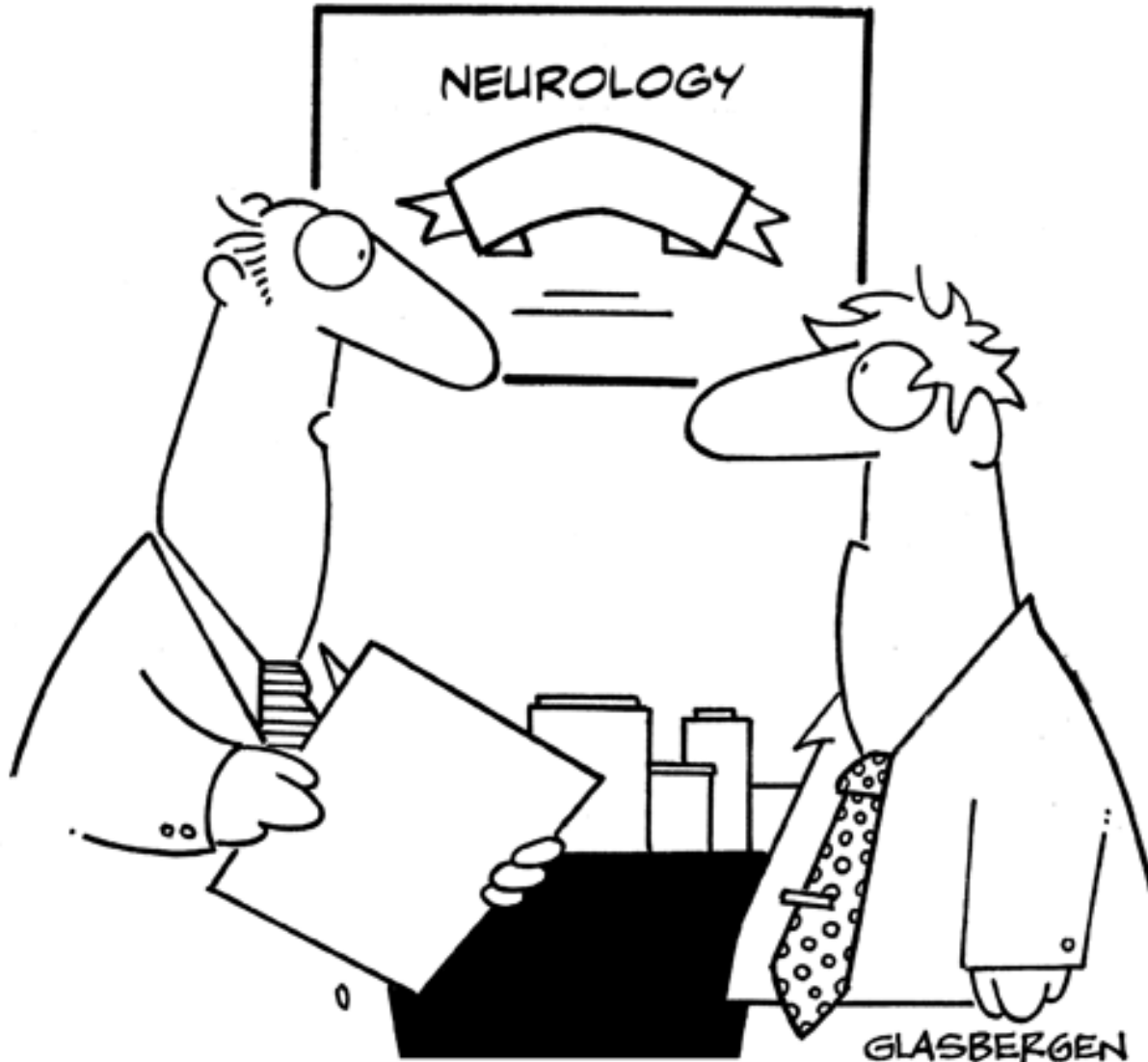


Executive Coaching, Neuroscience, and Organizational Transformation

©Beabove Leadership, 2014 – www.beaboveleadership.com



“I have the results of your brain scan. We found evidence of extensive PowerPoint damage.”

AGENDA

Friday: The Seven Levels of Effectiveness

Saturday: Neuroplasticity, The Pre-Frontal Cortex

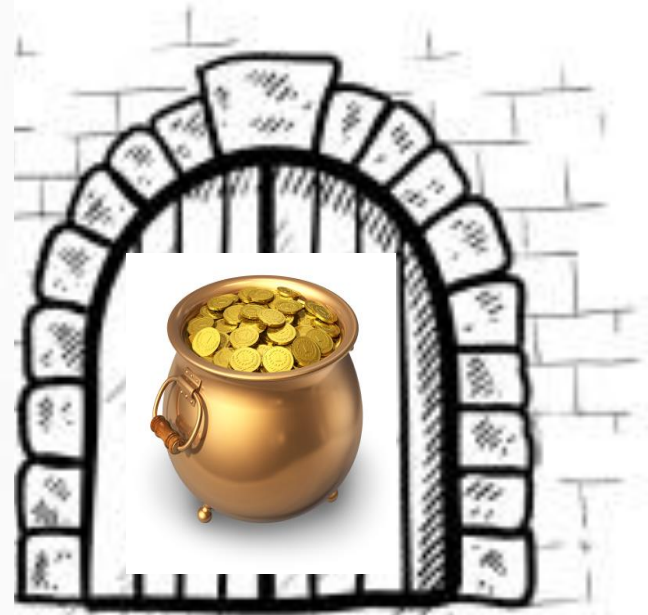
Sunday: The Two Hemispheres, Mirror Neurons

The intuitive mind is a sacred gift and the rational mind is a faithful servant.

