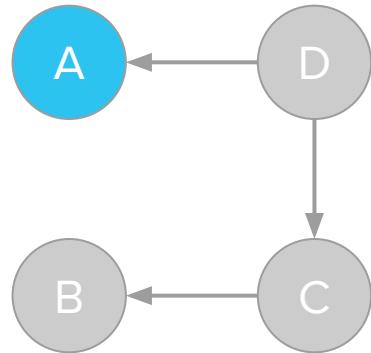
- Assume positive intent
- Listen to show you care
- Ask, “How are you and your family?”

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

Thinkers
Managers
Teams



Whole Brain® Thinking tools for virtual delivery



Using virtual tools for impact



1 HBDI® Digital Results Demo



4 Coaching Resources



2 App



5 Other Free Resources

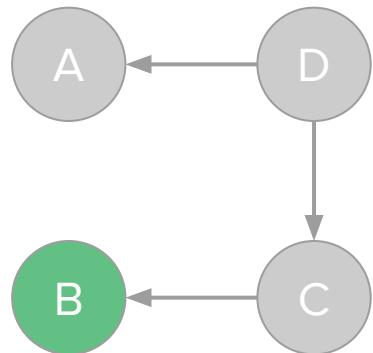


3 Learning Journey Demo



6 Virtual Session Best Practices

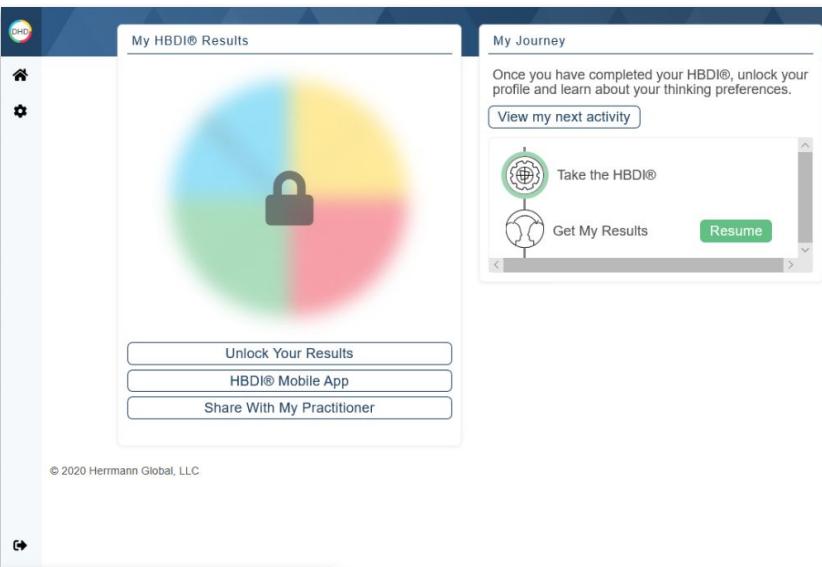
Using digital tools for virtual delivery



HBDI® Digital debrief build

Layer 1

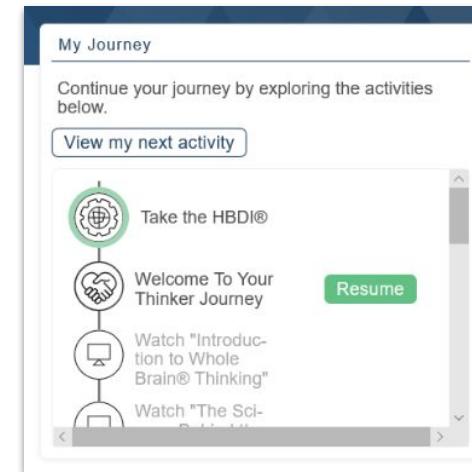
HBDI® Digital via the Thinker Portal



The screenshot shows the HBDI® Digital Thinker Portal interface. On the left, the 'My HBDI® Results' section features a large, semi-transparent circular graphic divided into four quadrants (blue, yellow, red, green) with a central padlock icon. Below the graphic are three buttons: 'Unlock Your Results', 'HBDI® Mobile App', and 'Share With My Practitioner'. On the right, the 'My Journey' section displays a message: 'Once you have completed your HBDI®, unlock your profile and learn about your thinking preferences.' It includes a 'View my next activity' button, a 'Take the HBDI®' button with a gear icon, a 'Get My Results' button with a person icon, and a 'Resume' button. Navigation arrows are visible on the right side of the journey section.

