Partnerships, Paradigms and Possibilities
partnerships

possibilities

paradigms
Partnerships

- Trust
- Empathy
- Humour
- Collaboration
- Alignment
**SPINDLE NEURON**
- Combines emotion, belief and judgment in 1/20\textsuperscript{th} second
- Empathy and trust established

**MIRROR NEURON**
- Action understood without cognitive mediation
- Subset pick up smiles and laughter
- Fire in team bonding
- Top leaders elicit laughter 3x more often

**OSCILLATOR NEURON**
- Attune physical coordination
- With upbeat mood (appropriate) create powerful \textit{dynamic resonance} through 3x effect
- Motor neuron system triggers dopamine
Why does this Matter?

Direct effects in the workplace:

- establishes basis for trust, empathy and humour
- lowers resistance to ideas / requests
- People can take in more info and create nimble responses
- this occurs face to face! - interconnections

THIS CANNOT BE FAKE
Charismatic leaders and their staff grow the same maps of neural information – it creates an internal matched view of ideas and aims.
Paradigms
Complex decision making

Two approaches – apply known fixes or develop new ones

First especially common if recent success and perceived controllability.
“The intuitive mind is a sacred gift and the rational mind is a faithful servant. We have created a society that honors the servant and has forgotten the gift.”

~Albert Einstein~
Experience leads to expertise

Intuition is not guessing – it contains certainty

The best quality complex decisions combine analysis and intuition

Chunks can hold 250K
Empathy drives ‘values assignment’

We make decisions by assigning values to different options and comparing, then constructing preferences if empathy high

Changes the decision driver from linear *appropriate* outcome to complex “*consequential* one. Cannot train
Paradigm Change

- Lengthen the decisions time frame
- Increase diversity of ideas
- Ensure ability to interconnect
- Invite disconfirming information
- Give permission to decide, act and fail
- Increase comfort with ambiguity (self)
- Practice steerage, not control
- Intuitive, consequential decision making
Possibilities

Sustainable decisions
Cognitive alignment and shared goals

Empathy fostered to ensure long-term sustainable decisions

Information flow allows decision making, minimal rules
Skill Summary

- Understand how important your cognitive and emotional affect is on others
- Think of the huge leverage or destructive power that gives to managing
- Think about neurogenesis – be very clear and positive about purpose and values, honest and open around boundaries and flexible on the how
- Never underestimate the power of empathy, humour, trust and candour in creating a flourishing environment – reinforce positive micro-behaviours
- Incorporate ways to increase peoples chances to gain skills in complex problem solving and decision making, as well as to grow empathy
- Incorporate intuitive problem solving into complex decision making
- Invite disconfirming information – and act on it
- Be mindful of the long time frame associated with social maturation – don’t mistake potential for competence
- Show and earn trust.