~Albert Einstein

*For some of our clients it
looks like this.....*

The
Rational
Brain



The Intuitive
Brain

*And so they really need
this.....*

The
Rational
Brain



Structure/
Reason



The Intuitive
Brain

*While for others, it looks a
bit more like this.....*



The
Rational
Brain

*And so they really need
this.....*



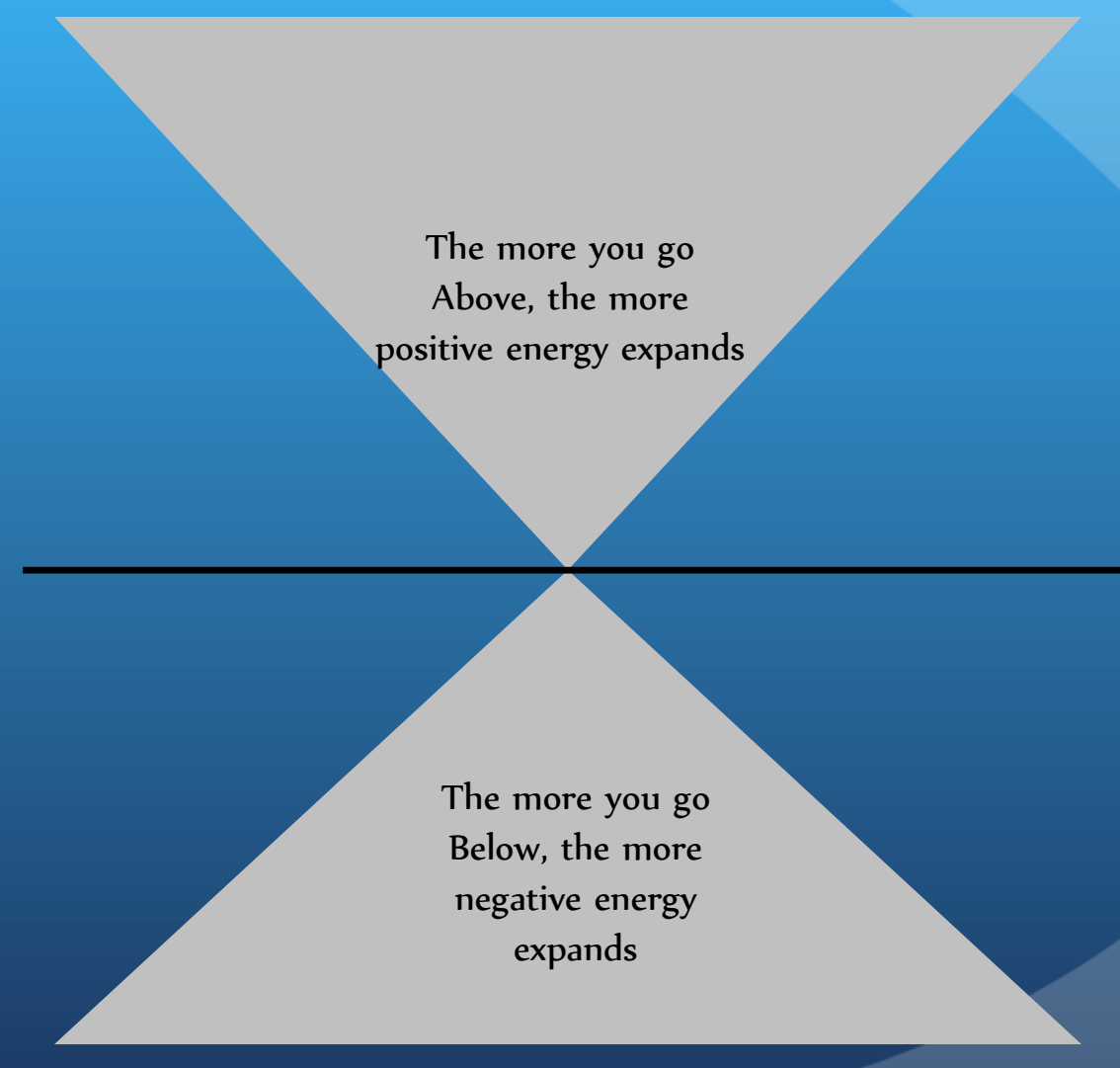
The
Rational
Brain

RED vs. BLUE

1. Get a partner and take your **BLUE** card. Each share your answers to the 3 questions below
2. Swap **BLUE** cards with your partner
3. New partner, share answers to **RED** card
4. Swap **RED** cards with your partner
5. New partner, share answers to **BLUE** card

- 1) What does it feel like when I am here?
- 2) What do I tend to do from here?
- 3) What results do I get from here?

