Embracing Difference

Cognitive Diversity

The Art of thinking differently... **together.**

The Oakridge Centre Workshops That Examine Diversity Of Thought Through Different Lenses

oakridge
Achieving more together
Consulting
Training
Facilitating
Coaching

25TH ANNIVERSARY

Context & Purpose

Is neurodiversity just another category of organisational diversity? A new fashionable program to implement and check off? Or is it an **opportunity to understand** who we are, how we think, why we act, and what future we want to build together?

Through ideas, inventions, culture, language, organisations, and architecture our brain creates the world around us, which in turn creates us. Should we therefore be more **curious** about the patterns of thought that have led to mental illness, burnout, polarisation, inequality, distrust, loneliness, disengagement, and climate breakdown?

Without our brain we can't see, listen, speak, perceive, reason, feel, learn, choose, move, plan or create. **Every brain is wired uniquely** and it's the most complex object in the known universe. It is viewed by many scientists as a final frontier of scientific discovery in the 21st Century. Understanding the nature of consciousness and how it arises could profoundly change how we understand ourselves, each other, and the world around us.

Furthermore, **information technologies operate both as an extension - and replacement - of our cognitive capacities**. The growing interest in psychotechnologies such as mindfulness, meditation, and psychedelics are methods for boosting mental resilience. The pandemic and its response has forced society to contend with reality and rethink what's important. The changing context - or VUCA world (Volatility, Uncertainty, Complexity and Ambiguity) we live and work in, will change what we do and how we organise, incentivise, and lead.

Change starts from within us, between us, and at the (cognitive) fringes. The underlying aim of these workshops is to **make our invisible world more visible** in the workplace, and an invitation for everyone to think differently, and learn how ideas and perspectives will create what comes next.

Ben Miller, Oakridge Senior Consultant

Workshop Focus

This programme has three different workshops that examine diversity of thought through different lenses. Like the brain all organisations are unique which is why these workshops have been developed to serve different purposes for businesses at different stages of the growth and maturity cycle.

The art of thinking differently together	The Adventurer Workshop 1	The Explorer Workshop 2	The Pioneer Workshop 2
Purpose	**INFORM** Grow Awareness Support Individuals Promote Inclusion	**REFORM & PERFORM** Build Resilience Encourage Collaboration Improve Productivity	**FORM & TRANSFORM** Challenge Assumptions Confront Paradoxes Imagine Possibilities
Value (Organisational & Personal)	Cultivate Trust Build Confidence Prevent Conflict Elevate Strengths Communicate Effectively Improve Feedback	Grow Self Awareness Cultivate Empathy Deepen Relationships Critical & Creative Thinking Skills Ask Smarter Questions	Develop Flexibility Challenge Convention Take, Seek & Integrate Perspectives Adapt to & Create Change Lead with Purpose
What Themes Will You Learn?	What is **NEURODIVERSITY** & why the interest? Common Types Mind & Brain Basics Terminology & Meaning	Why **COGNITIVE DIVERSITY** matters & how to unleash it? Common Differences Cognitive Biases Problem Solving Ritual Design	Why & What if **THINKING DIFFERENTLY** about everything is necessary? Changing Contexts & Human Nature Technology & Future of Work Ancient Wisdom & Modern Science Rethinking Vision, Values, Virtues, Viewpoints & Ventures
Learning Outcomes	Identify Challenges Identify Opportunities Map Touchpoints Start Conversations	Identify Blindspots Develop Innovation Skills Value the Individual & Collective Create a shared identity & purpose	Unpack Understand Different Worldviews Understand Human Nature
Cognitive Spotlight (Process & Thinking Patterns)	**ATTENTION & COMMUNICATION** Whole Vs Parts Individuals Vs Categories Specialist Vs Generalist What's Right Vs What's Wrong Explicit Vs Implicit Impersonal Vs Personal Performance Vs Potential	**INTELLIGENCE & CREATIVITY** New Vs Known Ideas Vs Execution Diverge Vs Converge Security Vs Growth Process Vs Outcome Questions Vs Answers Cooperation Vs Competition Transactions Vs Relationships Integration Vs Division	**PERCEPTION & JUDGEMENT** Being Vs Doing Outputs Vs Impact Certainty Vs Uncertainty Predictibility Vs Possibility Hierarchy Vs Network Quantities Vs Qualities Use Vs Understand Non-Living Vs Living Pragmatism Vs Optimism
Who's This For?	Operations & HR Managers Individuals & Teams	L&D Leaders Teams	Strategic Leaders Innovation & Board
How Will It Work?	Tailored Components Diagnose + Design + **Delivery** 1 day Interative & Virtual Workshop *or* Series of Virtual Lunch n Learn sessions	Customised Learning **Diagnose** + Design + **Delivery** Multi-day Interactive & Virtual *or* In-Person Workshop + Action Learning	Bespoke Program **Diagnose + Design + Delivery** Anything is possible!!
Synergistic Oakridge Programmes	Engaging Conversations Active Bystander Mental Health	Relationship Building Burn-Out Wellbeing Team Effectiveness	Strategic Decision Making Change Management VUCA Leadership Skills

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Get in touch

For an informal conversation to discuss how we might be able to support your organisation, please contact us.

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