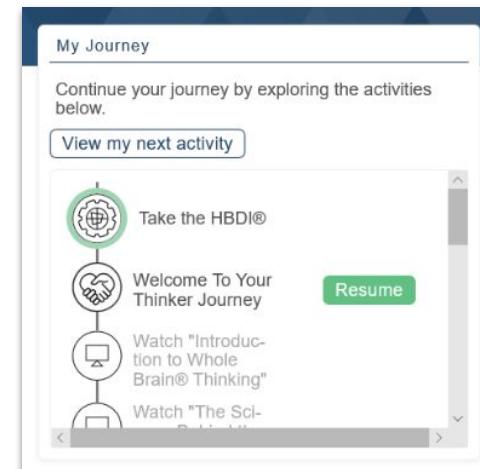
Layer 2

Journey Micro Learnings & HBDI® Digital



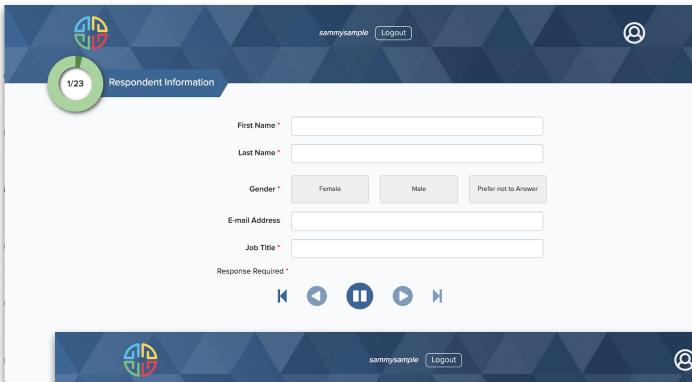
The screenshot shows the 'My Journey' section of the portal. It prompts the user to 'Continue your journey by exploring the activities below.' Below this, a 'View my next activity' button is shown, followed by a list of four activities: 'Take the HBDI®' (with gear icon), 'Welcome To Your Thinker Journey' (with handshake icon), 'Watch "Introduction to Whole Brain® Thinking"' (with computer monitor icon), and 'Watch "The Science of Whole Brain® Thinking"' (with document icon). Each activity has a 'Resume' button to its right.

Layer 3 and more Additional Resources Coming soon



The screenshot shows the 'My Journey' section again, with the message 'Continue your journey by exploring the activities below.' Below this, a 'View my next activity' button is shown, followed by a list of four activities: 'Take the HBDI®' (with gear icon), 'Welcome To Your Thinker Journey' (with handshake icon), 'Watch "Introduction to Whole Brain® Thinking"' (with computer monitor icon), and 'Watch "The Science of Whole Brain® Thinking"' (with document icon). Each activity has a 'Resume' button to its right.

