

Cognitive Diversity:

Applying Whole Brain® Thinking to Build and Inclusive Culture and Avoid Groupthink

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HOW TO PREVENT GROUP THINK IN GOVERNMENT

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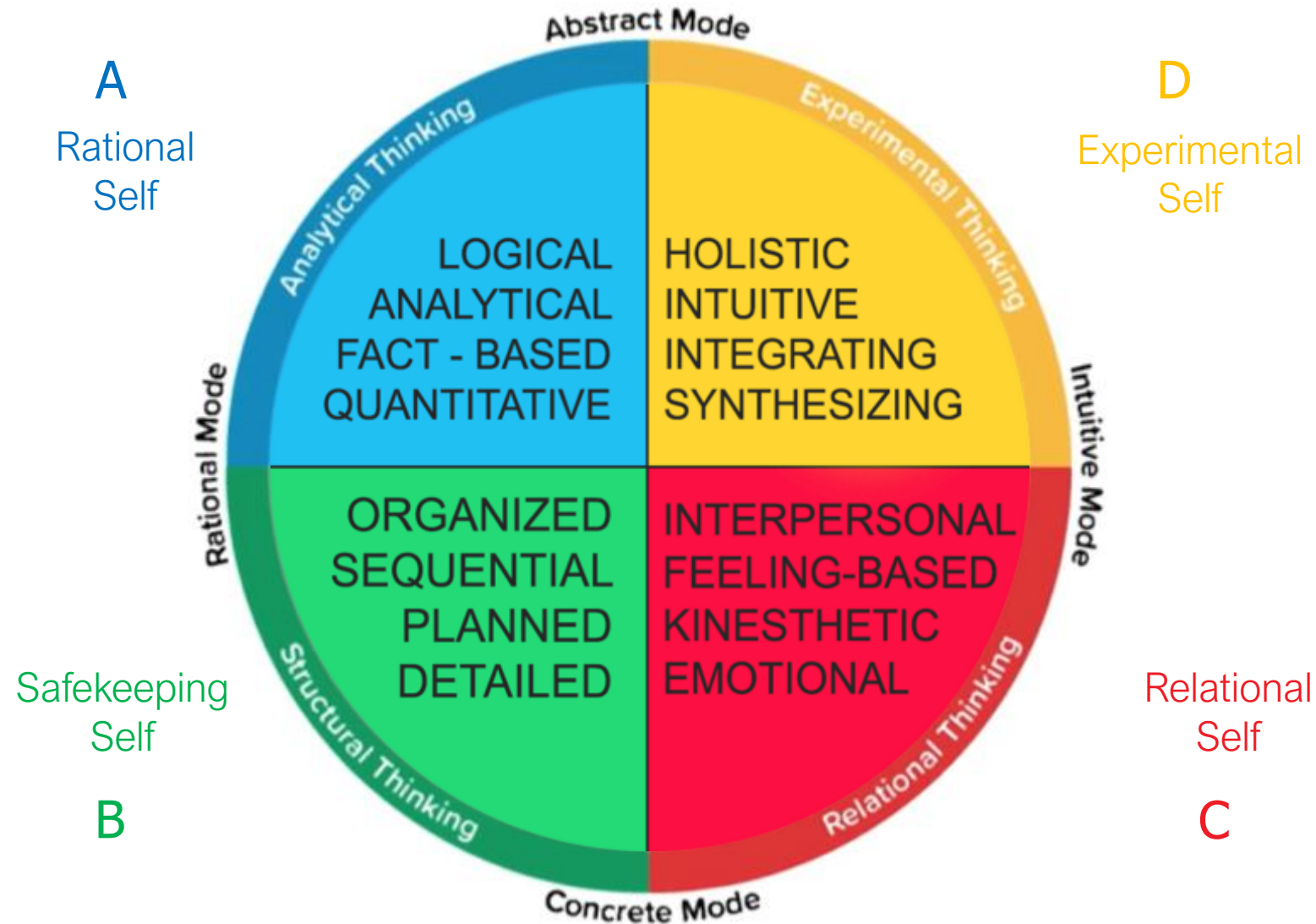
Value the thinking preferences of others and their strengths.

