

The Neuroscience of Leadership



with Kristen Hansen

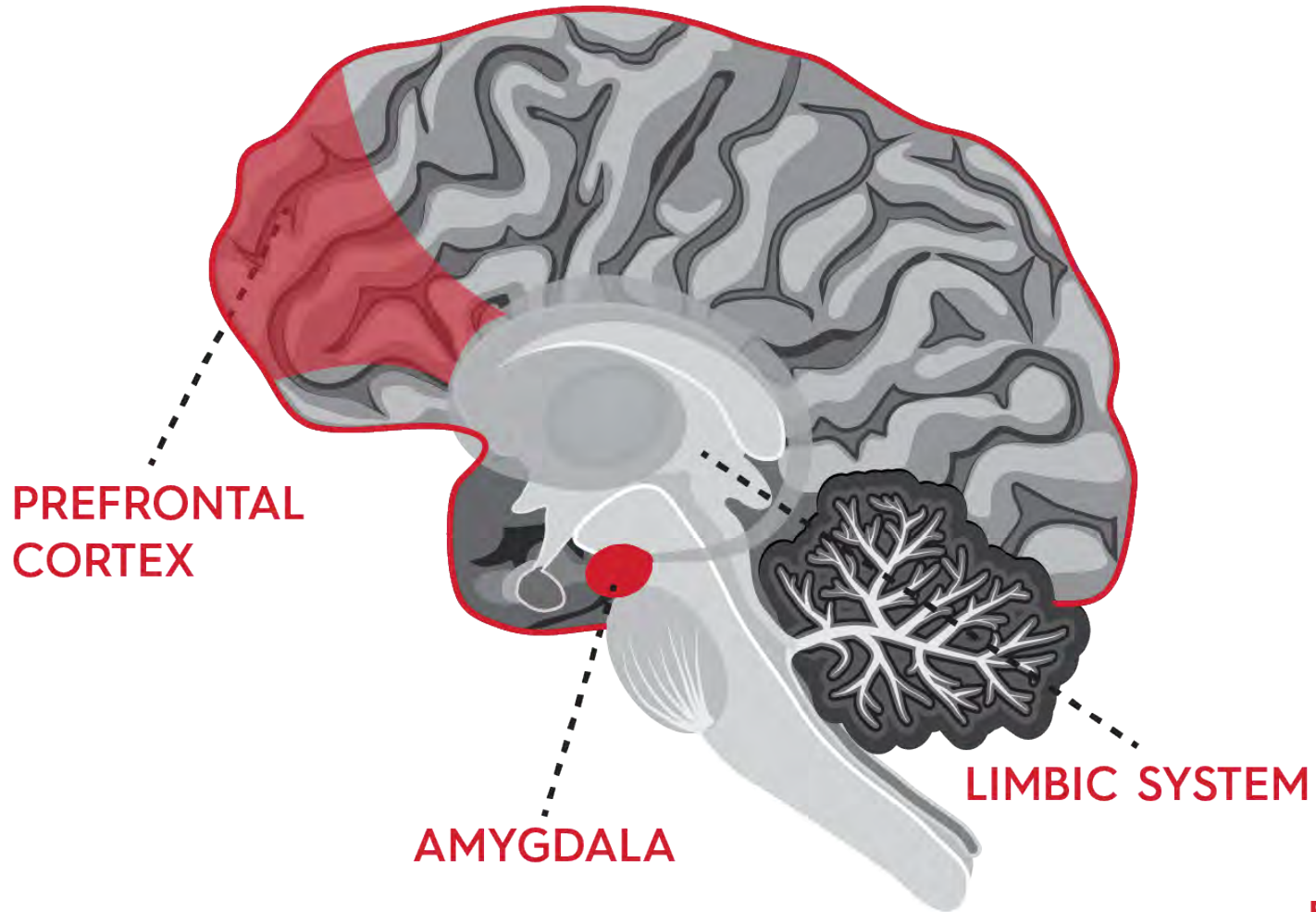
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The Neuroscience of Leadership

