

Human Side
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Attendees

Some of us will be in LA
April 4th might do a SWOT on structogram

Next Week

Multicolor team useful If new solutions needed

Each worker is empower as a matter of course
Each would be willing to come forward regardless of dominant color they know they will be heard

Continuous improvement

A lot of application in project work
there is some built in conflict
depends on what "glasses" they are wearing

Cost-of-quality

No statistics available for typical industries

workers use a workbook
addresses privacy problems

There isn't a database for statistical purposes

Production Line

Trained last August

Limited experience

Boston Reist, Christian

Long time trainer

Much of the strength is with the trainer

How they fold it in as part of a bigger program

used Structogram in a larger program

won an award for his work

GM-Opal long time trainer

trainers tend to share a lot with each other

Experience Applying The Model

They immediately find applications
Don't need to read 4 more books

What I find is people that come to a 2 hour or 2 day

It doesn't pretend to increase your technical skills

Mostly a soft skill

really need trends and longer exposure

look at many things
Hard to read with a simple question
it isn't clear cut

They can communicate easily

People that have equal weights
One day like a green
next day like a red
But a danger, they are unpredictable

<http://www.structogram.us/>

Brain Stem Instinctive
Limbic Impulsive
Neo Cortex Rational

Paul MacLean American 1970-80's
Rolf Schirm

Juergen met him at an event
This is kind of simple
Consultant on entrepreneurial businesses

Andreas Hug Brought Structogram over to Canada
North America only a year
new in NA but used in Europe

companies where communication is important
background is finance and control
Worked with Cosby quality teams

Overview and a little comparison with other assessments

usually shown as a pie chart
It is like RGB
You can filter with a single color
but you need all three to see the whole picture

You can "read" people since you can't administer a test to everyone

The brain portions are more conceptual rather than separate
They work together

Stem
experience
self preservation
In the past
Conciliator

Limbic
Emotional
Spontaneous
In the present

Push to get on with it
Some people can be like a bulldozer
Overuse will alienate people
But they can inspire action
they also take responsibility

Rational
abstract
forward looking
engineers well trained
Analysis

As an ice breaker with a group
Juergen ask what they do in spare time
This yields a clue
Went to guy's office The wall was full of sports pictures
That's probably the dominant characteristic

The first day of workshop works on distribution of colors
The tool shows the non-situational traits
A lot more stable measure
Encourages an awareness of others Understanding other behavior

Best results are from a mixed team using all the strengths

Applications?
Personal use
What colors would I need for: R&D
Cost Saving
Area where most of your success will come from will dictate
need at least one of each color to get a more complete solution