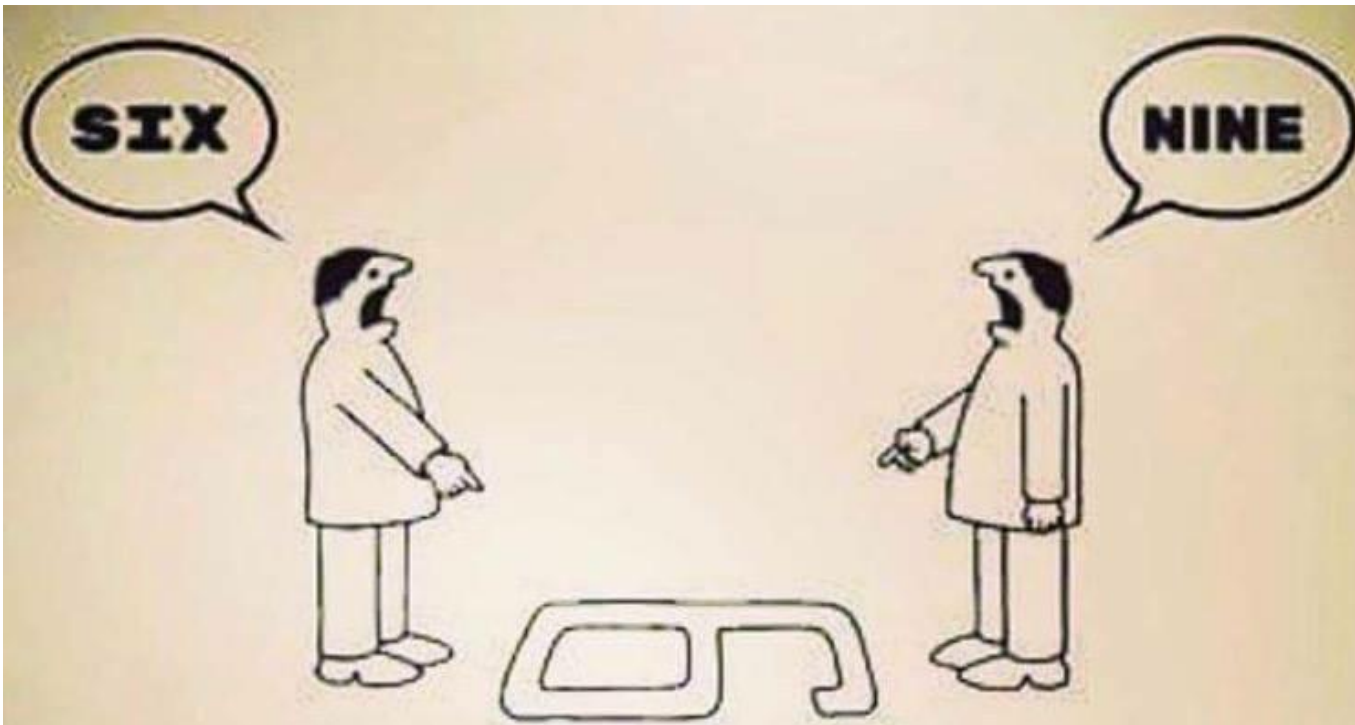
Think Different.
But not different from me.



