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IPINCLUSIVE

Focal Point and IP Inclusive

Do you hear all the voices in your team?

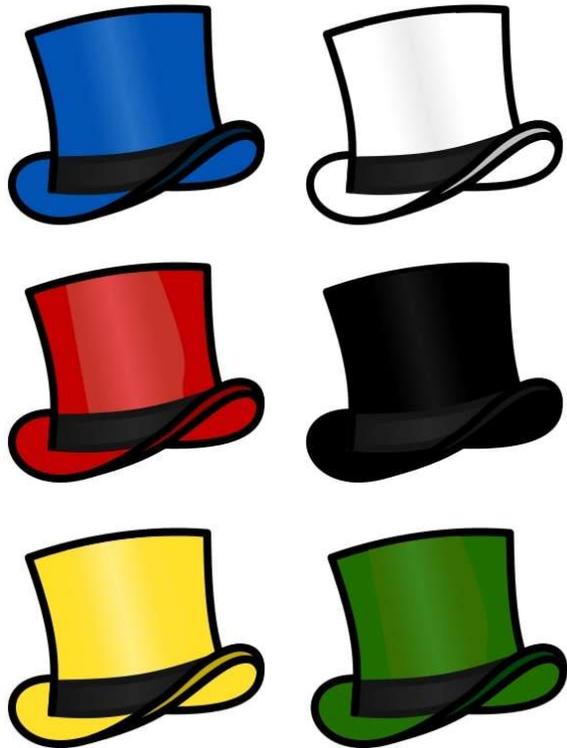
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In the discussions you lead...

- How confident are you that everyone's voice is heard in your team?
- Does everyone have a chance to contribute?
- Are the quieter voices heard too?
- Is there friction when different ideas are discussed?
- How confident are you, that you know how everyone feels when you are managing a change?



Edward de Bono's Six Hats



- Helps to structure thinking , legal reasoning and decision making
- Supports inclusion and creating psychological safety
- Uses the strengths of neurodivergent thinkers
- Encourages us to vary our style to maximise different views and ideas being heard

What is the model?

- A structured approach to more rounded and inclusive thinking
- Each hat brings a different perspective
- Everyone wears the same hat at the same time to reduce conflict and confusion
- Aiming to make better decisions following more balanced contributions

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How could it work for you?



- Can Patentability assessments get stuck at the “what can go wrong” stage?
- Can Freedom to Operate reviews (FTO) benefit from more structured thinking?
- Would Trade Mark Strategy benefit from separating creative thinking from legal scrutiny?
- Do team and client meetings mix up emotion, excitement, risks, facts and creativity in one potentially messy conversation?

How does the model support inclusion?



- The clear structure allows quieter voices to be heard
- There is greater psychological safety to try out ideas
- We are all encouraged to think beyond our preferences
- It reduces the fear of labelling people as “too negative” or “too emotional”
- Gives space between putting ideas forward and the decisions being made
- Encourages creativity, fresh approaches, pattern spotting and risk awareness

Tips for running an inclusive session

- Share the purpose, hat order and timings in advance
- Check the environment – noise, lighting
- Use the **blue hat** at the beginning and end to confirm the process to be used in the meeting and what next steps are afterwards
- Capture all the contributions as they are expressed – don't worry about spelling!
- Be open to contributions being made non-verbally
- Allow people to “pass”, but encourage contributions
- Use a brainstorm approach for each hat



What is a brainstorm?



- Creative technique to identify new thinking and ideas
- Volume, variety – outlandish or off-the-wall the best!
- Write everything down as it is said
- No assessment or critique until later
- Encourage people to build on other ideas
- Take a break
- Identify the decision-making criteria
- Create an action plan

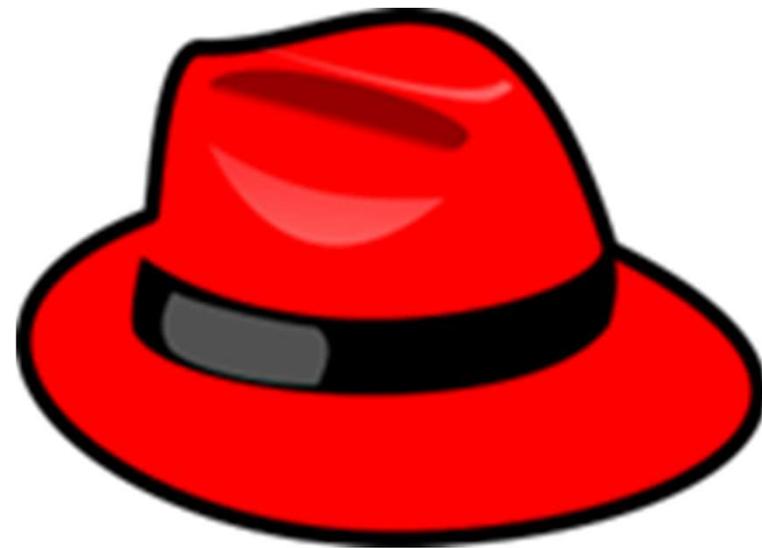
The Blue Hat – How should we do this?