HBDI® assessment



1/23

Respondent Information

First Name *

Last Name *

Gender *

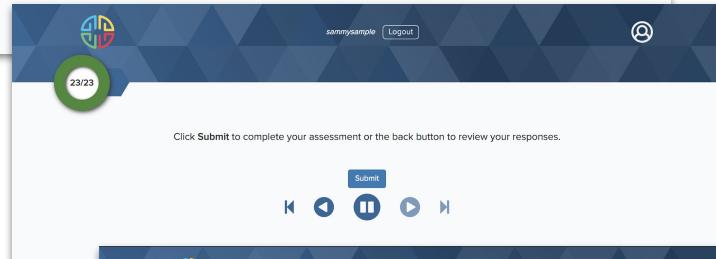
E-mail Address

Job Title *

Response Required *

Submit

Back Forward Search

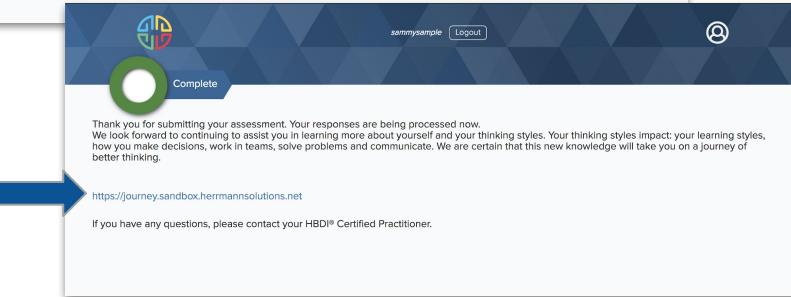


23/23

Click Submit to complete your assessment or the back button to review your responses.

Submit

Back Forward Search

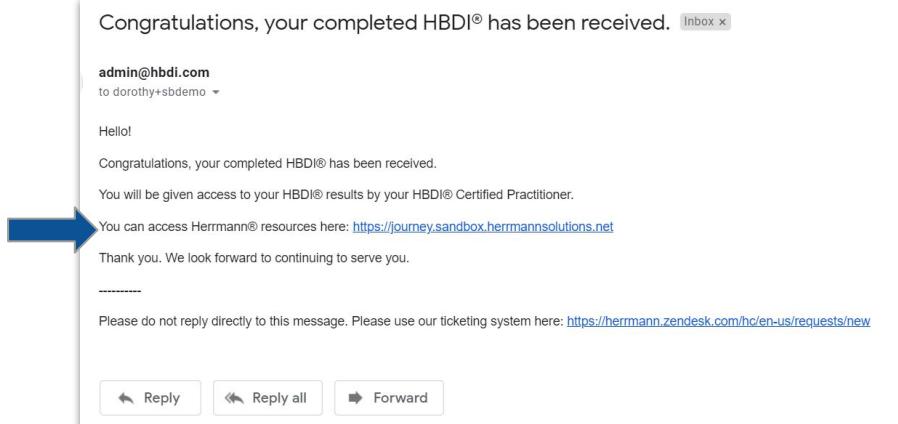


Complete

Thank you for submitting your assessment. Your responses are being processed now. We look forward to continuing to assist you in learning more about yourself and your thinking styles. Your thinking styles impact your learning styles, how you make decisions, work in teams, solve problems and communicate. We are certain that this new knowledge will take you on a journey of better thinking.

<https://journey.sandbox.herrmannsolutions.net>

If you have any questions, please contact your HBDI® Certified Practitioner.





My HBDI® Results



[Unlock Your Results](#)

[HBDI® Mobile App](#)

[Share With My Practitioner](#)

My Journey

Once you have completed your HBDI®, unlock your profile and learn about your thinking preferences.

[View my next activity](#)



Take the HBDI®



Get My Results

[Resume](#)

Assessments

Type



HBDI®

Status

Completed
Mar 2020

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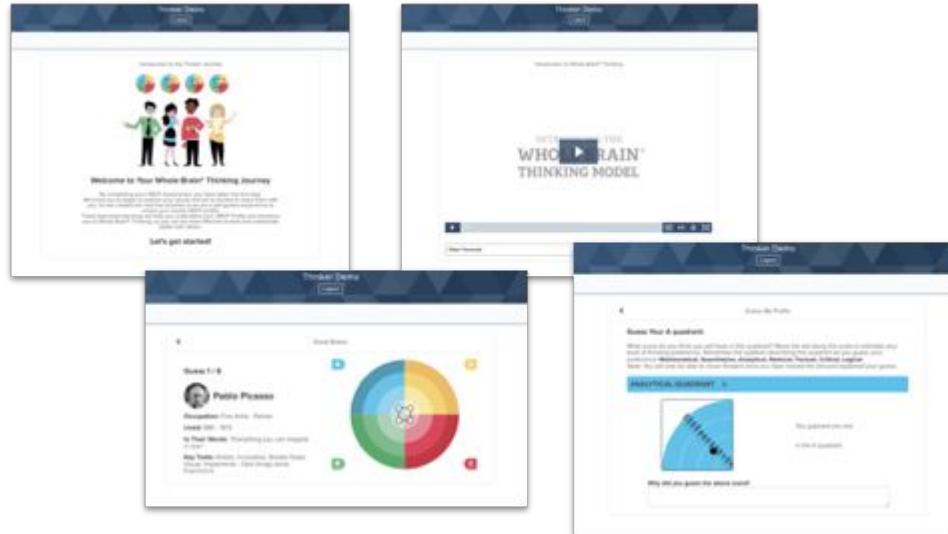
<https://journey.herrmannsolutions.net/thinker>

