



HUMAN INSTINCTS AT WORK

Successful leadership using the 9 human instincts

Taronga Zoo, Sydney

14-15 May 2024

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.



At our core we are a big-brain species that allows us to live in large complex groups. In Nature there are patterns for brainy social species. We see in a new light our behaviours by comparing to the next brainiest species – chimpanzees. In the room we'll hear from The Jane Goodall Institute and then with a keeper visit the chimp community living at Taronga.

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.

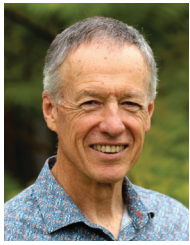
Organisational benefits

- 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 Facilitators

Andrew O'Keeffe (left) is Principal of Hardwired Humans and author of Hardwired Humans, The Boss and First Leaders. Over 10 years from 2007, Andrew teamed with primatologist Dr Jane Goodall on her visits to Australia to speak to business audiences about natural instincts and leadership.



Ruby Otero (right) is a registered psychologist with a Master of Psychology (Work & Organisational) and an accredited practitioner of Hardwired Humans. Trained and experienced through her service in the Australian Army, she brings a unique perspective on leadership and human behaviour.

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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14-15 May 2024
8:15 for 8:30am - 5:00pm
Bradleys Head Road, Mosman

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.



Table with 6 columns: No of attendees from same organisation, Price for each delegate, Total, GST, Payment Total including GST. Rows 1-3 and AMOUNT PAYABLE summary row.

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Ruby Otero: ruby@firstinmind.com.au

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