SYNCUP
LEADERSHIP GROUP

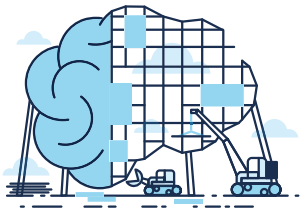
The Science of the SyncUp Leadership Group

Neuroscience Meets Vertical Learning to Grow Leadership Mindsets

Horizontal vs. Vertical Development

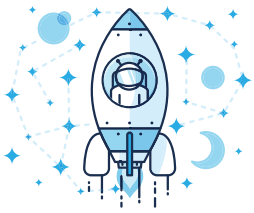
What is the difference between horizontal and vertical approaches to leadership development?

Horizontal leadership development programs build skills - they give people the tools to do what they are doing with more efficiency. **Vertical leadership development programs** are built on the science of human development that shows how our minds can continue to grow through our lifetime. Bigger mindsets translate into the agility required to lead effectively in a complex and ever changing world. Growing leadership mindsets is the new competitive advantage.



HORIZONTAL DEVELOPMENT

VS



VERTICAL DEVELOPMENT

The Value Proposition of Vertical Development

A global survey conducted by The Economist reports that **nine out of 10 executives** believe that agility is critical for business success. Agility at the leadership and organization level is associated with increased performance.

The Importance of Neuroscience

In the last 20 years we have learned more about the brain than in the entire course of human history. Neuroplasticity, our ability to alter neural structures and the very physiology of the brain, is a fact. We can use our mind to change our brain, develop our mindset and create new options for thinking, performing and relating.

What practices can we adopt to grow our mind that increase our ability to move from a reactive, threat based response to the kind of dynamism required to deal with a complex and overwhelming world?

Grow Your Mindset, Transform Your Organization

with The SyncUp4® Model

We've translated the benefits of neuroscience into a practical approach to developing your leadership mindset. These 4 capabilities make up the SyncUp4 Model of leadership development.

DYNAMIC ATTENTION

How being brain savvy impacts performance, memory, decision making and relationships

Practices to increase focus and presence

Bringing executive function (prefrontal cortex) on line to improve performance

Workplace practices that boost focus, insight and productivity

Personal practices to make life and work more brain friendly

WHOLE PERSON CAPACITY

How SPINE dimensions fuel the capacity for mindset growth

Purpose drives engagement and commitment

The power of regulating and leveraging emotions

Reason and intuition as the twin engines of decision making

Listening to your physical signaling system to increase energy and insight

STRATEGIC CLARITY

How to increase clarity and perspective taking (cognitive agility)

Mitigate bias by rewiring neural patterns that lead to automatic responses

Reduce automatic behaviors and leadership patterns that derail effectiveness

Strengthen inner voice of wisdom that prevails in difficult circumstances

Master self-investigation process that leads to mindset growth

Manage the inner voice that blocks healthy risk-taking and growth

AUTHENTIC COLLABORATION

How to plug into the power of the social brain for more effective collaborations at all levels

Using healthy relationships to boost neuroplasticity

Ending the war between compassion and accountability

Creating a brain friendly culture

Overcoming brain based fear of change

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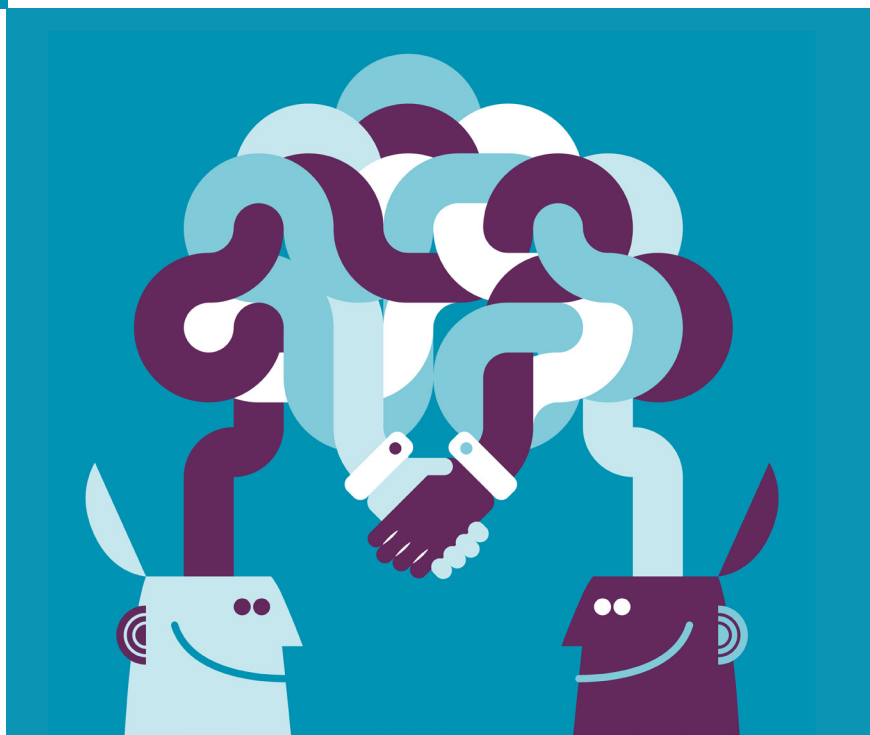
How Your Brain and Mind Impact Performance and Well Being

- Mindful awareness **-** how you use your attention and awareness - changes the brain, boosts immunity and increases well being.
- The longer you work without frequent breaks - the less efficient your brain is in helping you make good decisions.
- Sleep and exercise are brain boosting practices.
- Working memory, the foundation of your brains' executive functioning, improves with sleep, exercise and good nutrition.
- We have 100s of biases that automatically influence our decision making. Understanding how your brain and mind function can help you mitigate those biases.
- Emotional regulation **-** the ability to link your limbic system with your executive functioning leads to better decisions and healthier relationships.
- Your brain may be small (2% of your body weight) but it uses about 20% of your bodies oxygen and glucose. Concentrating and putting the brakes on unhealthy and impulsive behavior takes even more energy.
- Multitasking is a myth and people who believe that they are good multi-taskers tend to suffer the biggest loss in performance.

- Our brains are connected **-** we have mirror neurons that help us understand what others are thinking and feeling.
- Our brains are social organs - we develop better brain functioning and increase neuroplasticity in healthy relationships.
- Developing and connecting different parts of our brain (neural integration) increases wisdom, helps us manage uncertainty and complexity, improves the quality of our relationships and increases our well being.
- Linking our limbic system (memories and emotions) to our executive functioning reduces reactivity and increases cognitive agility.



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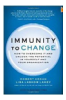

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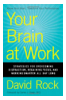

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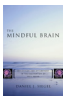

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