

## Maximizing Group Dynamics and Decision-Making (Six Thinking Hats)

The **Six Thinking Hats** is a one-day course designed to teach the methodology developed by **Dr. Edward de Bono** to radically improve the way individuals and groups think, communicate, engage and collaborate. 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 and decision making 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 shown **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 methodology is that people in meetings use the **traditional adversarial approach** of discussion and debate to make decisions. That is, participants often spend a great deal of time going back and forth (politely or aggressively, depending on the corporate culture) to find the "correct decision or action" for the group. This approach often tends to be ineffective and inefficient.

**Traditional group thinking / interaction methods have several major drawbacks, as they can:**

- 1) **Cause polarization** in groups,
- 2) **Fail to be inclusive** (of different people, backgrounds, cultures, languages, levels, etc.),
- 3) **Lead to risk averse** behaviors (to minimize the pain of being wrong).

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!***

