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Leveraging Regenerative Practices to Thrive Through Change

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Agenda

- Burnout – how the brain responds to threat
- Regenerative practices – an alternative way to work
- SCARF® - a tool for building regenerative practices

Active learning



Connections



Insights



Action

Making organisations more human through science



A research-driven leadership institute



50+ research papers since 1998



Advised 54 of the Fortune 100
& 35% of the ASX 200



Operations in 24+ countries



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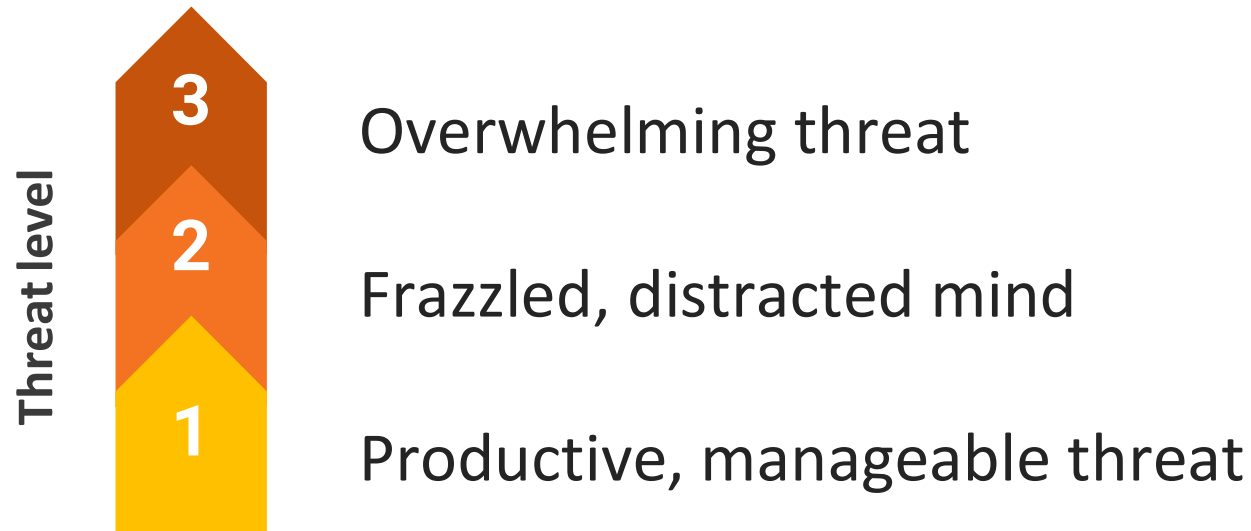


Stress is taking its toll



- 96% of corporates report reduced productivity
(Source: i4CP)
- 60% of employees feel stressed and worried
(Source: Gallup 2020)
- Only 49% of full-time workers feel
organisations care about their wellbeing (Source:
Gallup 2020)

What's going on biologically?



As threat increases, cognitive capacity decreases

Quick Poll

Hold up 1, 2 or 3 fingers

Where is your overall threat level?

Where is your team's overall threat level?



Attitudes to work have fundamentally shifted

What Employees Say About How the Pandemic Has Changed Their Feelings About Work and Life

The pandemic has ...

gartner.com

n=3,015
Source: Gartner 2021 Hybrid and Return to Work Survey
Note: Percentages may not add up to 100% because of rounding.
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Gartner

... shifted my attitude toward the value of aspects outside work

... made me rethink the place that work should have in my life

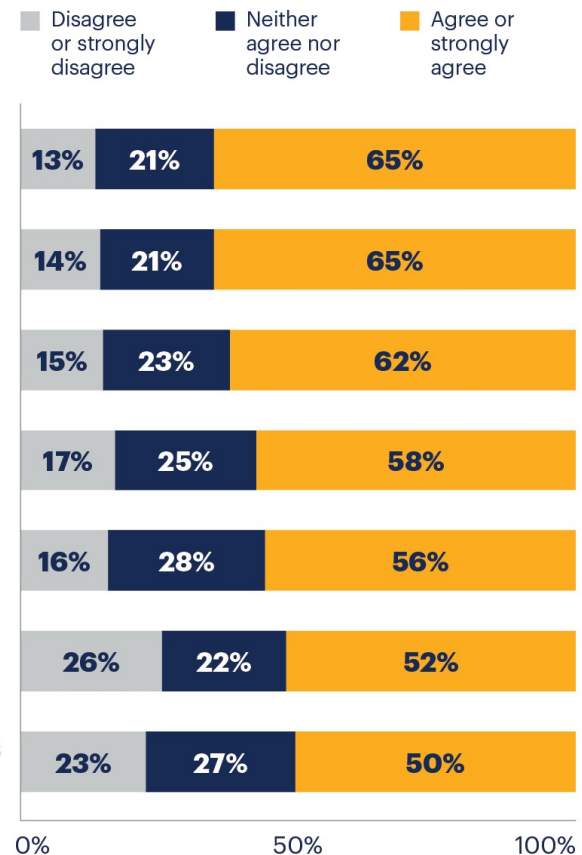
... made me long for a bigger change in my life

