

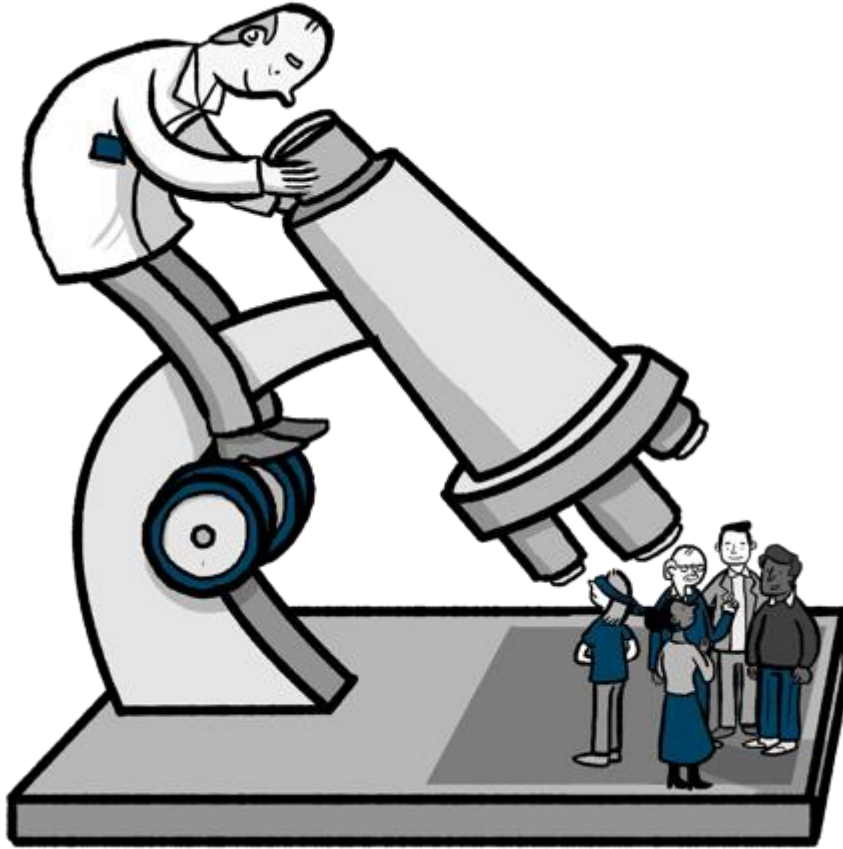
People & New Findings To Old Wisdoms



The Heart is the Emperor and the Gut is the General

Ancient Taoist saying

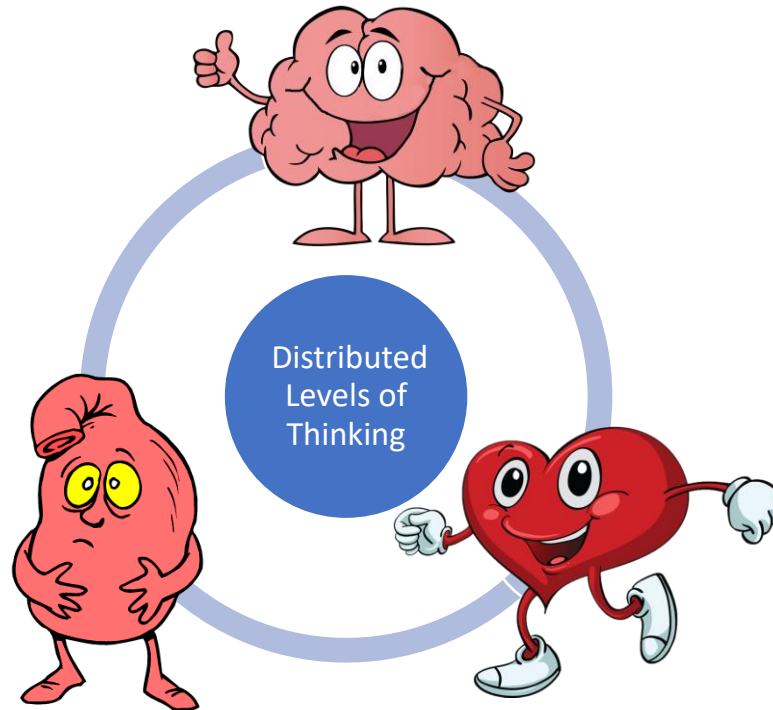
People are wonderfully and uniquely complex



We are a distributed system with more than one brain

We seek to survive and then to ideally thrive - our view of the world and decision making **is distributed**

MBraining developed by Grant Soosalu & Marvin Oka* uses findings in Neuroscience that show we have three functioning brains:



They used these findings as the basis for further behavioural modelling research and unpacked some of the unconscious processes we use with our head, heart and gut.

