

QUALITY HERALD

- THE VOICE OF EXCELLENCE

NEURO LEADERSHIP

BRAIN SCIENCE IN BUSINESS

Volume 2 Issue No - 07 July 2025



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ABOUT THE JOURNAL

*The July 2025 edition of Quality Herald explores the theme "**NeuroLeadership: Brain Science in Business**," examining how insights from neuroscience are transforming leadership, decision-making, and organizational performance. This edition uncovers how understanding the human brain can unlock new levels of engagement, emotional intelligence, and strategic thinking in today's dynamic workplaces.*

Through expert perspectives, real-world applications, and research-based analysis, this issue delves into topics such as cognitive agility, emotional regulation, neuroplasticity in leadership development, and the neuroscience behind motivation and trust. It also highlights how businesses are leveraging brain science to build high-performing teams, shape learning cultures, and enhance resilience in the face of change.

This edition offers a compelling look at how science-backed leadership practices are shaping the future of work—driving not only productivity, but also empathy, innovation, and sustainable success.

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Aims	The magazine intends to be leading platform for sharing practical insights, innovative ideas and thought leadership in the field of Quality, Sustainability, Operations and Business Excellence. It seeks to inspire professionals, academicians and organisations to adopt and implement the quality driven approaches that leads continuous improvement and societal value.
Scope	A. Management System B. Sustainability and ESG practices C. Operational and Business Excellence D. Women empowerment E. Youth, Education and Future of Quality Leadership F. Industry 4.0 and Artificial Intelligence
Submission Email	info@ggspl.com
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Plagiarism Policy	Strictly zero-tolerance. All submissions must be original and appropriately cited.
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Author Guidelines	<p>Submission Format</p> <ul style="list-style-type: none"> Title of the Article Full Name(s) of Author(s) Affiliation(s) and Designation(s) Contact Email(s) Author Bio (50–100 words) Declaration of Originality Main Content (with headings/subheadings) Conclusion / Key Insights References Tables/Figures (if applicable – clearly labeled) <p>Word Count Guidelines</p> <ol style="list-style-type: none"> Feature Articles / Case Studies: 1500–3000 words Opinion / Technical Notes: 800–1500 words Book Reviews / Interviews / Brief Insights: 500–1000 words Longer manuscripts may be considered based on editorial merit. <p>Formatting Instructions</p> <ol style="list-style-type: none"> Font: Calibri or Times New Roman, Size 11 or 12 Line spacing: 1.15 Margins: 1 inch all sides Use clear sub-headings and bullet points All visuals must be referenced in-text No plagiarism and provide appropriate citations

Dear Readers,

Welcome to the July edition of Quality Herald - The Voice of Excellence. With immense pride and purpose, we bring you Vol. 2, Issue 7, themed around one of the most powerful intersections of science and leadership - Neuro Leadership.

In a world where decisions are made at the speed of thought and uncertainty is a constant companion, understanding how the human brain functions under pressure, conflict, collaboration and change has become vital. Neuro Leadership is not just a buzzword - it is a scientific framework that redefines how we think, decide, relate and lead in modern organizations. This issue brings together insights from pioneering academics, experienced professionals, and cognitive scientists who explore how neuroscience is shaping the future of leadership. From decision-making and emotional regulation to habit formation and change management, the articles you will find in this edition reflect the many dimensions of brain-based leadership

We feature thought-provoking contributions from industry veterans and academicians who have examined Neuro Leadership's role in enhancing productivity, psychological safety, coaching effectiveness and inclusive culture. The blend of real-world applications and emerging research will guide leaders on how to navigate complexity not just with strategy, but with empathy and clarity.

Our News section curate's news and updates that matter to the quality and leadership fraternity across the globe. You'll also find our signature crossword and trivia segments that make learning engaging and light-hearted.

As always, Quality Herald remains committed to being a platform where excellence meets inquiry, and where ideas are not just shared but amplified.

I encourage you to reflect on the science behind your own leadership. As we continue to build systems, processes and strategies, let us not forget the most powerful tool of all - the human mind.

Wishing you an enriching read.

Warm regards,



Chief Editor

Quality Herald – The Voice of Excellence



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Wired for Leadership: Unlocking the Power of Brain Science in Business



Surajit Mukhopadhyay

Article from the Editor's Desk

In today's fast-paced, information-driven world, leadership is more than just a skill—it's a science. Enter Neuro Leadership, a field that combines neuroscience and leadership to revolutionize how leaders and organizations operate. By understanding how the brain works, leaders can enhance decision-making, improve employee engagement, foster creativity, and drive productivity. Let's dive into what neuro-leadership is and how brain science is transforming business practices.

What is Neuro-Leadership?

Neuro-Leadership is the application of neuroscience principles to leadership and organizational development. The field emerged in the early 2000s and is primarily associated with Dr. David Rock, who co-founded the Neuro-Leadership Institute. Rock's research focuses on understanding how the brain influences human behaviour in the workplace, and how we can use this knowledge to enhance leadership effectiveness and organizational performance.

At its core, neuro-leadership aims to create a better understanding of how the brain responds to stress, collaboration, decision-making, and motivation. By aligning leadership strategies with insights from brain science, leaders can develop more effective strategies that promote growth, well-being, and resilience within organizations.



