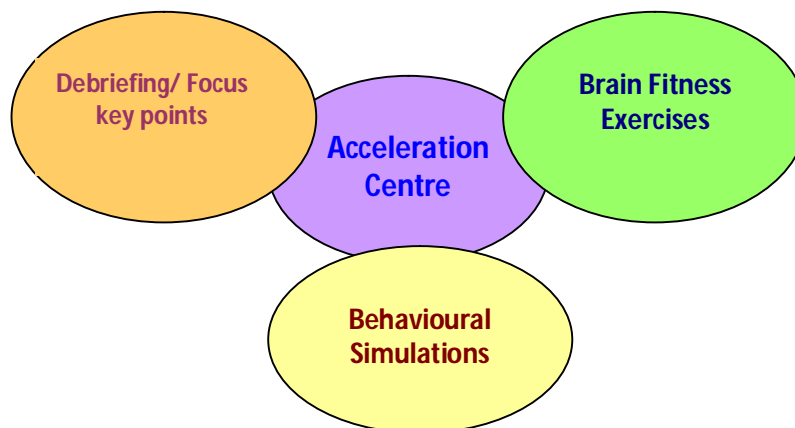


## Overview:

- This 2-day program targets skills development in a new format (3-stage approach), combining a mix of brain fitness exercises (CD stored) and behavioral techniques (business cases, debriefing, group and individual feedback, etc.).



- As a **1<sup>st</sup> step**, **Brain Fitness exercises** allow the participants to develop brain mechanisms, which are responsible for efficient deployment of specific behaviors and skills. Basically, these types of exercises prepare and increase the capabilities of each person to absorb new knowledge (information) and develop new skills, by focusing on neuroplasticity (biological bases of learning process) and memory development.
- In the **2<sup>nd</sup> phase**, we involve participants in **Behavioral simulations** and business cases, which provide the context of practicing the targeted skills, but having already exercised the supporting brain mechanisms.
- In **step 3**, we **debrief and clarify** with the participants after each sequence the special points to focus on in the next round of activities.
- The program reiterates continuously the 3 steps for the whole 2 days, providing the opportunity of re-enforcing new knowledge and skills acquired.
- This example shows the structure and potential agenda for implementing an Acceleration Centre with the goal of improving **Decision making under uncertainty**.

# BrainPerform

## Agenda - Day 1:

### 09.00 – 13.00 Decision making – a process to reduce ambiguity

- 09.00 – 09.30 - *Practicing Brain Fitness exercises* – increasing the functionality of the brain network responsible for decision making
- 09.30 – 10.00 – Understanding how brain mechanisms influencing the perception of uncertainty
- 10.00 – 11.00 – *Group Exercise “Terrific tennis”*
- 11.00 – 11.30 – *Debriefing* – Observing behaviors and potential to manage ambiguity
- 11.30 – 13.00 - The role of beliefs in reducing ambiguity
  - Information processing through: learning, problem solving, recognition, planning
  - How we learn new things: analysis, similarity, comparison

13.00 – 14.00 – **Lunch break**

### 14.00 – 17.00 Managing ambiguity and risk

- 14.00 – 14.30 - *Practicing Brain Fitness exercises* – increasing the functionality of the brain network responsible for analyzing ambiguity
- 14.30 – 14.45 - Understanding how the brain deals with lack of information
- 14.45 – 15.15 – *Business Exercise “Estimation case”*
- 15.15 – 15.30 – *Debriefing* – Observing potential change in behaviors based on previous feedback and adjusting style of action
  - Making estimations based on facts and assumptions
  - Challenging assumptions and ideas – bridging the gap to objective decisions
  - The 3 faces of uncertainty: ambiguity, complexity and risk perception
  - How to prevent blocking in front of novelty, unfamiliar and lack of data;
- 15.30 – 16.30 – *Business Exercise “Amalgamated bath”*
- 16.30 – 17.00 – *Debriefing* – Observing potential change in behaviors based on previous feedback and adjusting style of action



## Agenda - Day 2:

### 09.00 – 12.30 Specific profiles and decision strategies

- 09.00 – 09.30 - *Practicing Brain Fitness exercises* – increasing the functionality of the brain network responsible for perception of risk
- 09.30 – 10.00 – Understanding how brain can influence risk perception
- 10.00 – 11.00 – *Group Exercise “Scenarios”*
- 11.00 – 12.30 – *Debriefing* - Observing potential change in behaviors based on previous feedback and adjusting style of action
  - Postponing decision vs. Assuming decision accountability
  - Gathering more data vs. integrating and using existing data

### 12.30 – 13.30 – **Lunch break**

### 13.30 – 17.00 Decision making under stress

- 13.30 – 14.00 - *Practicing Brain Fitness exercises* – increasing the functionality of the brain network responsible for managing stress
- 14.00 – 14.30 – How brain mechanisms of decisions can be influenced by stress
- 14.30 – 15.30 – *Group exercise* – Stress induction and perception of situation
- 15.30 – 16.00 - *Debriefing* - The role of feedback in managing ambiguity
- 16.00– 16.45 – Understanding and managing stressful factors in decision making process
  - Stressful factors: time pressure, complexity of information,
  - How to protect ourselves from “illusory patterns”
  - Techniques for handling stressful decision making
- 16.45 – 17.00 – Final conclusions