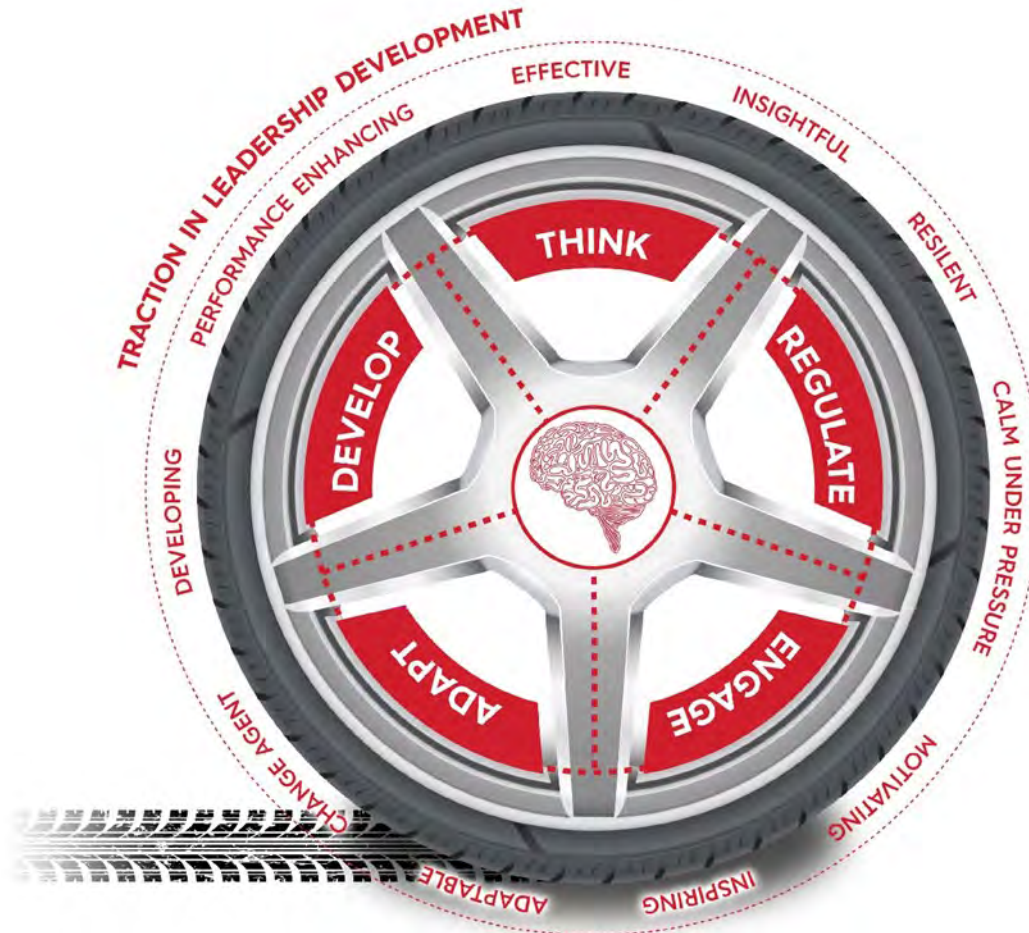


The Neuroscience of Leadership



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NeuroTREAD



- Self-Leadership
- Productivity
- Resilience
- Decision-making
- Agility
- Coaching
- High Performance
- Engagement
- Innovation

Transforming managers into agile leaders of change and performance



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NeuroTREAD™ Roadmap

Transforming Managers to Agile Leaders of Change and Performance

	TECHNICAL SPECIALIST / MANAGER	LEADER
THINK	Manages/Controls others by threat (have to do)	Lead/Influences others with reward (want to do)
	Deliverables focused	Purpose, mission, values focused
	Logic driven	Insight driven
REGULATE	Cognitively intelligent	Emotionally intelligent
	Reactive/default response	Pro-active/intentional response
	Copes under pressure	Resilient under pressure
ENGAGE	Controls/Directs	Motivates/Inspires
	Manages Team	Leads individual / Coaches team
	Task focused	People focused
ADAPT	Maintains status quo	Leads change
	Procedural	Flexible
	Fixed Mindset	Growth Mindset
DEVELOP	Tells	Asks
	Solves problems	Generates insight
	Provides solutions	Empowers others