dorothy+demoportaldigital@hbdi.com
DemoUnlock

My Journey: Thinker driven Whole Brain® experience

Using the journey as prep work

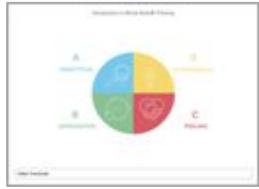
- Engages Thinkers with self-paced micro-learning videos and activities
- For shortened time frame, journey saves time by:
 - introducing the model
 - leaving more time for application discussion
- Accelerates the deployment of Whole Brain® Thinking in your organization



My Journey: Thinker driven Whole Brain® experience

Micro Learning Videos

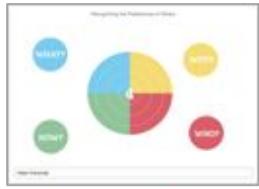
Intro to WBT



The Science of WBT



Spotting Preferences



Four Different Selves



Applying HBDI® Insights

Occupations

Journaling Activities

Setting Goals

What goals do you have, as you learn about your HBDI® results?

Save your response

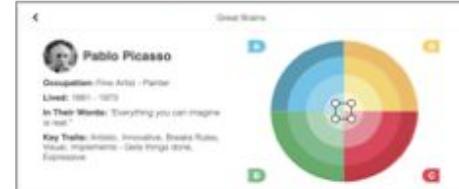
Self-Reflection

Now that you've learned about your thinking preferences, what actions do you plan to take?

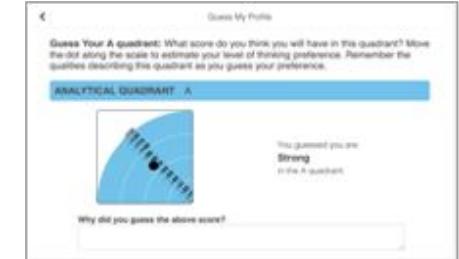
Save your response

Interactive Exercises

Great Brains



Guess My Profile



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

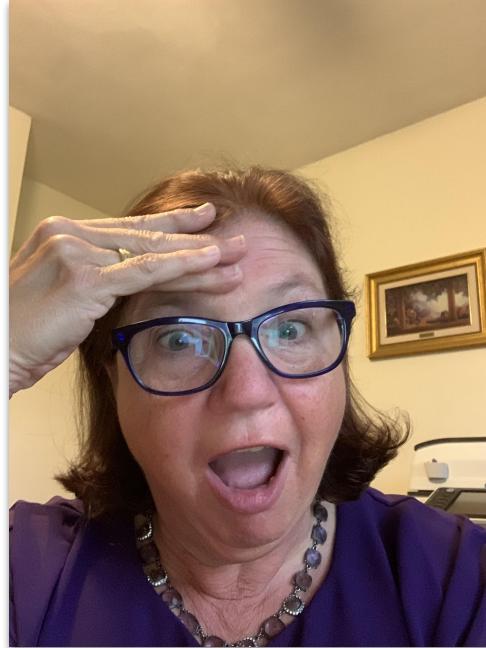
Virtual HBDI® delivery workshop presentation decks for:

- 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

Switching to Digital Debriefs

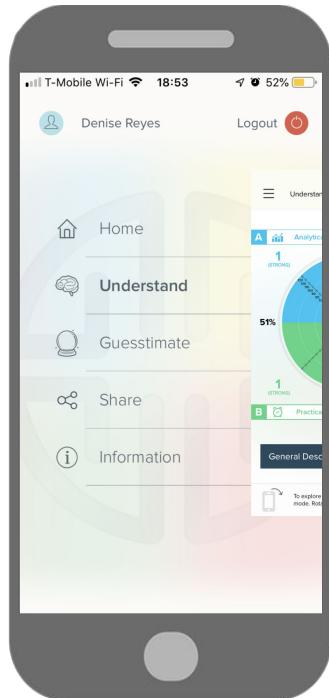
A personal story...