... changed my perspective on the desirability of my workplace location

... made me want to contribute more to society

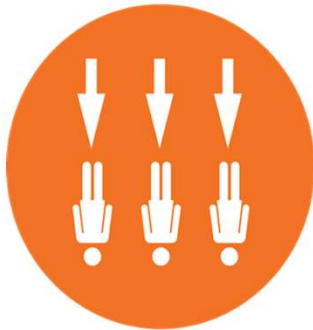
... made me question the purpose of my day-to-day job

... changed my expectations toward my employer

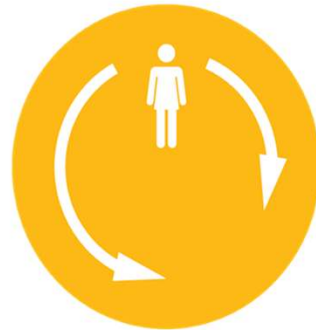


Exploring new ways of working

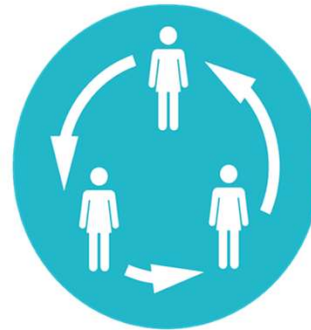
Exploit



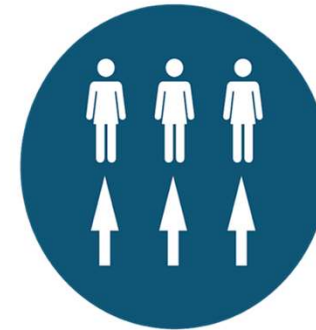
Deplete



Sustain

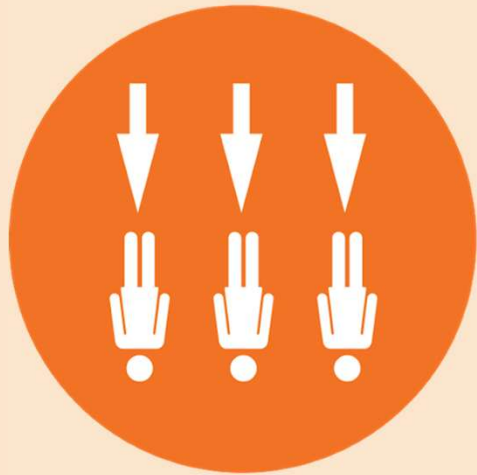


Regenerate





Exploit



Takes without giving back

- Short-term, selfish thinking
- Productivity at any cost
- Profit over people



Deplete

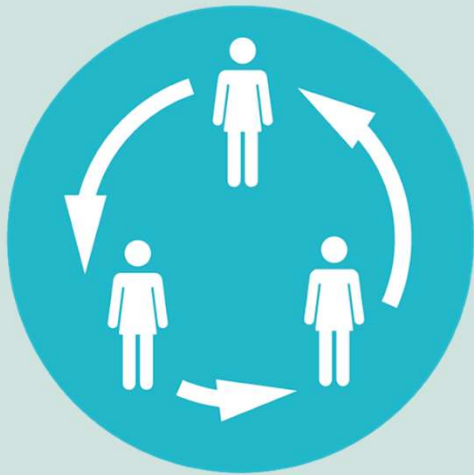


Takes more than it gives

- Exploitative practices mitigated
- Systems deteriorate over time
- Unsustainable practices



Sustain

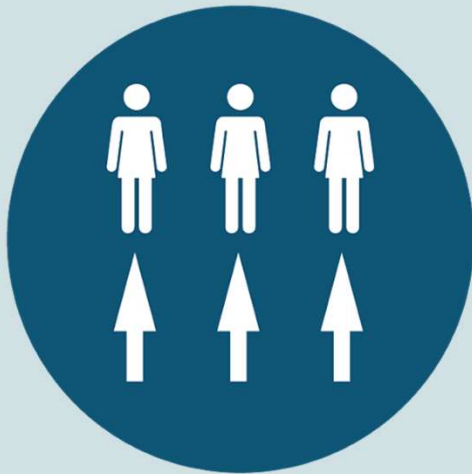


Gives as much as it takes

- Neutral impact over time
- Somewhat longer-term, wider, systemic view
- Growth & innovation undervalued



