NEUROSCIENCE FOR LEADERSHIP
NEURAL SEE SAW

RESULTS FOCUS
14% chance of being seen as a great leader
Intense motivation to move forward and solve problems
Strongly analytical

SOCIAL SKILLS
12% chance of being seen as a great leader
Communication
Empathy

BOTH
72% seen as a great leader
Leverage analytical abilities of team
Predict how they will co-operate
See if apparently task-related issues are inter-personal problem in disguise
Less than 1% of leaders rated high on both

Social brains – Matt Lieberman
The illiterate of the 21st century will not be those who can’t read and write, but those who cannot learn, unlearn and relearn.

— Alvin Toffler

The future belongs to ambiguity surfers and adaptive learners.
SIGNS OF STRESS

- Sleep - difficulty falling asleep, lying awake early, and/or not feeling refreshed after 6-8 hours sleep
- Heartburn, acid indigestion
- Headaches, muscle aches, fatigue
- Irritability, anxiety
- Craving caffeine and chocolate
WHAT TO DO

• See your doctor about physical symptoms
• Do at least 30 minutes of aerobic exercise, at least 3 times a week
• Talk to a friend, coach or psychologist
• Yoga and/or meditation
• Keep a journal of your feelings
• Anything that expels negative emotions from your system
# The Incomplete Leader (Ancona MIT)

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<th>Sensemaking</th>
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<td>Go out and be visible</td>
<td>Have open communication</td>
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<tr>
<td>Create change maps &amp;</td>
<td>Be visible</td>
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<td>models</td>
<td>Reassuring</td>
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<td>Work collaboratively</td>
<td>Reinforcing sense of urgency</td>
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<td>Be flexible</td>
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<th>Visioning</th>
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<td>Illustrate clear priorities</td>
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<td>Develop ambidextrous organisations</td>
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BEING MEASURED ABOUT THE BRAIN

- Windows on the brain – things we feel and distinguish are represented in the brain and that language can be more acceptable to people
- Only correlational
- Danger is around predictive quality of brain and expectation therefore can only give a simplified picture
- Using the word brain instead of person does not mean you have added new knowledge
- Impact lies in learning and changing behaviour not brain activity
‘Scarcity: why having too little means so much’
Sendhill Mullainathan & Eldar Shafir

‘Mindset: the new psychology of success’ Carol Dweck

‘Embodied Leadership’ Pete Hamill

‘Search inside yourself’ Chade-Meng Tan

‘Buddha’s brain: the practical neuroscience of happiness, love and wisdom’ Rick Hanson

‘Neuroscience for leadership’ Tara Swart, Kitty Chisholm & Paul Brown