Head Brain - highest expression - creativity

Cognitive Perception

Cognition, perception, pattern recognition, etc.

Thinking

Reasoning, abstraction, analysis, synthesis, meta-cognition etc.

Making Meaning

Semantic processing, language, narrative, metaphor, etc



Heart Brain - highest expression - Compassion

Emoting

e.g. anger, grief, hatred, joy, happiness, etc.

Values

Processing what's important to you

Relational affect

Your felt connection with others (e.g. love, hate, indifference, compassion, like, dislike, etc.)



Gut Brain - highest expression - courage

Core Identity

A deep and visceral sense of core self, and determining at the deepest levels what is 'self' versus 'not-self'

Self-preservation

Protection of self, safety, boundaries, hungers and aversions

Mobilisation

Mobility, impulse for action, gutsy courage and the will to act



Making and applying meaning Distributed and integrated

- The intelligences are not standalone, our body is complex and integrated; a neural network.
- What is important is that when the brains are not integrated or aligned, we get problems:
 - decision making
 - commitment
 - fear
 - resistance



Reflection



- Take a minute to think about when you have made a decision that did not feel right:
- Where was that feeling in your body?
- What might have been the reason?
- Did you act on the feeling or ignore it?
- Was it a favourable outcome?



Multiple Intelligences are in play all the time

- Every interaction
- Negotiations
- Decision Making
- Coaching
- Change
- Etc...

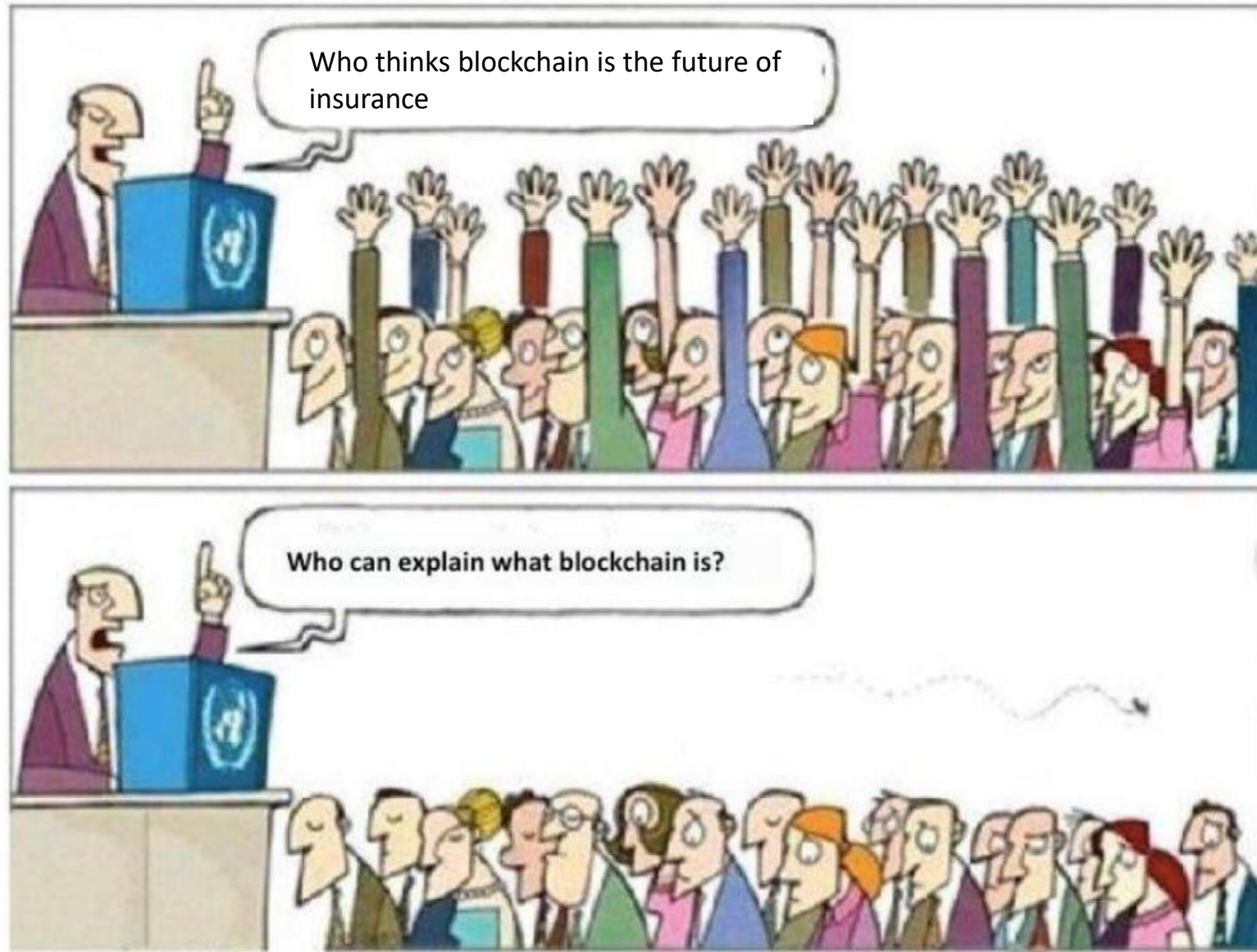
A practical example of working with multiple intelligences

