



## Maximizing Inclusion, Group Dynamics and Decision-Making (Parallel Thinking)

The **Six Thinking Hats** is a one-day course designed to teach the method developed by **Dr. Edward de Bono** to radically improve the way individuals and groups think, communicate and engage. The **Six Thinking Hats (STH)** introduces a **common language which enables parallel thinking across the organization**. **Parallel thinking:**

- 1) Produces extraordinary improvements in the **efficiency and effectiveness of meetings**,
- 2) Dramatically enhances engagement, inclusion and the quality of communication in **multi-cultural environments**,
- 3) Leads to the **creation of a culture of creative thinking** throughout the firm,
- 4) **Offsets natural human pessimism** by enabling balanced optimism for group members.

Research at several major global firms has demonstrated **cycle time reductions of up to 50% - 75%** in meetings and decision-making processes **through the use of the Six Thinking Hats**. The key premise of the toolset is that people in meetings use the **traditional adversarial approach** of discussion and debate to make decisions. That is, participants spend a great deal of time going back and forth (politely or aggressively) to find the “correct action” for the group. This approach wastes a lot of time.

**Traditional adversarial thinking / interaction methods have several major drawbacks; they:**

- 1) Cause **polarization** in groups,
- 2) Lead to **risk averse** behaviors (to minimize the pain or being wrong) and
- 3) **Fail** to harness 100% of the brainpower in the group.

Prior to the introduction of the **STH**, there was no clear alternative approach to adversarial thinking. The **Six Thinking Hats is a thinking method** that overcomes the aforementioned barriers to productive interaction, as well as creating a more open and inclusive environment for communication in multi-cultural settings or multi-level discussions in hierarchical organization structures. **The result is a dramatic improvement in the quality and effectiveness of communication and decision making across the organization.**

Lynn Reed first introduced the **Six Thinking Hats** to the European region of a large investment bank in 1995. Lynn has personally trained over 10,000 managers and professionals in major financial institutions, as well as **The World Bank** and others in this exciting methodology.

He was **certified by Dr. de Bono himself to teach both STH and Lateral Thinking** and is a qualified **Master Trainer** in both techniques. He has **certified over 30 development professionals globally** to teach and apply the **Six Thinking Hats**. If you would like to learn more about this exciting technique, please contact Lynn Reed directly. Thank you for your interest.



*Our passion is contagious!*



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