The Three Brains of Leadership

“An exploratory dialogue between leadership practice, neuroscience and action research”

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Leadership Today

• Current Challenges
  – Complexity
  – Rate and scope of change
  – New mechanisms of communication
  – Stress
  – Reduced engagement

• Call for New Form of Leadership
What is being Proposed?

• Compassion, Creativity & Courage
• Soul & Spirit
• Head, Heart & Gut
• Authenticity
• Deeper connection with people
• Adaptive and Collaborative
• Wisdom
New Developments

• Developments in Neurosciences
• Multiple brains
  – Head
  – Heart
  – Gut
What constitutes a brain?

- Inter-neurons, neurotransmitters
- Glial cells
- Complex adaptive neural network

- Head brain ~ 100 Billion neurons
- Gut brain ~ 200 – 500 Million neurons
- Heart brain ~ 30 – 120 Thousand neurons
Methodology

- Using established evidence
- Behavioural Modelling
- Action Research
- Case Study based
Initial findings

• Prime Functions
• Highest expression
• mBIT Road Map
• Foundational Sequence
The Prime Functions of the Neural Networks

Cognitive Perception
Thinking
Making meaning

Identity
Self Preservation
Mobilisation

Emoting
Values
Relational affect
Real Leadership: Highest Expressions of the 3 Brains

Creativity
Courage
Compassion
Autonomic Nervous System

- Autonomic Coherent state – balance
- ANS impact on what neural networks do
What Next?

- Community of Practice
- Increasing Evidence Base
- Training and Awareness
- Raising curiosity and interest
Thank You

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