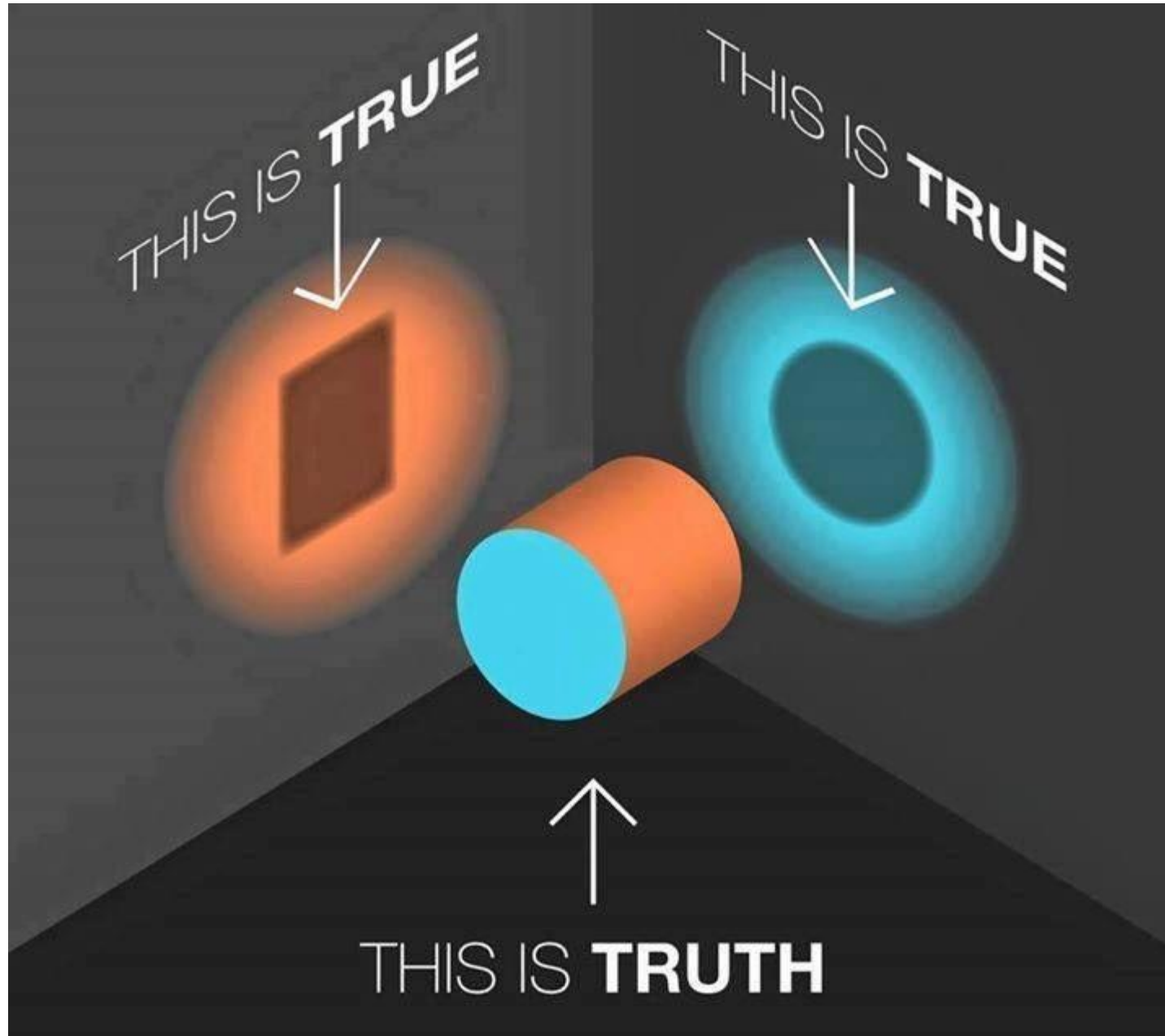


●● The Whole Brain® Model - Our Four Different Selves





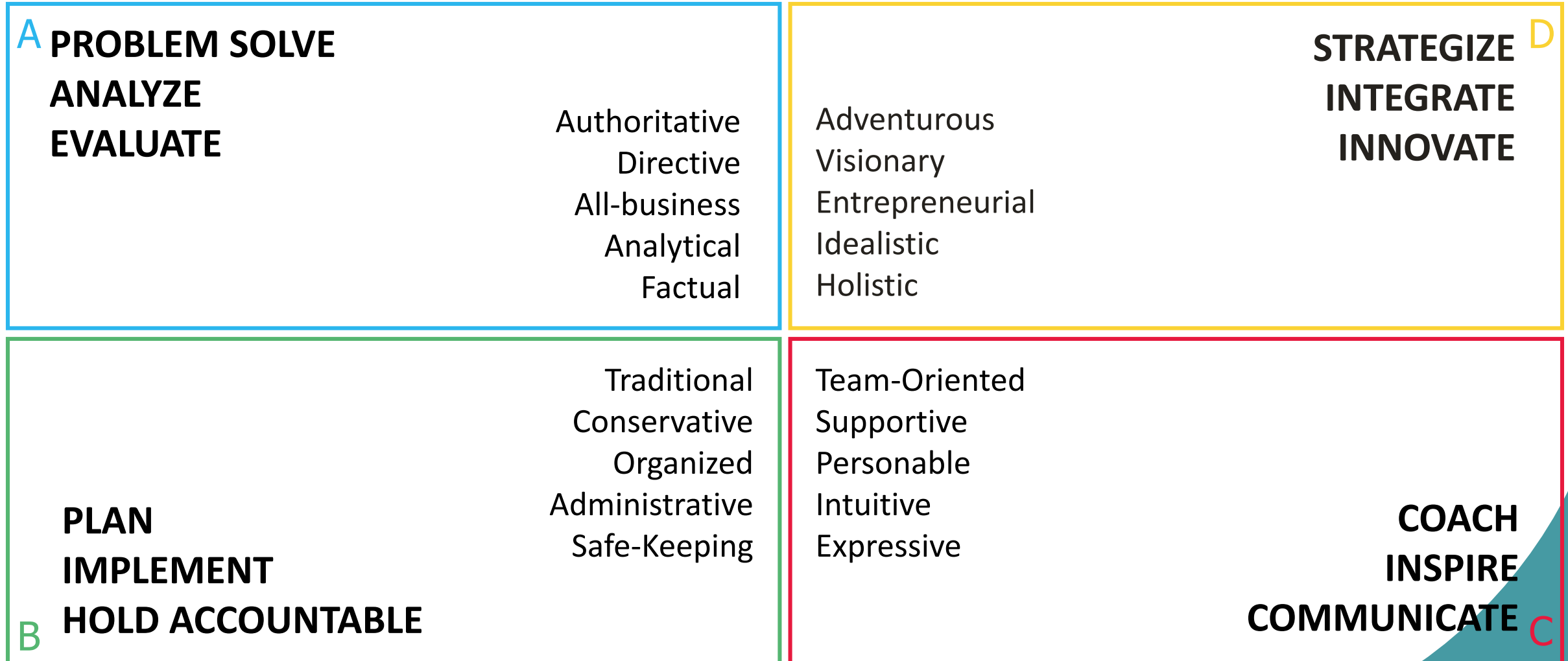
Just because you are right,
does not mean, I am wrong.
You just haven't seen life
from my side.



As a Leader you have to ***STRETCH***
your own thinking to engage toward
others thinking preferences.



Whole Brain® Leadership Behaviors & Strategies



Whole Brain® Challenging Your Assumptions

A

What

What if the facts are not true?

What other data, metric, knowledge have I overlooked?

D

Why

What if the why is not so?

What if we could look at it differently?

What can I glean from aspects beyond the scope I am looking at and the environment that might provide new ideas?

How

B

What if it's not true that process cannot be changed?

What processes, details and methods could provide new insight?

