

Herrmann Whole Brain® Advantage

Schools wishing to improve their performance understand the importance of building teams who think and work well together with a shared understanding of effective teaching and learning. Using The Herrmann Brain Dominance Instrument, the world's leading thinking preferences tool, schools can create a learning community that understands and respects the learning preferences of staff and students. This contributes to developing a more collaborative working environment, more effective teaching and learning strategies, and improved learning outcomes for students.

The benefits of the eTime Herrmann thinking preferences programme:

- Staff understand their own thinking preferences, and those of others, giving them a new perspective about themselves and those with whom they work.
- Staff are able to see the combined preferences of those with whom they work. This assists them to plan more effectively and work together more productively as a team.
- Teachers are more aware of their own thinking preferences and how these influence the way they plan, teach, learn, interact with others, and think under pressure.
- Teachers have a better understanding of the diversity of thinking preferences in their classroom.
- Teachers have a better understanding of Whole Brain Thinking™ strategies that enable each student's thinking preferences to be accommodated as well as helping to develop their lesser preferred thinking modes.
- Teachers have the knowledge and understanding to apply Whole Brain Thinking™ when planning teaching units. Each teacher is given a planning form that assists with this. This form incorporates the Herrmann model, the key competencies and 21st Century skills.
- When planning teaching units in a team, teachers are more aware of the team preferences and how these may influence the nature of the learning activities decided upon, e.g. there may be a bias towards one or more of the thinking preferences for which they can then compensate.
- Once teachers have an understanding of the connection between thinking preferences, 21st Century skills and the key competencies, they are much better placed to understand how and when to use ICT to enhance learning.

The eTime Herrmann programme works as follows:

- After School workshop for the whole staff called "Let's Think", (recommend that admin staff and Board members also be included if possible). 1.5 hours.
- Staff (and Board members if desired) complete the online profile assessment in their own time. Following this, they receive a pack containing their profile, data summary and explanation booklets. The online assessment takes about 1 hour per person.
- An eTime certified HBDI practitioner presents each person with their profile pack, takes them through their profile individually and assists them with its interpretation. Each person is able to ask specific questions about their profile in confidence. This takes about 30 minutes per person.
- All those involved attend the "Team Profile" workshop in which the combined profile for the team is presented, along with the implications of this for the team's performance and how they are likely to approach teaching and learning. 1.5 hours.
- A Team profile pack is provided for the school, which is a comprehensive report including graphs and tables. This comes in a folder in high quality print as well as an electronic pdf version for use in presentations.

For further information about Whole Brain Thinking™ please go to www.herrmann.co.nz

