



FS Club

News Events Partnerships

Taking Advantage – Using Covid-19 To Move Business, And People, Up A Gear

Webinar

Monday 01 June 2020



A Word From Our Chairman



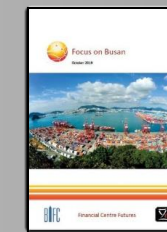
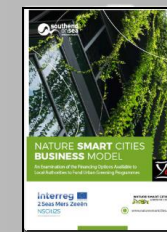
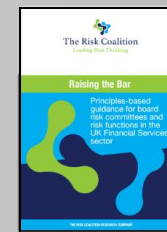
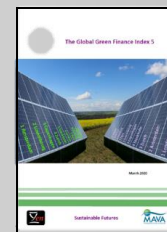
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Professor Michael Mainelli
Executive Chairman
Z/Yen Group



Recent Publications





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Agenda



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- 18:00 – 18:05 Chairman's Introduction
- 18:05 – 18:30 Keynote Address
- 18:30 – 18:45 Questions & Answers



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Taking Advantage – Using
Covid-19 To Move Business,
And People, Up A Gear



Dawna Jones

Author

Decision Making
for Dummies



Taking Advantage of Covid-19

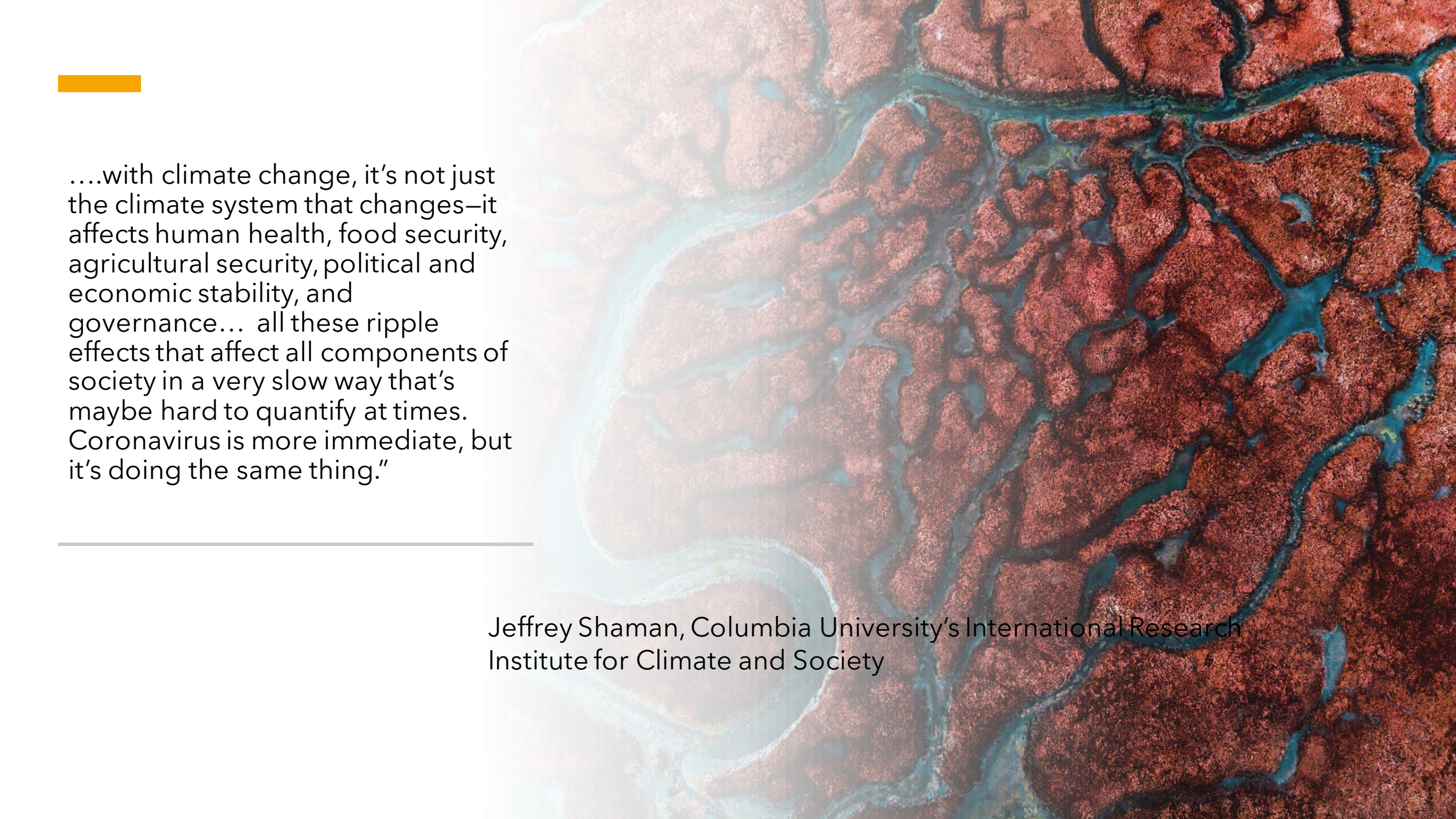
Moving People and Business up
a Gear

Dawna Jones



Restore BAU
OR
Reinvent
through Peak
Performance





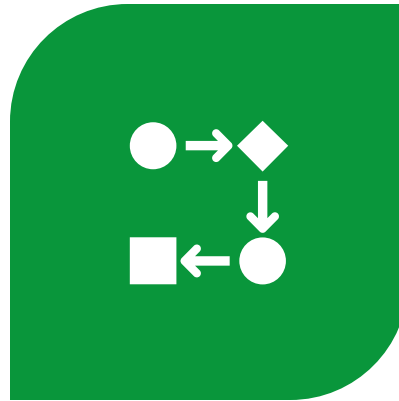
....with climate change, it's not just the climate system that changes—it affects human health, food security, agricultural security, political and economic stability, and governance... all these ripple effects that affect all components of society in a very slow way that's maybe hard to quantify at times. Coronavirus is more immediate, but it's doing the same thing."

Jeffrey Shaman, Columbia University's International Research Institute for Climate and Society

Learn before Leading...Lead Collectively



SIZE OF THE QUESTION
DETERMINES WHAT WE PERCEIVE AS
POSSIBILITIES.



OBSERVE PATTERNS THAT HAVE
EMERGED FROM THE EXPERIENCE.
ITERATE THE NEXT STEP.



SET THE CONDITIONS FOR PEAK
PERFORMANCE TO TAKE PLACE.

What patterns have you
observed during COVID?



A stack of four smooth, rounded stones is balanced on a beach at sunset. The stones are stacked vertically, with the top stone being the smallest and the bottom one the largest. The background is a soft, out-of-focus sunset over the ocean, with the sun low on the horizon, creating a warm, golden glow. The foreground is filled with many other smooth, rounded stones of various sizes, some in focus and some blurred. On the left side of the image, there is a white circular graphic that contains text.