Key Concepts in Neuro-Leadership

To understand how brain science is applied to business, we need to examine a few key principles that are central to neuro-leadership:

1. SCARF Model (Social, Cognitive, Autonomy, Relatedness, Fairness)

Developed by Dr. David Rock, the SCARF model identifies five key domains of human social experience that can activate brain responses—either positive or negative. These domains are:

- Social:** How our brain reacts to social interactions, such as feeling included or excluded.
- Cognitive:** How the brain processes complex information and problem-solving.
- Autonomy:** The sense of control we feel over our decisions and actions.
- Relatedness:** The sense of connection or trust we feel toward others in the organization.
- Fairness:** Our perception of fairness and justice in decision-making processes.

The SCARF model helps leaders understand how specific actions, feedback, or situations impact employees on a neural level, helping them create an environment that reduces stress and fosters collaboration and creativity.

2. Neuroplasticity: The Brain's Ability to Change

Neuroplasticity refers to the brain's ability to reorganize itself by forming new neural connections throughout life. In a business context, neuroplasticity is crucial because it means that leaders can change their leadership behaviours and cognitive patterns over time. Employees, too, can adapt, learn new skills, and overcome challenges by engaging in brain-friendly practices like mindfulness and positive feedback.

3. The Role of Dopamine and Motivation

Dopamine is a neurotransmitter linked to motivation, reward, and goal achievement. Understanding how dopamine works in the brain can help leaders create environments that stimulate motivation and drive performance. For example, setting small, achievable goals and offering positive reinforcement can trigger dopamine releases, motivating employees to push forward and perform at their best.

4. The Importance of Emotional Regulation

The brain's limbic system is responsible for emotions, and it can sometimes override rational thinking. This is why emotional intelligence (EQ) is a key leadership skill. Leaders who understand how to manage their emotions and navigate those of their team members are more effective in resolving conflict, building relationships, and making better decisions. Neuro-leadership provides insights into how emotions shape our thinking, and how leaders can harness emotional awareness to foster a positive work culture.

Neuro-Leadership in Practice: How Brain Science Improves Business Performance

1. Enhancing Decision-Making

Traditional models of decision-making often rely on intuition and experience. However, understanding how the brain processes information can lead to more effective choices. The prefrontal cortex, which plays a critical role in decision-making, is particularly influenced by stress and cognitive load. By reducing stress and making environments more conducive to focused thinking, leaders can help their teams make better decisions.



2. Improving Employee Engagement and Retention

Engaged employees are more productive and more likely to stay with the company long-term. According to neuro-leadership principles, employees are more likely to engage when they feel their work is meaningful, their contributions are recognized, and they have autonomy in their roles. This aligns with the SCARF model, which suggests that feelings of fairness, trust, and relatedness contribute significantly to workplace satisfaction.

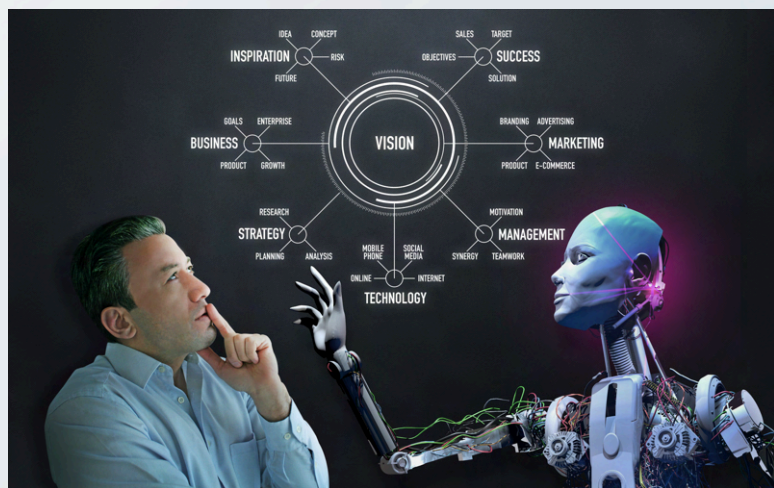
By focusing on these elements, leaders can create a work environment that boosts engagement, improves morale, and reduces turnover. For instance, offering feedback in a way that activates the brain's reward system (instead of triggering threat responses) can significantly impact employee motivation.

3. Facilitating Change and Innovation

In an era where business landscapes are constantly evolving, fostering innovation is key to staying competitive. The brain's ability to adapt (neuroplasticity) plays a crucial role here. Leaders who understand how to help their teams embrace change, learn from failure, and view challenges as opportunities will foster a culture of innovation. Moreover, by creating safe spaces for experimentation, leaders can encourage creativity without fear of failure, which in turn stimulates the brain's ability to generate novel ideas.

4. Enhancing Leadership Development

Neuro-leadership can also be instrumental in developing leadership skills. By using brain-based strategies, such as mindfulness practices, cognitive reframing, and emotional regulation techniques, leaders can develop a greater sense of self-awareness and emotional intelligence. This, in turn, can improve their ability to communicate, motivate, and inspire their teams. Training programs that incorporate neuro-leadership principles can also help emerging leaders better understand their own cognitive biases, emotional triggers, and decision-making patterns. This knowledge empowers them to make better decisions, communicate more effectively, and lead with greater empathy.



The Future of Neuro-leadership in Business

As our understanding of the brain continues to grow, neuro-leadership will likely evolve to address emerging challenges in the business world. From remote work dynamics to artificial intelligence, the principles of neuro-leadership can offer valuable insights into how we can build smarter, more effective, and more empathetic organizations.

