

The Neuroscience of Leadership



Think



Multi-tasking reducing cognitive capacity, increases stress and time

Insights: quiet, not directly on the problem
Reflection, Reward state



Threat ← → Reward

Develop

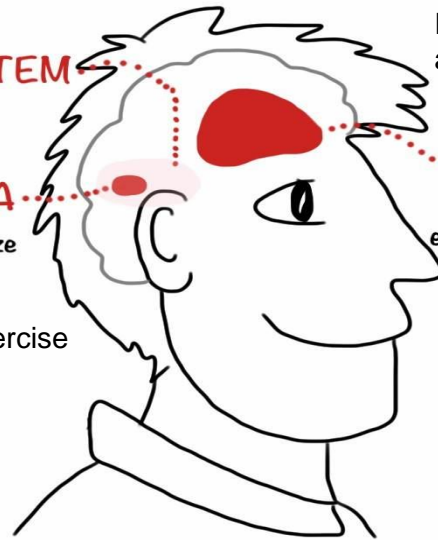
Regulate

1. Breathe
2. Label
3. Reappraise

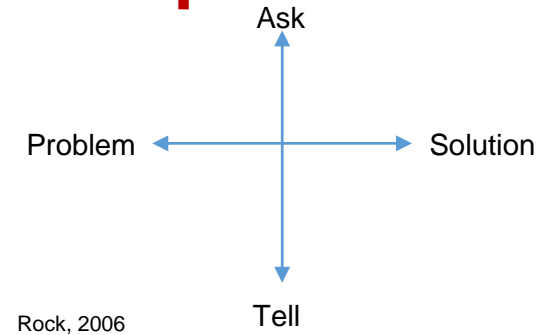


Resilience: Mindfulness, brain breaks and exercise

NOW



Reward state for creative and cognitive ability

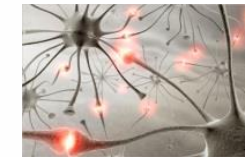


Rock, 2006



GROW-WISE

Goal Reality Options What next
Whole-brain goal setting
Insights
Stretch: sub-conscious
Explore



Cells that fire together, wire together

Engage

Emotion Contagion and mirror neurons



Social Motivators

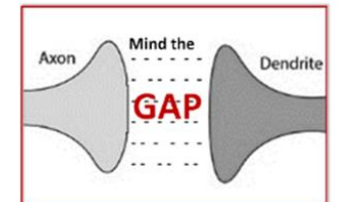


Adapt



Neuroplasticity: brain's ability to change

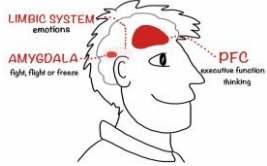
1. Goal
2. Attention
3. Positive Feedback





THINK

Understand the decision making process and the innovative brain for empowering thinking strategies



- Decision Making
- Problem Solving
- Insight & Creativity
- Prioritising
- Multitasking



Threat Response

- Narrow focus
- Risk averse
- Less insights
- Less connected
- Problem focused
- Insights

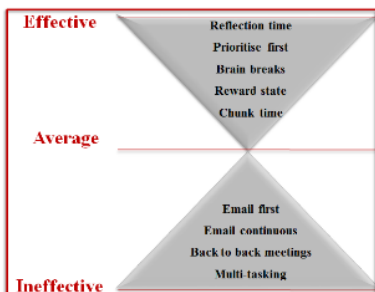
Reward Response

- Broad focus
- Open to risk
- More insights
- More connected
- Insights focused



Adopted from Rock, 2006

Mental Peak Performance



REGULATE

Regulate emotions, manage stress and renew your mental capacity for peak performance