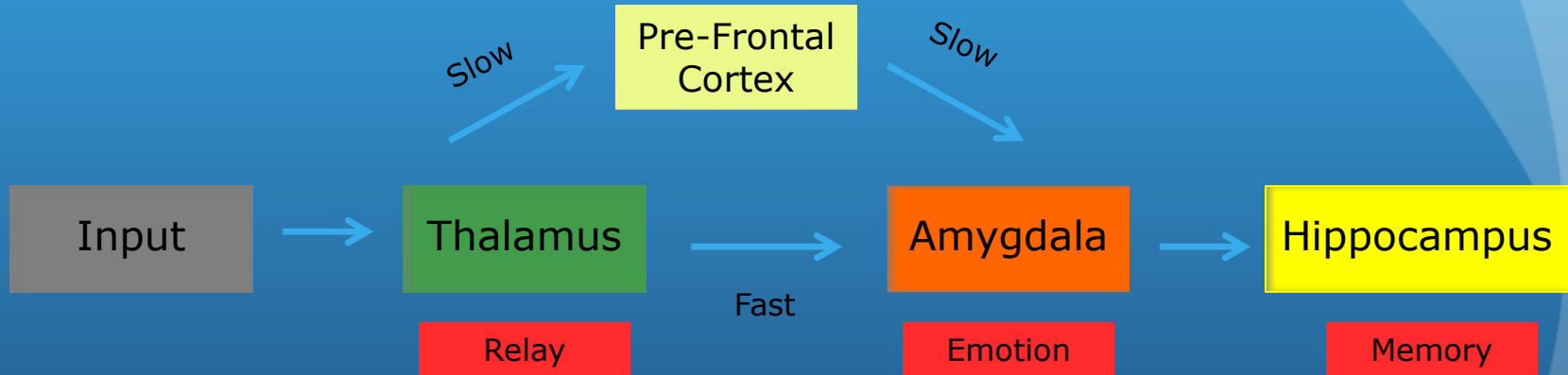
Expansion Above and Below



The more you go
Above, the more
positive energy expands

The more you go
Below, the more
negative energy
expands

Brain Function Below the Line



Your Brain Below the Line

1) Pre-Frontal Cortex is not in control

- Fight/Flight/Freeze response
- Adrenalin, cortisol and other negative bio-chemical response ↑

2) Brain is not well-integrated

- Right hemisphere/left hemisphere, bottom brain and top brain, front brain and back brain

3) Brain is not aware of connection to body / intuition / inspiration

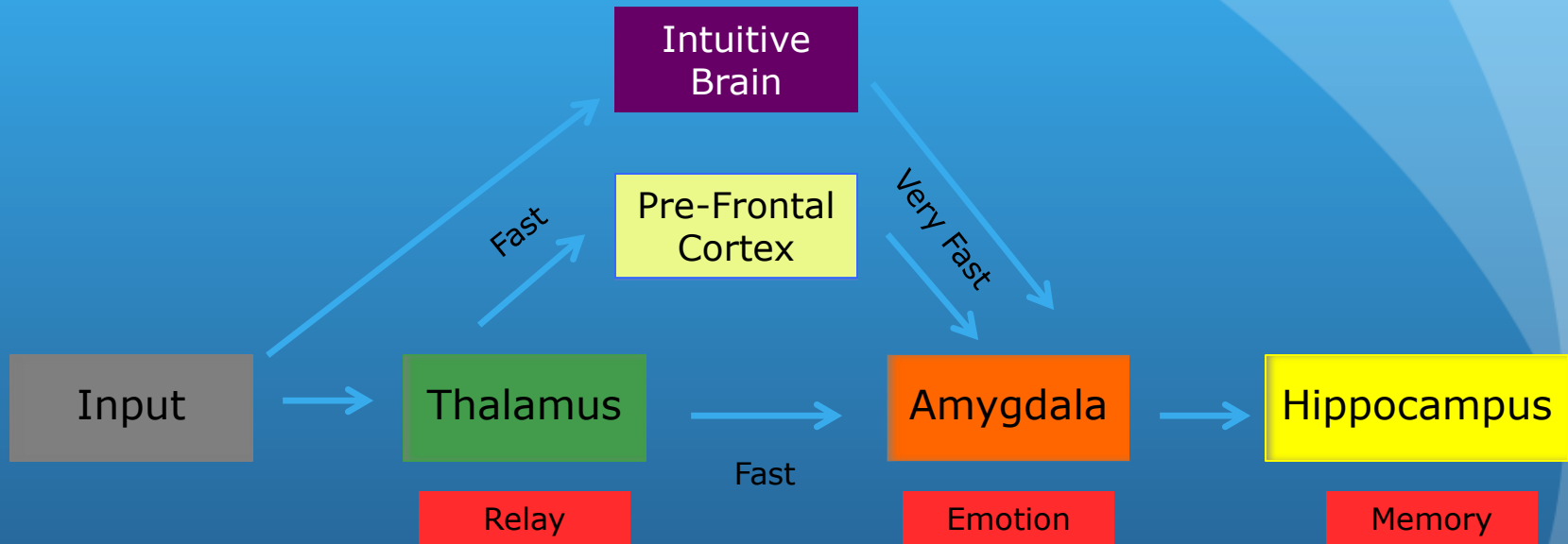
4) Mirror neurons create BTL in others

5) In *Frustration*, status issues kick off dopamine production

Physiological Response

- Increase in adrenalin, respiration, sweating
- Diversion of blood to muscles and away from digestion
- Activation of inflammatory hormones
- Decreased functioning of immune system
- Weight gain

Brain Function Above the Line



Your Brain Above the Line

1) Pre-Frontal Cortex more and more in control

- Fight/Flight/Freeze response diminishes
- Adrenalin and cortisol ↓
- Oxytocin and other positive bio-chemical response ↑

2) Brain becomes more integrated

- Right hemisphere/left hemisphere, bottom brain and top brain, front brain and back brain

