

# TRAINING SPRINTS

## APPLIED ETHICS

### MEASURE COGNITIVE DIVERSITY IN INVESTMENT TEAMS

<b>LECTURER</b>	Markus Schuller
<b>LENGTH</b>	3h
<b>LEARNING GOAL</b>	Learn how to measure and interpret cognitive diversity among investment professionals.
<b>PS FRAMEWORK</b>	Behavior / Group
<b>CPD ACCREDITED</b>	Yes (3 credits)
<b>LANGUAGE</b>	English (on-demand in German)
<b>BENEFICIAL FOR</b>	Investment committee members, CIOs, Board of directors, Investors with fiduciary duty,
<b>SPRINT STRUCTURE</b>	90min input + 90min deliberate practice, reflection and implementation planning
<b>FORMAT</b>	Online (Zoom or Awarenow)
<b>COSTS</b>	EUR 250 per participant
<b>MINIMUM SIZE</b>	5 participants

**SEPTEMBER 1<sup>st</sup>, 2021 / 9 - 12 AM GMT / [REGISTRATION HERE](#)**

### DESCRIPTION

Diversity matters.  
Cognitive diversity matters even more for decision making.

Measuring cognitive diversity accurately, acts as a prerequisite for yielding its positive effects. This training sprint identifies relevant measures of cognitive diversity in investment management teams and how to interpret them.

### PROGRAM

#### PART ONE

##### **BEST PRACTICES (90min)**

- What is cognitive diversity?
- Why is it relevant for investment teams?
- Qualitative and quantitative measures of cognitive diversity
- Best practices on how to interpret test results

##### **BREAK (10min)**

#### PART TWO

##### **DELIBERATE PRACTICE (60min)**

Participants will explore how to best measure under what circumstances.

##### **LESSONS LEARNED (10min)**

##### **NEXT STEPS (5min)**

##### **FEEDBACK FORM (5min)**