CORPORATE HARMONY

An Enlightened Approach to Leadership and Organizational Development

Hello again from Corporate Harmony and welcome to the Module 3 Week 1 'Conversation Starter'!!

In the last 10 years or so, a new field of neuroscience has mapped the mental zone that can literally change the brain to quiet an overly active stress response system and simultaneously pave the way for higher brain networks to perform at optimum. The more you function from this 'higher' mental zone, the less you stress, and the more your brain lights up with the mix of intelligence that predicts a successful life.

When these higher networks wire and fire together, humming away at the brain speed of a hundred million computer instructions per second, you not only succeed, you excel at every level of life: from career to family, from physical and emotional wellbeing to fully actualizing your talent and ability. It's a brain generating the fluid and creative intelligence to achieve goals, along with the emotional and social intelligence to instill joy in your work, peace in your life, and harmony in your relationships. It's also a brain generating the homeostasis that promotes health and longevity. The key to all of these positive outcomes is building the mindset that transcends stress.

The good news is neuroscience has identified a solution to stress that goes far beyond conventional stress management. This approach not only repairs the damage caused by overproduction of the stress hormones, but also generates the neurological conditions that stimulate the growth of new connections within the higher brain that expand brain capacity, making people smarter, more innovative, and emotionally intelligent. The solution lies in the power of your mental state to rewire your brain. Change your mind-set in specific ways and you can literally change brain structure to extinguish stress reactions and amplify higher brain function. The technical term for this change is neuroplasticity.

Here's a list of the positive change neuroplasticity can produce:

- The usual networks that generate the brain's executive functions grow larger and become more fully integrated with other neural networks. This means you increase your skillfulness at planning, decision-making, error correction, and troubleshooting. You build strong cognitive abilities and can think abstractly.
- Gamma wave activity is far better organized and coordinated, signaling the higher mental activity and heightened awareness found in peak performers.
- The right brain and the prefrontal cortex work together to elevate intuition and creative insight into practical innovation.
- Activity in the left prefrontal cortex, the seat of positive emotion, swamps activity in the right prefrontal cortex, the seat of negative emotion. This condition enables you to achieve a high level of emotional intelligence.
- There is greater activity in the center of the brain, especially the caudate and right insula, generating the social intelligence that sustains interpersonal resonance.
- Your physiology functions at optimum, securing a high level of health and energy.

Who in their right mind wouldn't want a change like that? Who in corporate leadership wouldn't want a work force operating at that level of brain function? The point is, if an individual or company is not actualizing the mindset that transcends stress to empower higher brain function, they are not maximizing their full extent of fluid, creative, emotional, and social intelligence. The skill of Positive Presence is your ability to create and adjust a positive and energized mind-set (higher brain function) through conscious thought processes that result in effective workplace behavior – the kind of behavior needed for sustainable engagement.

Achieving the prescribed shift in mind-set is easier than you might imagine, adding little to your to-do list. It's essentially about practicing a *to-be* list… even better is the fact that change in brain structure happens quickly, within fourteen days to eight weeks.

The **HOMEWORK** for Module 3 is very similar to what you have been doing for Modules 1 and 2:

1. Listen to this audio of the weekly 'Conversation Starter' at least once more in the next 7 days, and download the written script of the weekly 'Conversation Starter'. You must use this written transcript at least 2 times in the next 7 days. Some suggestions might be for you to share it with a friend or colleague, add it as an agenda item to one of your meetings, or use it as the conversation starter when you gather with your group. In Week 2, you will use "Week 2 Conversation Starter". In Week 3, you will use "Week 3 Conversation Starter". And in Week 4, you will use "Week 4 Conversation Starter".

2. Set up an hourly reminder to yourself (either on your computer or your phone) for a 'personal check-in'. When the reminder goes off, ask yourself the following questions: "(1) What sort of feelings have I had since my last check-in?"; and "(2) What have my thought patterns been like since my last check-in?"; and finally, "(3) What have my behavior patterns been like since my last check-in?"

3. In your private 'Positive Presence Skill Building' page where you accessed 'Module 3' you will see a link for "Resources Page". Click on that link and look at the LIBRARY Section, then click on Corporate Harmony's "**BOOK STORE LIBRARY**".
   - Browse through the Library and pick a book, any book. Then download it, buy it, find someone to borrow it from ... whatever … and start reading. Read one quarter of the book each week so that it is finished at the end of week 4.

4. Again, in your private 'Positive Presence Skill Building' page where you accessed 'Module 3' you will see the link for "Resources Page". Click on that link and look at the LIBRARY Section, then click on Corporate Harmony's "**FAVORITES LIBRARY**". Then pick two new websites to visit.
   - Before the end of this week, visit your first website and read everything there is to read on it.
   - In Week 2, visit your first website again and sign up for something free (you will have to give your email address, but when you are finished the 'freebie' just go into the next email they send you, go to the bottom of the email, and 'unsubscribe' and you will not be swamped by their continuous emails).
   - In Week 3, visit your second website and read everything there is to read on it.
   - In Week 4, visit your second website again and sign up for something free (you will have to give your email address, but when you are finished the 'freebie' just go into the next email they send you, go to the bottom of the email, and 'unsubscribe' and you will not be swamped by their continuous emails).

5. By now you will be finding that the homework exercises are becoming a fair bit easier and are more 'natural' for you to get done. This is because you have been doing some of these things almost daily for two months.
   Now in Modeule 3 we are going to introduce a new assignment section. If you are thinking that you just *DO NOT HAVE TIME* for another assignment, that's ok too – just add this assignment into the usual assignment #4 above.
   - In your private 'Positive Presence Skill Building' page where you accessed 'Module 3', click again on the link for "Resources Page". Then, look at the LIBRARY Section and click on Corporate Harmony's "**ONLINE COACHING LIBRARY**". Here you will find a number of online 'Life' coaches that have all sorts of knowledge to share. Pick two new websites to visit.
   - Before the end of this week, visit your first website and read everything there is to read on it.
   - In Week 2, visit your first website again and sign up for something free (you will have to give your email address, but when you are finished the 'freebie' just go into the next email they send you, go to the bottom of the email, and 'unsubscribe' and you will not be swamped by their continuous emails).
   - In Week 3, visit your second website and read everything there is to read on it.
   - In Week 4, visit your second website again and sign up for something free (you will have to give your email address, but when you are finished the 'freebie' just go into the next email they send you, go to the bottom of the email, and 'unsubscribe' and you will not be swamped by their continuous emails).

6. Refer again to Corporate Harmony's **Generic Behavior Questionnaire**.
   - Select one more new question and read it, and then ask of yourself this question "How can I do this better?" Do this exercise of reading the same question and asking yourself daily for the remainder of this week.
   - In Week 2, select a different question and read it, and then ask yourself this question "How can I do this better?" Do this exercise of reading and asking yourself daily for the remainder of Week 2.
   - In Week 3, select a different question and do this exercise of reading and asking yourself daily for the remainder of Week 3 … and so on for Week 4.

Remember, acquiring the skill of Positive Presence is a slow and gentle process that begins with awareness … but it's also a process that must be doused liberally with forgiveness -- especially self-forgiveness -- as well as a good solid pinch of humor.

Remember, a learning mind is a healthy mind – and the more time we spend in the positive, the greater our capacity for achieving peak performance, for building and maintaining good relationships, and for experiencing good health…

So my friends, go to Week 9 in your Positive Presence Skill Building Journal, and until next time, let the skill of Positive Presence work for you.

Catherine M.E. Osborne

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http://corporateharmony.ca