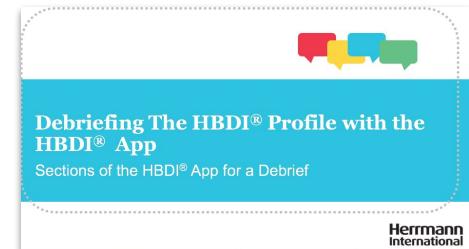
HBDI® App

iOS and Android

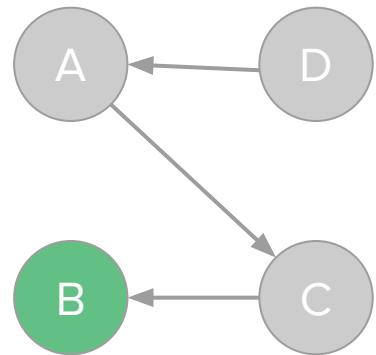
Learn more at <http://app.hbdi.com>



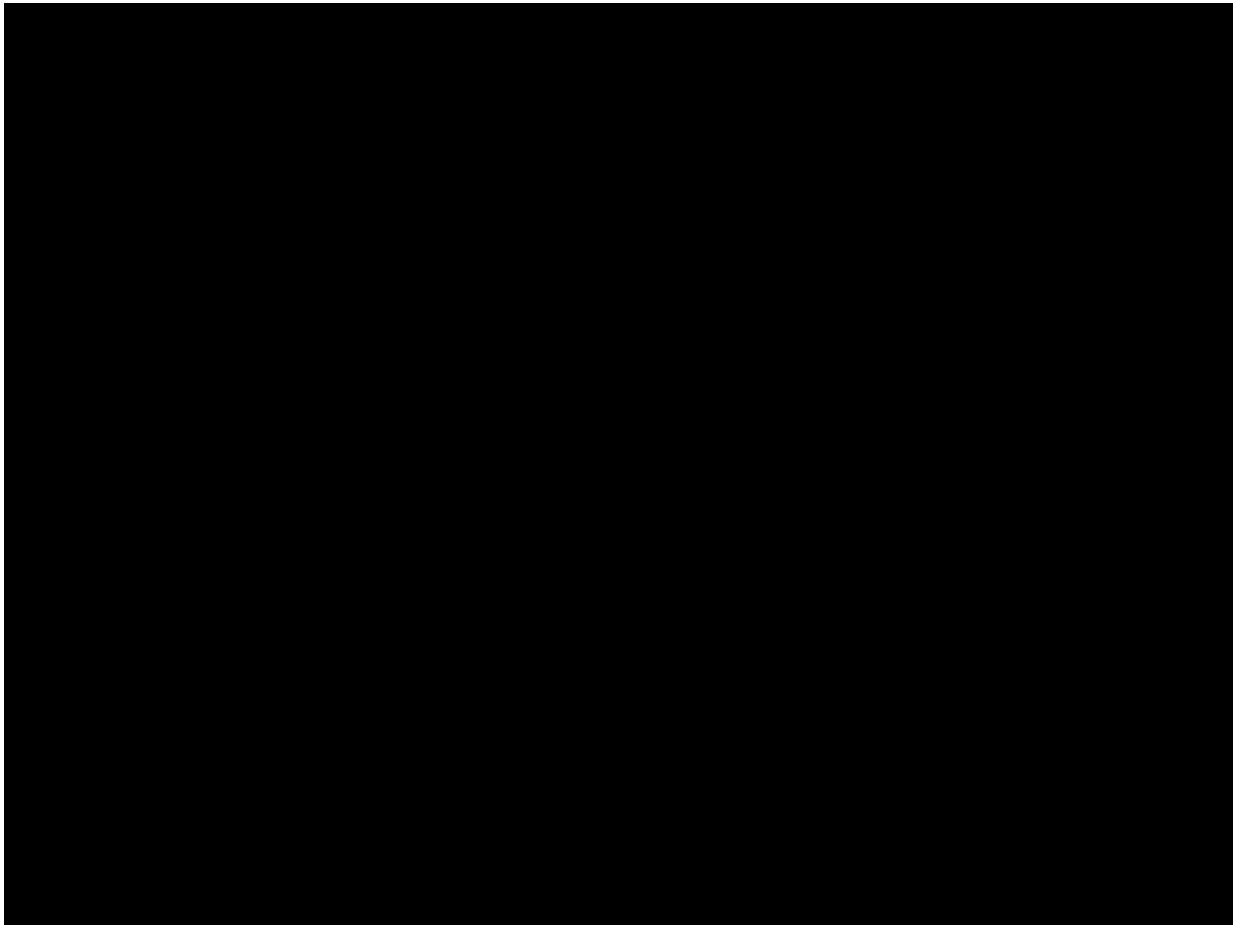
Resources:



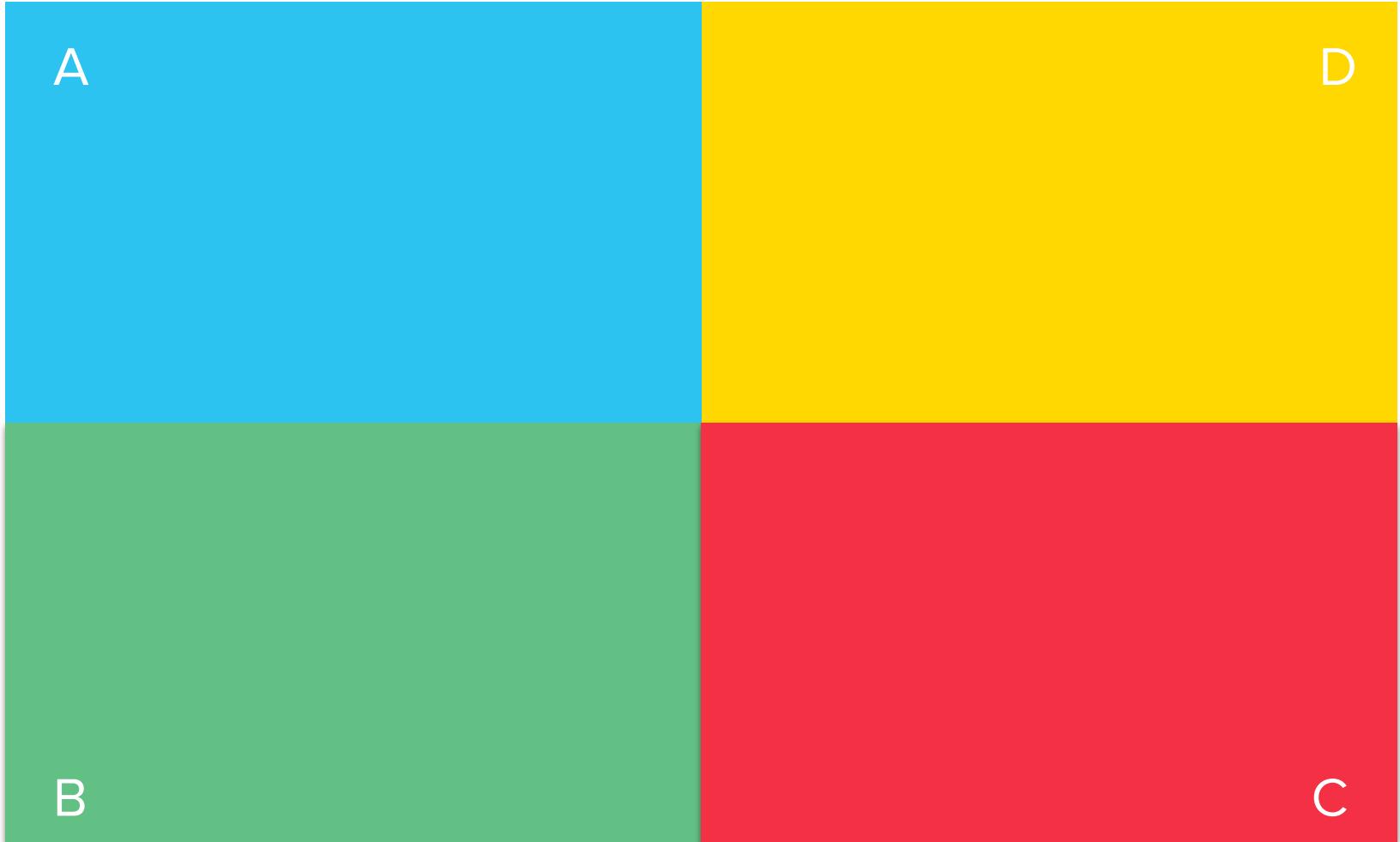
Using other tools for virtual delivery



Virtual Brain Mat Demo



Virtual
Brain Mat



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

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

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.



Process

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.



People

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.

Using the WalkAround



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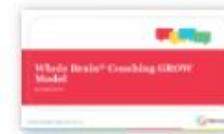
Free Resources for Coaching

- 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](#)

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

The screenshot shows the 'Resources' section of the Herrmann Practitioner Portal. At the top, there is a search bar and a message indicating '10 Resources found'. Below this, five resource cards are displayed:

- Going Remote**: A Whole Brain® Guide for Remote Management & Distributed Productivity
- COVID-19 Blog Series**
- Decision Making Crisis Walkaround**
- Know Change or No Change Will Happen**
- Ten Steps to Developing Agile Leaders**

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





Q&A with our panel of experts

What Languages are represented?

The HBDI® Assessment is available in the following languages:

English (US)
English (UK/International)
Dansk (Danish)
Deutsch (German)
Español (Spanish)
Français (French)
Italiano (Italian)
Nederlands (Dutch)
Português (Portuguese)
Português do Brasil (Brazilian Portuguese)
Suomalainen (Finnish)
Svenska (Swedish)
日本語 (Japanese)