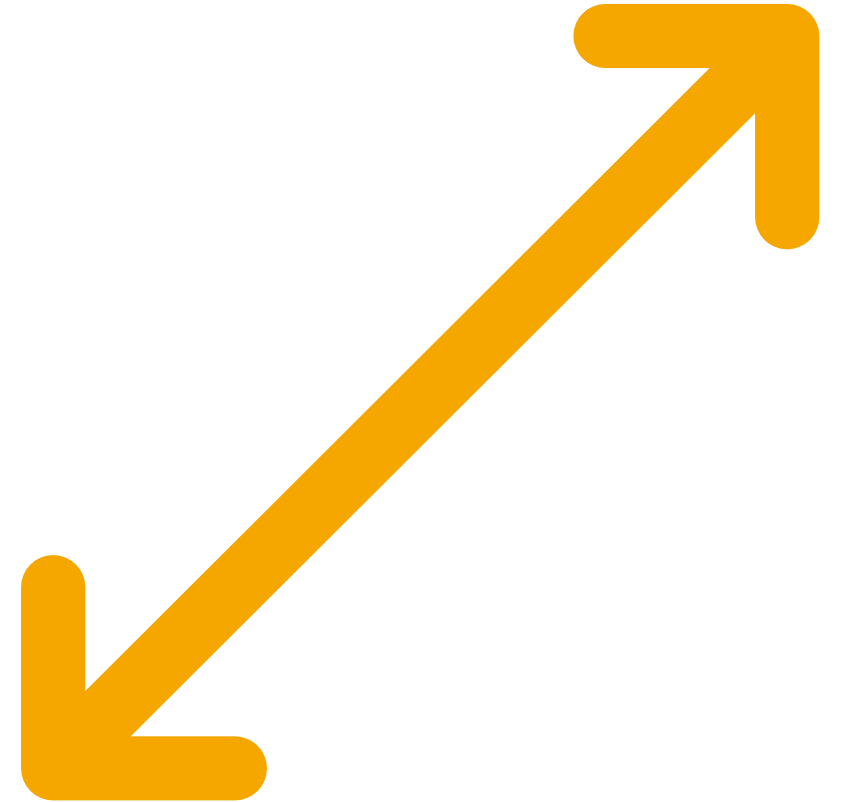
#Self-directed Neuroplasticity

“Focus attention on learning even if it requires strain and confusion followed by rest periods for the actual rewiring to occur. Non-negotiable ingredients.”
- Dr. Andrew Huberman
@ Stanford

Leader's Challenge

In moments like these, when the choices we make are so impactful, people desperately want to believe that their leaders know what they're doing. But they quickly learn that in times like these, leaders either grow or swell - they either grow out of their weaknesses and rise to the level of the challenge or all of their worst weaknesses rise to new levels."

- Thomas Friedman, April 21st, 2020 (NYTimes)





The Complexity Gap

Lectical scores by management level (N = 512)





The Inner Challenge



Rewire default habits and decision-making patterns. Do things differently. Muscle memory.



Use fear as fuel to curiosity and moving forward. Ask questions. Seek alternative views. Diversity of perspective > pixels in picture. Widen view



Switch from controlling and limiting performance to setting the conditions for peak performance. Shared meaningful inspiring goal.

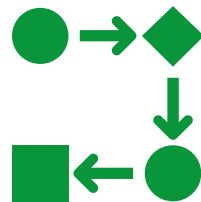


Observe your emotions. Heart energy. Health. Scan. Steer.

Moving Forward



Flex Focus. Impacts brain response.
Social Emotional conditions



Run experiments. Not pass/fail.
Distribute decision-making.
Remove barriers to collaboration
due to insecure authority.



Apply principles and practices to
thrive. Aim high. E.g. autonomy
Self-managed/O/ Biomimicry

Peak Performance Triggers

- The 4% challenge. No need to snap
- Personal and Group Triggers: e.g. novelty, complexity, risk, passion/purpose, autonomy, unpredictable, shared inspiring goal, blending egos
- Design rest & recovery time



Moving Forward

Given what you see as possible, what is the probability that companies will use the post-Covid to learn and reinvent?