Incorporating neuroscience into leadership practices is not just a trend—it's a fundamental shift in how we approach business strategy. Leaders who embrace the science of the brain can drive positive change within their organizations, creating environments where both people and businesses thrive.

Conclusion

Neuro-leadership is more than just an intersection of science and business—it's a paradigm shift in leadership. By understanding how the brain works, leaders can foster innovation, enhance decision-making, and create work environments that promote well-being and engagement. As neuroscience continues to inform our approach to leadership, businesses that integrate these insights will be better positioned to navigate the challenges of the future.

By leveraging the power of brain science, leaders can ensure that their organizations are not just productive, but resilient, adaptive, and emotionally intelligent in a rapidly changing world.



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NEWS

Neuroleadership – Making change happen

It is early 2006 and I am getting ready to launch a brand new leadership training program at the global management consulting firm where I work. As I sit at my desk and think through the flow of the week, I realize that I have just made a decision. Most of the decision is still a sub-conscious one at this point, but my inner voice is guiding me to rethink the nature of the program I have been thinking about. The risk is big, but the potential impact will be huge. We will go beyond the conventional programs of the past. Instead of teaching a leadership framework, we will teach people about the impact that their emotions, long-established habits, and the behavior of those around them have on their success and failure. We're going to teach them how to "go limbic" – to move out of the cerebral, intellectual zone and be challenged at a physical and emotional level. Making this change is significant because it leads staff members to become the kind of people who can collaborate easily with each other and with clients. "We're going to teach them how to get real," I say to myself. "They're going to have to stop role playing in these sessions, and do something authentic in order to discover the leader within themselves."



The decision I have just described was an important one. It marked the time when, sub-consciously, I tapped into the field of neuroscience and its application for leadership and people development. In every session I've designed or led since then, the ideas of neuroleadership (as this fledgling field is called) have been part of the underlying rationale: behaviorism (incentives) don't work. Humanism (compassionate listening) is overrated. The only thing that consistently works is the habitual adoption and practice of new behaviors in such a way that they become reinforced in neural pathways and become part of the second nature of each individual, and finally the entire enterprise. Neuroleadership for me is the art of synchronizing the science of the brain with leadership behaviors.

Four years and 30-plus programs after that epiphany, the data speak loudly. The concept of neuroleadership works. In our firm, this concept has evolved into an ongoing principle: To teach people a few fundamentals about their thinking and emotions, based on some "brain rules" grounded in neuroscience research. We no longer teach them complex sets of new behaviors & skills, ungrounded in any theory other than opinions about "what works," each time they enter a class-room. Participants like this new approach. They understand it and they ask for more of it.

<https://iveybusinessjournal.com/publication/neuroleadership-making-change-happen/>

NEWS

The value of neuroleadership

In organizations, where most people believe that numbers and facts are key for making decisions, and where rational substantiation conveys legitimacy, neuroleadership is a very effective tool for instilling more capable behavior. Building awareness of the scientific underpinnings of human behavior – drawing on neuroscience, brain-scans, and other data — opens the door for change. In particular, focused attention is the key to initiate change. The principles of neuroleadership encourage people to focus attention on the practices that will genuinely make a difference and to explore new territories for change and growth. It is especially helpful when your staff read their first articles about how emotions are involved in decision making, even when using complex ROI-calculations. At this point, the beginning, the door to learning something new is wide open.

The concepts that have been most important for our firm – and for our training – mostly follow the AGES-learning model (Davachi/ Kiefer/ Rock/ Rock). They focus on:

- **Attention:** Creating an atmosphere and culture of rigorous attention to learning and the moment – driven by the training set-up, strong facilitators and challenging case studies.
- **Generation:** Constantly asking coaches and training participants to re-use and re-phrase the learning concepts in their own words, combined with unique stories, thus allowing them to make their own connection to the learned content.
- **Emotions:** Leveraging the power of emotions through experiential learning, which deepens the hard wiring of new learning.
- **Spacing:** Reducing classroom time to a minimum and instead spreading out the content over a couple of days and weeks.

We also use elements of the SCARF model (invented by David Rock) to explain daily situations in business, such as feedback, selling, presenting and conflict handling. This allows participants to memorize just one model that explains the essentials of neuroleadership theory, which in turn explain how to be more effective when interacting with other human beings.





