LEADERSHIP THROUGH BEHAVIOURAL INSIGHT

By Milo Wilkinson

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Welcome to our Behavioural Leadership program

Using the latest findings from neuroscience, psychology, and social anthropology, the program creates the environment for the kinds of deep learning and appropriate discomfort that facilitate growth. This is not an *'easy' program,* but it will offer the kinds of challenges you have been searching for which is also designed to complement any existing training programs including MBAs and any other formal education. This program is considered an '*MBA of the mind'* and is centered around Behavioural Based Leadership and has been developed by some of the most prized intellectual minds in the world.

Everything is designed intentionally to ensure the brain is in the optimum place to maximise connection with other cohort members and learning.

The program is designed around **three core pillars:**

SELF:
"Know yourself deeply to avoid the need for external validation and lead with authenticity."

OTHERS:
"Once you understand yourself, you can effectively guide and inspire others."

PLACE:
"Recognise your role within the organisation to maximise your impact and seize opportunities."

What is Behavioural Leadership?

Behavioural leadership vs skills leadership

Behavioural Leadership Theory

Behavioural leadership observes the success of a leader based on their Behavioural beliefs rather the skills that they use.

Here are some additional analogies that emphasise behavioural over skills leadership:

▶ **We aren't afraid of change,** we are afraid of the loss that change represents

▶ **We aren't hesitant to learn;** we fear the vulnerability of not knowing.

▶ **We don't lack the capability to decide;** we're paralysed by the fear of making the wrong choice.

▶ **We are a consequence focused species** – we fear the consequences more than the rewards and our brain looks for risk until it finds certainty.

▶ **We aren't afraid to give feedback, we are conflict adverse.** We don't abstain from communicating; we're wary of the misinterpretations and the potential fallout.

By addressing the **'core'** of behaviours, we can tackle the real source of behavioural change and make it **'stick'**.

Skills Leadership

▶ In leadership, skills can be taught i.e. change management, delegation, time management, performance conversations. Without the behavioural element, these are only 50% successful. We need to address behaviours before the skills can 'stick' or during times of stress, we can forget it all.

▶ It is essential to learn the skills, but we also have to have the belief that we are confident enough to use them when it most matters

Introduction

The skills and attributes required to excel as a leader are now more complex than ever.

Abbey Durkin Ph.D.
(Chief Profiler at the USA
Pentagon Department of Defence)

Milo-Arne Wilkinson
(Global Behavioural Scientist)

Underpinned by science our Leadership program directly targets the concepts of self-leadership, environmental leadership, crisis leadership, psychological leadership, cultural leadership and the neuroscience of social Behaviours in order to dynamically disrupt existing leadership styles and habits. We are also very excited to have *Abbey Durkin Ph.D. (Chief Profiler at the USA Pentagons Department of Defence)* as one of our crisis leadership coaches as part of the offering.

The 11 attributes of exceptional leadership

The program architecture is underpinned by Attributes of Leadership. These are the attributes of exceptional human behaviour in all aspects of life.

The program is designed to stimulate sensory, learning and cognitive preferences through diverse delivery methods
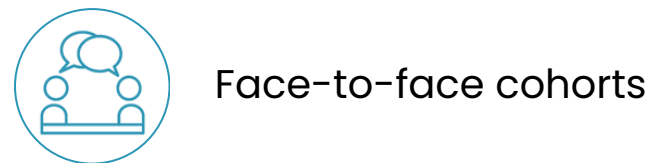
Face-to-face cohorts

Articles

Simulations

Podcasts

Group discussion and reflection

Group processes

Online learning

Narrative theory

Tap into the rich seam of humanity

Adaptability

Authenticity

Awareness

Bravery

Connection

Creativity

Empathy

Innovation

Purpose

Resilience

Vulnerability

The psychological ability to solve problems, think critically and to act purposefully

By joining the Leadership Program learners can expect to gain:

1. Deliberate leadership style – leading by intention

2. The identification of true change initiatives and how they need to 'show up' to advocate them

3. Strengthening of personal and professional attributes

4. The ability to apply insight from neuroscience, behavioural economics and psychology to leadership change behaviours

5. A faster intentional response rate in behaviour in times of greatness and of great uncertainty, rather than reacting

6. Insight into the impact of a chosen leadership style and their willingness and ability to shift

7. Improved, even radical, honesty about what it takes to be a leader

8. Improved ability to be of service to others in their personal and professional lives

9. Confirmation of the need to be consistent with the 'work self 'and 'home self ' for better mental health

10. Understand the landscape of crisis leadership

This Program is For People Who...

The Program has been designed to meet the needs of intellectually curious leaders. I am regularly asked what types of leaders join my programs.
All of my programs require the individual to understand "why they are here".

This is why people have said yes to the program:

"

I have capped my technical learning so what else is out there?

Behavioural economics interests me – I need to know how people behave

What is my purpose? Am I living it

I am successful but I am bored

Have my purpose and passion been misplaced or lost?

Where do I start to shift a culture I have inherited or created and how long does it take?

