

An overhead photograph of four people (three women and one man) sitting around a round white table in a workshop setting. They are looking at books and papers, with laptops and sticky notes on the table. The background is a grey concrete floor.

Equality diversity & inclusion workshop

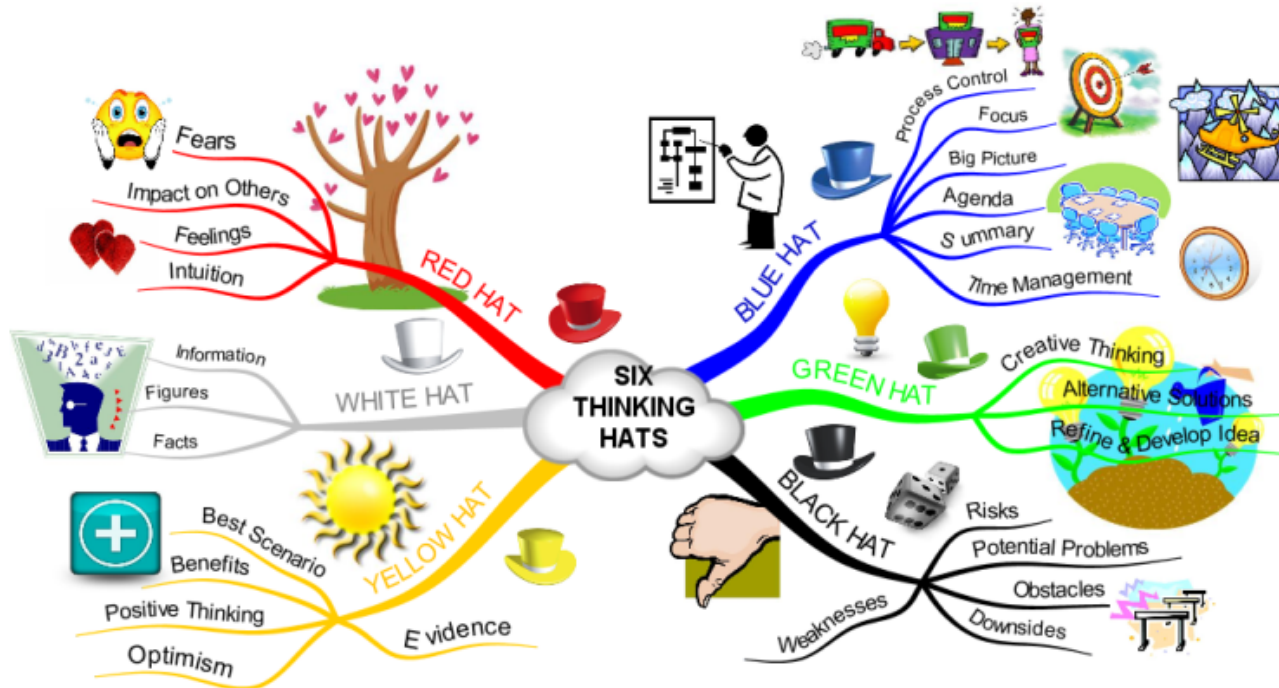
Adopting an organisational development approach to EDI initiatives



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Edward de Bono's 6 thinking hats



Adopting an Organisational Development approach to EDI initiatives

- Timing
- Guidelines
- The process & method



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6 thinking hats session in outline

Time	Activity	Convened by....
11.15	Briefing on the operation of the 6 hats participative thinking session, referencing the two-page document in the delegate pack	Esa Hämäläinen
11.20	All participants move to the relevant virtual room in their pre-arranged groups, to discuss the core challenge, as follows:	Room conveners
	<p>An Organisational Development Unit is challenged to develop a comprehensive EDI agenda. What would a 'model' initiative look like, with regard to:</p> <ul style="list-style-type: none"> • <i>Diverse inclusive leadership</i> • <i>Initiatives to increase fairness</i> • <i>Sponsorship</i> • <i>Access to senior leaders</i> 	Room conveners
12:00	All groups re-convene into a plenary session, with room conveners briefly reporting feedback from their groups	Room conveners and Esa Hämäläinen
12.20	Coffee break	



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The de Bono 6 thinking hats guidelines

- Practice the discipline of distinct thinking styles
- Seeing the dimensions of a problem in parallel, not in conflict
- It is a collaborative process – all points of view are accepted
- The 6 thinking hats are a visual metaphor for this
- An individual reflection phase
- Followed by a collective reflection phase
- Help the facilitator in converging your group's ideas



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6 thinking hats session method & process

Group one thinks with these hats on.....

PROCESS



Blue Hat - Process
Thinking about thinking.
What thinking is needed?
Organizing the thinking.
Planning for action.


CREATIVITY



Green Hat - Creativity
Ideas, alternatives, possibilities.
Solutions to black hat problems.

Group two thinks with these hats on.....

FACTS



White Hat - Facts
Information and data.
Neutral and objective.
What do I know?
What do I need to find out?
How will I get the information I need?

BENEFITS



Yellow Hat - Benefits
Positives, plus points.
Why an idea is useful.
Logical reasons are given.

Group three thinks with these hats on.....

FEELINGS



Red Hat - Feelings
Intuition, hunches, gut instinct.
My feelings right now.
Feelings can change.
No reasons are given.

CAUTIONS



Black Hat - Cautions
Difficulties, weaknesses, dangers.
Spotting the risks.
Logical reasons are given.



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Feedback from the conveners



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