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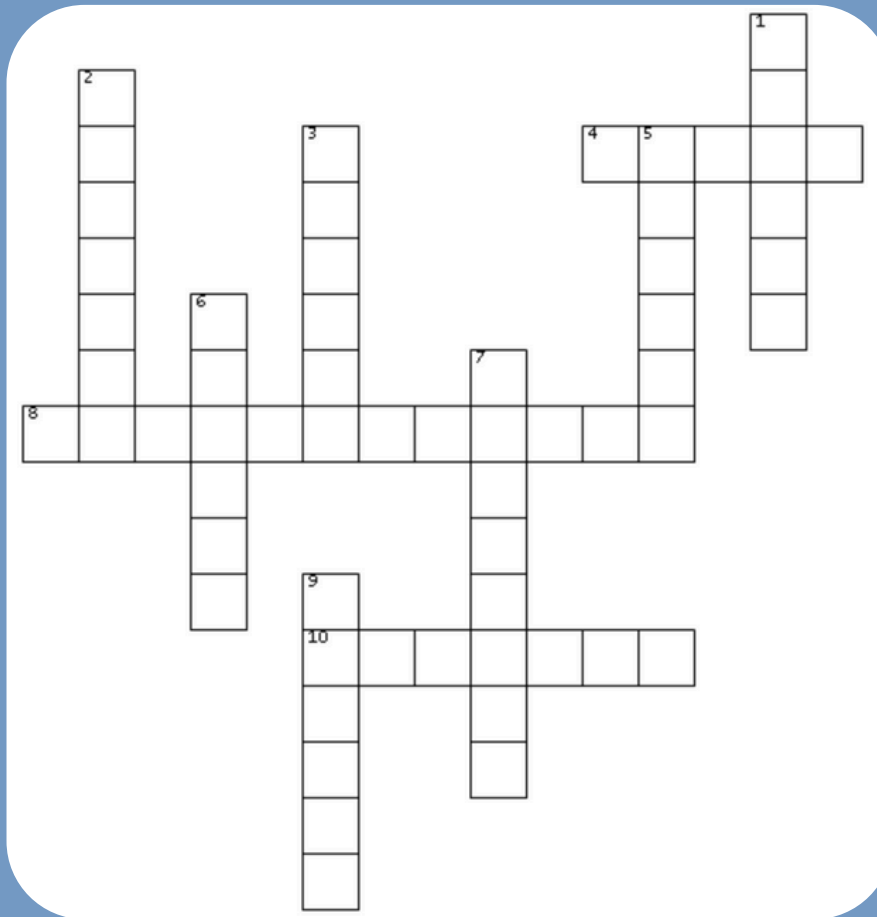
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WIRED TO LEAD: A NEUROLEADERSHIP CROSSWORD



ACROSS

4. – David Rock's model explaining social motivation in the workplace.
8. – Scientific study of the nervous system.
10. – Key emotional skill for effective leadership.

DOWN

1. – Can impair decision-making if chronic.
2. – Organizational environment shaped by shared beliefs and practices.
3. – Mental shortcuts that affect decision-making.
5. – Often resisted, but crucial for growth in leadership.
6. – Part of the brain responsible for higher-order thinking.
7. – A brain-sensitive tool to guide performance.
9. – The brain's system that motivates behavior.

PREVIOUS EDITION WINNERS: Mona Singh, StecTech Inc., Raju Kumar, Havells
 Want to get featured? Send in your answers at info@qgspl.com And the first
 15 correct responses shall feature in the next issue

Answers of the Previous edition

Across- Startup, Ecommerce, Pitch, Unicorn

Down- Disruptor, Agile, Blockchain, Cloud

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The Brain Behind the Boss: Unlocking Leadership Through Neuroscienc

N Jithin Kumar - Human Resource Specialist - Blue Ocean Ventures



NeuroLeadership: Business Use of Brain Science

The conventional leadership styles do not work anymore in our present world where things move at a high rate and where there are emotional requirements in our commercial settings. The contemporary leaders have to deal with complicated human interaction, handle difficult choices, and foster valuable workplace cultures. That is when NeuroLeadership comes along--an innovative style that brings the mind of brain science to the business leader, to shift the way leaders think, behave, and play.

The meaning of NeuroLeadership.

NeuroLeadership refers to the convergence of neuroscience with the theory of leadership. It aims at discussing the ways in which knowledge of how the brain works can show leaders how to be more influential in decision-making, controlling emotions, team leader effectiveness, and stimulating innovation. In essence, NeuroLeadership is aimed at ensuring that leadership actions are consistent with the facts of the way the human brain interprets these facts, responds to them, and go about creating relationships.

NeuroLeadership introduces scientific intelligence into the way people think, feel, and behave, which can never be achieved by relying on either experience or intuition. It enables the leaders not to be reactive and instinctual, but premeditated and brain-compatible leadership actions.

Doing so, why does NeuroLeadership matter in business?

It is no longer true that businesses are merely managed and operated according to strategy analysis and numbers; the companies are created upon relationships, motivation, creativity, and emotional intelligence. NeuroLeadership offers a set of the tools to overcome these spheres in a skillful and humane way.



When it comes to hybrid teams, as well as emotional burnout and disruption, leaders must better understand the issues surrounding stress on the brain and how motivation is ignited or extinguished and what actually sparks engagement. Leadership in a neuroLengthened way permits:

Psychological safety Foster

Lessen mental congestion

Enhance pressure decisions making

Nurture stronger and more creative teams

The science behind it means that leadership is not only a skill rather a field of doctrine based on how a human brain works.

The neuroLeadership science

A couple of important regions of the brain define our way of leadership and working:

Amygdala: It is a cluster that is shaped like almonds and processes emotion, mostly fear and threat. Leaders, who are aware of the role of the amygdala, are in a better position to deal with stress reactions, whether in themselves and other individuals.

Prefrontal Cortex: The executive section of the brain and in charge of problem-solving, scheduling and logic decision. Working on this territory with such a practice as mindfulness helps leaders stay oriented and focused.

Insula: Is important in empathy and self understanding. It relates emotions with body feelings and assists a leader to authentically relate with the people he is leading.

Mirror Neurons: they go off when we make a movement and when we watch somebody perform that movement. Without them, it is impossible to be empathetic, socially connected, and able to interpret intent, which are all important aspects of successful leadership.