- Clarifies the purpose of the discussion, the process and structure
- Manages the time, timings and next steps
- Clarifies the “ground rules” i.e. all views and ideas welcome
- Keeps the meeting on the agreed process
- Having a plan reduces the anxiety for many neurodivergent thinkers
- What do we need to have clarity on about this process?

The Red Hat - What are our feelings about this situation?

- Allows people to express their feelings, emotions, instincts, gut feelings without the need to explain or justify
- Others hear different responses
- Validates our emotions as valid
- Non-verbal language responses can be used to include everyone
- How do you feel about this right now? There are no right or wrongs



The Yellow Hat - What are the benefits and positives?



- Focuses on the benefits, opportunities and positives
- Ensures everyone looks at the positives
- Helps those whose mindset is starting from “this won’t work” to see other options
- Encourages people to build on other’s ideas
- What is one potential benefit you can think of?

The Black Hat - What are the negatives? What could go wrong?

- Identifies potential risks, downsides and unintended consequences
- What could go wrong?
- Validates risk-spotting strengths (common in many ND thinkers)
- Helps those who don't naturally see the downsides
- Encourages those concerned about sounding "risk adverse" to voice their thinking
- What is one risk we should factor in?



The White Hat – What information do we need?



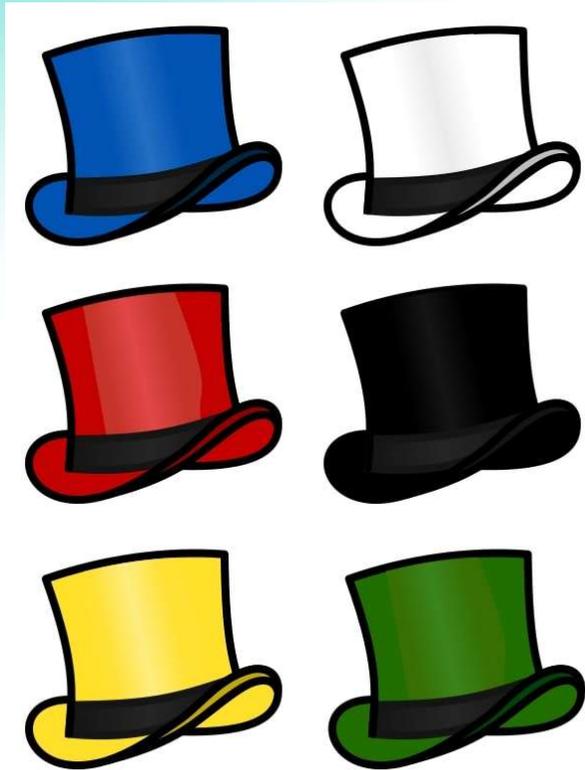
- What information gaps do we have? What data do we need?
- What do we know? What don't we know?
- Detail and analytical thinkers appreciate this
- Can separate facts from assumptions
- People can be asked to think about this before the meeting, so helps those who like to be prepared
- What information would make you more confident to make a decision?

The Green Hat – What ideas do we have? What can we do differently?

- Generates new ideas, options and approaches
- What else can we try?
- Encourages the “unthinkable” to be put forward
- No idea is too silly or wacky
- Participants build on ideas
- What is another way we could approach this?



Using the Six Hats in a Team meeting



- How do you feel about using the Six Hats model in your next Team meeting?
- What could be the benefits?
- What could the risks be?
- Are there any questions you would want to ask first?
- How could the model be used going forward?
- What would you like to do next?

Wearing my favoured yellow hat...!



Using the Six Hats can

- Reduce meeting time
- Prevent blind spots when giving advice
- Help clients feel heard
- Separate creativity from risk analysis
- Be valued as a structured thinking process and not just a soft skills exercise

When could you use the technique?



Six hats can...

- Take away the feeling of seniority, which can block people making contributions
- Allow people to listen to other's contributions, allowing them to build on them for fresh thinking
- Fresh thinking can lead to better decision making
- Better decision making can lead to better outcomes and stronger engagement
- Stronger engagement can lead to...

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**Do you have
any questions?**



thank you

If you have any questions or would like any further help or advice, please contact us on:

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