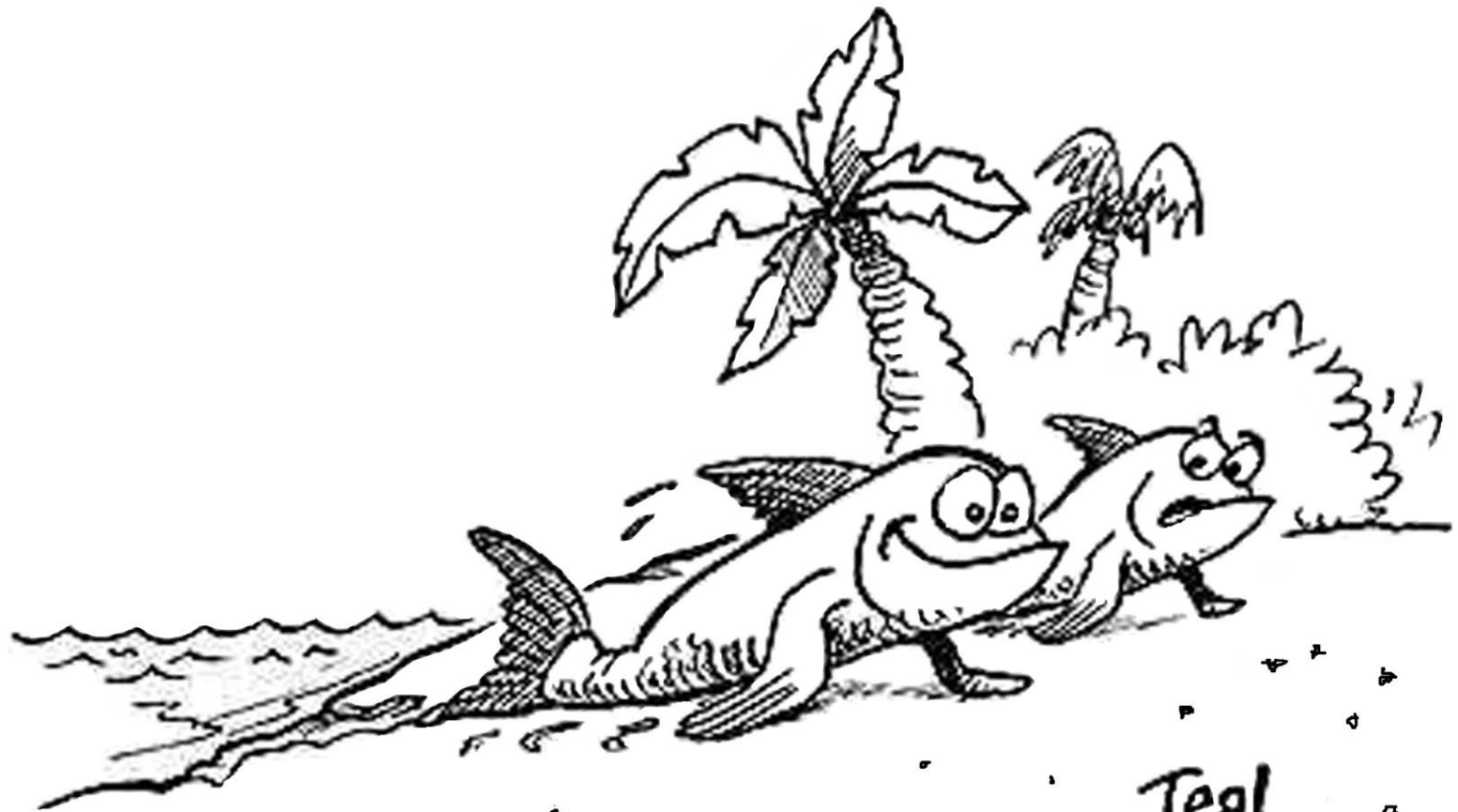
3) Brain more connected to body / intuition / inspiration

4) Mirror neurons create ATL in others

5) In *Synchronicity*, right hemisphere becomes “master” with left hemisphere as “servant.”

Physiological Response

- Endorphins
- Oxytocin
- Anti-inflammatory hormones
- Immune system boosted
- Healing
- Weight balance (metabolism and endocrine system in natural balance)