Knowing these brain mechanisms, a leader may unlock the power of emotional intelligence, influence and motivation in a totally new way.



Pillars of NeuroLeadership at Business

1. Approach to Emotions and empathy

- Great leaders do not only have emotional presence of mind, but they moderate their reactions. NeuroLeadership instructs people in:
- Understand the triggers of your emotions and act with willingness
- Let people experience empathic listening and share stories
- Establish situations when people within a team feel listened, honored, and secure
- Knowledge about neuroanatomy of emotions can make leaders much more tolerant, compassionate and rooted.

2. Under pressure decision-making

- Decision-making is a complex combination of rational reasoning and emotionality. When the brain switches to providing instructions under stressful situations whereby amygdala takes control of the brain, most leaders tend to make fear-based or last-minute decisions. In this way, NeuroLeadership establishes balance.
- Strength training the prefrontal cortex to increase rational intellectual functioning.
- Mindful state of making space to respond.
- Creating frame works -or, choice architectures that help make more effective decisions on part of both teams and clients.

3. Conflict Resolution

- Not all leaders know how to manage conflict in spite of the fact that every leader is exposed to it. By means of a brain-conscious approach:
- Activation of the mirror neurons enables leaders to develop the emotion of empathy and understand a situation in the point of view of the other person.
- Build on the neuroplasticity principles toward assisting both themselves and their teams to learn to respond rather than to react.
- Be inquisitive without being judgmental so as to create a ken that allows constructive dialogue and reconciliation.
- The difference is that conflict itself becomes a growth engine as opposed to the barrier to productivity.

4. Development of Creativity and Innovation

Innovation does not just mean constant brainstorming, it requires the mind leeway. When the brain is resting, then it involves default mode network. NeuroLeadership encourages:

- Preventing certain areas where we can indulge in profound thinking and take a break away from the online gadgets.
- Developing some psychological safety to enable new ideas to be voiced freely without fear.
- Leaders by accepting and recognizing new ideas and rewarding them, create an environment, in which ingenuity and experiments can flourish.
- Leaders free creativity by creating brain friendly environments.

5. Building Resilience

- Defining resilience The ability to cope with stress is more than just a survival. Stressful situations must not only be overcome but they must also be learned during the struggle. The resilience is enhanced by neuroleadership in the following ways:
- Assisting leaders to nurture self-kindness when failing or when we may not be sure.
- Facilitate problem solving processes that reduce the tendency of mental fatigue.
- Daily Mindfulness
- Even a couple of minutes of deep breathing or simply reflective thinking stimulates the prefrontal cortex, making people more focused and relaxed.
- Develop the Emotional Connection into Talks
- Before providing feedback or tackle conflict, it is imperative to first ask the question: How are they might be feeling now? Use mirror neurons to create Empathic responses.
- Reconsideration of meetings Rethink Meetings
- Begin with a 5 minutes check-in to decrease stress. Include the silence time or journaling to inspire the imagination and minimize the overstimulation.
- Build Up Positive Behavior
- Appreciate participation in front of others. Innovation and careful risk taking should be rewarded. This rewires the brain to give engagement a positive connection with reinforcement.
- Encourage the Reflective Time
- Promote your employees to reserve uninterrupted thinking time. This gives birth to visions and strategy thinking in the long-term.
- Neural Will Be The Future Leadership

Conclusion:

The businesses are changing and so is the manner in which we lead. NeuroLeadership is not a fad- it is a paradigm change in leadership. Not only does adapting brain science help us be better leaders, we also engage more effectively, communicate more effectively, and motivate more effectively.

Since investing in the NeuroLeadership practices companies are bound to experience:

- Increased participation of employees
- Increased innovativeness and creativity
- Tougher and emotionally smarter teams
- Better client, and stakeholder relationships

Ultimately, brain-smart leadership means a celebration of all of humanity in the workplace. Managing people is an obsolete act when leaders know how to utilize the brain in determining human behavior.



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IATF Core Tools Training – Global Steel Manufacturing Leader

Participated in IATF Core Tools training (APQP, PPAP, FMEA, MSA, SPC) conducted by a global leader in the steel manufacturing industry, gaining insights into quality planning, risk assessment, and process validation aligned with automotive industry standards.

QCC & 7 QC Tools Training – Global Electronics Giant

Attended a two-day training on Quality Control Circles (QCC) and 7 QC Tools at a global electronics giant, focusing on problem-solving techniques, root cause analysis, and team-driven quality improvement initiatives in manufacturing operations.



PFMEA Session – Leading Automotive Supplier

Attended a focused session on Process Failure Mode and Effects Analysis (PFMEA) conducted by Dr. Sumit Shandilya for a leading automotive supplier, enhancing understanding of risk identification, process control, and preventive quality planning in manufacturing operations.

IMS Internal Auditor Training – Government Hydro Electricity Organization

Completed Internal Auditor training on Integrated Management Systems (ISO 9001, 14001, 45001) for a government hydroelectricity generation organization, focusing on audit planning, process evaluation, and compliance assessment across quality, environmental, and occupational health & safety standards.



IS 26001 Training – Energy Giant, Kolkata

Completed training on IS 26001 (Occupational Health and Safety Management) conducted by Mr. Sachin Grover with a leading energy giant in Kolkata, emphasizing structured OH&S management practices, legal compliance, and workplace risk mitigation.

