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Theme: The Future of People and Adaptive Organisation in the Digital Era

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IFTDO SKILLS TRAINING

SMARTER CULTURE

Cognitive Agility in Action



28 JANUARY 2025



1400 GMT



[ZOOM - REGISTER HERE](#)



IFTDO

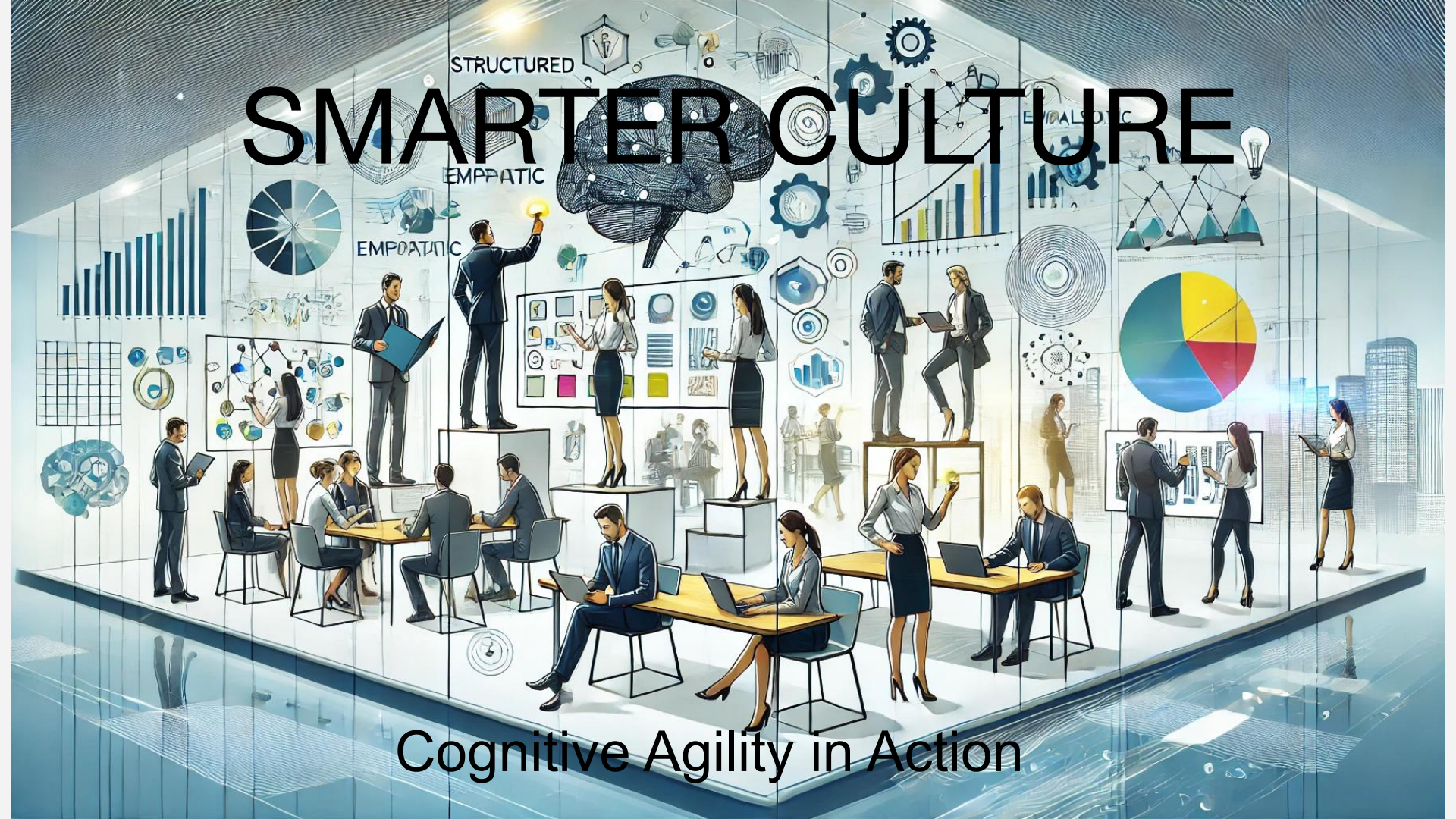
PETER (COSIAMO) BAVUSO



ALLAN FAIR



SMARTER CULTURE



Cognitive Agility in Action

Session Objectives

- Understand **cognitive agility** and its role in high-performing teams.
- Explore **Emergenetics model** and **D.E.E.P. framework**.
- Discover how to create **collaborative, innovative cultures**.
- Use **real-world case studies** to draw actionable insights.



THE PLATINUM RULE



**Treat others as they
want to be treated.**

**- Tony Alessandra,
Ph.D.**



The Three Divides:

- **Employee Retention:** 52% of employees are actively seeking or watching for a new job.
- **Mental Health:** 41% report experiencing a lot of stress daily, particularly under disengaged managers.
- **Belonging:** Employees crave to be seen and understood, not just as workers but as individuals.

"20% of the world's employees report feeling lonely daily, a figure that spikes to 25% for remote workers. This loneliness, compounded by poor engagement and management practices, is directly linked to decreased productivity, retention, and mental health."

Introduction to Cognitive Agility

What is Cognitive Agility?

- Cognitive agility reflects the real-time dynamic capacity of an individual to easily assess a situation, filter relevant information, and respond intentionally without getting stuck in habitual patterns.

Why it matters:

- Essential for success in today's complex, fast-paced work environments.

Key Benefits:

- Faster problem-solving
- Enhanced innovation
- Improved collaboration

Introduction to the Emergenetics Model

What is the Emergenetics Model?

- Focuses on thinking (7 attributes) and behavioral preferences.
- Identifies how cognitive diversity affects teamwork and performance.

Thinking Attributes:

- Analytical (evidence-based)
- Structural (detail-oriented)
- Social (relationship-driven)
- Conceptual (big-picture, visionary)