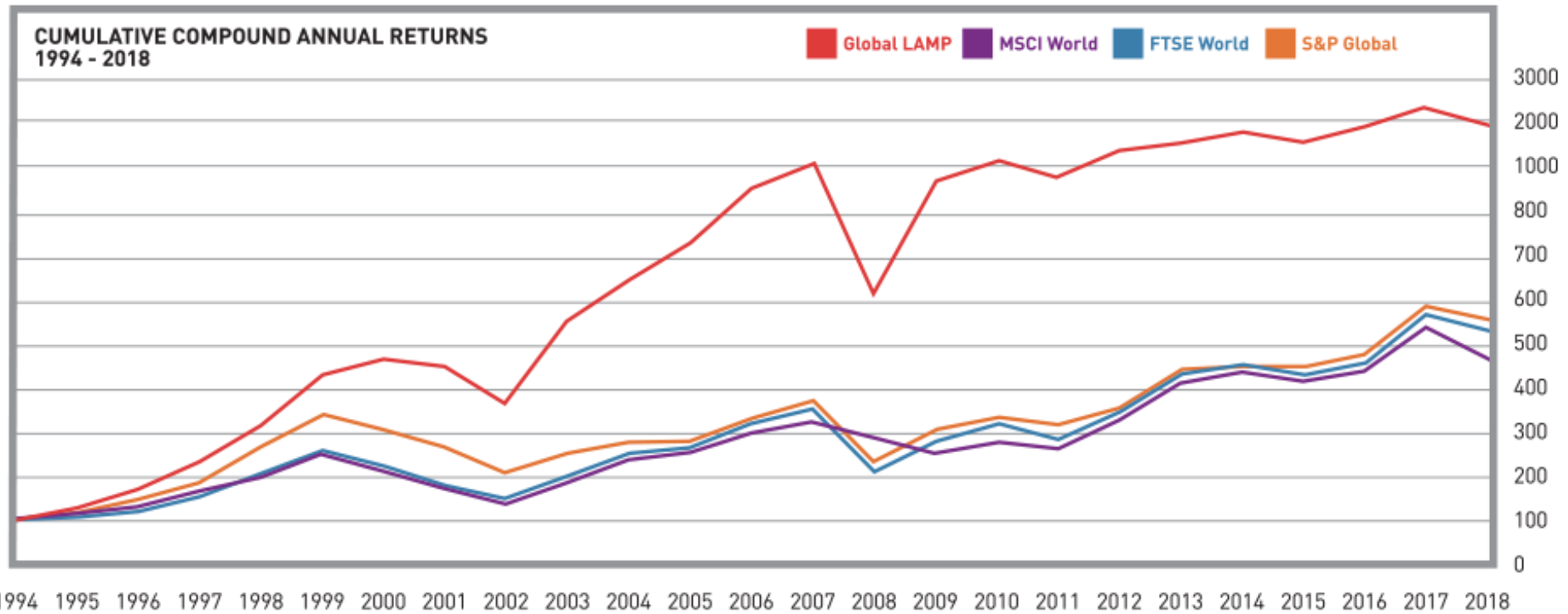
Principles and Practices from SMO or Biomimicry- Managed Companies

- Ethical principles to anchor decisions made where you seek alignment vertically. Responsible responses.
- Novo Nordisk: Systemic health
- Regenerate social health in all relationships
- Strengthen diversity and biodiversity

What do we stand for no
matter what?