NeuroLeadership at Work: Building Smarter Teams with Brain Science

Chirag Kundra - MBA Candidate at IIM Sambalpur - Product Management Intern, ICICI - Ex- Store Manager at Tata Starbucks



Imagine if leaders could read minds—not with magic, but with science.

That's the idea behind NeuroLeadership—a fast-growing field that connects neuroscience (how the brain works) with leadership in business. First coined by Dr. David Rock, NeuroLeadership helps leaders understand how people think, feel, make decisions, and behave at work.

In 2025, where AI is automating tasks, remote teams span time zones, and employee mental health is a top concern, leading with brain science is no longer a bonus—it's a business need.

What Is NeuroLeadership in Simple Terms?

NeuroLeadership is about using brain science to lead people better.

It helps leaders:

- Make smarter decisions
- Reduce stress—for themselves and others
- Motivate teams in a positive way
- Lead change without burnout

Think of it like this: If leadership is the art of getting people to move forward, NeuroLeadership is the science behind what makes them want to move.



Why It Matters in 2025

Let's face it—people are overwhelmed. In 2025:

- Employees check 5 different work apps daily
- Many work in hybrid setups, juggling office and home
- AI tools like Microsoft Copilot and ChatGPT manage tasks, but not emotions
- Gen Z, now entering mid-level roles, expect empathetic leadership

So, leaders today must know not just how to manage work, but how to understand minds.

How the Brain Influences Leadership

Here are some easy brain science ideas that every leader should know:

1. The Brain Can Change (Neuroplasticity)

- Good news—your brain can learn and grow at any age. This is called neuroplasticity.
- Leaders can build cultures where people take risks, learn new skills, and adapt—even in fast-changing industries like fintech, consulting, and startups.

2. Fight-or-Flight at Work (Amygdala Hijack)

- When people feel attacked or overwhelmed—like sudden criticism or unclear deadlines—the brain's amygdala takes over. This is why someone might shut down, react emotionally, or quit.
- A good leader knows how to spot stress signals and guide the team back to calm.

2025 Real-World Examples

1. Microsoft’s Empathy-First Culture

Satya Nadella’s leadership—based on empathy and curiosity—has led Microsoft to become one of the best-performing companies in the world. In 2025, they’re training middle managers in brain-based feedback techniques that improve trust and engagement.

2. Zomato’s Mindful Manager Program

Facing high attrition in 2024, Zomato launched a NeuroLeadership-inspired training in 2025 that includes:

- Stress detection tools
- Dopamine-friendly feedback systems (small wins + praise)
- Autonomy-focused goal setting

Early reports show a 19% rise in team retention.

IIM Kashipur’s Leadership Labs

IIMs are now embedding NeuroLeadership into their MBA curriculum. Students in 2025 practice real-time simulations, emotional intelligence labs, and receive coaching based on brain-based feedback. Graduates enter corporate roles with better people skills—not just PowerPoint skills.

What Makes a NeuroLeader in 2025?

Here’s a simple checklist for the modern brain-smart leader:

Trait	Why It Matters
Self-aware	Can control emotions under pressure
Good listener	Builds relatedness and trust
Purpose-driven	Gives teams clarity and meaning
Feedback-friendly	Helps people grow, not fear reviews
Fair and transparent	Triggers the brain’s trust response



Can AI Help with NeuroLeadership?

Yes—but it’s not a replacement.

AI can analyze tone, flag burnout signals, or even suggest better phrasing in emails. Tools like Reclaim.AI or Notion AI now include emotional insights for leaders. But human empathy, intuition, and trust-building still come from people.

In fact, the smarter AI gets, the more leaders need NeuroLeadership—to do the human work AI can’t.

Criticisms: A Word of Caution

While NeuroLeadership is powerful, critics argue:

- Some companies use it only to increase productivity, not well-being
- It’s easy to oversimplify the brain, turning science into slogans
- Leaders must use these tools ethically, not manipulatively

As with all leadership tools, intent matters.

Conclusion: It’s Time to Lead with the Brain in Mind

In 2025, where AI handles data and dashboards, the real edge lies in how leaders inspire minds, manage emotions, and drive human potential.

NeuroLeadership isn’t about being a neuroscientist. It’s about understanding people better and creating workplaces where brains can thrive.

Because when the brain feels safe, challenged, and connected—business performs at its best.

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JUL 20

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MOON

DAY

THE FIRST TIME HUMANS
WALKED ON THE MOON

AT QGS, WE BELIEVE IN AIMING HIGH
— BECAUSE QUALITY, LIKE THE MOON,
INSPIRES US TO REACH BEYOND.



From Neurons to Boardrooms: The Science Driving Modern Leadership

Singham Mohit Reddy - Analyst - Capgemini



Amid the rapid, ever-interconnected business landscape, conventional leadership models are steadily adapting to the mounting intricacies of steering diverse, dispersed, and agile workforces. Emerging now is NeuroLeadership—a leading edge discipline that unites neuroscience with leadership principles to sharpen how we lead, collaborate, and make decisions within organizations.

This forward-looking method draws on neuroscience insights to enable leaders to be stronger, kinder, and more flexible. It goes well beyond simply overseeing people; it calls for a grasp of the neural mechanisms that underlie behavior, motivation, learning, and change.

So what is NeuroLeadership?