Emergenetics

Scientifically formulated

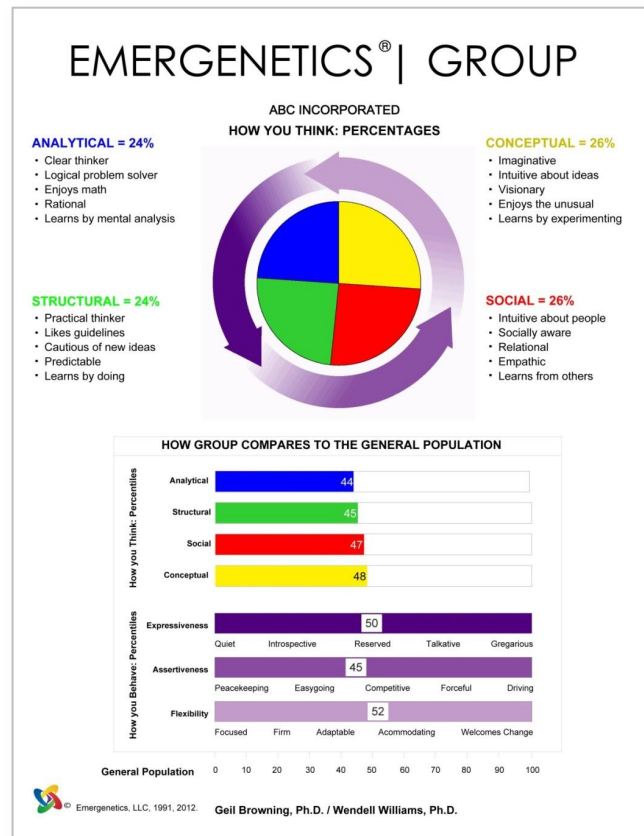
Strong reliability and validity

Easy to understand and use

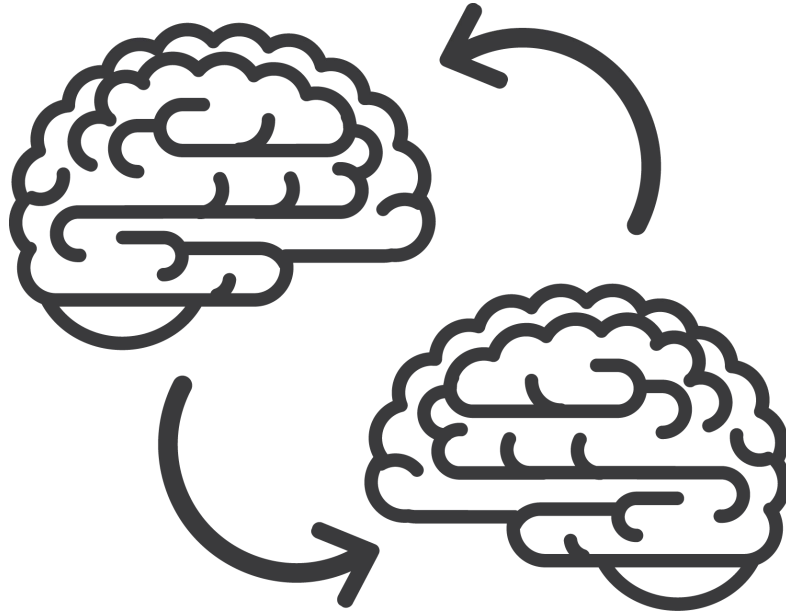
Strengths-based

Builds trust and teamwork

Drives results



Mind Reader



Uncomfortable

Frustrating

Strange

Challenging

Feeling
Scratchy

Weird

Hard

Awkward

Wrong

Introduction to the D.E.E.P. Framework

What is D.E.E.P.?

A model for improving communication and collaboration - using the whole brain:

- Details (Structural)
- Evidence (Analytical)
- Empathy (Social)
- Prospective (Conceptual)

Why Use D.E.E.P.?

- Improves Cognitive Agility and team synergy by fostering better communication and understanding between diverse cognitive types.
- D.E.E.P. Listening, Learning, and Leading