Teal

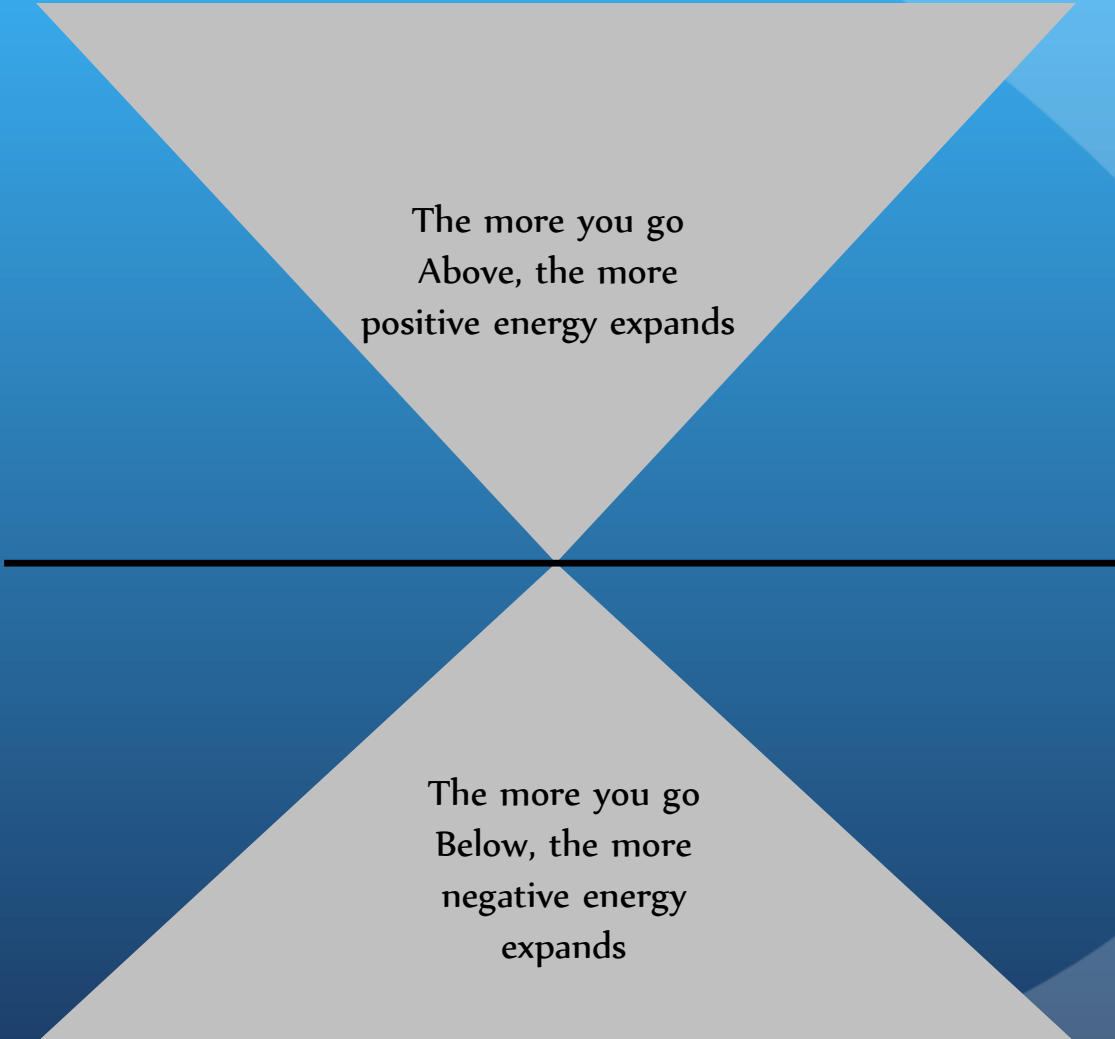
“Okay, now what?”

So, What?



What's important to remember about this?

Expansion Above and Below



The more you go
Above, the more
positive energy expands

The more you go
Below, the more
negative energy
expands

ABOVE	BELOW
TRUST	SUSPICION
AUTHENTICITY	DECEPTION
CONNECTION	DISCONNECTION
PATIENCE	IMPATIENCE
CREATIVITY	REACTIVITY
CALMNESS	AMYGDALA HIJACK
CLARITY	CONFUSION
RESPONSIBILITY	BLAME
FREEDOM	CONTROL
PRESENCE / AWARENESS	ABSENCE / UNAWARENESS

EXPANSION and the LEVELS

1. Pick a polarity card
2. With your partner, walk through the ladder, looking at each level from the perspective of this card (1 minute per level)
 - What happens at each level?
 - Where have you seen this in organizations and teams?
 - What results get created at each level?

So, What?



THE CIRCLE PROCESS for ONE TO ONE COACHING

- **Coachee identify an area they are dominantly Below the Line.**
- **Coach ask:**
 1. What percent are you **Below** and what percent **Above**? Draw line and write in percentage.
 2. What are some of the words that resonate **Below**? Write them in.
 3. What are some of the words that resonate **Above**? Write them in.
 4. Choose the word **Below** and the word **Above** that have the most resonance.
 5. Explore the feeling of each word chosen (BTL and ATL) as well as embodiment.
 6. Brainstorm, how can you bring the **Above** word to the **Below** word? Be creative!
 7. Commit to **one** action.
 8. Check to see percentage now.

THE CIRCLE PROCESS for TEAMS

- Choose something where it feels like the team is more Below the Line than Above or where there is a real challenge. Be specific.
- Draw a large circle on flip chart with a line right in the middle.
- What are some of the words that are present Below the Line (for anyone on the team)? Write them in. Get as much as possible without getting bogged down. No explanations, stories, finger pointing or disagreement.
- What are some of the words that are present Above the Line (for anyone on the team)? Write them in. Get as much as possible without getting bogged down. No explanations, stories, finger pointing or disagreement.
- As a team, choose the word Below and the word Above that have the most resonance.
- Explore the feeling of each word chosen (BTL and ATL). The stake here is to get them connected to the words they chose. What is it like, what are the impacts?
- Brainstorm, how can you bring the Above word to the Below word in the specific area or topic? Be creative!
- Commit to one action as a team and create a structure.

So, What?



HOMework

*Listen for how the
Seven Levels of
Effectiveness speak*

AGENDA DAY TWO

Neuroplasticity
The Pre-Frontal Cortex
RH/LH Part One



"Look, I can't promise I'll change, but I can promise I'll pretend to change."

NEUROPLASTICITY

- If it fires, it wires
- The more often we do something, the stronger the neural pathway (myelination)
- We have well-developed neural pathways designed to keep us safe
- It is possible—with focused effort—to create and strengthen new neural pathways
- The greater the variety of sensory inputs the more pathways associated with the behavior
- *“Neuroplasticity is a 6-syllable word for hope.”*
~Dr. Linda Page

Neuroplasticity Coaching

In Pairs:

1) Coachee, think of something you are “below the line” about

2) Coach ask:

- *Where are you laying down red strands about this issue?*
- *What are the blue strands that are there as well?*
- *Where do you want to focus your attention?*
- *What would create more blue strands for you?*
- *What do you need/want to stop or diminish?*
- *One action in the blue.*

3) Lay down red or blue yarn as appropriate

So, What?