Regulation and Renewal 3 X 3

Mental

1. Labelling
2. Reappraisal
3. Mindfulness

Physical

1. Relaxation and Activation
2. Diet, sleep and exercise
3. Brain-breaks

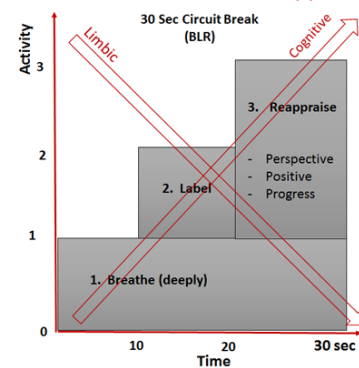
Social

1. Emotion contagion
2. Social connection
3. Coaching with compassion

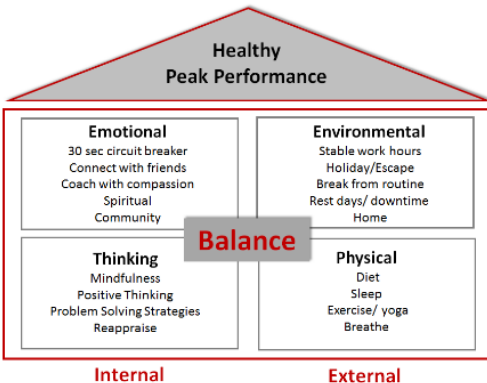


My Calm Beat

BLR - Breathe, Label, Reappraise



Activate the PFC, reducing the limbic system



ENGAGE

Tailor your leadership and motivate others by understanding the strong social brain drivers

Emotion Contagion and mirror neurons



How are you leading?

Integrate Model: Minimize Danger Maximise Reward			
Nonconscious	Conscious		
Emotion	Thinking	Feeling	Regulation
• Feedforward	• Feedback	• Feedback	• Feedforward /Feedback

ACCESS model - Social Motivators



ADAPT

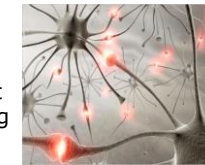
Strategies to create and sustain change and improvements in self and others, individually and organisationally

Adapting to Change, Changing to Adapt



Hebbs Law

1. Existing wiring does not deconstruct
1. Create new wiring through



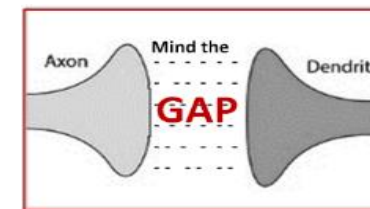
1. ATTENTION
2. POSITIVE FEEDBACK



Neuroplasticity

Neuroplasticity is the brain's ability to change itself

"A mind once stretched by a new idea, never regains it's original dimensions"
Oliver Wendall Holmes



1. Goal
2. Attention
3. Positive Feedback

DEVELOP

Develop yourself and others through brain-based coaching and feedback models

Growth Mindset

Intelligence can be developed.

Leads to a desire to learn and therefore a tendency to

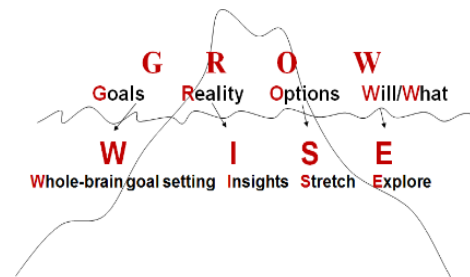
- embrace challenges
- persist despite obstacles
- see effort as path to mastery
- learn from criticism
- be inspired by others' success

Fixed Mindset

Intelligence is static.

Leads to a desire to look smart and therefore a tendency to

- avoid challenges
- give up easily due to obstacles
- see effort as fruitless
- ignore useful feedback
- be threatened by others' success



Whole-brain goal setting

Measurable	2. SMART <ul style="list-style-type: none"> - How would you define an outcome? - What time frame are you aiming for? - What would you like to achieve by then? - What measures could you put in place? 	4. COMPLETE <ul style="list-style-type: none"> - How would you capture that in a headline? - How can you say your goal that captures both the measure and inspiration?
	1. GENERAL <ul style="list-style-type: none"> - What general areas are you looking at setting a goal in? - What areas could make a difference to you? - What 3 areas would be best to focus on? 	3. SAFE <ul style="list-style-type: none"> - What would you like to see? - How would you like to feel about it? - How will you feel when you get there? - Who would you share this with? - What would you like to be able to say about this?