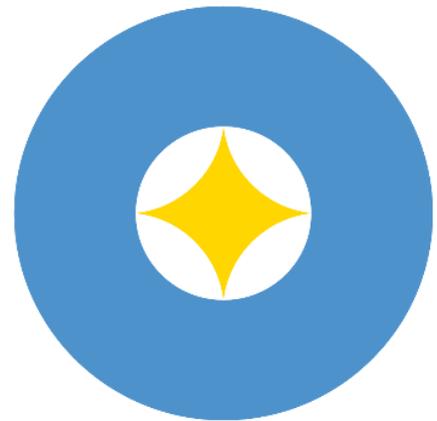




Applied Neuroscience for High Performance & Wellbeing

THE NEUROLEADER ACADEMY™  
AN INTRODUCTION TO OUR PROGRAMMES & COURSES



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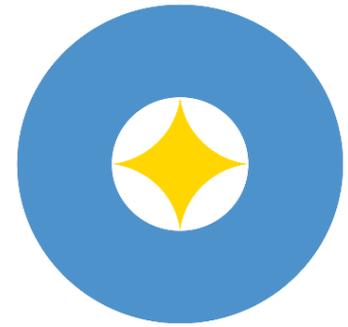
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## Introducing the Neuroleader Academy™ from Minerva Engagement

At Minerva Engagement, we enable leaders to create environments filled with the energy, productivity and the wellbeing needed to flourish in a changing world. In short, we enable human excellence.

Applying the latest insights from neuroscience, we shine a light on the human element of business, how we, as humans, respond to change and how we can harness that knowledge to lead effectively in even the most turbulent of times.



### The Neuroleader Academy™

Our **Neuroleader Academy™** offers a range of learning programmes and courses created to support leadership development and personal growth.

Each has been designed to enhance the skills and capabilities needed to thrive in a rapidly changing world, where collaboration, our network and relationships are essential for sustainable wellbeing and performance.

Informed by neuroscience, our courses provide practical examples and insights that can be easily applied in the real world. This is where the “soft” subjects meet the hard science, striking the sweet spot that other programmes often miss.

Our Neuroleader Academy™ offers powerful blended learning experiences across a range of different courses. Each is designed to capture the attention and awaken curiosity for best learning and long-term application.

Whilst the balance may shift dependent on the course, core components include:

- ◆ Instructor led tutorials
- ◆ Knowledge videos, additional reading materials and references (video/podcast/journal)
- ◆ Tools, frameworks and practical exercises for teams
- ◆ Study calls/online workshops
- ◆ Built in discussion board and reflection time
- ◆ Interactive ‘buddy’ systems for on-going shared learning
- ◆ Coaching support, as required
- ◆ Dedicated support group for on-going reflection and debate
- ◆ Easy access online learning portal which can be co-branded with company logo



## Instructor-led Neuroleadership Development Programmes

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### What is Neuroleadership?

Neuroleadership applies the findings from neuroscience research to leadership development and business performance. Our programmes in the Neuroleader Academy™ develop critical leadership competencies including decision making and problem solving, emotional regulation and resilience, collaboration and influence, sustainable high performance and leading sustainable change.

If we want to improve our leadership, social, emotional and cognitive abilities it all starts with a better understanding of our brain.

By building a deeper understanding of how the human brain determines optimal performance, participants will become more skilful in the application of these competencies when they lead and manage people in organisational contexts.

### What do our Programmes Cover?

Our Neuroleadership Development programmes cover the following:

- ◆ The power of neuroleadership in a VUCA world
- ◆ The role of brain, mind and body health for optimum performance, resilience and effective leadership
- ◆ Social collaboration and influence
- ◆ The role of emotion in innovation, creativity, problem solving and decision making
- ◆ Emotional regulation and resilience
- ◆ Connection and sustainable change management
- ◆ The role of habit formation and the importance of neuroplasticity
- ◆ Importance of social safety and its contribution to wellbeing and sustained high performance

### Who are our Programmes For?

For leaders and managers wishing to attend a cutting-edge leadership programme that will provide them with the skills, confidence and experience to lead and work with others in ways that deliver optimal performance and sustainable results.

### What are the Benefits of Participating?

The benefits of participating in our Neuroleadership Development programmes include:

- ◆ Increased self-awareness and understanding of impact on others
- ◆ Increased resilience enabling us to maintain calm and stay focused in a crisis
- ◆ Increased understanding of the science of human behaviour for improved 'people skills' and effective leadership
- ◆ Increased employee engagement, psychological safety and wellbeing
- ◆ Increased productivity through collaboration and better decision making
- ◆ Increased and sustainable personal and organisational performance



## Engage Whole Self

Engage Whole Self is a foundational learning module designed as an introduction to the skills, neuroscience and competencies necessary to be an effective leader in the 21st century. It is a 10-12-week blended learning programme comprising a mix of coach-led study calls, learning modules, wider reading and supporting resources. Learning is embedded through reflection, practical application, guided discussion and a buddy system which encourages participants to support and also learn from one another. To embed learning, the module concludes with a written assignment and personal feedback and discussion from the module leader.



ENGAGE  
WHOLE  
SELF

### Engage Whole Self

Understand the relationship between our rational and emotional self and how engaging the whole self enables peak performance.