THINK: Brain basics

LIMBIC SYSTEM

Emotions

AMYGDALA

Fight, Flight or Freeze

PFC

Executive Function
Thinking

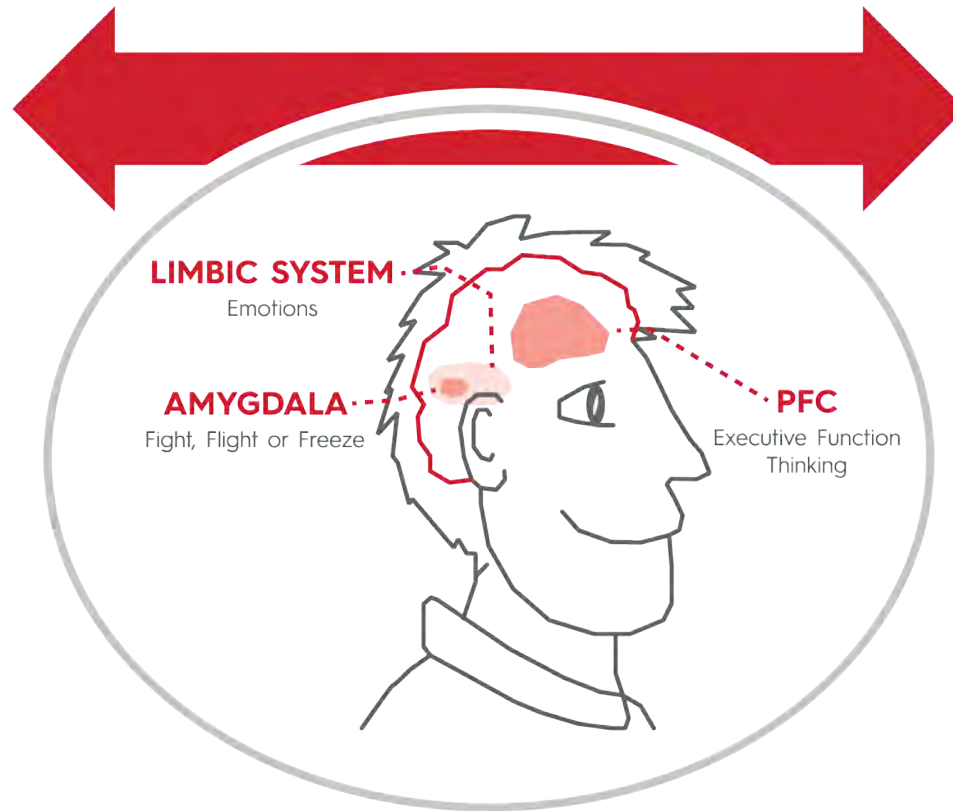


THINK: Brain's Organising Principle

5 TIMES/SECOND

Minimise
THREAT

Maximise
REWARD



Threat/ Reward Response

Threat Response

Narrow focus

Risk averse

Less insights

Less connected

Problem focused

Reward Response

Broad focus

Open to risk

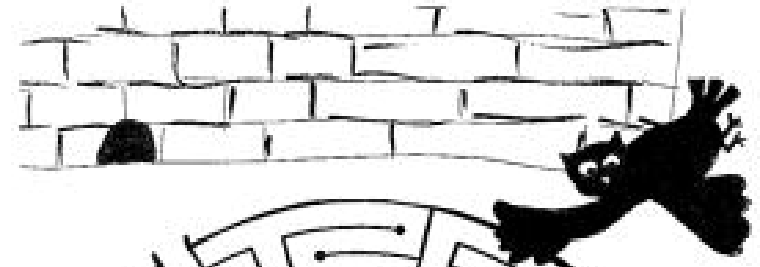
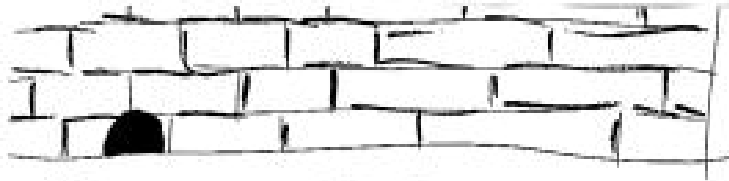
More insights

More connected

Solution focused



Small “threat” reduces creative problem solving



50% higher

Insights

What is an insight?

Sudden understanding of
a complicated situation

Why are insights important?
**Creativity, momentum,
problem solving,
empowerment**

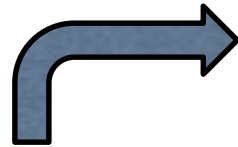


Insight Pathway

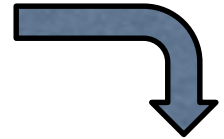


1. Dilemma

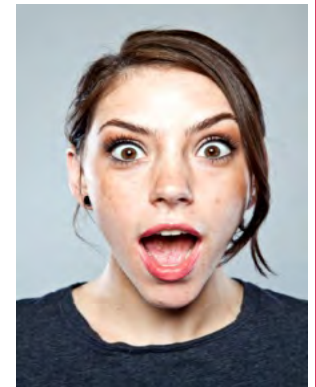
Creative Action!



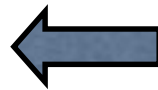
2. Reflection/
"reward state",
(alpha waves)



3. Insight



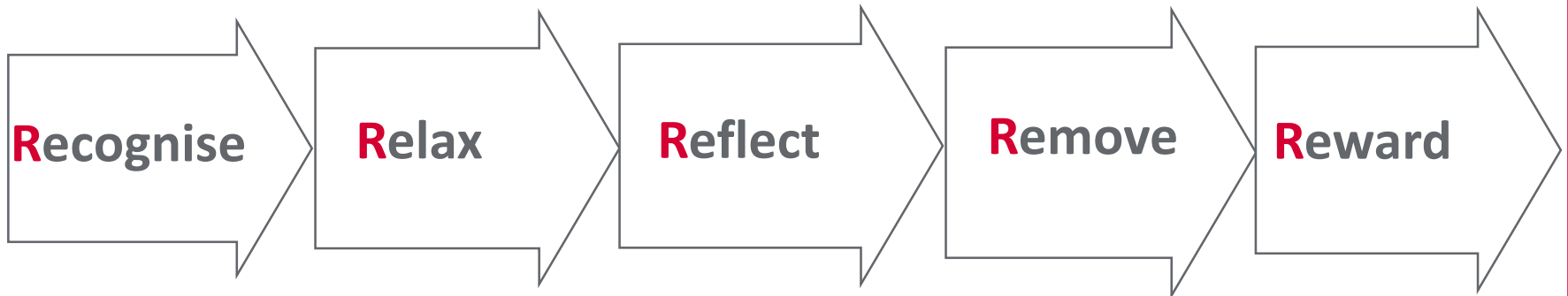
4. Motivation



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THINK: Brain state required for insight