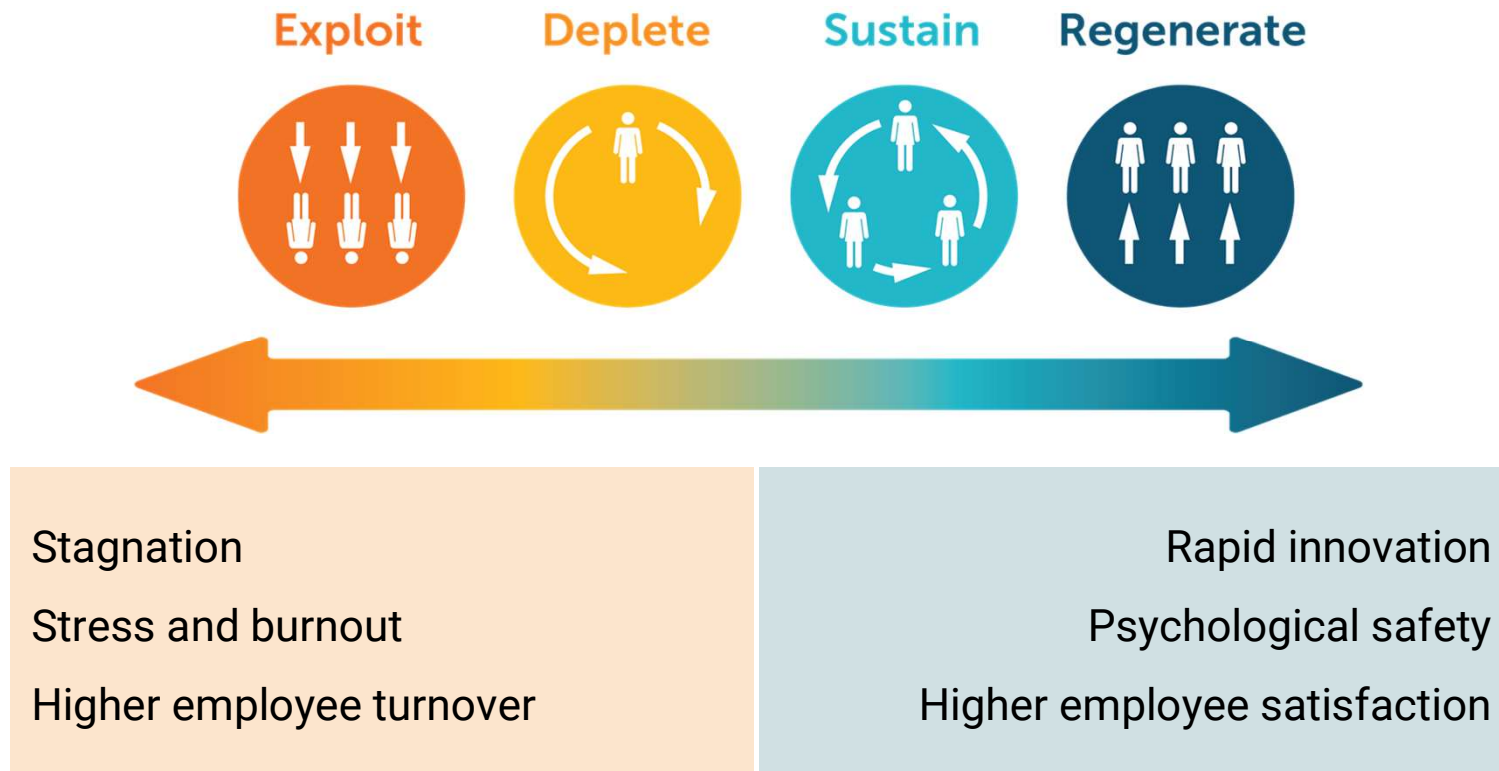
Regenerate



System improves
over time

- Uses feedback to ***adapt faster***
- Systems get more adaptive each year
- Much longer term, wider, more systemic view