Who

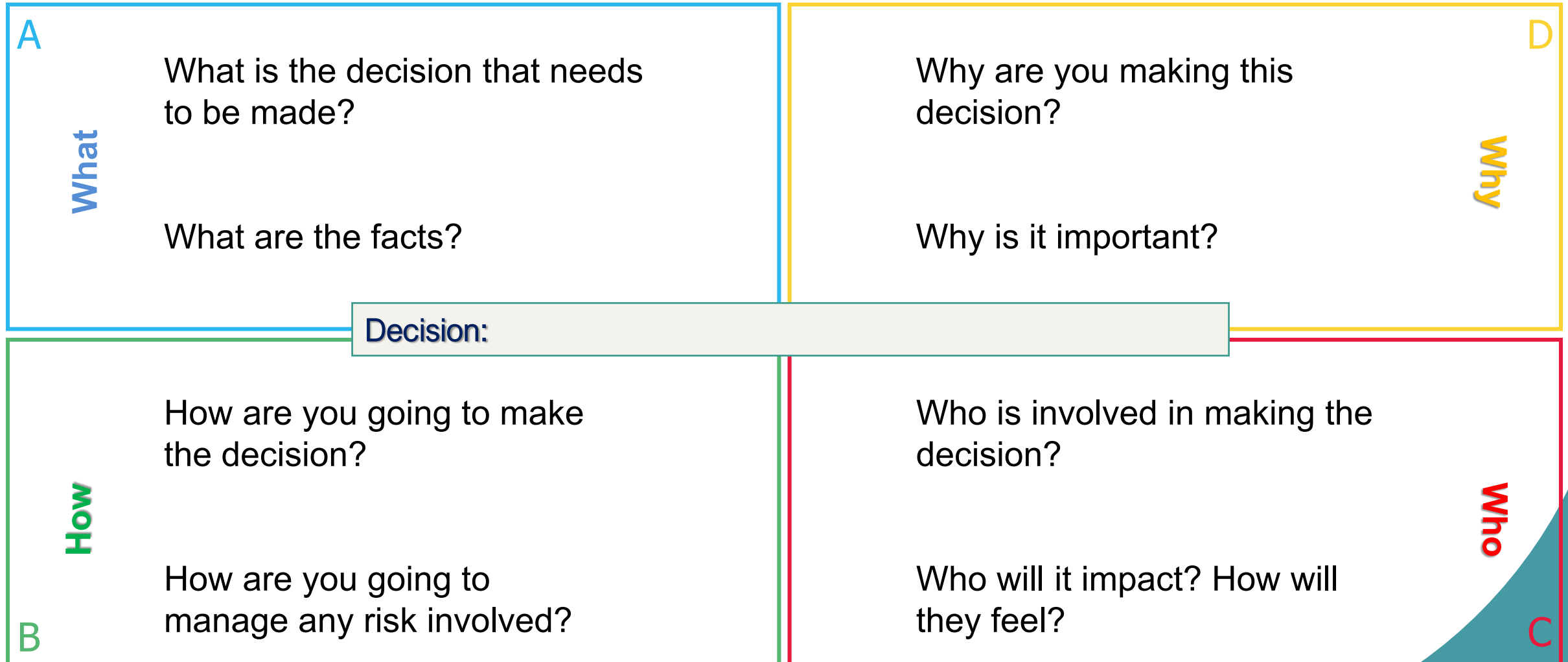
C

Who's involved?

Who is missing?

