Brain Power and Innovation:
Applying Neuroscience for Higher Quality Leadership in the Public Service

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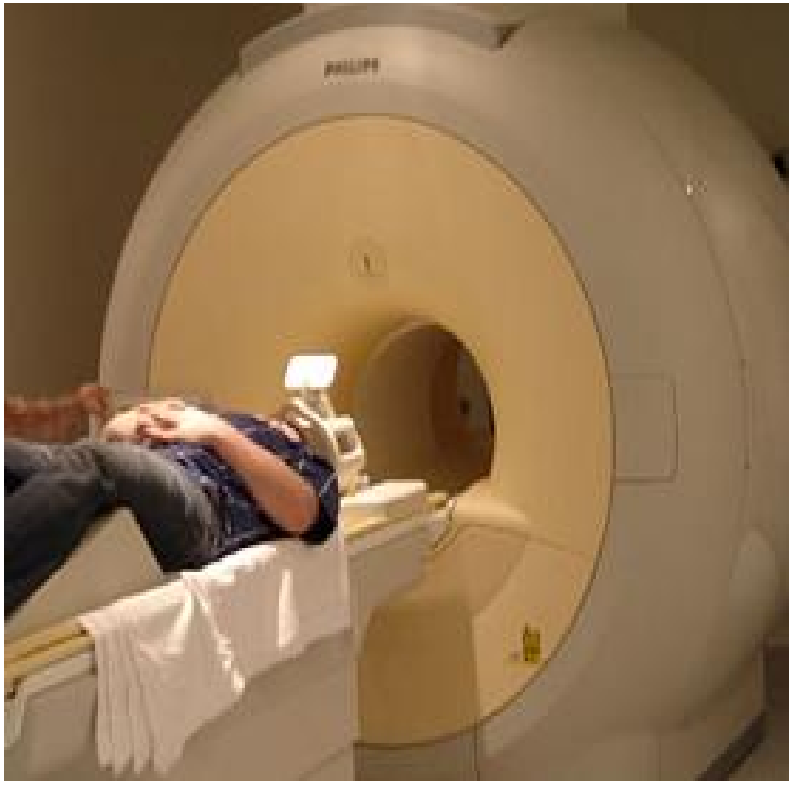
- Clue 1**: Most important** scientific discovery since the structure of DNA

- Clue 2: They outnumber the **total number of particles** in the entire universe

Agenda

- **Brain States** that lead to **Peak Brain Performance**
- **P.R.I.S.E. Model** to use with employees, colleagues, bosses, et al.