I think what is holding me back is my need for validation

I have fallen into multiple positions that I didn't choose myself

I need to own my space more – I always appear uncertain

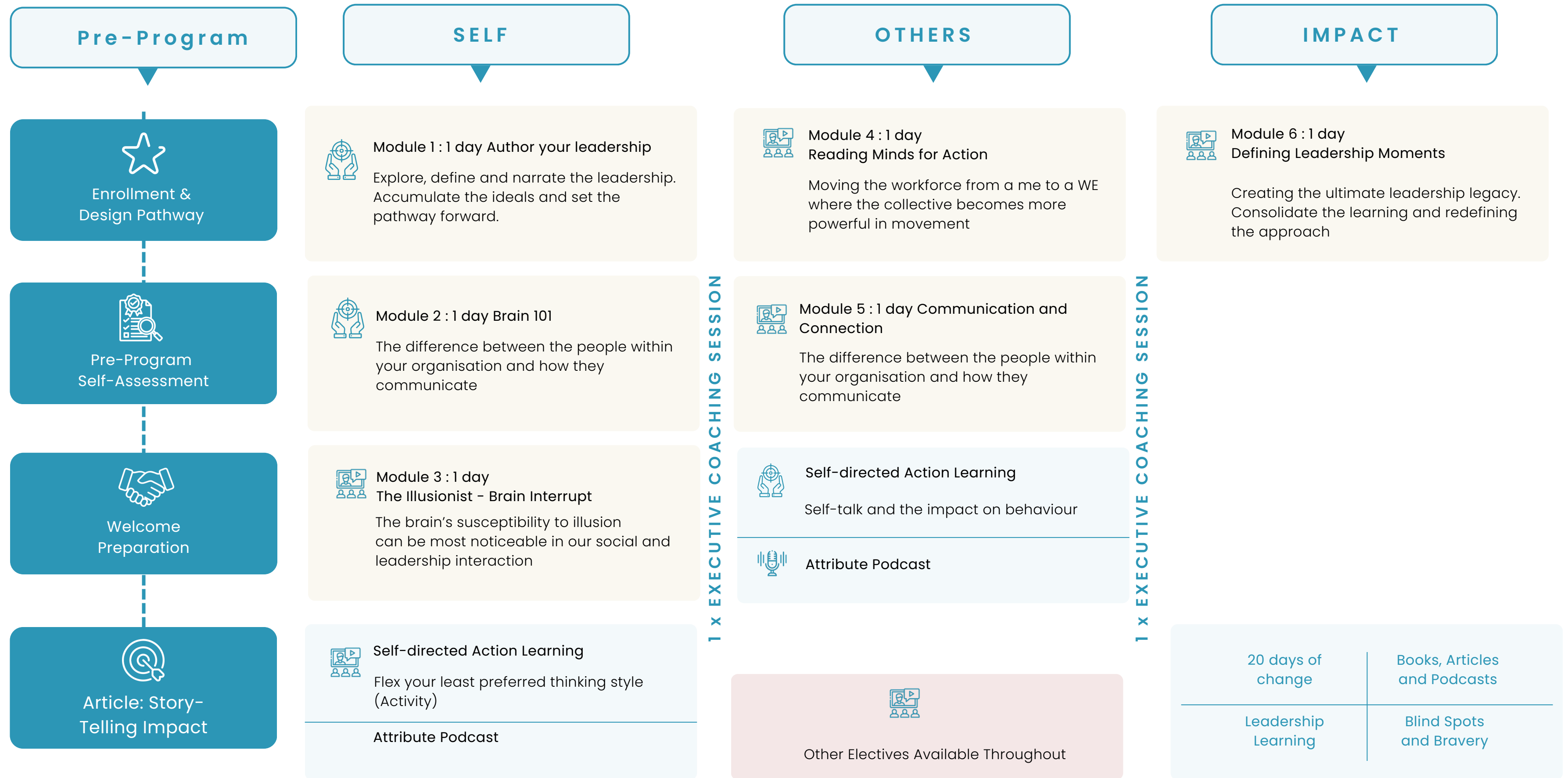I am struggling to lead a remote working environment

Help me understand my behaviour and the behaviour of others "

Architecture for Senior Leaders

Core
Electives

Pre-Program

Enrollment & Design Pathway

Pre-Program Self-Assessment

Welcome Preparation

Article: Story-Telling Impact

SELF

Module 1 : 1 day Author your leadership

Explore, define and narrate the leadership. Accumulate the ideals and set the pathway forward.

Module 2 : 1 day Brain 101

The difference between the people within your organisation and how they communicate

Module 3 : 1 day The Illusionist - Brain Interrupt

The brain's susceptibility to illusion can be most noticeable in our social and leadership interaction

Self-directed Action Learning

Flex your least preferred thinking style (Activity)

Attribute Podcast

OTHERS

Module 4 : 1 day Reading Minds for Action

Moving the workforce from a me to a WE where the collective becomes more powerful in movement

Module 5 : 1 day Communication and Connection

The difference between the people within your organisation and how they communicate

Self-directed Action Learning

Self-talk and the impact on behaviour

Attribute Podcast

Other Electives Available Throughout

IMPACT

Module 6 : 1 day Defining Leadership Moments

Creating the ultimate leadership legacy. Consolidate the learning and redefining the approach

20 days of change | Books, Articles and Podcasts

Leadership Learning | Blind Spots and Bravery

1 x EXECUTIVE COACHING SESSION

1 x EXECUTIVE COACHING SESSION

Commercial terms

Senior Leadership Program

Inclusions:

👉 Full day programs containing 7 core modules

👉 Face-to-Face

👉 2 x Executive coaching sessions per delegate

👉 1 x psychometric

👉 Access to 6 elective e-learning modules to complete in their own time

👉 Various podcasts, research papers and articles

$9,000 per participant

Order

The program will be run out of the Hunter Valley in the following format:

👉 Month 1: 2 x full day

👉 Month 2: 2 x full day

👉 Month 3: 2 x full day

👉 Month 4: 1 x full day

Note these figures are in AUD and exclude GST.

Thank you

Milo Wilkinson