First introduced in 2006 by David Rock, NeuroLeadership is the capturing of insights from neuroscience to reshape the domain of leadership. It furnishes leaders with a scientific scaffolding that deepens their grasp of how individuals think, feel, and behave, and demonstrates how they can direct these processes in a constructive way.

Fundamentally, NeuroLeadership concentrates on four primary domains.

1. Decision Making and Problem Solving
2. Emotional Regulation along with Self-Management
3. Collaboration and influence
4. Facilitating Change

Every domain investigates ways in which leaders can harmonize their behaviors and strategies with the brain's natural mechanisms to raise team performance, motivation, and engagement.

By diminishing threats and enhancing rewards, a skilled NeuroLeader strengthens performance while boosting psychological safety within the workplace, as well.



The influence of NeuroLeadership on Business

1. Smarter Decision-Making

Knowledge of cognitive biases—such as confirmation bias or loss aversion—empowers leaders to arrive at decisions that are both more rational and more objective. Deepening their understanding of neuroscience allows leaders to sidestep rash decisions.

Put another way, rather than rushing to judgment during a crisis, a NeuroLeader may hit the pause button, consider the situation, and seek feedback from multiple perspectives — conscious that a stressed brain is prone to triggering emotional impulses from the amygdala instead of logical reasoning.

2. More effective Change Management

Change tends to be uncomfortable, since the brain interprets ambiguity as a potential threat. NeuroLeadership empowers leaders to grasp why people resist change, and how they can lead them through it.

Leaders can lessen anxiety and stimulate neuroplasticity—the brain’s capacity to rewire and adapt—by dividing change into small, graspable steps, empowering people to shape their own outcomes, and conveying the change’s clear purpose.

3. Stepped-Up Emotional Intelligence

Regulating one’s emotions sits at the heart of effective leadership. Neuroscience demonstrates that self-awareness, empathy, and impulse control traits can be trained. Leaders who comprehend how emotions arise in the brain are able to respond instead of react.

Rather than amplifying Tension

4. Roosted on a foundation of trust and co-operation.

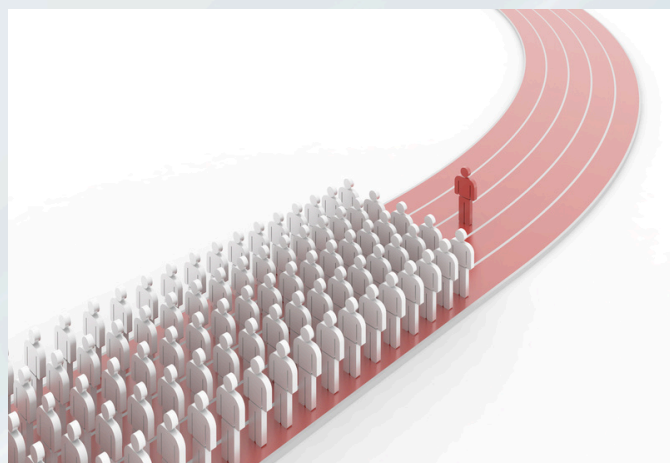
Trust surpasses being merely a value; it is a chemical interaction within the brain. In constructive social moments, the brain secretes oxytocin—the trust hormone. Leaders who promote transparent dialogue, extend praise, and apply equitable treatment incur the chemical release that strengthens trust.

NeuroLeadership equips leaders to hone their social cue interpretation, offer feedback that sidesteps the threat response, and cultivate inclusive settings in which people can collaborate in safety and enjoy the benefits.

NeuroLeadership in Action: Real-World Practical Applications

1. Performance Reviews

The usual form of feedback frequently produces defensiveness. NeuroLeadership promotes feedback built for the brain, directing it toward future behaviors, offering it with empathy, and underscoring growth over judgment. Such an approach promotes learning and lessens fear.



2. Learning and Development

Comprehending how memory functions equips organizations to develop training that delivers greater results. Take, for instance, spaced repetition, emotional connection, and the use of stories, each of which stimulates parts of the brain tied to retention. Using this knowledge, leaders can ensure learning sticks.

3. Remote and hybrid modes of working

With evolving work settings, leaders must discover novel approaches to preserving connections.

Conclusion

NeuroLeadership is not a fad, it is a revolutionary revolutionizing of our thinking about and doing of leadership. It is through the brain science of leadership that organizations can create more flexible, human and high-performing workplaces.

The more we discover about the mysteries of the mind, the more we are able to realize that the more we learn about the brain, the more we know how to lead people as because at the end the leadership is not just about moving results, but it is about knowing human beings.

QUALITY CONTROL(LED) HUMOR



When Work Gets Too Serious



1. BRAIN NOT FOUND

Boss: "Use your brain!"

Me: "Which part? The one that panics or the one that daydreams?"

Brain: "I vote daydreams."



2. MAD SCIENTIST, MARKETING EDITION

Tried using neuroscience to motivate my team.

Mentioned "dopamine triggers" and "neural rewards."

Now they think I'm building a lab,
not a marketing plan.



3. REWARD SYSTEM GONE ROGUE

My brain loves rewards.

So I worked for 10 minutes...

And rewarded myself with a 2-hour break.

Neuroscience-approved? Maybe not.



