



Spotlight Series

Innovation. Creativity. Learning.

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Spotlight Series: **Innovation. Creativity. Learning.**
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It is a highly critical time for talent development in organizations. This historic time requires that training, building of capabilities and re-skilling are top priorities in the companies' agendas.

Connecting is key. Understanding how we learn and exercise new behaviors to improve performance and how we transfer knowledge in the training delivery and facilitation track - unleashing human potential is more important than ever.

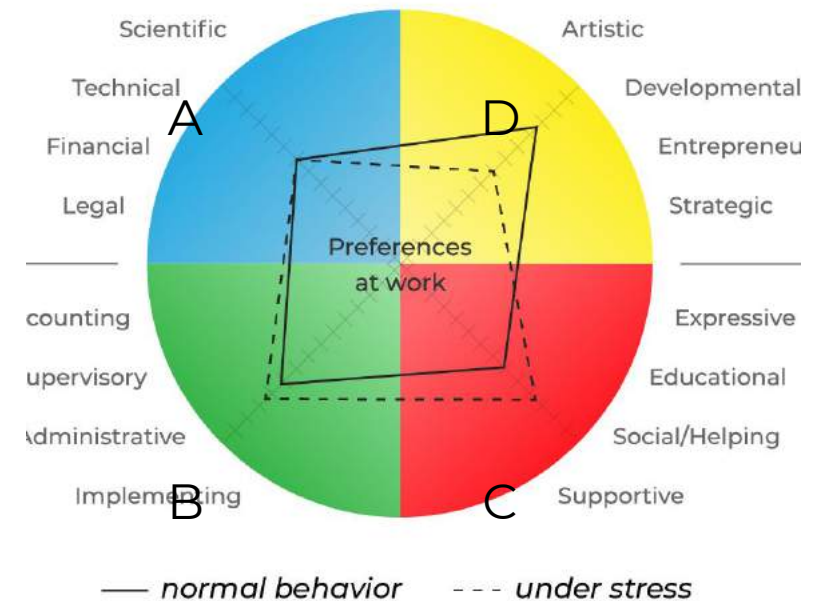
Creativity is normal, the challenge for us is to find better ways to release them. Understanding about the basic principles of brain functioning might help.

Learning is a critical skill. Understanding what learning is and how our memory works will help understand and design the process. In these unique times with huge workforce challenges we have to stay on top of the latest knowledge and on how to incorporate it into our practices.

Neuroscience and Education.

We all have preferences for certain mental activities and the competences to perform them. They are two different things, yet strongly linked. They can be blinders on our eyes, altering our perception. As with handedness, mental dominances just are.

Ned Herrmann developed the Whole Brain® Model showing that effective learning takes place if the whole brain is involved in learning, all four quadrants are included. The highly validated HBDI® measures these preferences. The A quadrant learns by acquiring and quantifying facts, applying analysis and logic, thinking through, building cases, forming theories. This learning style is in contrast with the B quadrant which learns by organizing and structuring concepts, sequencing, evaluating, testing, acquiring skills through practice. The C quadrant listens and shares, integrates, experiences, moves and feels, harmonizes and has emotional involvement. The D quadrant takes initiative, explores alternatives, relies on intuition, is interested in self-discovery, builds concepts and synthesizes.



Whole Brain® Learning.

How to apply learning styles.

Using the whole brain teaching and learning methods provide evidence that we all have latent creative potential that can be accessed and made visible. Now more than ever before it is time to push toward new frontiers. We must summon the courage to attack the blocks of our personal creativity. Leaders who understand the mental preferences of teachers and learners will be unique hitters.

Whole Brain Learning refers to the brain's ability to iterate, move back and forth in order to take advantage of the different modes. When delivering key learning points we must try to treat each in as many modes as possible - frequently all four. The learners are a composite whole brain.

Truly effective learning takes place when the 3 P Process is accomplished: the teacher teaches the learner at such a level of independent understanding that the learner is then able to teach another learner. Only then full understanding has been transferred.

Learning programs that are based on the specialized brains of the unique participants work to the advantage of everyone, including the trainer.

TEXT



CREATIVITY

“ Creativity is the breaking down of walls rather than the building of skills.

Ned Herrmann

The Whole Brain® Thinking Model is used by some of the largest global companies.



The Business School
for the World®





Neuroscience and Education: a profitable partnership.
Business as usual is no longer an option.

At GPSinnovation we understand and are here to fully support you as we move toward creating a “new normal” for training over the weeks and months ahead.

Thanks!

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