Change



Fear - An unpleasant emotion caused by the real or perceived threat of danger, pain, or harm

Head led



Head led

There is a lot of evidence that many people in organisations do not understand blockchain and its potential.

Nascent technology takes time to understand, not least as it can change (“pivot”) frequently.

DLT = Blockchain = Bitcoin = environmental damage, money laundering,

All this new terminology – I don't understand it / don't want to admit I fully understand it

Blockchain will solve all problems

DLT won't be GDPR compliant

Smart Contracts Are Legally Binding

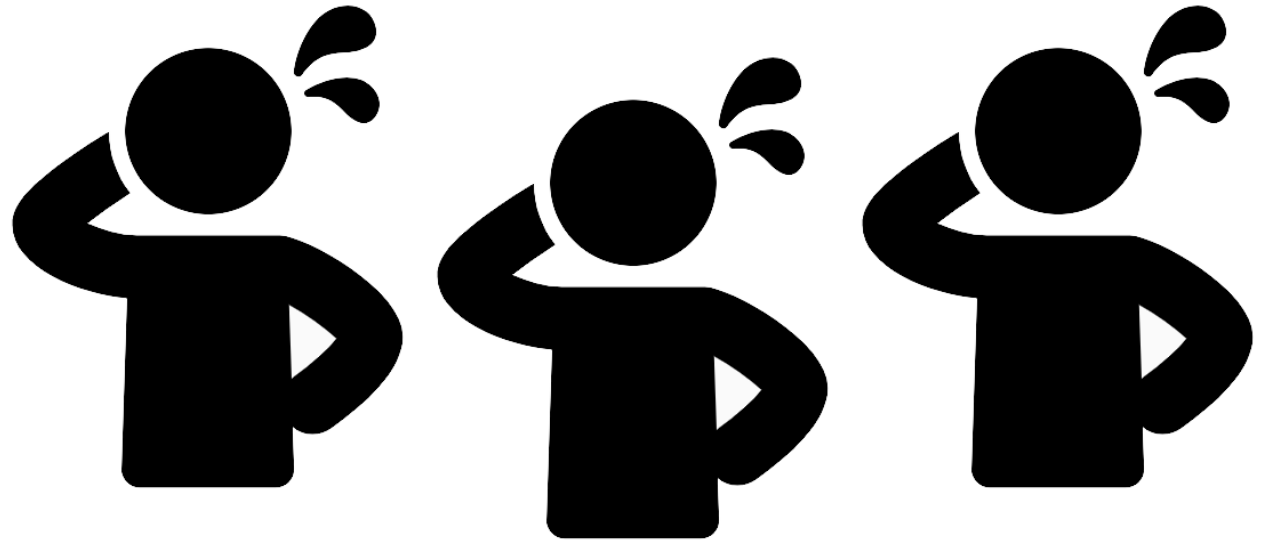
Blockchains are always public and everyone will see my transactions



Remember



My job is to make decisions.
Your job is too make them great decisions!



Heart led

There is a clear link between our brains and how decisions are made, for example emotions often characterised as “irrational”, “clouding judgment” and “distorting reasoning”

Values: Trust is key - uberrimae fidei
(utmost good faith)

Values: This is a relationship business



Beliefs: Order

- Distributed technology and blockchain = disorder and chaos - we are regulated after all.

Beliefs: Blockchain is used for bad things – criminals, terrorists



Gut Led



Gut Led

There is a clear link between our brains and how decisions are made, for example emotions often characterised as “irrational”, “clouding judgment” and “distorting reasoning”

Safety: Blockchain will disintermediate me

- Identity:** I am a
- broker, underwriter, claims expert)
 - This technology cannot replace me



- Safety:** When digitisation was brought into team X
- Y% were made redundant

Safety: Change is risky
This is new technology and it has a high chance of failure – why be associated with failure