



**WIG**

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# Neuroscience of Leadership

## Improving focus and performance at work

<b>Date</b>	<a href="#">This seminar runs regularly please check the website for details</a>
<b>Venue</b>	Central London
<b>Facilitators</b>	Hilary Scarlett

Although neuroscience is still in its infancy, it is already providing significant insights into people, teams and organisations. We all have good days and bad days at work – neuroscience helps us to understand what makes the difference. For the organisation, leader and employee, it provides a 'win-win': it brings to light what enables us to perform at our best while at the same time supporting mental and emotional well-being at work. It is also relatively easy to apply as neuroscience does not require a revolution in how we work: it provides a new lens through which to look at people and understand their behaviour and motivation. It shows that small actions can make a significant difference. The learning can be applied at a local level by each leader with his or her team, or at a macro level, right across the business. It enables us to work effectively: by understanding our brains, we can work with the physiology, not fight it.

During the day, we will explore why our brains find organisational change difficult and more importantly, we will explore what leaders can do to create an environment where employees can work at their best.

### This seminar will focus on:

- The latest insights from neuroscience and behavioural science
- The basics we all need to know about our brains to get the best out of them
- Understanding the impact of change and uncertainty on our ability to focus
- The small actions that make a big difference to our brains
- Our social brains (and why Maslow got it wrong)
- Building resilience in ourselves and our teams so that we can perform at our best
- Providing practical tools to help leaders maintain their own and their team's performance

### Objectives:

By the end of the seminar delegates will:

- Understand their brains better so that they can work with them rather than despite them
- Understand the impact of organisational change on the brain and on our ability to focus
- Feel better able to maintain their own focus and performance, as well as that of others
- Know how to manage their own state so that it has a positive impact on those around them
- Have applied a neuroscience-based practical tool (SPACES) to plan an upcoming event at work
- Know how to plan their day to get the best out of their brains.

## Seminar Style:

The seminar is designed to be 'brain-friendly':

- Real learning is done in the discussions and breaks, not from 'information download'
- People are in a positive state of mind and not feeling threatened or defensive
- They can give their full attention to the subject (turn off mobiles etc)
- Learning is divided into short sections (15-20 minutes) with time for participants to reflect on what they have learned and to generate their own ideas about what it means for them
- People have time to reach their own insights
- Variety of input: presentation, film, quiz questions, practice, discussion and planning

A follow-up conference call will be offered 4-6 weeks after the seminar to enable participants to check their understanding and to help embed the learning.

## Facilitator Profile

Hilary Scarlett's work has spanned Europe, the US and Asia and concentrates on change and employee engagement. She has extensive experience of working in both the public and private sectors and has won global awards for her work on employee engagement and organisational change.

Hilary holds an MA from Cambridge University, she has a post-graduate Certificate in the Psychology of Organisation Development and Change, and is an accredited executive coach with the Institute of Leadership and Management. Hilary has been working with neuroscientists at University College London to apply cognitive neuroscience to practical management tools. She regularly writes and speaks on neuroscience, organisational change and employee engagement. Her book, *Neuroscience for Organizational Change – an evidence-based practical guide to managing change* was published in February 2016 and has been widely praised.

Here is what others have said about Hilary's seminars:

*"This is one of the very best of the many leadership training events I have attended"*

*"Great learning – from tangible actions through to mindfulness. Really got a lot out of it."*

*"Thank you – today was fascinating and one of the most useful events I have attended in, well, years."*

*"Really interesting learning – given me plenty to think about!"*

*"Very good course, very practical and very well delivered – excellent!"*

**Venue and timing** The seminar will be in Central London and will run from 09:30 to 16:00

**Member Fee** £450 + VAT per delegate. **Alumni rate:** £338 + VAT

**Non-member fee:** £560 + VAT. **Voluntary sector rate:** £338 + VAT.

**The rates include refreshments and lunch.**

**How do I apply?** If you would like to apply please complete our online application form at [www.wig.co.uk](http://www.wig.co.uk) If you have any further queries please email [seminars@wig.co.uk](mailto:seminars@wig.co.uk) with all your contact details for the attention of Anne Kearns

**When can I expect to hear?** We will contact you to confirm whether you have a place. Joining instructions will be sent out by email within two weeks of the seminar date. An invoice will be issued once your booking is confirmed.

**How are applications evaluated?** We aim to achieve a good mix of organisations and sectors to enrich the learning experience, offer a range of perspectives and maximise networking. Whilst we will give priority to those who apply early, we cannot operate on a strictly first-come, first-served basis.

**Cancellation policy** No refund is payable if you cancel within 21 days of the seminar, although we will accept a replacement delegate if you are unable to attend.