

Neuroscience of Leadership

CREATING A SMART
PERFORMANCE CULTURE



The Neuroscience of Leadership course is derived from the NeuroTREAD™ framework. TREAD stands for Think, Regulate, Engage, Adapt and Develop – from the perspective of the brain.

COURSE OVERVIEW

NeuroTREAD aims to transform you into an agile leader of change and performance across the following five core stages:



THINK

Interpret core brain functions and what impacts effective decision making.



REGULATE

Recognise emotional triggers of the brain, its response to stress and the process of building resilience.



ENGAGE

Develop strategies to understand emotional and engagement responses of the brain to help build engaged teams.



ADAPT

Lead teams effectively through change by using the brain's neuroplasticity while recognising the resistance and capability to change.



DEVELOP

Develop the keys to the brain's ability to learn and develop through a brain-based coaching technique and regular feedback strategies.

COURSE INFORMATION



DURATION

1 day



LOCATION

Sydney city campus
Level 24, 123 Pitt Street, Sydney NSW 2000



WHO SHOULD ATTEND?

People and culture leaders, human resource managers, senior executives, people managers and chief executives



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NEUROSCIENCE OF LEADERSHIP



COURSE OBJECTIVES

The course aims to transform you into an agile leader of change and performance. Through a combination of neuroscience, emotional intelligence, collaboration, insights and coaching, you'll be inspired to lead others to peak performance. You'll be encouraged to use real examples of leading to improve performance to assess and develop your leadership skills and capability. Specific objectives include:

- understanding the key anatomy brain structures related to decision making, thinking and emotion
- exploring self-management, emotion regulation and the ability to handle stress
- understanding what it takes to engage others, how emotional contagion and emotional intelligence impact engagement and how to influence the brain's social motivators to change and improve performance levels
- learning about the brain's resistance to change as a 'natural threat state'
- developing the keys to the brain's ability to learn and perform at higher levels through a brain-based coaching technique and an effective regular feedback technique.

Specific learning aspects include:

- the 'threat-reward response', why change is hard and creates threat, how to maximise our creative and cognitive problem solving to solve everyday challenges
- how to handle emotion and stress more effectively with a 30-second circuit breaker, allowing you to move back into a peak mental performance zone; and resilience and reappraisal techniques to manage change and challenge
- how to develop strategies to understand the brain's emotional and engagement responses as a means of lifting engagement levels
- strategies to adapt and help others adapt to changing conditions and circumstances
- technique to develop and help others through change using a brain-based coaching approach, effective questioning, support, insight generation and a growth mindset.

We can also tailor this course for your organisation.

COURSE FACILITATOR

KRISTEN HANSEN



Kristen is the founder of EnHansen Performance, providing managers with neuroscience strategies to build leadership, resilience, adaptability, creativity, coaching, self-management and engagement skills.

Kristen is a pioneer in the field of neuroscience of leadership and has 20 years' management experience in the field. Kristen is accredited by the International Coach Federation, is a master trainer in emotional intelligence, and is a DISC and PRISM brain mapping practitioner.

Kristen's first book *Traction: The Neuroscience of Leadership and Performance* is out now.

COURSE TIMETABLE

DAY 1 Think, Regulate, Engage

Key anatomy brain structures related to decision making, thinking and emotion

Threat-reward response, why change is hard and creates threat, and how to maximise creative and cognitive problem solving to solve everyday challenges

Self-management, emotion regulation and the ability to handle stress. Strategies to regulate emotions as an important part of creating the right coaching environment for effective development conversations

DAY 2 Adapt, Develop

Exploring the brain's resistance to change as a natural threat state and strategies to help others adapt to changing conditions and circumstances

Developing and helping others through change using a brain-based coaching approach, effective questioning, support, insight generation and a growth mindset

"The leadership skills I learned at the TREAD workshop have provided significant insight into the effect that stress can have on individual performance and productivity. Applying these skills has helped me become more in tune with my team and internal clients, and I am now a far better leader and manager."

Christina Hardy

DIRECTOR, BUSINESS DEVELOPMENT AND LEGAL AFFAIRS
GARVAN INSTITUTE OF MEDICAL RESEARCH



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