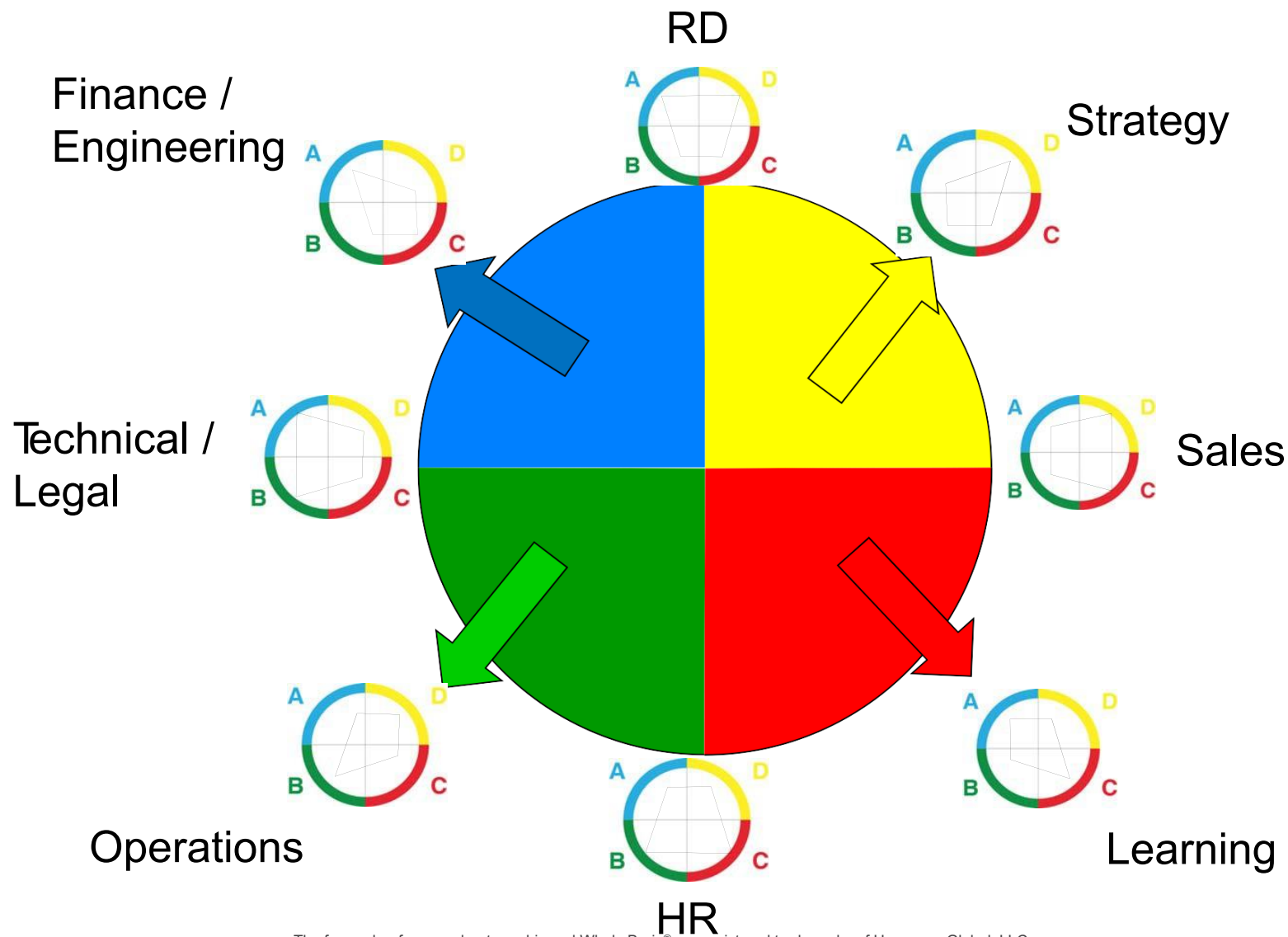
Who can I study or talk to that would have a different view?

Whole Brain[®] Decision-Making Walk-Around



Valuing the thinking preferences and strengths of others

HBDI® Profiles Of Diverse Occupational Categories



When you harness cognitive diversity, leaders are more inclusive, teams are more productive and you build a culture where everyone feels they ***belong***.



MORE EFFECTIVE
COMMUNICATION



LESS BIASED
DECISION-MAKING



MORE ENGAGED
EMPLOYEES



PERSONALIZED
DEVELOPMENT AT SCALE



LESS GROUPTHINK /
SEEING HIDDEN TALENT



MORE AGILITY IN
CHANGE

Leverage Your Team's Cognitive Diversity



Thank you!

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