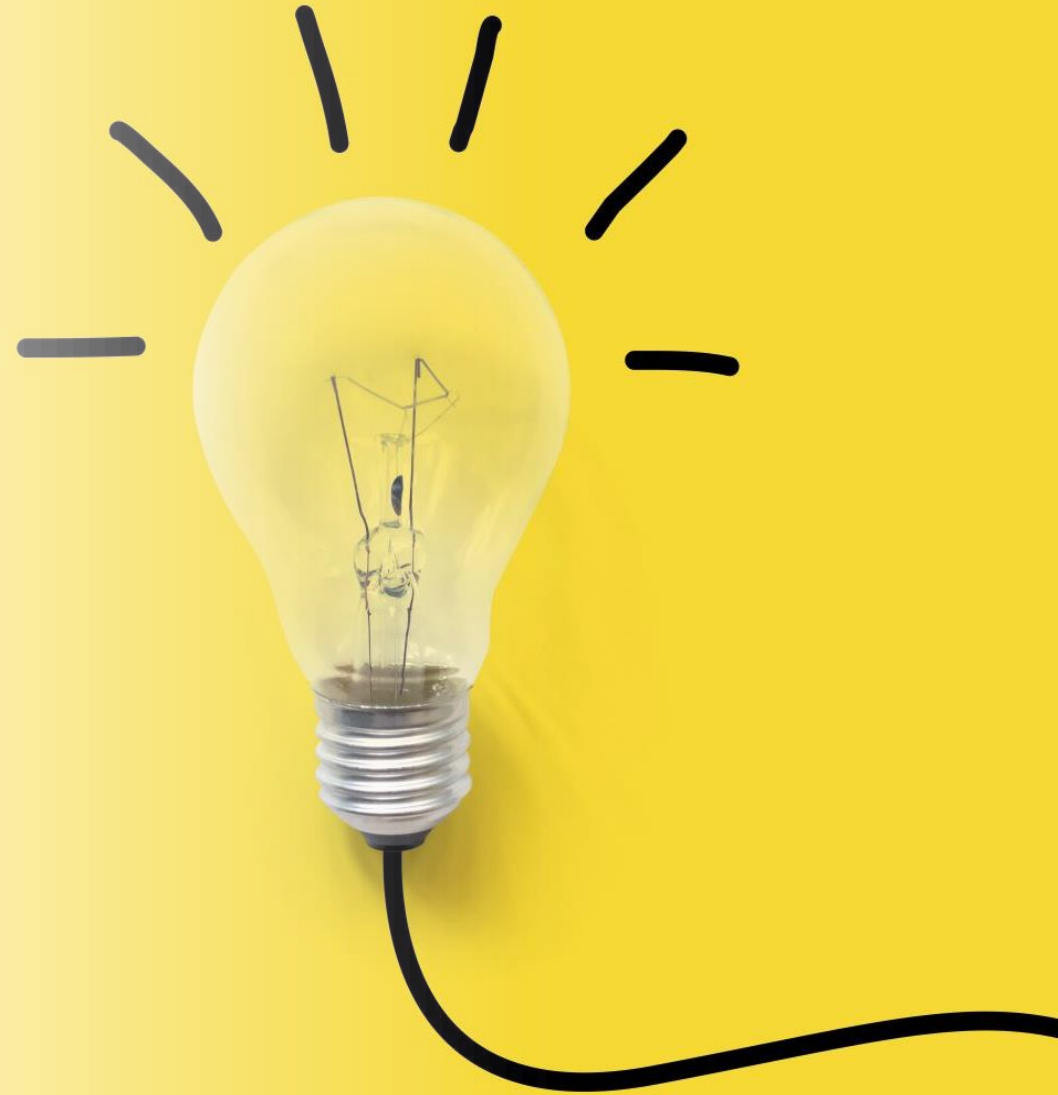
Profitability of Companies Mimicking Nature: Eco-Principles



LAMP returns have been independently validated by Northfield Information Services. There can be no assurance that they will continue as presented into the future.

Executive | Personal Challenge

- Advance emotional, social and contextual intelligence. Learn.
- Create flow state conditions. Recovery. Self-Organisational. Set 4% iterative challenges-skill.
- Shift from controlling to inspiring, distributing, sharing responsibility- responsiveness.
- Sense to see systems: Apply ecosystem principles.



Talk to me about...

An online blueprint program to walk you through the recovery process. Bespoke to your circumstances.

Mentoring decision-makers to adapt to operational-strategic contexts.

Working with the embedded systemic patterns that block what is desired.

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Podcast Inspirational Insights on Spotify

Questions, Comments & Answer(s)?



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Thank You

Forthcoming Webinars

- 02 June 2020 (15:00) [Co-Opertition: The Evolving Payments Landscape](#)
- 03 June 2020 (14:00) [Big Lessons From Small Nations](#)
- 04 June 2020 (12:00) [Financial Centres Of The World 2020: Focus On Casablanca](#)
- 05 June 2020 (09:00) [Being Remotely Human: Reconfiguring The Collaborative Workspace For The Pandemic And Beyond](#)

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More added every day..