

# Brain Based Leadership

A 21<sup>st</sup> Century Model Based In Neuroscience



## Course Outline

The current model of leadership evolved over 120 years ago. Our leadership practices are not keeping up with the challenges and opportunities of organizational life. There is a leadership crisis, and if not resolved, will impact not only our organizations but our very future. The accelerating rate of change, technology breakthroughs, the context in which the Millennium Generation views life and career, has raised the bar for today's leaders. How we have led is insufficient for creating powerful, sustainable futures for our enterprises.

Today's organizations are facing the need for elevated levels of creativity, innovation and problem solving. This requires that we adapt a more relevant model to how we manage and lead today's organizations. During this course you will distinguish a way of leading people and organizations based upon recent findings in Neuroscience, Complex Adaptive Systems, Social Psychology and other disciplines applied to Leadership.

## Promises for the Course

- Understand how recent discoveries about the brain changes everything in regards to leadership and organizational performance. What will be learned will cause stunning elevations in performance
- Unlock the deep reservoir of talent and creativity in your organization by understanding what is in the way
- Dramatically elevate your listening skills
- Distinguish ways of avoiding common pitfalls that cause 73% of change initiatives to fail and 74% of staff not engaged in work, despite leadership's best intentions and efforts
- Gain powerful new access to transforming organizational culture
- How to have performance conversations that elevate performance, as 80% have no impact or more often, a negative impact on performance
- Based on recent studies of high performance organizational cultures around the globe for a "super-major" energy company, understand what the common attributes and characteristics are
- How to imbed "Brain Based Coaching" in your leadership to ignite creativity and innovation
- Understand how to use recent findings about the brain to impact the quality of meetings while reducing the time required by up to 80%
- Understand the importance of dealing with the questions; Are leaders born or made? Why are leaders scarce? How do we train and elevate leadership capabilities? How do we retain the best of brightest of the Millennium Generation?
- Understand how to engage people to take on leadership development, impacting both their willingness to do so and increasing the velocity of their development
- How the way most organizations deal with problems actually does little to resolve them, and how to have a breakthrough in problem resolution
- Why stretch goals are often unproductive, even counter-productive
- Six Steps to Transforming Performance-doing for performance what Six Sigma has done for quality, making it more of a science

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Jerry Dackerman, Senior Partner at Fleury Group, will lead the course. He has led many large scale global initiatives for some of the largest organizations in the world in many different industries. His experience and research in elevating organizational and individual performance as both a CEO and a consultant utilizes cutting edge Neuroscience findings applied to leadership; having the work be beyond mere academic theory. The course will provide a new way of thinking, a new way of listening, a new way of speaking and a new approach to conversations a leader has with his or her people.

The knowledge and insights gained in this course reliably generates breakthroughs in individual and organizational performance. As a leader's primary role is to obtain *the best performance from people* we have created a course for senior leaders the impact of which will be to dramatically elevate their ability to lead. You will not be the same leader going forward.

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People don't need to be managed,  
they need to be *unleashed*.

-Richard Florida, 2002

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Course fee will be \$695 per participant.

Course Venues are:

Toronto, Ontario, Fairmont Hotel, October 16<sup>th</sup>

Calgary, Alberta, Fairmont Hotel, November 20<sup>th</sup>

Denver, Colorado, Hyatt Regency Hotel, December 4<sup>th</sup>

San Francisco, California, Fairmont Hotel, January 22<sup>nd</sup> 2016

London, United Kingdom, The Ritz London, Winter 2016 TBA

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