

Enhancing Team Performance using Whole Brain Thinking



FOUNDATION FOR
Young Australians

The Foundation for Young Australians (FYA) is a dynamic, independent, not-for-profit organisation. FYA's work focuses on funding and supporting partnerships and initiatives that positively contribute to the development of young people, their education and communities.

To help facilitate the recent merger of two organizations and bring together the senior management members of each organization, FYA recently attended a Start Thinking workshop.

FYA CEO Adam Smith explains, "The purpose of the workshop was to unify the future management team by facilitating collaboration and building strength as a new executive team using the Whole Brain Model™."

The Whole Brain Model™ celebrates that each of us is unique and has a different thinking style. There is no one best style. Yet, there are definite individual and organisational advantages when people know their thinking preferences and can use an organised framework—Whole Brain® Thinking—to capitalise on their own preferences and tap into those of others.

"We have found the model to be enormously helpful and complimentary to our leadership discussions and we have adopted the whole brain language in our daily communications. It provides a simple and consistent language that people are immediately comfortable with and it's not exclusive," said Adam.

The members of the Executive team that attended the workshop have not only applied the Whole Brain Model™ within the Executive team but also in managing the diversity within their own teams.

"The greatest benefit and application has been in learning to respect and value each other's differences. By recognizing the different thinking preferences and communication styles of others and consequences of these, we can resolve issues more effectively. The Whole Brain Model™ provides a framework for Managers to support their staff and work through any performance challenges as they arise," reports Adam.

Since attending the workshop, FYA have applied whole brain thinking to another key area of business – recruitment. When recently selecting another member of the Executive team they used the HBDI® Team profile to review the current management team and analyse work tasks and activities to determine which thinking styles were needed to create a more whole brained team.

FYA will continue to apply whole brain® thinking within the organization with plans to profile more staff using the HBDI® as FYA expands. They are currently based in Melbourne with 60 staff but are in the process of undergoing national expansion with an office about to open in Perth and plans for Brisbane and Sydney to follow.



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

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