Leading Indicators Drive Agility

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Business Agility = Fit to Thrive in Any Economy

Requires:
• Awareness of Ecosystem partners
• Co-regulating with them through shared inquiry
• Brain and body fitness
The challenges we face in modern life are not what the brain is built for

- Wild predators presented short intense moments of stress
- For most of human history, people faced little ambiguity:
  - They belonged to a small group
  - Rules and roles were set and clear
  - They knew their trading partners all their lives
- The pace of change was slow. By puberty, they knew their environment well.

Our brains evolved over 150 – 300,000 generations during which few individuals ever had to design their future
Enablers and Disablers

- Concern for status/belonging
- Fatigue
- Natural increase in rigidity after puberty
- Multitasking
- Sitting in the same place
- No visibility to results and/or beneficiaries

- Cultivate Neuro-Plasticity
- Promote curiosity
- Institutionalize inclusion; respect co-regulation (physiological)
- Real rest
- Slack time
- Emotional and Conversational intelligence
Interactions with others are the stuff of human life

Casual or formal,
Monetized or not,
Tangible or intangible

The brain is hard-wired to keep us focused on them

When we’re not engaged in some kind of exchange, we’re often thinking about them
The basis of sociality and the basis of commerce are the same

Noticing what others are concerned about; taking care of our people

Commerce is in our biology – we’re made for it
The Prefrontal Cortex (PFC) – the brain’s executive function - is highly sensitive

At it’s best, it’s capable of extraordinary feats

▪ To question
▪ To invent
▪ To create
▪ To interpret
▪ To communicate
▪ To choose
New challenges invariably demand new exchanges
In our era, valuable interactions with others often requires design.
Peoples’ concerns are continually shifting

“You can’t teach an old dog new tricks…” but we humans can learn for our entire lives

We retain Neuroplasticity into adulthood

We have the equipment to be effective in modern life, though few know how to use it well
Fit for our era?

- **Change**
  - able to welcome change as opportunity
  - being a graceful beginner
  - choosing when to take in new input and go after new solutions

- **Emotional hard wiring**
  - observing the influence of emotions – our own and others’
  - providing the experience of belonging

- **Stress**
  - reducing the impact of stress on PFC function
Quick guide to staying fit

- Frequently bring new types of actions into your life:
  - Physical, intellectual, emotional, spiritual

- De-stress the brain
  - Breathing, exercise, play

- Be mindful of emotions
  - Your own: neutralize, then choose action
  - Others: focus on inclusion, neutralize status

- Fuel ingenuity with attention to others’ vulnerability
Whether or not you’re in business

You’re in the business of generating rich exchanges

What would your world be like if interacting with you were the richest experience of peoples’ day...week...?

- When your PFC is not stressed, you can design pleasurable exchanges
- When clients, colleagues, and employees are not stressed, they can fully partner

Our brains are plastic; you can learn to make it happen.
With gratitude for the teachers and researchers who illuminated the path