



HUMAN INSTINCTS AT WORK

Successful leadership using the 9 human instincts

Melbourne Zoo
16-17 November 2015
Elliott Avenue, Parkville

Understanding behaviour of people at work commences with an understanding of the hardwired instincts that come as part of the package of being human.

Once we understand the 9 instincts of humans we can then make intelligent choices about our actions as leaders and in the design of our leadership practices.

Without the insight into instincts we repeat predictable mistakes that are avoidable if we understand hardwired behaviour.

Why the Zoo?

The zoo is an ideal setting to take a zoological view of human behaviour.

Over the last few months the alpha male of the Taronga Zoo chimpanzee community has been resisting the move by two other males to replace him as the leader. The alpha's investment in a constructive leadership style has paid dividends. He retains the support of his followers and continues to lead.



In taking a zoological view of humans, we learn to:

- Accurately predict human behaviour
- Know what will work and what won't
- Make better leadership choices to avoid predictable derailers

The topics covered

Common organisational issues that are explained and solutions given include:

- Silos, matrix and organisation structures
- The role of leaders of human groups
- Overcoming the derailers of change
- Overcoming the common failures of performance systems
- Using the grapevine productively
- Using hierarchy effectively

Who should attend?

This program will appeal to line managers, middle-level executives, HR directors/managers and OD executives who want to apply human instincts to build constructive organisations and who want to avoid predictable mistakes.

Walk away with

- A thorough understanding of the 9 instincts of humans and the leadership imperatives
- Insight into the implications for leadership and HR practice
- Apply the insight to practical work issues

Organisational benefits

- Overcome common barriers to performance
- Avoid predictable mistakes if instincts are ignored
- Enduring solutions to engagement and retention, performance and change

"An understanding of social harmony in chimpanzee communities can help humans become better leaders."

Dr Jane Goodall

Primatologist and UN Messenger of Peace



Program Facilitator

Mark LeBusque (right) is a leadership educator and coach and an accredited practitioner of Hardwired Humans. He is Harvard-trained in Adaptive Leadership and is heavily involved in community-based coaching including the Leadership Victoria African Leadership Program.

Human Instincts at Work

Day 1 8:15am for 8:30am start - 5:00pm finish

- The 9 instincts of humans
Social instincts of chimpanzees and visit the apes
Leadership of human groups
Organisation structures based on families and villages - to overcome silos and matrix issues
Persuasion and influence - based on how the brain works
Performance management - overcome inherent difficulties of negative feedback

Day 2 8:15am for 8:30am start - 5:00pm finish

- The problems with conventional performance appraisals and how to fix them
The science of how humans flourish - and what to do when things go well
The role of gossip and how to use grooming positively
Change management and what causes humans to support or resist change
Setting your priorities

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Please also give me details re accreditation

Registration Form and Tax Invoice

Attendee Information

Organisation
Postal address

Table with 5 columns: No, Name of Attendee, Position Title, Phone No, Email Address. Rows 1-3.



For fees related to becoming an Accredited Practitioner please contact us.

Summary table with columns: No of attendees from same organisation, Price for each delegate, Total, GST, Payment Total including GST. Includes AMOUNT PAYABLE \$3,190.

Designing people strategies based on human instincts

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