Brilliant Leadership
Based on Brain Science

Dr Dominique Beck
dominique beck coaching | training
M 0403 491 405

Overview

- Brilliant leadership vs mediocre management
- Five potential pitfalls of basic human drivers
- Practical strategies for brilliant leadership
- Leadership self-reflection
- Leading through coaching
Your challenge …

• What is a challenge you are currently dealing with at work?
  – Strategic, staff, a tough decision, etc.

TO GET MAXIMUM BENEFIT, PLEASE AGREE TO CONFIDENTIALITY IN YOUR CONVERSATIONS!
Managing or leading?

- How many people had a change in their thinking?
- How many asked about the problem? The past?
- How many offered a solution?
- How many tried to solve the problem for your partner: Giving advice, making suggestions, telling what to do?
- How many asked questions about the solution?

TAPS Model

- Ask
- Challenge
- Solution
- Problem
- Tell

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Mediocre Management

- 8 out of 9 managers tell staff what to do
- Advice is given often, yet only needed a quarter of the time
- 75% of time, others will find a solution without being told

Managing has just become easier and more challenging!
Five Pitfalls of Human Drivers

- Autonomy
- Certainty
- Fairness
- Relatedness
- Status
Brilliant Leadership - Strategies

1. Five levels of thinking

2. Peak performance
Five Levels of Thinking

1. Vision
2. Planning
3. Detail
4. Problem
5. Drama

Peak Performance

Performance Level

Poor (Underaroused)  Moderate (Optimally aroused)  Poor (Overaroused)

Emotional Arousal

Good Performance  Maximum Performance  Poor Performance
Leadership Self Reflection

1. Three levels of thinking
2. Healthy Mind Platter
3. Calm under Pressure
Three Levels of Thinking

1. Level 1 – Light focus: Emails
2. Level 2 – Moderate focus: Problem thinking
3. Level 3 – High focus: Prioritising, solution thinking

Time Management Matrix

<table>
<thead>
<tr>
<th>Important</th>
<th>Urgent</th>
<th>Not urgent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quadrant I</td>
<td>Crises</td>
<td>Quadrant II</td>
</tr>
<tr>
<td></td>
<td>Pressing problems</td>
<td>Planning</td>
</tr>
<tr>
<td></td>
<td>Deadline-driven projects</td>
<td>Recognising new opportunities</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Relationship building</td>
</tr>
<tr>
<td>Not important</td>
<td>Quadrant III</td>
<td>Quadrant IV</td>
</tr>
<tr>
<td></td>
<td>Interruptions, some calls</td>
<td>Trivia, busy work</td>
</tr>
<tr>
<td></td>
<td>Some mail, some reports</td>
<td>Some mail</td>
</tr>
<tr>
<td></td>
<td>Some meetings</td>
<td>Some phone calls</td>
</tr>
<tr>
<td></td>
<td>Pressing matters</td>
<td>Time wasters</td>
</tr>
<tr>
<td></td>
<td>Popular activities</td>
<td>Pleasant activities</td>
</tr>
</tbody>
</table>

Source: Stephen Covey (1989)
The Healthy Mind Platter

The Healthy Mind Platter, for Optimal Brain Matter

Calm under Pressure
Leading through Coaching

1. Vision focus
2. Solution focus
3. Staff focus
4. Awareness focus

In Summary .. Dare to be different!

1. Focus on solutions and thinking questions – the TAP model
2. Five areas of human social experience – Autonomy, certainty, fairness, relatedness, status
3. Five levels of thinking – Vision, planning, detail, problem, drama
4. Sweet spot of peak performance – innovation + creativity
5. Leadership self reflection – Levels of thinking, healthy mind platter, physical/emotional self regulation
6. The leader as coach
Your Main Take Away

◆ ... ??

Reading Material

- Covey S. *7 Habits of highly effective people.*
- Goleman D. *Emotional intelligence.*
- Csikszentmihalyi M. *Flow.*
- Patterson K et al. *Crucial conversations.*
- Rock D. *Your brain at work.*
- Schwartz J. *You are not your brain.*
- Seligman M. *Authentic happiness.*
- Siegel D. *Mindsight.*