LEADER RED LINES/BLUES LINES MAP

1. Have client (leader or whoever) label the members of team or group, putting self in the middle.
2. What are the **BLUE** strands that are there? Have client draw lines.
3. Use directional arrows as appropriate. Is the path one direction? Is the energy reciprocated or is something else blue coming back?
4. Coach keep notes of words client uses for blue and red lines and watch patterns between people.
5. Repeat with **RED**.
6. Coach and client look at the whole. What patterns do you see? What themes are there in the words? What does this tell you:
 - About the team as a whole?
 - About the leader?
 - About patterns / challenges between team members?
7. Where can more **BLUE** be built by leader? By team?

So, What?



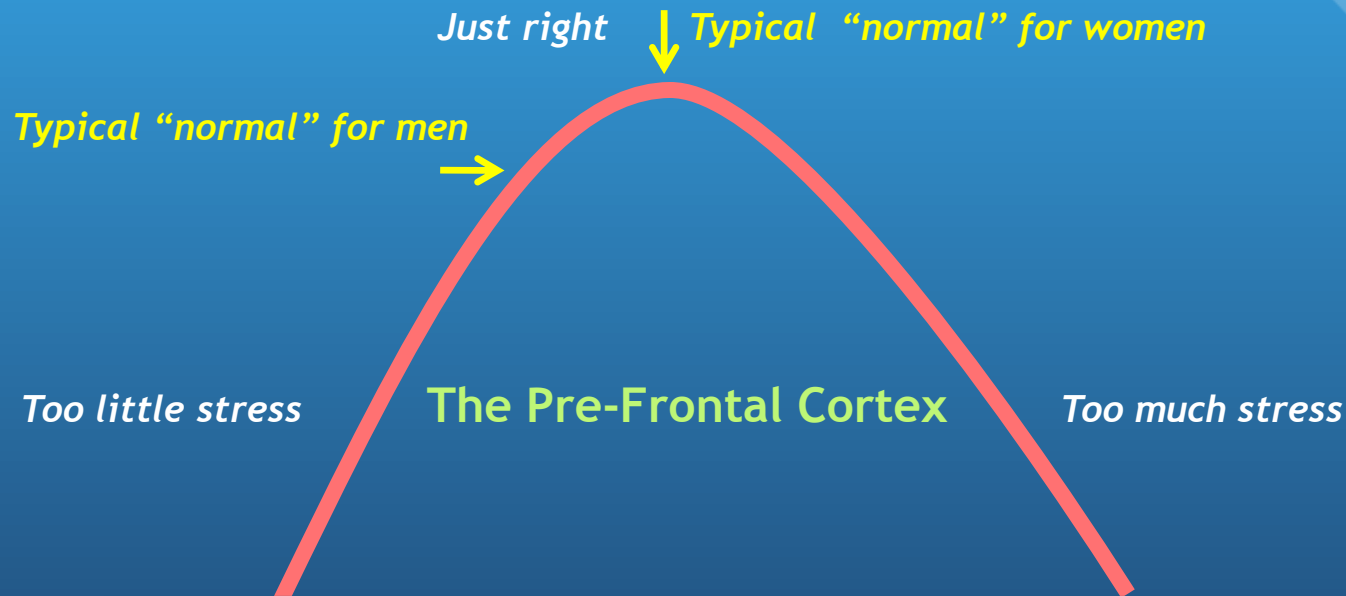


Dave Coverly...

"And how would you like your porridge,
too hot, too cold, or just right?"

The Pre-Frontal Cortex: AKA “Goldilocks”

High level functioning: goal direction, abstract concepts, memory encoding and retrieval, decision-making, understanding what others are thinking, delaying gratification



Functional impairment: Foggy thinking, poor impulse control, poor decision-making, poor memory, lack of empathy

PFC COACHING

Part One (assessment)