5 R's of Insight



Peak Mental Performance

EFFECTIVE

Reflection Time
Prioritise First
Brain Breaks
Reward State
Chunk Time

AVERAGE

Email First
Email Continuous
Back to Back Meetings
Multi-Tasking

INEFFECTIVE



Multitasking

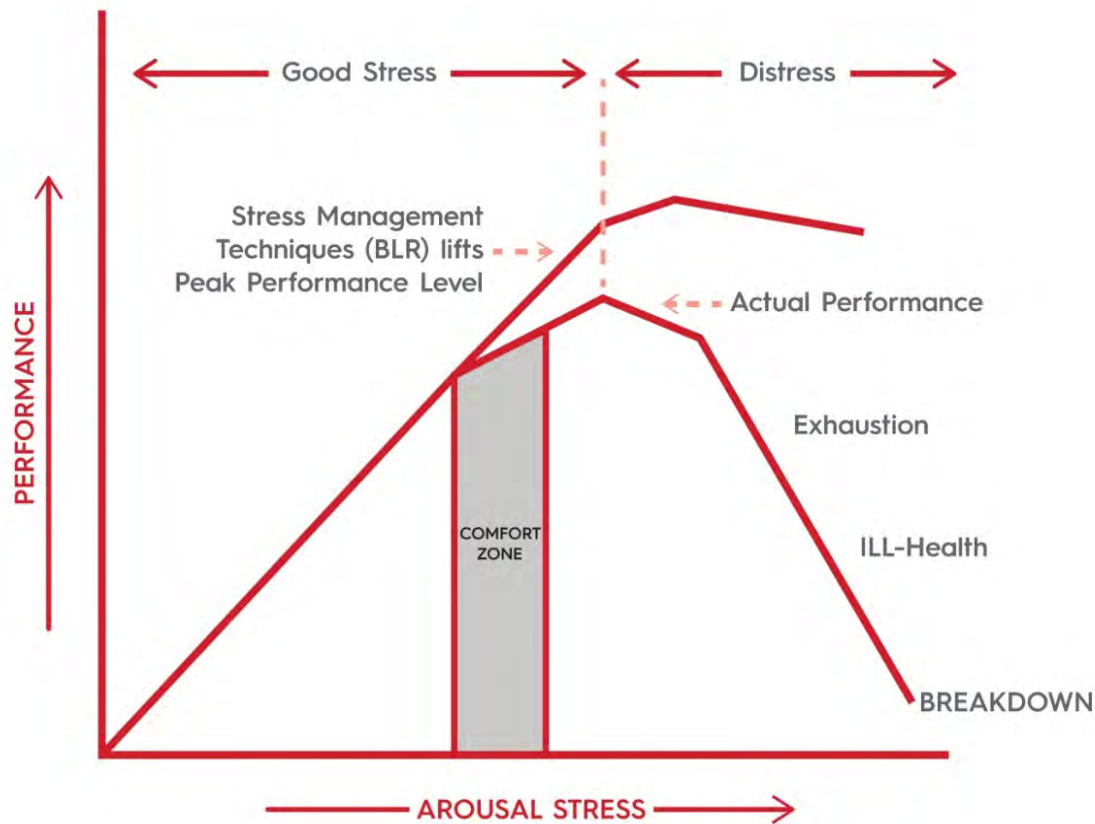


Smoking Marijuana: 5 points

Losing a nights sleep: 10 points

Switching: Men 15; Women 5 (Bergman, 2010)

Stress Performance Curve



Where are you on the curve?
How does this impact your self-leadership
and change leadership?



REGULATE: Emotion regulation

30 second circuit breaker!

