NeuroLeadership
And Developing Effective Teams: 2-Days

PROGRAMME BACKGROUND

Leading people through their skills alone, with the main emphasis being on getting the task done, has been recognised as an ineffective approach to gaining high performance from people, and is a sure fire way to management 'burn-out'.

Employees need to have a sense of belonging, as well as being recognised for who they are, not just for what they do. Over the last 10 years some 'switched on' organisations have recognised that by focusing on the <u>person</u> as opposed to the <u>task</u>, equates to increased productivity and business motivation.

More importantly, it makes the leaders/managers job a lot easier, as constantly directing people, answering their questions, monitoring and controlling them, is 'hard work' (and that's aside from those leaders doing <u>their</u> own day jobs)!

This 'hard work' is self-inflicted as people who are constantly monitored and directed, will <u>not</u> take ownership of; their roles, their decisions, their prioritising, or express any creativity.

This equates to people just coming to work to do a job and getting through the day, as opposed to coming to work to be part of the whole strategy, and therefore feeling a sense of belonging.

So how do we identify the right approach to take with individuals? Until recently this has been quite difficult to do and has been frequently misunderstood!

Are we talking about their personalities? their personal motivation? their emotions? or their needs?

Although all play a part, they are <u>not</u> drivers of performance, even when somebody is in positive mode it does not automatically translate that they will perform at a high level for you! All of these elements can of course impact on performance if in a negative mode, but they are not, and should not be our focus in business…

The key drivers of performance are BEHAVIOURS! You can have all the skills needed, you can 'want' to use them, but if your behaviours are not aligned, then it won't happen to the level that organisations expect and require.

THE BREAKTHROUGH

Fortunately, we can now through the rapid advancements in Neuroscience and brainmapping, pinpoint and measure these behaviours in leaders and individuals alike. We use the tool PRISM Brainmapping to do this. It measures 22 areas of behaviours, and has been validated at 99.5% accuracy, it cannot be falsified in terms of individuals trying to create a different impression of themselves, as the system is designed to identify any falsifying of behaviours and check it.

This makes it the perfect tool for measuring the probability of a person delivering in a role. Most importantly from a leadership perspective, it enables managers to recognise the needs of individuals and adjust their leadership styles accordingly.

WHO SHOULD ATTEND THIS PROGRAMME?

All individuals who are leading/managing teams, (however large or small). For leaders who want to understand their leadership styles, and who want to learn how to flex their styles with different people, and in different situations.

WHAT ARE THE BENEFITS?

Delegates will complete a PRISM profile before attending the programme; this will give them an understanding of their existing preferred leadership styles, as well as an on-going development plan for themselves. The delegates will use these PRISM reports throughout the two-days.

They will leave the programme recognising the differences of behaviours in their teams, as well as having a 'Live' action plan to implement with their people. Finally, they will be able to flex their styles depending on the performance needs of individuals and of their organisation.

CONTENT

- What does the ideal workplace look like?
- Understanding why EXCLUSION hurts
- The SCARF (model) needs of individuals
- How the brain works
- The difference between ability, aptitude, motivation, personalities and behaviours
- Skills V will V drive
- Understanding motivation from a business perspective
- Do personalities define behaviours?

- Ensuring key business fundamentals are in place to support your leadership style; Clear line of sight, KPIs and the leadership teams observed behaviours
- What is PRISM and how can it help you to lead effectively?
- How does it compare to other online assessment tools?
- Why do we use colours in PRISM?
- Clarity and the parameters of PRISM?
- The '22' measures of behaviours
- What other tools sit within the PRISM inventory? (brief overview)
- The four key leadership styles (Red, Gold, Blue and Green)
- Your preferred leadership style (review of your PRISM profile)
- The strengths of each style
- The potential downsides
- Key requirements for each style to be effective
- Analysing the performance levels of individuals and the style required at each level
- What happens when performance drops, and considering the reasons why it might drop
- Other considerations, before deciding on which style to adopt
- Choosing the correct style and what you need to be aware of when implementing it
- What does a 'style' look and sound like?
- Profiling your team members level of performance, considering your current style you use with them, and what changes do you need to make
- Completing a plan for each team member (maximum of 10)
- Overview of another PRISM tool that can support your leadership: PRISM Team Diagnostics - Application
- Questions

CLOSE