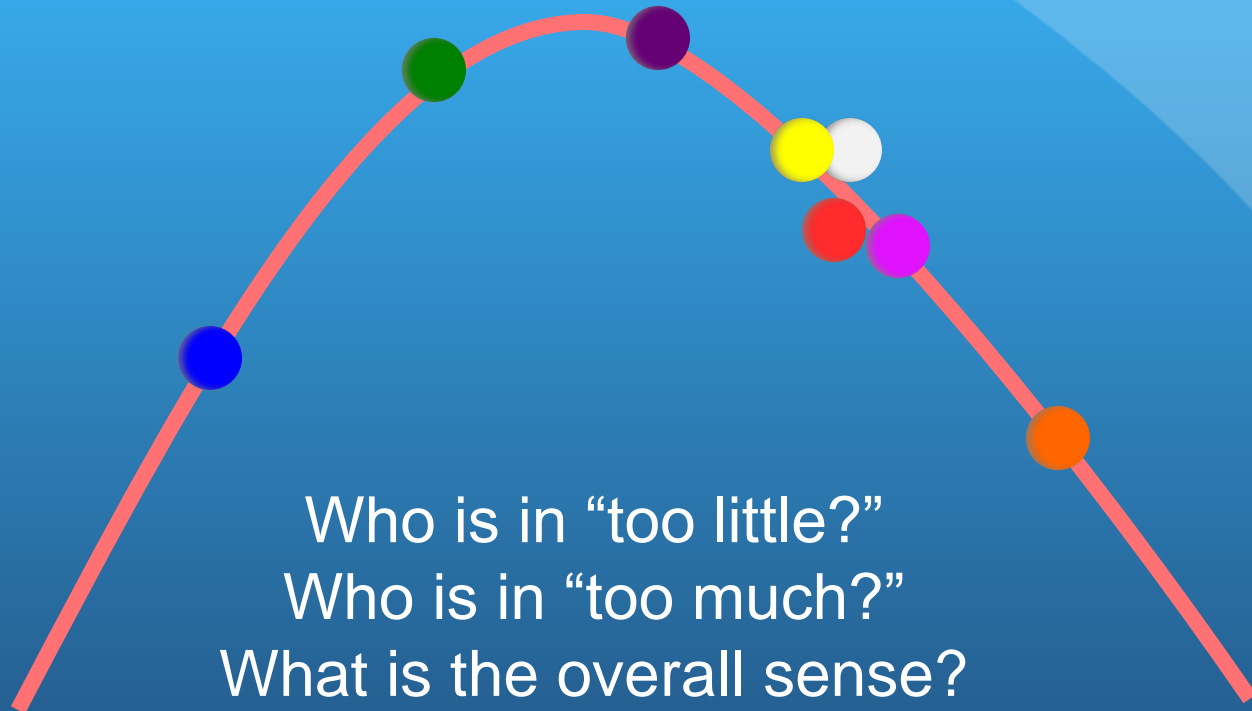
- 1)Where in your life are you in “too little?”
- 2)Where in your life are you in “too much?”
- 3)What is your “just right?”

PFC COACHING

Part Two (coaching)

- 1) Coachee select an area where you are either clearly in *too little* or *too much*
- 2) Coach use strategies from brainstorm to help coachee move “up” (from *too little*) or “back” (from *too much*)

Team Too Little Too Much Just Right



Who is in “too little?”

Who is in “too much?”

What is the overall sense?

What results are we getting?

What does each team member need to be “just right?”

So, What?



HOW'S
WORK
GOING?

I'M NOT SURE.
IS IT POSSIBLE
TO FEEL PANIC
AND INDIFFERENCE
AT THE SAME TIME?

© 2012 BY DOUG SAVAGE

RH/LH Sorting Game

- With a partner, choose a card and figure out which quadrant it goes in—discuss why you think it goes here.
- Choose another card and repeat. Keep going until the four quadrants are complete. GO SLOWLY and discuss 😊.
- As you lay down cards, look for connections to the other cards in the quadrant. What are the themes you are seeing? What are you discovering about each quadrant?
- What questions come up as you do this? Which ones make sense and which ones don't?

The Two Hemispheres

LEFT

- One-point focus
- Specificity
- Narrows things down
- Language and logic
- Separateness
- Explicit
- Filters out much of the information available
- Deals with re-presentations of things

RIGHT

- Holistic
- Big Picture
- Metaphor
- Takes info from the body
- Oneness
- Implicit
- Takes in most of the information available
- Present moment—brings in everything new

The Key is Integration

HOMework

*Coach someone using one of
the tools you have learned
so far*

AGENDA – DAY THREE

Right / Left Hemisphere Coaching

(Individual and Team)

Intuition System

Completion

Coaching Check-in

What tool did you use?

What worked or didn't work?

What was the impact?

Diagonal Thinking -- One-to-One Coaching

OPTION ONE:

- **When you are stressed, what are your BTL defaults? Where do you tend to default (mostly), RH or LH? Try it on by going there.**

OPTION TWO:

- **What is something you are BTL about? What is the dominant hemisphere that gets activated? Go there.**

2) What does it feel like when you are here?

3) For Right Hemisphere BTL, go to Left Hemisphere ATL. What does it feel like to be here? In this quadrant, what aspects of the LH ATL might help you be more ATL?

4) For Left Hemisphere BTL, go to Right Hemisphere ATL. What does it feel like to be here? In this quadrant, what aspects of the RH ATL might help you be more ATL?

5) Look at a plan for being ATL.

So, What?



Diagonal Thinking Team Tool

- **STEP ONE – Look at RH ATL and LH ATL:**
 - 1) What are our strengths as a team?
 - 2) Where do we need development as a team?
- **STEP TWO – Look at RH BTL and LH BTL:**
 - 3) What are our common defaults as a team?
 - 4) How can we use “diagonal thinking” to move us ATL when we are in a default BTL place?
- **Specific actions/plan for both A and B:**

So, What?



BEabove Stuff

NEXT LONDON DATES

Module One/Two Intensive (for new folks): October 8 (evening) to 12, 2014, £595 note: (In this format, Module One Fastrack is only available in conjunction with Module Two)

Module Two (next for you if you wish to carry on): October 10-12, 2014, £445

Module Three/Four Intensive: February 25-29, 2015, £695

After completion of all four modules, Certification and Train the Trainer/Licensing are available



"We've been looking to hire some young brains."

INTUITION

- CHART ONE: I JUST *KNOW*
- CHART TWO: I FEEL IT IN MY BODY
- CHART THREE: I SEE PICTURES
- CHART FOUR: I FEEL WHAT OTHERS ARE FEELING

Write notes on each chart for how you experience this aspect of intuition (if you do):

- How/when does it happen?
- What sort of information do you tend to access?

INTUITION is....