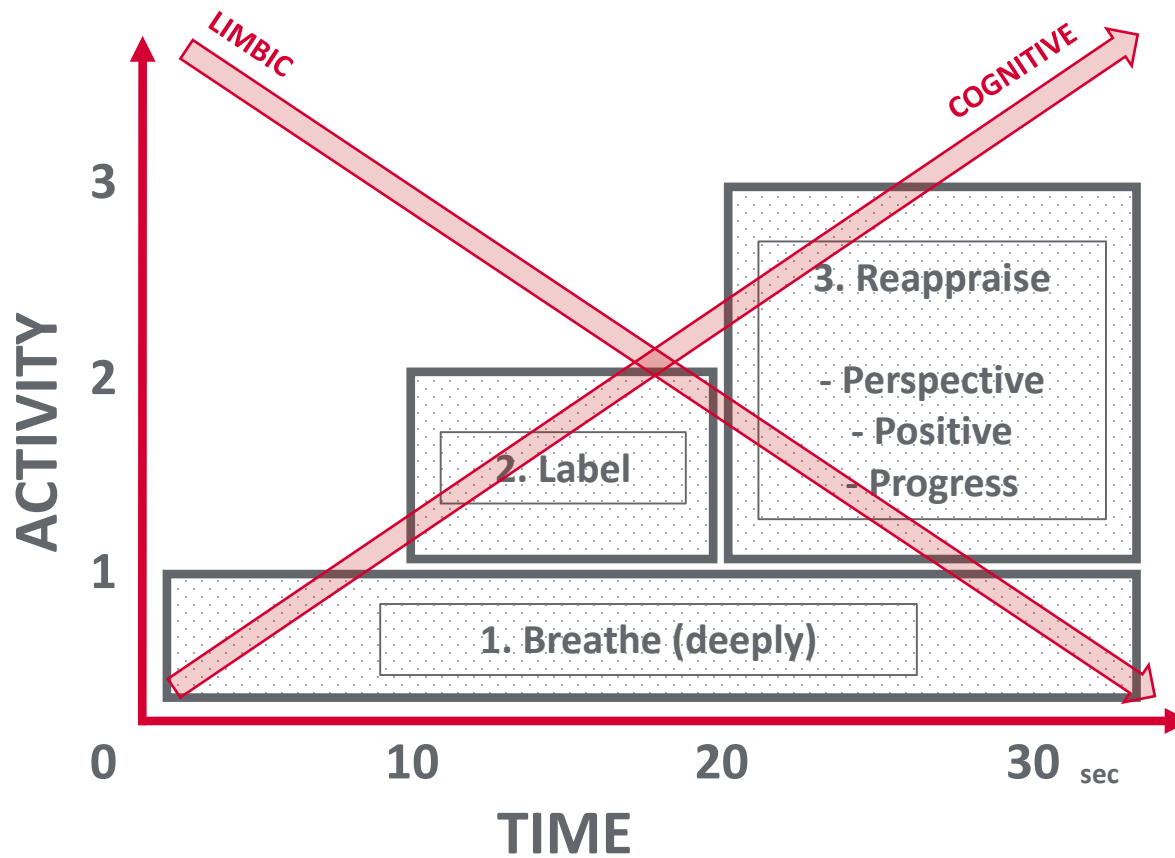
1. Breathe
2. Label
3. Reappraise

Everyday.....

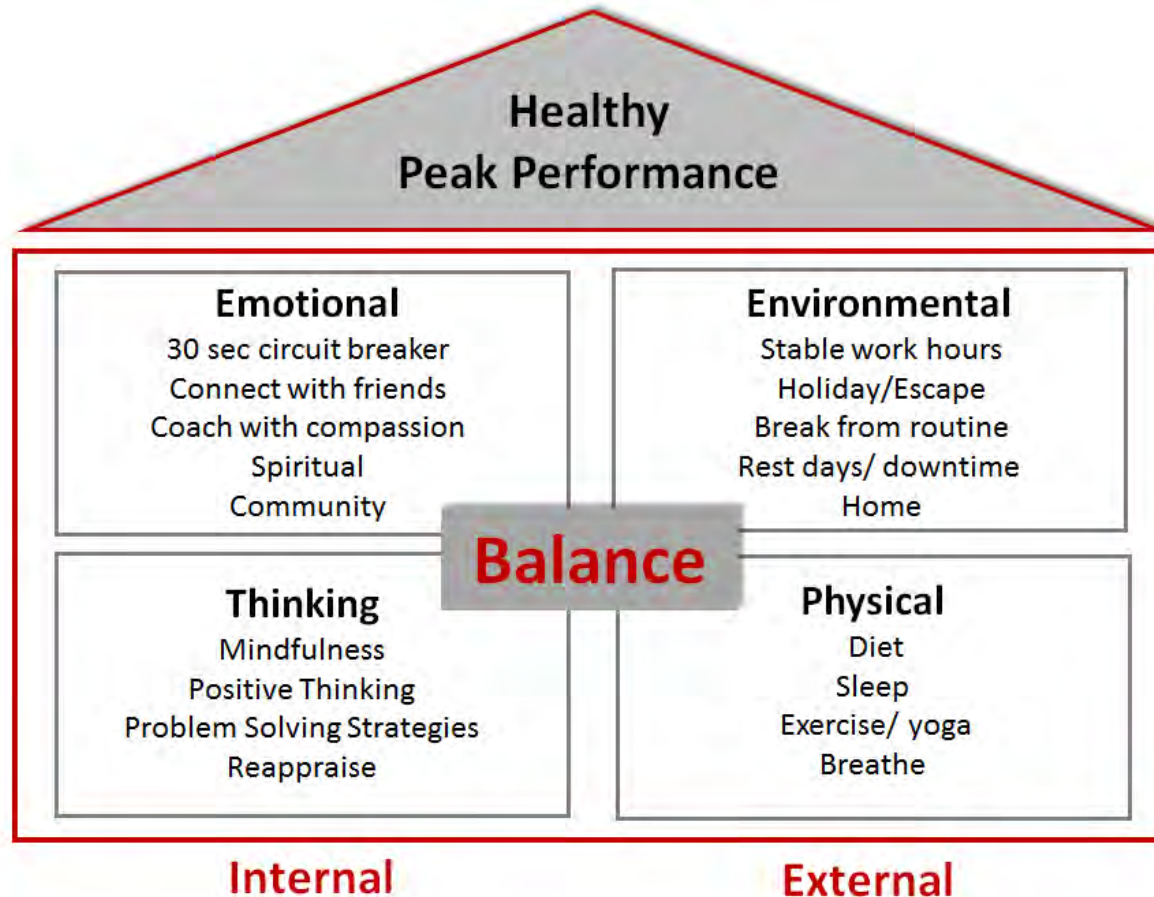
1. Be mindful
2. Take Brain-breaks
3. Diet, sleep and exercise
4. Be social



