

# Course : HBDI® for more effective relationships

*Practical course - 2d - 14h00 - Ref. THI*

*Price : 1370 € E.T.*

This course will introduce you to the HBDI® (Herrmann Brain Dominance Instrument®), a patented tool for creating individual and team profiles (Whole Brain Thinking). It will enable you to understand the influences of your brain preferences to create your individual plan for relational improvement.

## Teaching objectives

**At the end of the training, the participant will be able to:**

- ✓ Better understand your own communication style and that of others
- ✓ Adapting your communication to that of your interlocutors
- ✓ Understand the Whole Brain model and decipher its HBDI®.
- ✓ Discuss with assertiveness thanks to active listening and the use of the method
- ✓ Define and build your individual relationship improvement plan with HBDI®.

## Intended audience

Anyone wishing to develop their interpersonal skills in professional situations.

## Prerequisites

Pre-testing of the HBDI® questionnaire. 1 introductory e-learning session can be taken on request.

## Practical details

### Hands-on work

Pre-testing of the HBDI® questionnaire, e-learning, introduction, group discussion, games, exercises and role-playing.

### Teaching methods

Pédagogie active basée sur des échanges, des jeux, le débriefing de son profil, des mises en situation et une évaluation tout au long de la formation

## Course schedule

### PARTICIPANTS

Anyone wishing to develop their interpersonal skills in professional situations.

### PREREQUISITES

Pre-testing of the HBDI® questionnaire. 1 introductory e-learning session can be taken on request.

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.

Participants also complete a placement test before and after the course to measure the skills they've developed.

## 1 Understanding verbal and non-verbal communication

- Define and understand the elements of communication: sender, message, receiver and feedback.
- Find your bearings on the communication diagram: perception and representation.
- Identify the main elements of non-verbal communication.

### Exercise

Decipher the elements of communication in different situations.

## 2 Identifying and understanding the Whole Brain® model

- Roger.W. Sperry's "split brain" and Paul.D. Mac Lean's tri-unit brain.
- Ned Herrmann's quadrant theory of mind representation.
- Quadrant characteristics.

### Role-playing

Games "Diversity" and "Mind your words": assign statements to each quadrant.

## 3 Deciphering your HBDI® profile

- Position yourself in your personal and professional environment: me and my environment.
- Reading and analyzing HBDI® results: your personal profile.
- Identify the impact of your profile on your relationships.

### Group discussion

Deciphering your HBDI® profile in a group.

## 4 Understanding inferences

- Define inference.
- Distinguish between facts and inferences.
- Echanger sur des cas vécus en situations professionnelles.

### Role-playing

Transpositions of professional situations.

## 5 Communicating to all brains

- Formulate a request in four different ways.
- Know how to give value using the right words and language.
- Reward a person in a given quadrant.
- Position your employees or customers in each quadrant.
- Identify the right communication style to develop with each individual.

### Exercise

Apply the four quadrants to communication situations.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

## 6 Become more assertive in team discussions

- Understand and use active listening.
- Ask questions and rephrase.
- Express problems in terms of "how to".

### Role-playing

Situation: teamwork. Construction of a short- and medium-term development plan.