Leadership Dilemma in the Workplace

Harish Goday - Product Development Engineer at Digitate, TCS



Imagine this:

Rina is one of the highest managers in the company and this comes as a big deal since she is introducing a new product. The time table is quite draining, she is in a state of anxiousness and her footing is itching as everything tightens up. During a virtual team meeting, a member scolds her action plan and this makes her feel bad. Rina dismisses the concern with a tightening voice, sharpening the tone. The segment halts. It causes a decline in productivity, the mistrust of other people, and Rina leaves the meeting wondering why the circle should take such direction.

Did Rina understand what the science about her response in the brain was? What will it be like to strategically re-wiring her reaction and match the emotion of her team and create a more powerful and highly motivated atmosphere?

And that is where NeuroLeadership comes in, the effective marriage of neuroscience and leadership to see that it gives the professionals the insights and skills not only to be more effective leaders, but to lead with emotion, accuracy and understanding.

NeuroLeadership: The Ways to Learn to Beware and Discover the principles

1. What then exactly is NeuroLeadership?

NeuroLeadership applies neuroscience, the study of the processes of the brain to leadership and practices of quality of business. It gives the leaders a scientific outlook on the ways through which they can understand the way the people think, make decisions, feel and behave in a superior manner. On the one hand it will be ground breaking in resolving problems such as miscommunication, burst out anger, poor motivation and poor decision making.

As it can be observed in Rina, it was sensed in the brain that it can prove a challenge and thus, it aroused the amygdala (the emotional centre) to give a message that it is the time to either fight or flight. Her head was dancing because of defense rather than listening. Here, had she known her mind was doing this, she would have been able to activate her prefrontal cortex which is the rational-thinking part of the mind and would have replied intelligently.

2. Brain awareness is the beginning of Emotional Intelligence

The emotional regulation or the capability to control personal emotional reactions and those of others is at the core of the NeuroLeadership. The neuroanatomy of emotion, including the amygdala (fear and threat), insula (disgust, pain) and the mirror neurons (empathy), can aid a leader to:

- Take time out to respond
- Listen to emotional signals
- Establish secure psychological milieu

In the case of Rina, having understood her emotional trigger factor and followed it with a 10-second breathing reset would have given her back control over her prefrontal cortex and the ability to react more calmly, and in a response-solving state.

4. The Default Mode Network and creativity

Bosses usually want us to be working at all times but the mind excels during rest periods. Innovation all depends on the default mode network, an inactive process that engages the brain during rest and reflection. Breaks, whiteboard brainstorming, or even slower walks may open the creativity even in a tense atmosphere as the one with Rina. Leaders can:

- They schedule thinking time with themselves and the teams they work with
- Promote virtual free play Encourage daydreaming without screens
- Brain-friendly behavior will have to be reinforced by recognizing and rewarding new ideas

5. Brain Science as a road to Resilience

The resiliency to respond to failure is a mechanism of the brain that is based on the stress and recovery systems. Constant stress stimulates the amygdala and inhibits creativity, concentration and cooperation. Such techniques as are promoted by NeuroLeadership are:

- Rational brain to engage mindfulness
- Substitution of low self-criticism with self-compassion
- Well-organized problem-solving to eliminate overwhelm

In this situation, Rina could have considered treating herself with positive attitude without judging herself and returning to a more grounded mindset through a short mindfulness practice that would have helped to reset her brain and establish a new mentality within the team.



Conclusion: Reaction to Reflection- The NeuroLeadership Advantage

Coming back to the story of Rina, just suppose that things work out differently.

She now understands that she is becoming stressed and waits to breathe before receiving the input of the team member in a non-confronter manner. She poses additional conversation, indicates that psychological safety is forthcoming and that the conversation returns to proactive common ground. The group believes that they are listened to. The trust is maintained. Progress continues.

But that is the strength of NeuroLeadership, that it is not a replacement of conventional leadership, but what complements it is by matching the way the brain thinks.

In a society where emotional intelligence, adaptability and innovation are rarely as highly rewarded as they are today, and where revolutions of all sorts are sweeping the world, the science of the brain is not extra anymore: it is a must. Is it being a team leader, designing change, or finding a way to make the best decision, NeuroLeadership presents one way to be a leader with the intellect and the heart.

By turning into the architects of brain-smart workplaces modern leaders will be able to make anyone they lead more resilient, creative, empathetic, better at being successful and more sustainable as well, rather than being successful themselves.

Important Dates in July

July 1 – National Doctor's Day (India)

A day to honor the dedication and selfless service of doctors across India. Celebrated in memory of Dr. Bidhan Chandra Roy, it acknowledges the vital role doctors play in saving lives, promoting health, and advancing medical knowledge.



July 18 – Nelson Mandela International Day

More than a birthday celebration, this day calls for 67 minutes of service — one minute for every year Mandela fought for justice. It promotes peace, freedom, and the power of collective action to transform the world.



July 24 – Income Tax Day (India)

Also known as Aaykar Diwas, this day commemorates the introduction of income tax in India in 1860. It recognizes the contribution of taxpayers and tax departments in nation-building and economic development.



July 26 – Kargil Vijay Diwas (India)

A solemn day of pride and remembrance for India's victory in the 1999 Kargil War. It honors the bravery and sacrifice of the soldiers who defended the nation's borders in one of the most challenging terrains.



July 28 – World Nature Conservation Day

Nature is not a luxury — it's a necessity. This day emphasizes the urgent need to protect our natural resources, promote sustainable living, and ensure a healthy planet for future generations.





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