

Understanding Humans @ Work Masterclass

Introduction

Every single one of us is a leader, no matter where we sit in the organization. While we may not have a formal leadership title or manage direct reports, we are each invited to share our expertise, offer solutions and take pride in innovation. The way we show up in the workplace is our leadership style - how we communicate, influence and collaborate with others while generating impact.

Becoming aware of how you are navigating conversations and interacting with co-workers is vital to the health of both your team and organizational culture. It also directly affects your ability to meet your goals and drive your success.

Have you ever considered where leadership styles come from? Have you thought of leadership as a natural trait or a result of individual choices and behaviors? Has there ever been a time where you have given feedback repeatedly to a co-worker only to find yourself frustrated with the lack of acknowledgement, improvement or even simply the willingness to be accountable?

This workshop series is designed to provide you with both insights and tools necessary to understand and help manage your own leadership style while cultivating a culture of psychological safety and a greater sense of belonging. These sessions and tools will help communication styles become more streamlined, cross-functional collaboration be strengthened, and overall engagement become both augmented and authentic.

Each module will take you on a journey of self-exploration and self-reflection. You'll then gain tools and resources to use in your daily encounters with peers.

Module 1 - Understanding Leadership Styles

Jaak Panksepp published a book called Affective Neuroscience, highlighting research about the Circuitry of Emotion and Motivation (CEM). In this module, you'll gain a deep understanding of the CEM and how this directly shapes our leadership styles, our behaviours and triggers and levels of engagement from meeting to meeting.

PREWORK (optional):		
	Published Article:	Why should businesses invest in emotional intelligence?
	Podcast Episode:	The Neurobiology of Belonging of Highly Effective Teams
POSTWORK (optional):		
	HBR Article:	The Neuroscience of Trust
	Video:	The Anatomy of Trust

Module 2 - Understanding Exclusion Zones

Current research shows that when we experience exclusion of any kind, the pain centers in the brain light up. In this module, we'll explore the three tiers of exclusion, the four management styles that exclude and demotivate others and how we begin to solve for these issues.

PREWORK (optional):		
	Published Article:	Exclusion and trauma are impacting the workplace.
	Podcast Episode:	How does exclusion impact your ability to perform at work?
POSTWORK (optional):		
	Article:	The pain of social rejection.
	Video:	How childhood trauma leads to addiction.

Module 3 - Understanding Psychologically Safe Conversations

Amy C. Edmondson, Novartis Professor of Leadership at Harvard Business School, coined the term 'psychological safety'. Edmondson states, "Psychological safety isn't about being nice, It's about giving candid feedback, openly admitting mistakes, and learning from each other." In this module, you'll learn how to have 'psychologically safe' conversations, and walk away with a model you can use in both your professional and personal life.

<u>PREWORK</u> (optional):		
	Published Article:	Insulting your employees is costing you money.
	Video:	Psychological Safety in the face of uncertainty.
<u>POSTWORK</u> (optional):		
	Article:	5 Keys to a successful Google team.
	Podcast interview:	Amy Edmondson - Creating psychological safety in the workplace.

Module 4 - Understanding Workplace Dynamics and Dysfunctions

Pulling from the framework of having psychologically safe conversations in module 3, you'll explore different workplace scenarios where tension or conflict may be present. In this module, you'll practice surfacing unmet needs, and navigating challenging or difficult conversation for the best possible outcomes.

<u>PREWORK</u> (optional):		
	Published Article:	Strategies to fix a toxic workplace.
	Podcast Episode:	Fostering a sense of belonging.
<u>POSTWORK</u> (optional):		

	Article:	6 Tips to speaking up against bad behaviour
	Video:	Positive emotions create physiological benefits in your body?