30 second circuit breaker (BLR)



Resilience Strategies for Healthy Peak Performance



ENGAGE: Drive engagement



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Leadership, Culture and Management Practices
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The High Performing Workplaces Index



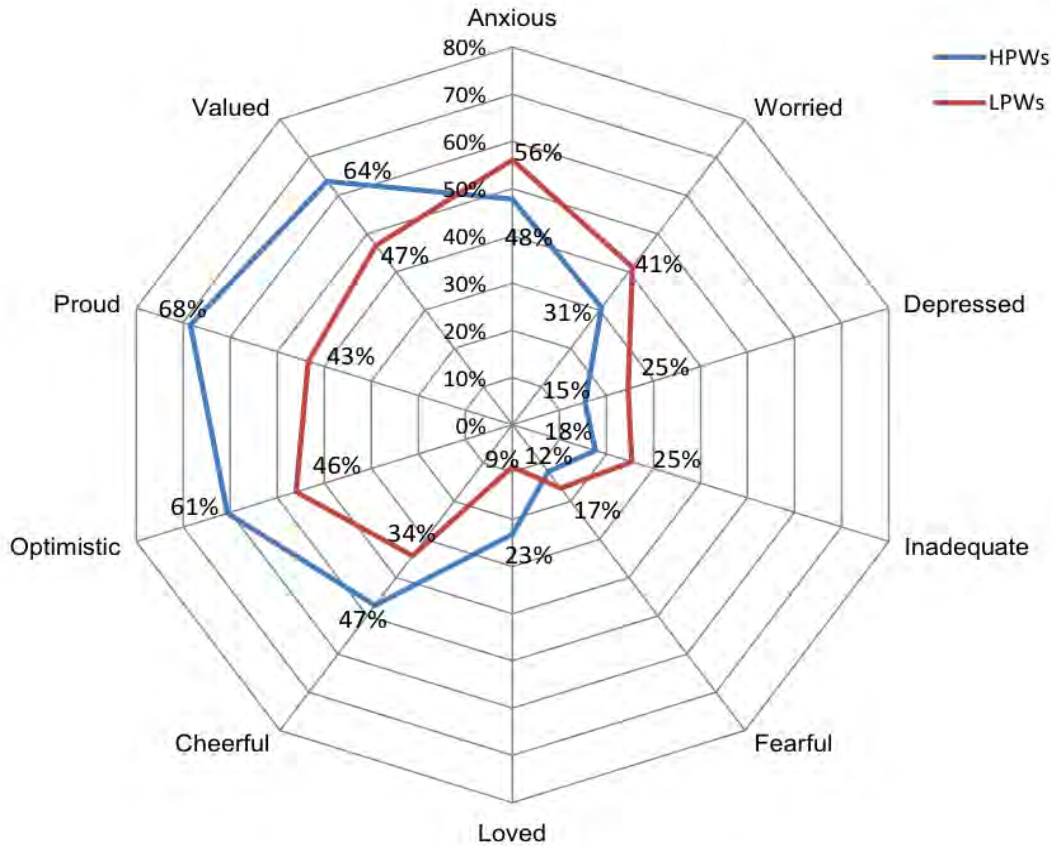
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Emotion Contagion



