



# LEADERSHIP

*from the inside out*

## The venue

Founded in 1982 and established on 180 acres of pristine country, Higher Ground Tuckekoi Outdoor Centre is on the edge of the Mary Valley and Noosa Hinterland about two hours north of Brisbane.

Accommodation is in the form of shared rooms, with three double bunks in each room. The capacity of the venue is three times the number of beds so we will have plenty of room to spread out.

The centre has a conference room and break out rooms, a dining hall, plenty of veranda space, an outdoor classroom looking out over a 3 acre lake, a camp kitchen a fire pit.

We will drive to the venue in groups.

<http://higherground.com.au/locations/tuckekoi-outdoor-centre/>



# Why knowing yourself is indispensable for being **a great leader?**

Emotional Intelligence (EI) has become a buzzword over the last couple of decades, with countless studies showing it has greater impact on success at work than knowledge or expertise. However, a crucial part of EI, called “intra-personal intelligence”—the capacity to know and understand yourself and act on that knowledge to build effective teams and high performing businesses—is much less discussed.

Too often are outstanding experts *who have been promoted to leadership roles* taken by surprise to discover that their technical expertise matters much less than they ever imagined and the capacity to be aware of one’s thinking and emotions and attuned to the minds and emotions of others becomes a crucial skill. Being a leader is a profession in itself, one in which intra and interpersonal intelligence play a key role.

**The purpose of this program is to offer participants a glimpse into their own minds and the minds of others, opening new doors to self and team development.**

Using the latest research in neuroscience and positive psychology, we will be opening new perspectives on questions such as: What can our own brain teach us about leadership? How do people’s “cognitive filters” work and why do we interpret reality so differently? What are the “emotional buttons” of people and how do they work? What’s the connection between personal values and motivation? How is it possible for several people working together to become smarter than any one taken separately? How does one individual transform a whole team?

If tasks and processes work by the rules of Newtonian physics, people work by the rules of Quantum physics. This workshop aims to shed some light on the laws that govern this baffling, unpredictable and yet fascinating world that is the human mind and point participants to ways in which they can use this knowledge to become more conscious, effective leaders.



*"Remember  
teamwork begins by  
building trust. And  
the only way to do  
that is to overcome  
our need for  
invulnerability."*  
**Patrick Lencioni**



# Day 1

## Neuroscience of leadership

Where do our behaviours come from? Data from neuroscience about the rational and emotional brain and how our neural “hardware” influences our behavioural “software”.

Reason and emotion—who is running whom—the metaphor of the “Rider” and the “Elephant”.

Our brains and the dance of emotion—the SCARF model (Status, Certainty, Autonomy, Relatedness, Fairness)—the 5 emotional triggers which influence the outcome of any interaction.

Emotional Management techniques—labelling and reframing.

When our mind sabotages us—The Saboteur Test and the concept of Positive Intelligence.



# Day 2

## A team is more than the sum of it's members

Group exercise: “Coach Simulation”—building a turn-around strategy for a sports team that is failing.

Negotiating the coaching strategy.

Measuring group dynamic/team profile—using the scientifically validated Group Style Inventory Questionnaire from Human Synergistics.

Debrief on the team profile and its implications for the team.  
Highlighting strengths of the team and areas for development.

What are your leadership beliefs and what's their impact in your behaviour and in your team?

From Self-awareness to Leadership—how can we increase the level of awareness in our own teams and what impact will this have on business?

Next steps—key actions to improve our team's dynamics and cascade constructive mindsets and behaviours in each manager's own team.

# Day 3

*We will explore possibilities and go with the flow:*

**Cognitive biases—the “lenses” that distort our perceptions of the world.**

The “above-average” effect.

The “confirmation” bias.

Cognitive dissonance.

Proximity/similarity/familiarity/halo effects.

The “Self-fulfilling prophecy” effect.

or

**Values, strengths and motivation**

What is motivation? Extrinsic versus intrinsic.

Richard Barrett’s evolutionary values model and its impact on motivation.

Strengths based leadership and how it can transform teams’ motivation.

or

**Mindfulness in business.**

Mindfulness - a new way of managing ourselves and others.

What does the “mindful brain” look like? - brainwaves and leaving the “beta” state.

Practicing mindfulness - how do we actually stay in the present moment?



## Our facilitator

Alis? Alis? Who the  is Alis?

Alis Anagnostakis is a trainer, executive coach and organisation culture expert. Over the past ten years, she has trained thousands of managers in large multinational companies and has coached hundreds of individual clients. As a certified Human Synergetics expert, Alis is involved in large scale organisation culture change and leadership development projects.

In time, she has developed her own training methodology using cutting edge neuroscience principles to generate insights and facilitate self-understanding and personal development. Over the past 6 years, she has taken this methodology into the corporate classroom, delivering workshops on “Coaching”, “Motivation” or even more unconventional ones such as “Authenticity”, “Trust”, “Happiness” for clients such as Vodafone, Wrigley, Emag, Oracle, Accenture, Danone, Coca Cola, IBM, Mars, Microsoft and HP. Alis has studied for her certification as a coach with Sir John Whitmore from Performance Consultants International and with Sally Jackson and Jan Versteeg from JS-International.

With an experience of over 2000 hours of coaching, she is accredited by the International Coaching Federation at Professional Certified Coach (PCC) level. Presently, Alis is pursuing an Executive Masters Degree in “Positive Leadership and Strategy” with IE Business School in Madrid, with a focus on using the latest research from Positive Psychology to transform organisations. In the past, she has worked for the British Embassy, Procter&Gamble, KPMG and Achieveglobal. In 2011 she founded [Mind Learners](#), a training and coaching company specialised in creating science based leadership development programs that offer leaders increased self-awareness and support them towards more conscious leadership approaches.

In 2015, Alis created the [Mind Learners Transformational Coaching School](#) – a coach certification program approved by ICF, which prepares managers to use professional coaching as a leadership tool. Since 2010, she has been blogging on personal development at [www.alisanagnostakis.com](http://www.alisanagnostakis.com).





**“THE FUNCTION  
OF LEADERSHIP  
IS TO PRODUCE  
MORE LEADERS,  
NOT MORE  
FOLLOWERS.”**

Ralph Nader