The Whole Brain® Manager
Presented by the Department of Information Science, University of Pretoria

The Whole Brain® Manager is a 9 module online course and draws on more than 35 years of research on thinking and the brain through which you will explore the mental demands of the job and learn how to leverage thinking to get the best results from your people, organisational processes and personal performance. This innovative online course engages and inspires leaders in an entirely new way – honing your managerial skills through the lens of Whole Brain® Thinking to gain a strong foundation to support development and career growth over the long term. The course will equip you with the requisite skills to outthink, outpace and outperform any workplace challenge. As a manager, not only will you learn how to access your full brainpower, but you will also develop the thinking agility to manage diverse tasks and people successfully – simultaneously leading to better productivity while creating and planning for the future.

Give yourself the foundation for long-term success by using the proven Whole Brain® framework today.

Shifting knowledge to insight

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Course content

Session 1: Fundamentals of Management
THINK

In this session you will learn about:

- How people think, (boss, team yourself).
- How to be adaptable and flexible.
- Be able to deal effectively with people.

Session 2: Fundamentals of Management
COMMUNICATE

In this session you will learn about:

- Your communication style and the consequences.
- How to recognise and understand the 'language' that someone else is using.
- How to communicate more effectively with people using the languages of the various quadrants.
- How to use the Whole Brain® Model as a way of understanding how people communicate.

Session 3: Fundamentals of Management
BUILD

In this session you will learn more about:

- What you bring to a team—the contributions you can make.
- Recognise what others bring to the team.
- How to determine and discuss team thinking preferences and implications.
- Know how to manage an effective team meeting based on thinking preferences.

Session 4: Functions to Manage
SOLVE

In this session you will learn about:

- Your own preference style in problem solving.
- Understand the phase of problem solving.
- Understand deductive and inductive reasoning.
- Understand the first 3 mindsets used in creative problem solving and how to apply them in the work place, to get to the root cause(s) of the problem.
- Unpacking a case study the Whole Brain® Problem Solver to solve problems effectively.

Session 5: Functions to Manage
DECIDE

In this session you will learn about:

- how thinking preferences influence decisions.
- how to make balanced decisions using the Whole Brain® decision-making model.

- Use the Whole Brain® Decider Tool or 7 steps to Structured Decision Making.
- When to make decisions based on intuition.
- How fears inhibit people's decision-making.
- How to get buy-in form your staff using the next two mindsets.

Session 6: Functions to Manage
IMPLEMENT

In this session you will learn about:

- The basics of project management.
- How thinking preference impacts project management.
- How to recognise your strengths in managing projects.
- Know how to effectively manage thinking resources on projects.

Session 7: People to Manage
RECOGNISE

In this session you will learn about:

- The needs of other people more clearly.
- Gaining acceptance for your ideas and solutions.
- Influencing outcomes and get better commitment from others.
- How to avoid any potential misunderstandings.
- Avoid 'missing the point' and giving people something they don't want.

Session 8: People to Manage
RELATE

In this session you will learn about:

- How to recognise the difference between diverse and difficult.
- How to manage diversity of thinking.
- How to manage difficult people.
- How to develop a flexible approach to managing diversity.

Session 9: People Management
COACH

In this session you will learn about:

- What coaching is and its value as a performance enhancement technique.
- Your management role as a coach and increase awareness of Your strengths and weaknesses as coach.
- The implications of your thinking preferences on how you manage and coach your staff.
- What you need to do to maximise the impact of a coaching session.
- The coaching process and how to improve performance of the staff member.

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Learning outcomes

After successfully completing the course, you will be able to
- recognise and describe the four dominant thinking styles
- review the meaning of Herrmann Brain Dominance Instrument (HBDI)® scores and understand its implications
- use tools to examine a business issue or challenge from multiple dimensions
- understand your own communication style and how other people communicate and how it influences outcomes
- explain what you (and others) can contribute to a team
- determine team thinking preferences and how it often influences decisions
- manage an effective team meeting based on thinking preferences
- determine how action-ready your team is and recognise your strengths in managing projects
- understand your own preferences in problem solving, make more balanced decisions and recognise decisions based on intuition
- understand the needs of other people more clearly and influence outcomes to get better commitments from others
- gain acceptance of your ideas and solutions more effectively
- understand coaching and its value as a performance enhancement technique
- maximise the impact of coaching sessions to improve the performance of a team, and
- develop a flexible approach to managing diversity of thinking and difficult people.

Who should enrol?

This course is ideal for you if you are a newly appointed manager with the responsibility of managing others in a diverse team or work group setting.

Course fees

R15 525.00 per delegate (VAT incl.)
Course fees include all course material.

Course fees must be paid in full 14 days prior to course start dates. Proof of payment can be submitted to enrolments@enterprises.up.ac.za.

Admission requirements

Prospective delegates should at least have relevant work experience, prior knowledge and/or a relevant tertiary qualification in their field of employment.

Accreditation and certification

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Registration and enquiries

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Whole Brain® Leadership Development

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Programme Schedule

Session	Theme	Date	Lecturer
1	Fundamentals of Management THINK	28 October 2020	Prof Ann de Boer
2	Fundamentals of Management COMMUNICATE	4 November 2020	Prof Ann de Boer
3	Fundamentals of Management BUILD	11 November 2020	Prof Ann de Boer
4	Functions to Manage SOLVE	13 November 2020	Prof Ann de Boer
5	Functions to Manage DECIDE	18 November 2020	Prof Ann de Boer
6	Functions to Manage IMPLEMENT	20 November 2020	Prof Ann de Boer
7	People to Manage RECOGNISE	25 November 2020	Prof Ann de Boer
8	People to Manage RELATE	27 November 2020	Prof Ann de Boer
9	People Management COACH	2 December2020	Prof Ann de Boer

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