简体中文 (Chinese Simplified)
繁體中文 (Chinese Traditional)

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!

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 ...

Data Roles*

Global Herrmann International | Demo Data Role for HBDI and Portal |

Configure digital access for Thinkers to the HBDI® results (via web and mobile app)

Code Setup

Choose a type of code Thinkers will use to unlock their results. Make sure to provide the code to Thinkers.

Create Custom unlock code [Explain](#)

No, I'll have them unlock with their preference code [Explain](#)

*You can change the access setup and the unlock code after creating the invitation under Invitation Edit.

Create Invitation

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

<https://journey.herrmannsolutions.net/thinker>

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

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

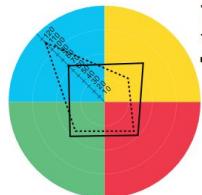
PRACTITIONERS /

Assessments

Batch Actions ▼ All Migrated New Assessment Actions ▼

<input type="checkbox"/>	First Name	Last Name	Email Address	Company	Survey	Status	Completed On	Migrated?	Details	<u>View Results</u>	Edit	Delete
<input type="checkbox"/>	THinker	Eng Demo 632	dorothy+424@hbdicom	HBDI	COMPLETE	04-24-2019	NO					

Profile



THinker Eng Demo 632

Thinkers can use their preference code to unlock their results.
 Unlocked

Preference Code

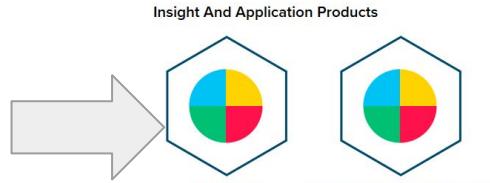
A	B	C	D
1	2	2	1

Profile Scores

69	66	64	74
----	----	----	----

Under Pressure

113	56	56	45
-----	----	----	----





ThinkHerrmann.com