EMERGENETICS® | PROFILE

PETER BAVERSO - MAY 18, 2016

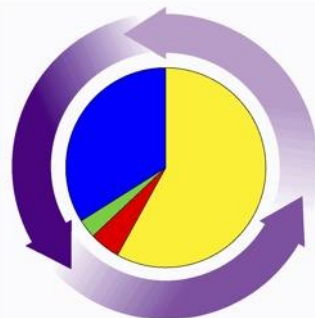
HOW YOU THINK: PERCENTAGES

ANALYTICAL = 34%

- Clear thinker
- Logical problem solver
- Data driven
- Rational
- Learns by mental analysis

STRUCTURAL = 3%

- Practical thinker
- Likes guidelines
- Cautious of new ideas
- Predictable
- Learns by doing

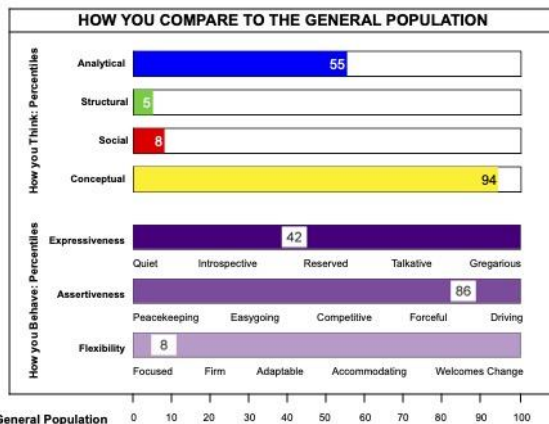


CONCEPTUAL = 58%

- Imaginative
- Intuitive about ideas
- Visionary
- Enjoys the unusual
- Learns by experimenting

SOCIAL = 5%

- Relational
- Intuitive about people
- Socially aware
- Empathic
- Learns from others



General Population 0 10 20 30 40 50 60 70 80 90 100



Emergenetics, LLC, 1991, 2025 Geil Browning, Ph.D. / Wendell Williams, Ph.D.