1. Emotions come first non-consciously
2. Emotions are contagious non-consciously
3. Regulating emotions is a key skill



ACCESS the Social Motivators

ACCESS

Autonomy
Certainty
Connection
Equality
Status
Safety

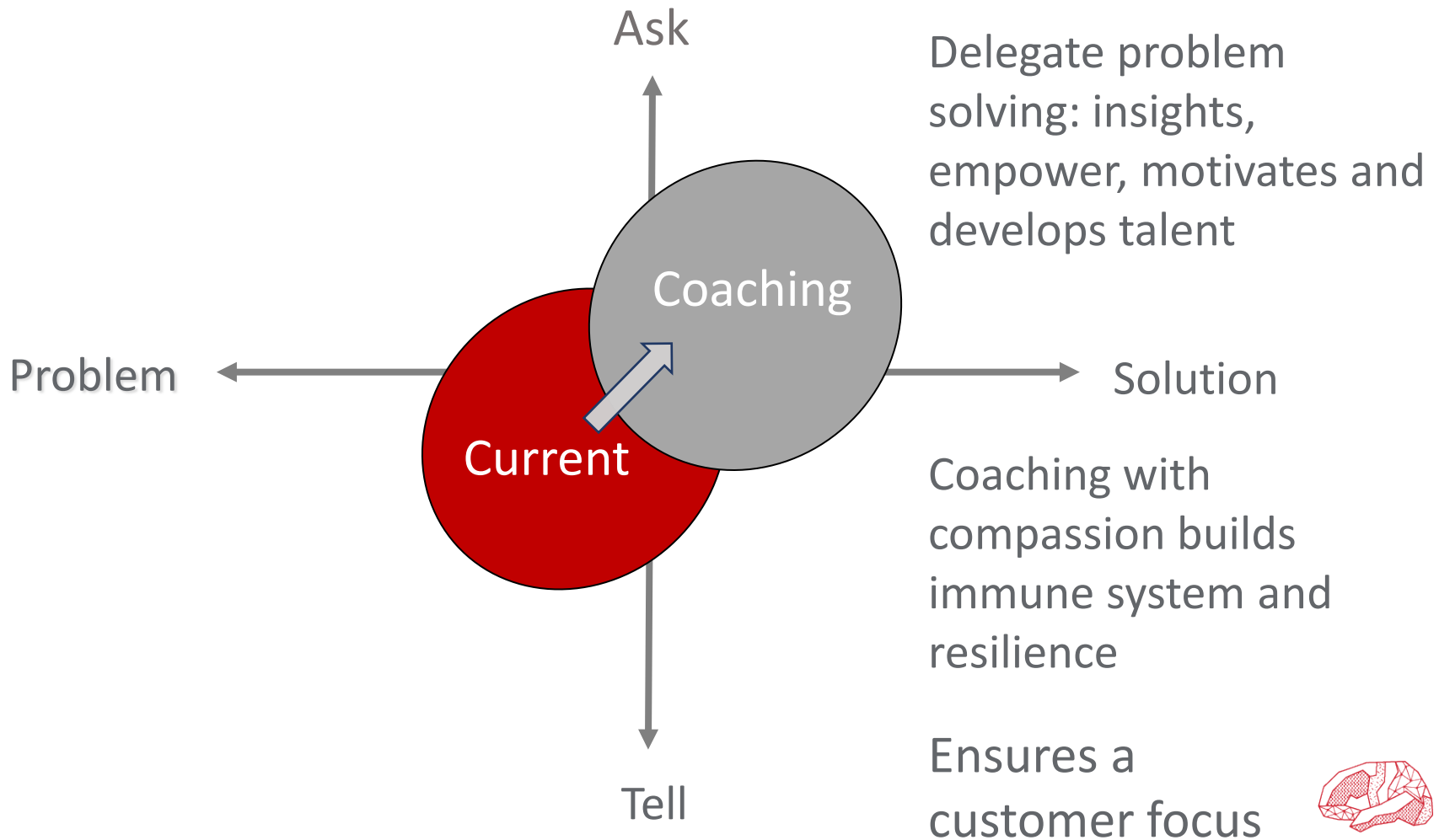


Influence others and build significant trust through the social motivators



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DEVELOP: Empower through Coaching conversations



Adapted from Rock, 2006, p51



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GROW-WISE Model



ADAPT

Adapting to Change,
Changing to Adapt



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Adapt: Neuroplasticity

“A mind once stretched by a new idea, never regains it’s original dimensions”