The impact on people



Quick Chat

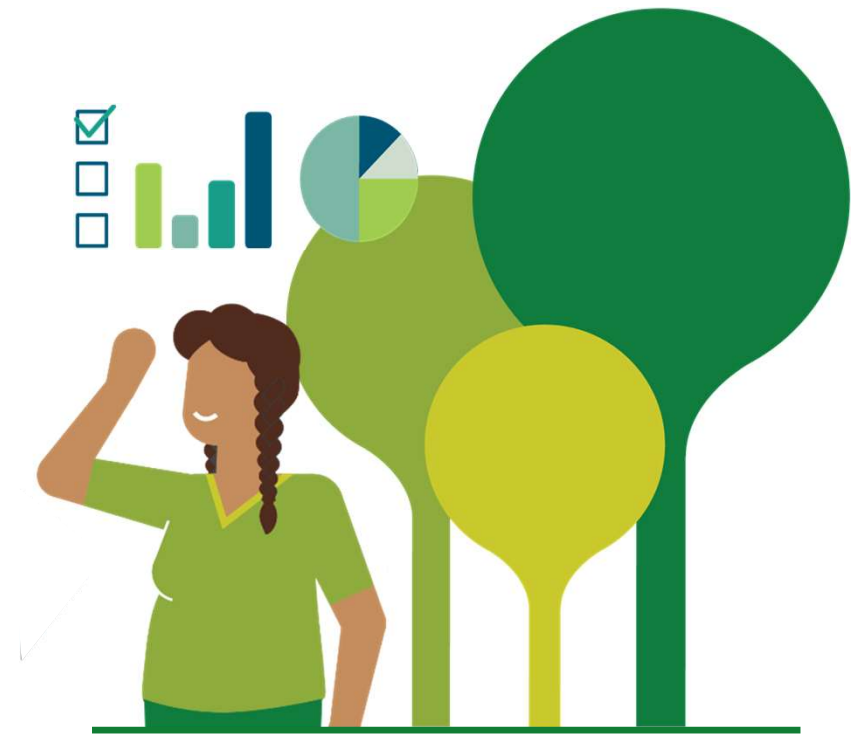
In groups of 2 or 3

Overall, where does your organisation sit on the EDSR spectrum?



Building a Regenerative organisation requires

- An organisational **growth mindset**
- Deep **diversity, equity & inclusion**
- A culture of **speaking up**



A lay
definition of
“empathy”

*A high quality connection
where people accurately
interpret the information,
intentions, and emotions
of others, and act in
adaptive ways.*

Perspective taking is key



Perspective-taking is a cognitive process that involves simulating another person's thoughts and feelings, focusing on another's viewpoint, or imagining oneself in another's shoes.

Epley & Caruso, 2009
Zaki & Ochsner, 2012

SCARF[®] - a Perspective Taking Tool



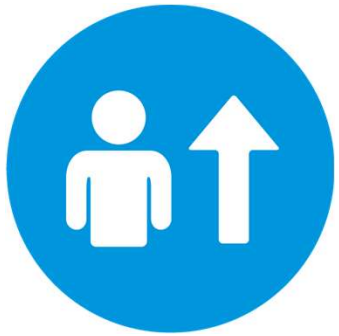
Status

Certainty

Autonomy

Relatedness

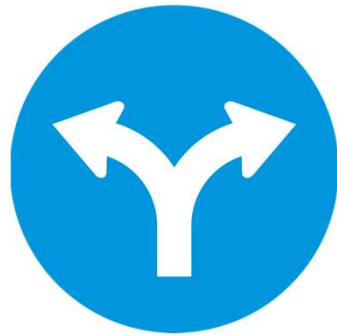
Fairness



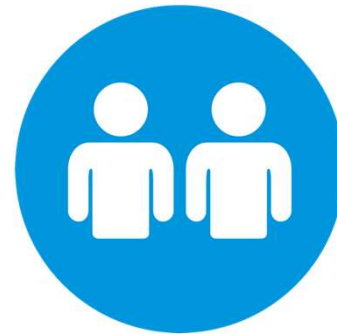
Feeling respected
and valued



Ability to
predict outcomes



Sense of choice
and control



Need for
social connection



Perception of
equitable treatment

Reflection

Status	Feeling respected and valued
Certainty	Ability to predict outcomes
Autonomy	Sense of control and choice
Relatedness	Need for social connection
Fairness	Perception of equitable treatment



Jot down



Which are your two most dominant SCARF domains?

Reflection

Status	Feeling respected and valued
Certainty	Ability to predict outcomes
Autonomy	Sense of control and choice
Relatedness	Need for social connection
Fairness	Perception of equitable treatment



Jot down



Which are your two least dominant SCARF domains?

Build Positive SCARF Habits

Strengthen Connections

- Find common ground & goals
- Be curious about others
- Deepen social communications



Respect and Validate

- Lift people up
- Ask for feedback
- Share credit & praise publicly



Help Create Clarity

- Make the implicit more explicit
- Share information widely
- Co-create goals



Reflection



How has your thinking changed?



What is your key take away?



What is one habit you'll look to build?



Thank You