

Course description

LEAD: The Neuroscience of Effective Management is a radical breakthrough in developing better leaders, anywhere and everywhere, faster and more effectively than ever before. Taking place on our new Habit Activation Platform, or HAP, LEAD is a fully digital, interactive, and self-paced social learning experience. It's built upon carefully curated research-based content intended to help you LEAD with the brain in mind.



Content description

LEAD is divided into three modules:

Module 1: Manage Myself

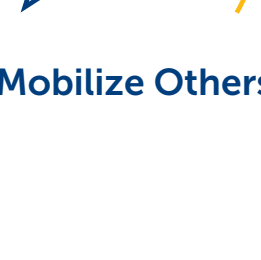


Manage Myself

To manage others well, first, you need to manage yourself.

In Module 1, you'll learn brain hacks for juggling information more easily and techniques for uncovering insights faster when trying to solve complex problems. You'll also learn brain-based techniques for managing your emotions more effectively and staying in the optimal zone for peak decision-making amid uncertainty. Finally, you'll work on how to maintain the energy you need to manage others, as well as use the right mindset to help you adapt faster.

Module 2: Mobilize Others



Mobilize Others

In Module 2, you'll explore the foundation of connecting effectively one-to-one with your team. You'll start by widening pathways of communication, learning to efficiently activate visual networks in others, and helping to create clarity when communicating. You'll explore how to help others solve problems faster, supporting people as they generate their own insights. Next, you'll explore how to set achievable goals with your team and help them maintain focus. Finally, you will deepen your skills to create better feedback loops and approach difficult conversations with confidence.

Module 3: Drive Results



Drive Results

In Module 3, we'll explore how to create the right culture so that everyone feels included and speaks up, leading to the best possible decisions with the least bias and stress. You'll explore a brain-based process that helps you move fast through difficult decisions as a team, as well as minimize bias in team decisions to ensure accountability. In the closing habit of the journey, you'll explore the kinds of routines and ongoing practices that help maintain high performance in the face of change.

Individual outcomes:

At the end of this program, participants will be able to:

Manage themselves, including:

- How to maintain the right state through emotional regulation tactics.
- Understand, identify, and mitigate unconscious bias when making decisions.
- Embrace a growth mindset to adapt to change and improve over time.
- Learn to identify and tap into personal intrinsic motivators.

Mobilize others, including:

- How to improve the quality of all interactions to motivate others and improve performance.
- Accelerate insights in others so they can overcome daily challenges.
- Set great goals for yourself and your team members.
- How to have tough performance conversations by reducing the threat involved.

Drive results, including:

- How to anticipate and respond to obstacles.
- Improve team performance by fostering psychological safety.
- How to create an environment where accountability is embraced by all.
- Build strategies for embracing a growth mindset at work.
- Develop team processes for faster and more efficient decisions.
- Create daily, weekly, monthly and yearly routines that benefit performance.
- Building tactics for reducing interpersonal conflict.

And so much more!

Participant materials



Research digests,

which are small pop-up resource streams with additional information, articles and blogs that are hyperlinked throughout the program. These offer a deep dive into the neuroscience and psychology research underpinning the leadership skills you will learn.



Skill and habit guides,

which provide a quick reference to our habit-building tactics and ways to have performance conversations.



Resource library

full of our NLI journal articles, academic research articles, and a subset of online blogs.

And so much more! See Engagement activities section.

What learners should plan for:

Each module contains three essential habits built by obtaining and learning three practical skills. At the end of your LEAD journey, you will develop 9 essential leadership habits and acquire a total of 27 new leadership skills to enable those habits.

Build new habits over six months in as little as **15** minutes per week.



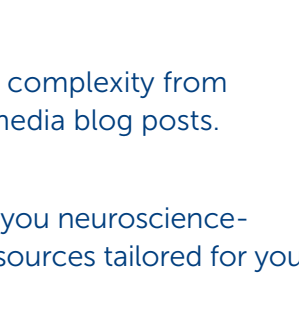
This equates to:

- Learning **1** new leadership skill a week.
- Developing a new leadership habit in just **3** weeks (three skills equal one habit).