Oliver Wendall Holmes



Neuroplasticity: the brain’s ability to change itself

Adapt and be agile to changing conditions and to manage complexity



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ADAPT: Agility

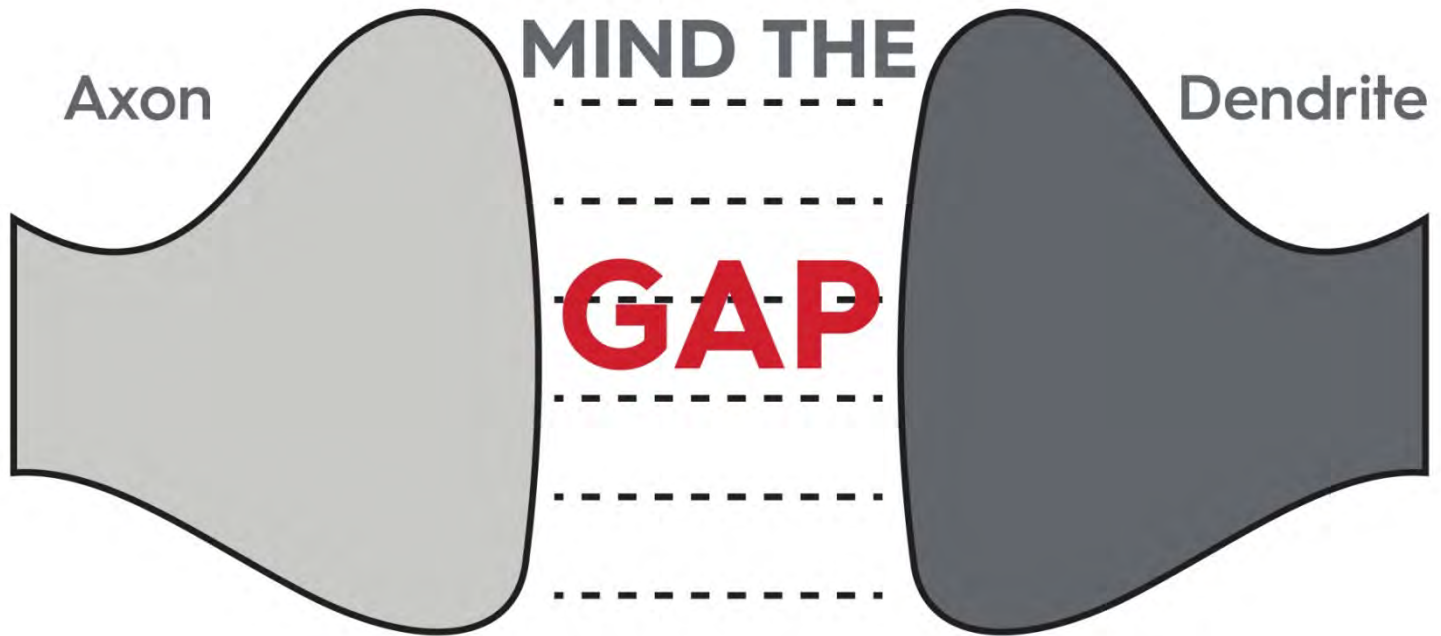


HEBBS LAW

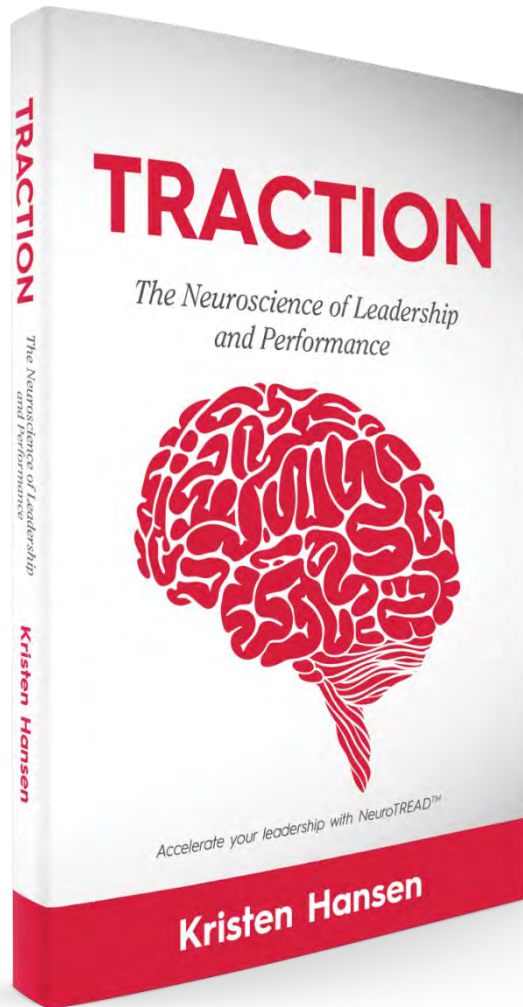
1. Existing wiring does not deconstruct
2. Create new wiring through:
 - Attention
 - Positive Feedback



Adapt with Mind the Gap



TRACTION: The Neuroscience of Leadership and Performance



Accelerate your leadership with
NeuroTREAD™

Think, Regulate, Engage, Adapt and
Develop with the brain in mind.

Get your First Two Chapters for Free Traction:
The Neuroscience of Leadership and
Performance by Kristen Hansen

<http://kristenhansen.pages.ontraport.net/>



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