EMERGENETICS® | PROFILE

ALLAN FAIR - JUNE 8, 2021

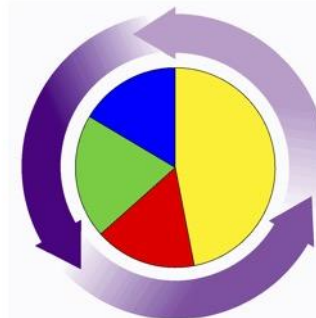
HOW YOU THINK: PERCENTAGES

ANALYTICAL = 16%

- Clear thinker
- Logical problem solver
- Data driven
- Rational
- Learns by mental analysis

STRUCTURAL = 20%

- Practical thinker
- Likes guidelines
- Cautious of new ideas
- Predictable
- Learns by doing

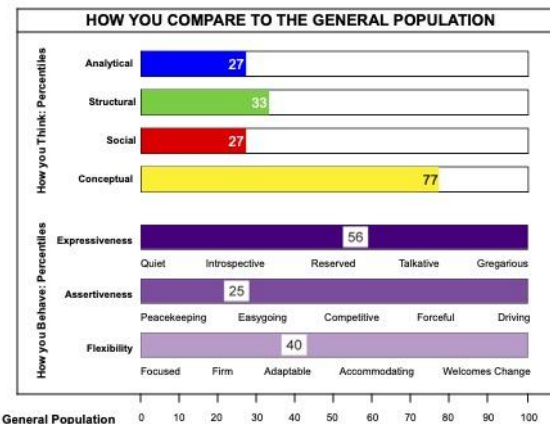


CONCEPTUAL = 47%

- Imaginative
- Intuitive about ideas
- Visionary
- Enjoys the unusual
- Learns by experimenting

SOCIAL = 16%

- Relational
- Intuitive about people
- Socially aware
- Empathic
- Learns from others



General Population 0 10 20 30 40 50 60 70 80 90 100



Emergenetics, LLC, 1991, 2025 Geil Browning, Ph.D. / Wendell Williams, Ph.D.

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EMERGENETICS, LLC

Summary



- As a group, this team naturally adapts in the way it pushes ideas and tasks.
- In certain situations, desire for harmony will override the desire to push ideas. In other cases, the opposite will be true.
- For this team, big-picture thinking is rooted in showcasing value and providing clear data.
- Crafting a vision and generating the desired outcome is appealing to its members.
- This group generally has a desire to be precise in its explanations.
- Members are generally adaptable in verbal communication preferences.
- May be more introspective or more gregarious depending on the situation.
- This group tends to prefer a defined environment.
- Once decisions are made, it prefers to stick with the plan unless there are valid reasons otherwise.
- Group prefers to work on one project at a time.

Case Study 1 – Professional Association of Engineers

Key Facts: Membership new to the industry and early/mid careerists.

Cognitive Profile: Predominantly Analytical & Structural.

Challenges: Slow decision-making, focus on intellectual debate, and hypothesizing. Limited opportunities for knowledge sharing and professional networking.

Opportunities: Consider the human impact of decision, streamline decision-making, integrate multiple perspectives (social and conceptual thinkers).

Takeaways:

- Make room for “fun”
- Include divergent thinkers to ensure broad perspectives.