Working in cohorts of 8-12, participants develop their awareness of how a whole-self approach to leadership focused on achieving optimal levels of mental and physical wellbeing (brain, mind & body), enables sustainable high performance and wellbeing in challenging times.

### Learning Objectives

- ◆ Explore the term 'Neuroleader' and relevance with leadership today
- ◆ The importance of brain, mind and body integration
- ◆ Develop skills and behaviours necessary to thrive in the modern world
- ◆ Understanding key limbic structures and the connection with the fear/stress response
- ◆ Learn why no two brains are alike and the implications for collaboration and engagement
- ◆ Embedding knowledge through practical application to Leadership



Engage Whole Self is comprised of eight online learning units, each building on the one before, with content accessed via our on-line learning platform and delivered in bite-sized learning chunks. All units explore the relevance to becoming a Neuroleader with pragmatic practical application in the workplace. The programme includes 4 x 60-minute Study Calls with a qualified facilitator/coach. In addition are the following as optional:

- ◆ Buddy mentor/coaches available to work with each buddy pair providing guidance and insight
- ◆ Extended 120-minute study calls to include additional tailored material around specific and agreed subjects such as mindset, innovation and collaboration

### TESTIMONIALS FROM PREVIOUS PROGRAMME PARTICIPANTS

*"I found this course incredibly insightful, not only in understanding myself but also my colleagues. Applying this scientific understanding to emotional behaviours will really help me to collaborate better with my team."*

Engage Whole Self Programme Participant, Junior Director

*"This course is brilliantly curated to make learning easy and thought provoking without feeling like a chore"*

Engage Whole Self Programme Participant, Senior Leader



## Additional Neuroleader Modules

There is the option of adding one or more of the three modules below to the foundational Engage Whole Self Programme. These additional modules go further in supporting leaders to develop the awareness, skills and behaviours necessary for 21st century



### LEAD THE WAY

#### Lead the Way

Lead the Way is designed to build understanding of how to manage self and lead highly engaged teams in a high-performance environment.

Understand the roles of stress and emotion to create a more coherent, agile and healthy response to change in work and life. **Understand how to better connect with colleagues for improved relationship and collaboration, including:**

- ◆ Emotional resilience, regulation and behavioural contagion
- ◆ The magic of neuroplasticity and mindset matters
- ◆ How to work with stress and play to strengths



### UNLOCK OPPORTUNITY

#### Unlock Opportunity

Unlock Opportunity is designed to build understanding of how to access intuition and develop a curiosity for continual learning and growth.

Fine-tune powers of observation and reflection, while understanding how diversity supports innovation and change. **Understand how to maximise potential, creating an environment that supports innovation and creativity, including:**

- ◆ The role of emotion in decision-making, memory and performance
- ◆ Unconscious bias and the art of insight
- ◆ The importance of diversity for innovative cultures



### CONNECT FOR CHANGE

#### Connect for Change

Connect for Change is designed to build understanding of how to create engaging environments built on respect, that support trust, wellbeing and optimism.

Understand why psychological safety, strong social networks and effective communication and engagement are vital for meaningful, effective collaboration. **Understand how to motivate, encourage and connect with colleagues and teams during times of change, including:**

- ◆ Managing change with the brain in mind, the neural basis of engagement
- ◆ The role of psychological safety and the importance of social connection
- ◆ From co-ordination to collaboration as dialogue skills are honed



## A Summary of Self-Directed Online Courses

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Our Neuroleader Academy also offers a range of short courses which can be completed online at the participant's own pace. Each course comprises approximately 3 – 5 hours of training content with additional time for reflection and putting what has been learned into practice. Below is an overview of the current short courses available, a more detailed overview of each course is provided later in this brochure.



### De-Stress: How to Befriend Stress and Why That's a Good Idea

Develop our understanding of stress – both good and bad – so that we are better equipped to spot it, manage it, alleviate it and also to harness it.

Participants will develop awareness of the signs of stress in oneself and in others, understand stress boundaries and how reaching the 'goldilocks zone' of just the right amount of stress has the potential to deliver huge benefits.



### Productivity: Manage Your Brain Power to Be More Effective

Develop techniques that will enable focused attention and the use of mind wandering to best effect.

Learn about different states of mind; our monkey, wandering and attentive minds, as well as triggers and techniques to manage or harness each state, to enhance both wellbeing and productivity.



### Thrive: Learn to Weather Any Storm

Learn how to care for the whole self; brain, mind and body and to develop the skills that help us to thrive no matter what life throws our way.

Participants gain insight into the crucial role social connection plays in our health and wellbeing and how combining all of these elements boosts our ability to thrive, manage stress and stay resilient in times of change.



### Calm: Regulate Emotion for Inner and Outer Peace

Develop techniques that allow us to regulate emotion and manage anxiety in order to boost wellbeing, resilience and relationships.

Learn about the nervous system and why certain calming techniques are so beneficial for reducing feelings of anxiety. Participants also build awareness of the emotional self and emotional regulation in order to stay balanced.



### Happiness: What it is and How to Find it

Develop knowledge of happiness, what makes happiness, the science behind it and how to achieve it.

Participants learn how true happiness may not be what we think it is and gain insights into how to shift mindset in order to find and maintain true happiness.



