

# One-Week Workshops for Supervisors, Managers and Executives



More than ever, leaders are being asked to do more with less and drive performance to new levels of achievement. New Science research provides insight and direction that Brains at Work turns into concrete, action-oriented tools for leaders. Brains at Work offers leadership development intensives designed to address essential challenges and conditions in the workplace.



## Competencies and Beyond: THE LEADERSHIP ADVANTAGE

Organizations driving professional development through identified competencies may select learning opportunities with high immediate impact. But, how can long-term application of new concepts be integrated to improve job performance? What kinds of learning activities ensure behavioral change over time and willingness to keep on learning long after a single class or event?

### Clients Include:



Nancy Maresh delivered the Design Science Intensive to our Marketing department and facilitated application of her Brain Power principles. With her inspiration and guidance, we designed a campaign for Black and Decker; a sequence of outreach and communication steps that brought a 40% increase to 401k enrollments. Outstanding!”

— Ed Barnes, Director of Defined Benefits  
T. Rowe Price & Associates



## New Science of Peak Performance

Can stress be optimized? How can pressure and demands' toxic effects be transformed? Neuroscience and social sciences provide powerful research findings, formulated into practical techniques. Leaders expecting more from their workforce need to know what works and what doesn't work for creating motivation, replenishing energy and strengthening commitment.

The human capacity for **Adapt-Ability** has never been more necessary. Skills for helping others overcome resistance and achieve buy-in are strengthened through activities using a New Science tool kit. Leaders build knowledge and ability to:

- Distinguish neurological states of stress, to enjoy the benefits of optimized stress.
- Determine the role of leadership to enhance and repurpose workplace environments of pressure and high demand.
- Facilitate workforce resilience and competence as quick adaptors.



## Neuroscience of Leading Change

Professionals may view change management like the Bermuda Triangle: it's easy to get sucked in and never get out! Fortunately, science provides guidelines for knowing what goes on with humans expected to perform well during systems and culture changes. This intensive workshop supports participants' abilities to lead through specific shifts and demands and provides keys for working successfully with teams and direct reports.

The Brains at Work Model for Change Road Map is an experiential, improvisational framework that reveals a neuro-genetic understanding of what change means to individuals and organizations. As the model rolls out, the dynamics of human nature and resulting lessons become unforgettable. Keys for experiencing and facilitating **Flex-Ability** take center stage and are included in class materials to:

- Participate fully and be able to observe change processes in action.
- Lead others to respond in healthy ways to changing demands and environments.
- Leverage neuro plasticity in the workforce to optimize brain power and drive performance during change.



## Cognitive Fitness for Leaders

What is the role of mindfulness in leadership development? Can leaders be guided to create **Response-Ability** in their workforce? Would employees benefit from the ability to monitor and change their emotional and mental states?

- This interactive workshop explores how to build intelligence and capacity for great leadership: the conditions and neurology of brains at work and brains at play increase mental clarity and the ability to focus intensely and creatively.
- The dynamics of the Productivity Paradox are leveraged in tools and methods that leaders can apply in work groups to break tensions, build cohesion and shared purpose. Cognitive fitness activities that any leader can use to engage and invigorate their work teams will strengthen leader effectiveness and confidence.

### The *Brains at Work* Team

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