Engagement activities

LEAD offers a wealth of engagement activities, including:


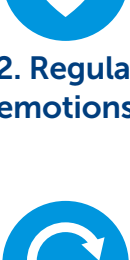





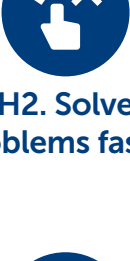



- **Habit Hub**
 - Access all your LEAD learning and guide materials.
- **Learning through storytelling**
 - Follow the journey of four leaders as they develop the essential skills to effective management.
- **Insight generating and social engagement activities throughout that help you:**
 - Learn deeply.
 - Build the nine habits you need to lead yourself and others.
 - Plan ahead when obstacles arise so you can adapt.
 - Strategize the best ways to support and inspire your team.
- **Social corner**
 - Chat with other participants and "ask the expert" to get answers directly from your NLI cohort coach.
 - Earn points, collect skill badges, and ascend the Leaderboard as you progress through the learning.
- **Resource library**
 - Explore LEAD-related content in different formats and levels of complexity from academic peer-reviewed research to NLI Journal articles and media blog posts.
- **NILES**
 - NILES, our advanced conversational AI tool, is equipped to offer you neuroscience-based advice, coaching, interactive exercises, and a wealth of resources tailored for you.



Target audience

Ideal for aspiring and seasoned managers alike, our brand-new leadership program offers brain-friendly strategies to develop and enhance your leadership skills. Whether you're just starting or seeking to refine your management approach, this program empowers individuals with the tools and insights needed to excel in today's dynamic business landscape. Join us to unlock your full potential and LEAD today!

Content overview:

3 Modules	9 habits	27 skills	NLI Content
 <p>Manage Myself</p>	 <p>H1. Optimize my brain</p>  <p>H2. Regulate emotions</p>  <p>H3. Sustain good thinking</p>	<p>Habit 1: Optimize my brain</p> <ul style="list-style-type: none"> • Skill 1: Sharpen focus • Skill 2: Get unstuck • Skill 3: Challenge assumptions <p>Habit 2: Regulate emotions</p> <ul style="list-style-type: none"> • Skill 1: Understand emotions • Skill 2: Manage distractions • Skill 3: Shift perspective <p>Habit 3: Sustain good thinking</p> <ul style="list-style-type: none"> • Skill 1: Know my drivers • Skill 2: Get more resilient • Skill 3: Deepen my growth mindset 	<ul style="list-style-type: none"> • Capacity • The Eureka Scale • Toward and away • Three levels of threat • Labeling and reappraisal • The SEEDS Model® • SCARF® • Growth mindset • Healthy Mind Platter™
 <p>Mobilize Others</p>	 <p>H1. Connect efficiently</p>  <p>H2. Set the right course</p>  <p>H3. Inspire great work</p>	<p>Habit 4: Connect efficiently</p> <ul style="list-style-type: none"> • Skill 1: Build strong connections • Skill 2: Ensure shared understanding • Skill 3: Accelerate insights <p>Habit 5: Set the right course</p> <ul style="list-style-type: none"> • Skill 1: Personalize interactions • Skill 2: Set great goals • Skill 3: Delegate and let go <p>Habit 6: Inspire great work</p> <ul style="list-style-type: none"> • Skill 1: Make feedback the norm • Skill 2: Maintain momentum • Skill 3: Bridge performance gaps 	<ul style="list-style-type: none"> • Toward and away • Three levels of threat • The SEEDS Model® • SCARF® • Growth mindset • The TAPS Model® • SSG • Choose Your Focus™
 <p>Drive Results</p>	 <p>H1. Make it safe</p>  <p>H2. Solve problems faster</p> <p>H3. Stay agile</p>	<p>Habit 7: Make it safe</p> <ul style="list-style-type: none"> • Skill 1: Foster collaboration • Skill 2: Optimally include • Skill 3: Enable healthy debate <p>Habit 8: Solve problems faster</p> <ul style="list-style-type: none"> • Skill 1: Improve team decisions • Skill 2: Check for bias • Skill 3: Own the outcomes <p>Habit 9: Stay agile</p> <ul style="list-style-type: none"> • Skill 1: Build the right routines • Skill 2: Smooth out conflict • Skill 3: Thrive through change 	<ul style="list-style-type: none"> • Toward and away • Three levels of threat • CREATE • The SEEDS Model® • SCARF® • Growth mindset • Insight