

The HBDI - The Management Development Tool of Choice for Parks Victoria



The HBDI[®] & Whole Brain[®] Thinking has been an integral component of all Leadership & Management Training programs at Parks for more than 10 years.

*Healthy Parks
Healthy People*

Parks Victoria provides park management across the State of Victoria. With over 1000 staff, the organisation is the proud custodian of a diverse estate of significant parks in Victoria, including the recreational management of Port Phillip Bay, Western Port and the Yarra and Maribyrnong rivers. Together this makes up approximately 3.96 million hectares or 17 per cent of Victoria – total area of parks and reserves.

Through effective environmental and visitor management, Parks Victoria is dedicated to preserving the natural and heritage values of the parks, bays, and waterways, including full protection of sensitive areas.

According to Michael Smith, Manager of Learning & Development for Parks Victoria, the HBDI[®] has become the organisation's tool of choice for all of its management development programs including their Focussed Manager Program and Emerging Leaders Program.

"The HBDI[®] and Whole Brain Model™ has provided us with a consistent and simple language about thinking and communicating that we can apply across the organisation. It has been an essential part of our leadership and management development programs and is used in team effectiveness programs", said Michael.

According to Michael, more than 300 managers and supervisors have completed their HBDI[®] and integrated Whole Brain[®] Thinking principles into their daily work practices.

"Through the HBDI[®], Managers have learnt not to "box" people in and appreciate and value the individual thinking preferences and communication styles of team members. Every role can be seen through a whole brain perspective which promotes team cohesion," said Michael.

Adoption of Whole Brain[®] Thinking is also reinforced and encouraged by the Chief Executive who recently incorporated whole brain 'clue spotting' exercises in professional development sessions with his managers.

"The HBDI[®] has really become the cornerstone on which all our Leadership and Management Training programs are now built," said Michael.



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

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