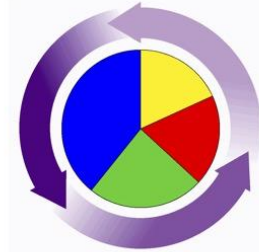
EMERGENETICS® | GROUP

BOARD OF PROFESSIONAL ASSOCIATION OF ENGINEERS - 2025-01-27

ANALYTICAL = 39%

- Clear thinker
- Logical problem solver
- Data driven
- Rational
- Learns by mental analysis

HOW YOU THINK: PERCENTAGES



CONCEPTUAL = 18%

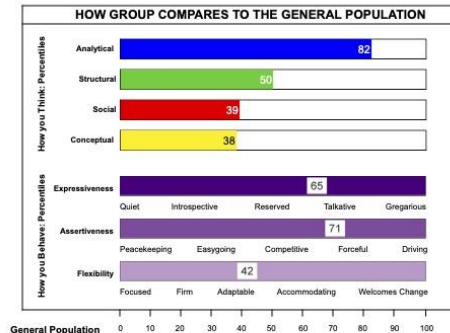
- Imaginative
- Intuitive about ideas
- Visionary
- Enjoys the unusual
- Learns by experimenting

STRUCTURAL = 24%

- Practical thinker
- Likes guidelines
- Cautious of new ideas
- Predictable
- Learns by doing

SOCIAL = 19%

- Relational
- Intuitive about people
- Socially aware
- Empathic
- Learns from others



Case Study 2: Senior HR Leaders - Large HR Association

Key Facts: Sales organization within a larger association - creative but when came to execution new ideas struggled to see the light of day.

Cognitive Profile: Strong Social & Conceptual thinking, moderate Analytical.

Challenges: Gaps between idea generation and execution, struggle with prioritizing initiatives.

Opportunities: Facilitate discussions to keep things moving, integrate structural thinking for clear, actionable outcomes.

Takeaways:

- Leverage creativity for HR problem-solving.
- Use structured processes for execution.

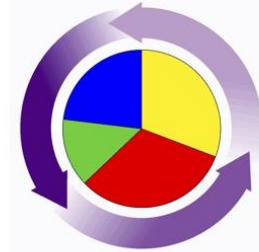
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SENIOR HR LEADERS IN A LARGE HR ASSOCIATION 2 - 2025-01-26

ANALYTICAL = 23%

- Clear thinker
- Logical problem solver
- Data driven
- Rational
- Learns by mental analysis

HOW YOU THINK: PERCENTAGES



CONCEPTUAL = 31%

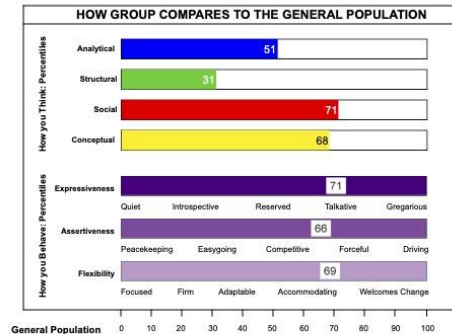
- Imaginative
- Intuitive about ideas
- Visionary
- Enjoys the unusual
- Learns by experimenting

STRUCTURAL = 14%

- Practical thinker
- Likes guidelines
- Cautious of new ideas
- Predictable
- Learns by doing

SOCIAL = 32%

- Relational
- Intuitive about people
- Socially aware
- Empathic
- Learns from others



Case Study 3: International Association HRD Space

Key Facts: International association - most members in the US, generally members are more senior

Cognitive Profile: Predominantly Analytical & Conceptual thinkers with limited Structural thinking.

Challenges: Over-analysis, lack of focus on implementation, interpersonal dynamics affecting decisions. Behaviors tend to be on either side of the continuum.

Opportunities: Integrate relational and structural perspectives for more balanced decision-making and action.

Takeaways:

- Stick with an agenda and facilitate discussions.
- Focus on near term execution - not always future planning.
- Improve collaboration and team engagement.
- Balance innovation with practical execution.