fMRI



Telescope

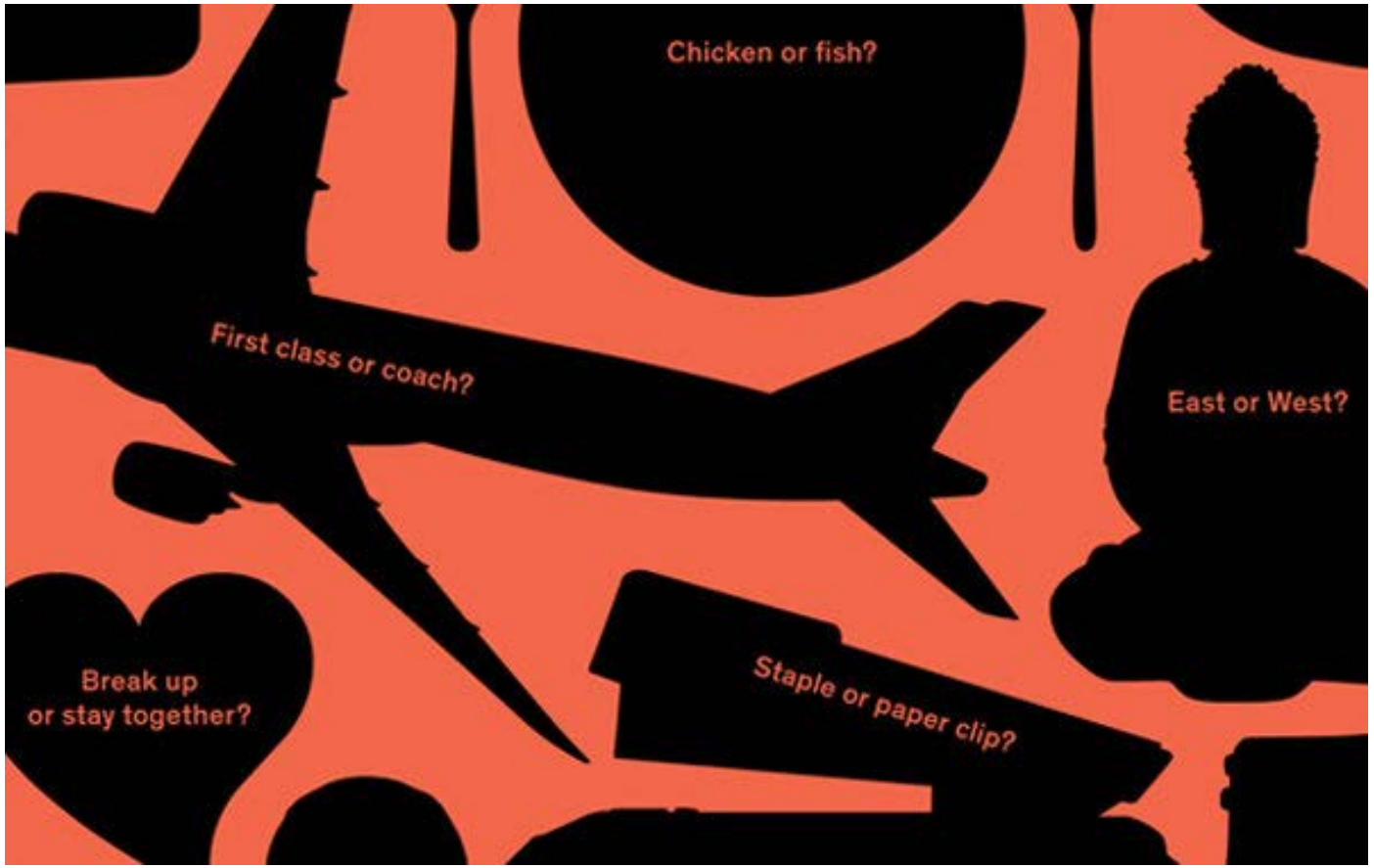
WHERE DO YOU DO YOUR BEST WORK?

How often do you feel you're functioning at 100% in your work week?

Satisfied?

Firing on all cylinders or sputtering…

Decisions! Decisions!



Brain Power Leadership

Brain Power Leadership Skills

OUT:
anxiety, anger, discomfort, insecurity, frustration, anger

IN:
Good Decision Making, Strategic Thinking, Innovation, Creativity

Collective Brain Power

- **Performance = Potential - Interference**, P=p-i.

(Tim Gallwey)

- **CBP = (TQ1 + TQ2 + TQ3 + TQ4....) * LQ**

where TQ = total of all intelligences (IQ, EQ, SQ, VQ, etc.) within each team member and LQ = leader's ability to tap into the team's potential (TLG)

Your Team

If SUM of Individual BP = 100

What % of their potential intelligence would you say they're using at work?

Brain Power in Your Shop

What do you think the range and average is for the people on your team?

What do you think would happen if everyone were functioning even 10% better?

How to facilitate an increase in combined Brain Power…

The Wellspring of:

- Creativity
- Engagement
- Innovation
- Strategic Thinking
- Performance…

Two Brain States

- Avoid (Run!)

- Approach (Relax)

Recognizing:

Good Brain States (Approach)	Bad Brain States (Avoid)

What are you doing to keep your:

- *Employees*
- *Colleagues*
- *Boss*
- *And yourself*

…in the approach state 24/7?

Drivers of Brain Engagement

- **P**redictability
- **R**elatedness
- **I**ndependence
- **S**tatus
- **E**quity

Engage Dale's Brain!

Practice this doggedly and you will help people to:

- ✓ Solve complex problems more quickly
- ✓ Get along better with others
- ✓ Have more and more creative ideas
- ✓ Be more engaged
- ✓ Feel better about their jobs (and themselves)
- ✓ Increase productivity (happy Boss☺)
- ✓ Come to work

Let us know how it goes!

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