

## ANZ & The Sacred Heart Mission - a Whole Brain Approach to Collaboration

The ANZ Institutional Talent Team had launched a new key result area for the year, to deliver Business Unit performance outcomes through effective cross-business function and region collaboration.

To help them achieve this business objective ANZ were looking for a dynamic learning experience to promote the theme of collaboration.

ANZ wanted a learning program that would:

- ♦ Build mind-set around the importance of collaboration within the team and between teams, thereby providing collaboration as a whole team
- ♦ Provide participants with an experience that develops skills and behaviours to support collaboration in their daily work efforts
- ♦ Offer participants a framework on which to anchor their collaborative behaviour – the Whole Brain Model™
- ♦ Deliver practical solutions that participants could 'walk away' with.

Herrmann International Asia responded to the brief and created an inspiring and innovative two day workshop which addressed all of the learning criteria in a unique and meaningful way.

It began on day 1, where participants were guided through the Whole Brain Model™, their individual thinking preferences and implications for themselves and their team. This provided the foundation for facilitating collaborative behaviour amongst the team.

On day 2, participants were presented with a surprise challenge and real life situation where they were required to prepare, cook and serve breakfast and lunch to more than 400 clients that attend the Sacred Heart Mission in St. Kilda.

This exercise forced participants out of their comfort zone and in doing so required them to collaborate in order to be successful in the task.

It reinforced the theme of collaboration and ensured that it was paramount not just within the smaller team but with the larger group as well.

In order to complete the task, participants were broken up into 4 teams (Blue, Green, Red & Yellow) with each colour/corresponding thinking preference assigned a responsibility.

better results through better thinking

Auckland / Brisbane / Hong Kong / Kuala Lumpur / Melbourne / Perth / Shanghai / Singapore / Sydney / Taipei / Tokyo



To add to the pressure, at 45 minute intervals members of each team were told to leave the team they were working with and join a different team.

Participants naturally have a preference to think in a certain way but the task and the way the teams were set up ensured that they could not just rely on their preferred thinking style.

Providing a real setting, rather than a role play, put the participants under real pressure. This experience armed participants with skills that they could take away and directly apply.

The overall learning experience, using the Whole Brain Model as the framework, demonstrated that recognising and valuing different thinking preferences is the key to successful collaboration, fewer mixed messages, improved working relationships and gaining business advantage.

In addition, this exercise gave participants an opportunity to support The Sacred Heart Mission, a community centre made up of the homeless, residents of boarding houses and other members of the local community, which relies heavily on the services of volunteers to function.

This day was a great success and provided a memorable and mutually rewarding experience both for the ANZ Institutional Team and the clients of the Sacred Heart Mission.



[www.herrmann.asia](http://www.herrmann.asia)

The Originators of Whole Brain Technology® and the Creators of the Herrmann Brain Dominance Instrument® (HBDI®)

**Asian Headquarters—Sydney**  
Phone: +61 2 9880 2333

**Auckland**  
Phone: +64 9 415 0589

**Melbourne**  
Phone: +61 3 9813 3332

**Singapore**  
Phone: +65 6 734 9255

The Whole Brain Company®