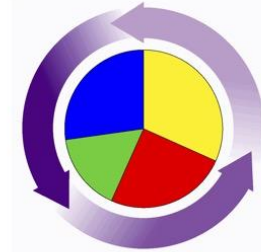
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INTERNATIONAL ASSOCIATION OF HUMAN PERFORMANCE - 2025-01-26

ANALYTICAL = 27%

- Clear thinker
- Logical problem solver
- Data driven
- Rational
- Learns by mental analysis

HOW YOU THINK: PERCENTAGES



CONCEPTUAL = 32%

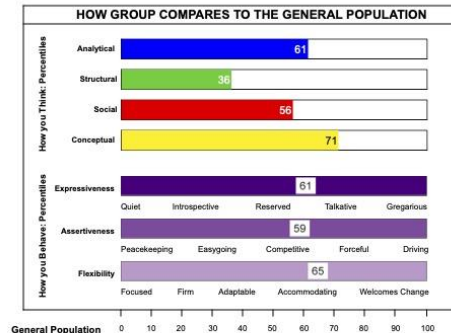
- Imaginative
- Intuitive about ideas
- Visionary
- Enjoys the unusual
- Learns by experimenting

STRUCTURAL = 16%

- Practical thinker
- Likes guidelines
- Cautious of new ideas
- Predictable
- Learns by doing

SOCIAL = 25%

- Relational
- Intuitive about people
- Socially aware
- Empathic
- Learns from others



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Case Study 4: Public Institution

Key Facts: Public Institution, 84 members serving at 4 locations.

Cognitive Profile: Conceptual big picture thinking is balanced with Social and Structural thinking with a near preference for analytical thinking.

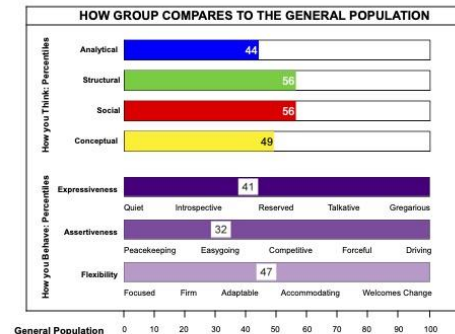
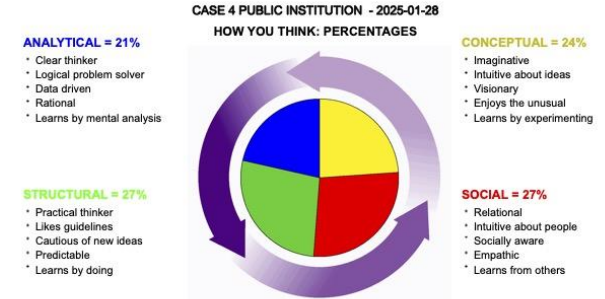
Challenges: Slower Decision-Making with an emphasis on consensus-building can slow the pace of decision-making. Change at a comfortable pace is preferred over radical change.

Opportunities: Use the culture of consensus to enhance team collaboration, ensuring everyone's voice is heard. Use big-picture thinking to guide innovation while maintaining clear, actionable processes for implementation. The harmonious blend of Social and Structural thinking allows for flexibility in adapting to new challenges without losing sight of operational goals.

Takeaways:

- Strong emphasis on relationship-building and maintaining consensus.
- Purposeful leadership - working to create cognitively agile teams that emphasize collaboration, ensuring all voices contribute to decision-making.
- Maintains an eye toward steady execution and continuous improvement.
- Strike a balance between consensus-building and the ability to pivot quickly in the face of change.

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SMARTER Culture where everyone is seen

"Loneliness and disengagement cost us more than dollars—they cost us our humanity. Through an Emergenetics lens, we can bridge the gap, foster belonging, and build a thriving, connected workforce. Are you ready to create a workplace where every individual feels seen and valued?"



The Loneliness Crisis in the Workplace: A Path Forward

Emergenetics: The Solution to the Crisis

Learn About Your Colleagues: Using cognitive insights, we can better understand how employees think and feel, fostering deeper connections and stronger collaboration.

Bridge the Divides: Equip teams and leaders with tools to increase belonging and engagement.

Treat Others the Way They Want to Be Treated: Tailored communication and recognition improve trust and inclusivity.

Questions



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