Anything we know
without conscious
processing, thought,
or observation

The Intuition System

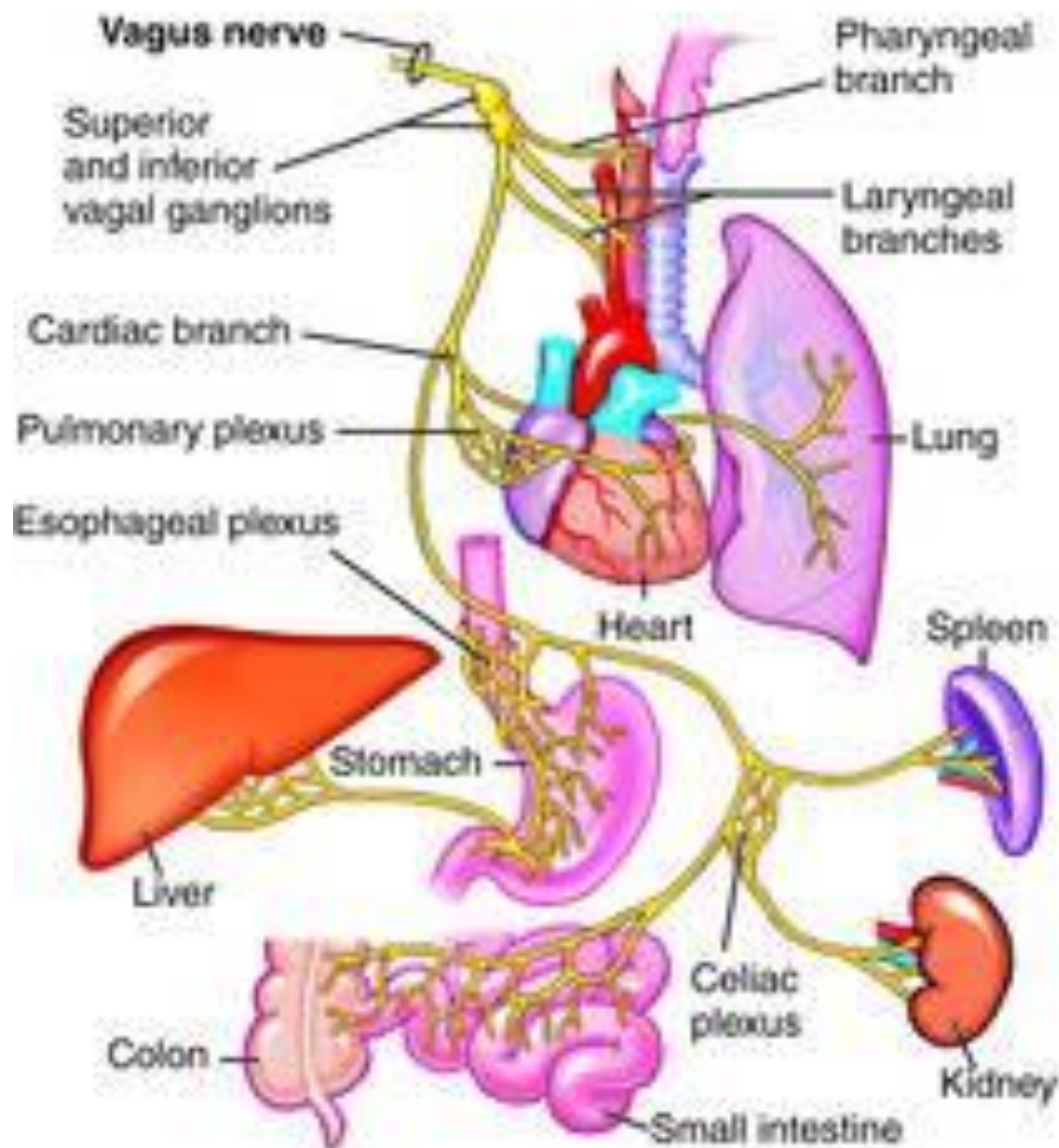
- Brain
 - Context (Memory of Experience)
 - Mirror Neurons
- Body
 - Heart and Gut Neurons
 - Heart's Resonant Field
 - Vagus Nerve Connection (to RH)
 - Sensory Information
- Collective Consciousness

Contextual Intuition

- We tend to have more intuition where we have more experience
- Micro-memories below conscious processing
- Less energy-intensive than conscious thought

Mirror Neurons

- Mirror neurons fire when we do an action or when we observe or imagine the action
- Help us learn by observing and imitating others
- Help us feel and understand others – create connection
- If we don't hold another as part of our group, mirror neurons for empathy don't fire



Vagus Nerve

- Means “wandering” – from the same Latin root that gives us “vague” and “vagrant.” Connected to almost every organ in our body.
- Most information (80-90%) flows **to** the brain.
 - Research on fear shows a measurable physical response before the actual event.
- Controls voice, inner ear, small muscles of face.
- Directly connected to our ability to self-regulate and be emotionally intelligent.

Collective Consciousness

- Quantum entanglement
- Morphic resonance / inherent memory
- Epigenetics
- Attunement

Intuition System Game

- Person A tells a NEUTRAL fact about something that is bothering them (a current concern).
- Person B checks in with their intuition system (be sure to include your own body's response).
- Person B writes down 2-3 words or images that come to them. **DO NOT CENSOR YOURSELF.**
- Person B tells A words, asks
 - What's true?
 - What's helpful?

So, What?



Draw Your Journey

In any way you choose,
draw your journey of
the past three days

COMPLETION

- What are you celebrating about yourself after having been through this workshop?
- What are you grateful for?
- What's next for you?

THANK YOU!!

©Beabove Leadership, 2014 – www.beaboveleadership.com