VODITELJ PRIHODNOSTI, DIRIGENT S POSLUHOM ZA VSAKOGAR

Mednarodna konferenca
28. maj 2019 Kongresni center Brdo
Impersonal Leaders Cannot Personalise – the Role of Emotional Intelligence

Deiric McCann, Genos International
Deiric McCann

Five bestselling business books

1000+ articles on management topics

Head of International

genos

INTERNATIONAL
“Deiric McCann got us on our feet... he touched our hearts... he turned us around... and he got us moving forward!”
Male or female, regardless of nation, colour, or creed, whether old or young, at least one major shared similarity makes us all one and the same.
Observation Test
Amygdalae
The way you feel impacts how you feel, the decisions you make, and the extent to which you engage.
“Everything you do in life is based upon your brain’s determination to minimise danger or maximise rewards.

Minimise threats and maximise rewards is the organizing principle of the brain”

(Gordon, 2000)
A Practical Definition of Emotional Intelligence

“Emotional Intelligence is about making intelligent responses to negative emotions and using specific skills to generate positive emotions in self and others ...”

- Dr. Ben Palmer
S.C.A.R.F.
A Practical Neuro-Leadership Model

Status
Certainty
Autonomy
Relatedness
Fairness

David Rock

Mednarodna konferenca - Voditelj prihodnosti, Brdo pri Kranju, 28. maj 2019
Status
Importance relative to others

An increase in Status generates a larger neural response than money. Show them what’s great about them.
A decrease in Status triggers the brain’s ‘pain matrix’.
Certainty
An ability to predict the future

Our brains are certainty seeking machines
Make expectations, commitments, and structures extremely clear – any ambiguity triggers a threat response
Autonomy
A sense of control over events

When we experience stress or the threat of a response, our stress response is dramatically higher if we feel we have no control. Even in every situation, try to offer alternatives.
Relatedness
A sense of belonging & connection

Build trust and a sense of what we have in common – bring diverse generations together socially, in teams, with shared goals.
Fairness

A perception of equal treatment and fairness

Be more than fair – be generous with all; and BE SEEN doing so; all must FEEL they are being treated fairly.

Unfair interactions or systems generate a threat response.
Here’s some feedback for you…

Which is best?
The Key to Preventing Generational Tension Is Remembering That Everyone Wants to Feel Valued

by Liane Davey

JULY 16, 2018
Mednarodna konferenca
Voditelj prihodnosti,
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<th>1. Makes others feel appreciated.</th>
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<td>5. Is consistent in what they say and do.</td>
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<td>6. Encourages others to put forward their thoughts, feelings and opinions.</td>
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<td>7. Balances achieving results with others’ needs.</td>
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<td>3. Involves you in decisions that affect your work.</td>
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Curious to know how well you or one of your team are seen to ‘show up’?

A small gift for your kind attention...

Genosemotionalintelligence.com/brdo

...that’s ‘Genos Emotional Intelligence’ with no spaces!
Genosemotionalintelligence.com/brdo
Impersonal Leaders Cannot Personalise

Personalise the way you and your people ‘show up’ and watch the multiple generations in your workforce work like one.

Genosemotionalintelligence.com/brdo
Curious to know how you or one of your team are seen to ‘show up’?

A small gift for your kind attention...

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...that’s ‘Genos Emotional Intelligence’ with no spaces!
Go raibh maith agat!

Hvala!

Thank You!

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Impersonal Leaders Cannot Personalise – the Role of Emotional Intelligence

Deiric McCann, Genos International
Konferenco sofinancirajo Ministrstvo za delo, družino, socialne zadeve in enake možnosti, Evropska unija iz Evropskega socialnega sklada in Ministrstvo za izobraževanje, znanost in šport.