



Creating Learning Organizations through Neuro-Agility

Toronto Agile Conference - 2020



PRESENTERS



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AGENDA



- Sustaining Change
- Learning Organizations
- What is Neuro-Agility?
- Neuro-Agility Key Factors
- Learning Organizations – Achieving success



THE WORLD TODAY...



Disruptive
and
Transformative
change



THE WORLD TODAY...



1. The brain of the average worker must process 30 times more information than 20 years ago



2. It's estimated that 75-90 % of all chronic illnesses originate from chronic stress



3. 90% of what is learnt is lost in a week if not reinforced



4. 60-70% of people will lose their jobs in next 10 years



5. 80-90% of serious injuries and accidents have been attributed to human error

Source: <http://www.fullpotentialgroup.com/>



TOP DESIRED SKILLS IN THE WORKPLACE



Source: <https://www.forbes.com/sites/nataliapearl/2019/09/10/the-12-most-important-skills-you-need-to-succeed-at-work/#6e76fee71c6a>



HOW DO WE SUSTAIN THE CHANGE?



“A company’s ability to learn faster than its competitors may be its only sustainable competitive advantage in the future.”

Arie De Geus - Former CEO of Shell Company

Source: <https://hbr.org/1988/03/planning-as-Learning>



WHAT IS A LEARNING ORGANIZATION?



Peter M. Senge

“Organizations where people continually expand their capacity to create the results they truly desire, where new and expansive patterns of thinking are nurtured, where collective aspiration is set free, and where people are continually learning how to learn together.”

Source: Peter M. Senge, *The Fifth Discipline* (New York: Doubleday, 1990), p. 1.



WHAT IS A LEARNING ORGANIZATION?



Ikujiro Nonaka

“knowledge-creating companies as places where inventing new knowledge is not a specialized activity...it is a way of behaving, indeed, a way of being, in which everyone is a knowledge worker.”

Source: Ikujiro Nonaka, “The Knowledge-Creating Company,” Harvard Business Review, November–December 1991, p. 97



CREATING LEARNING ENVIRONMENTS - CHALLENGES

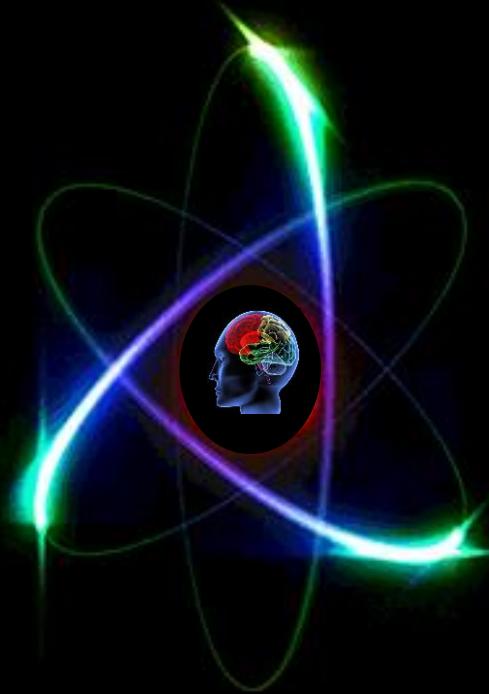
Go to Slido.com and use Code # 84547

OR

<https://app.sli.do/event/1nb94tpy>



WHAT IS NEURO-AGILITY?



“Neuro-agility is about the brain-based factors that influence the ease, the speed and the flexibility with which people learn, think and process information.”



NEURO-AGILITY - BRAIN BASED FACTORS



André Vermeulen

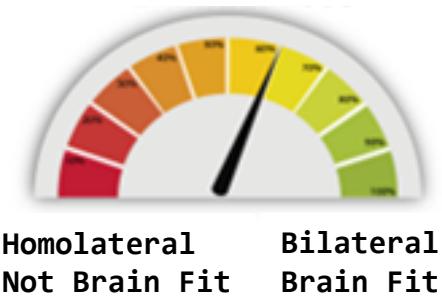


Source: Neurolink: <https://neuralLink.com/>

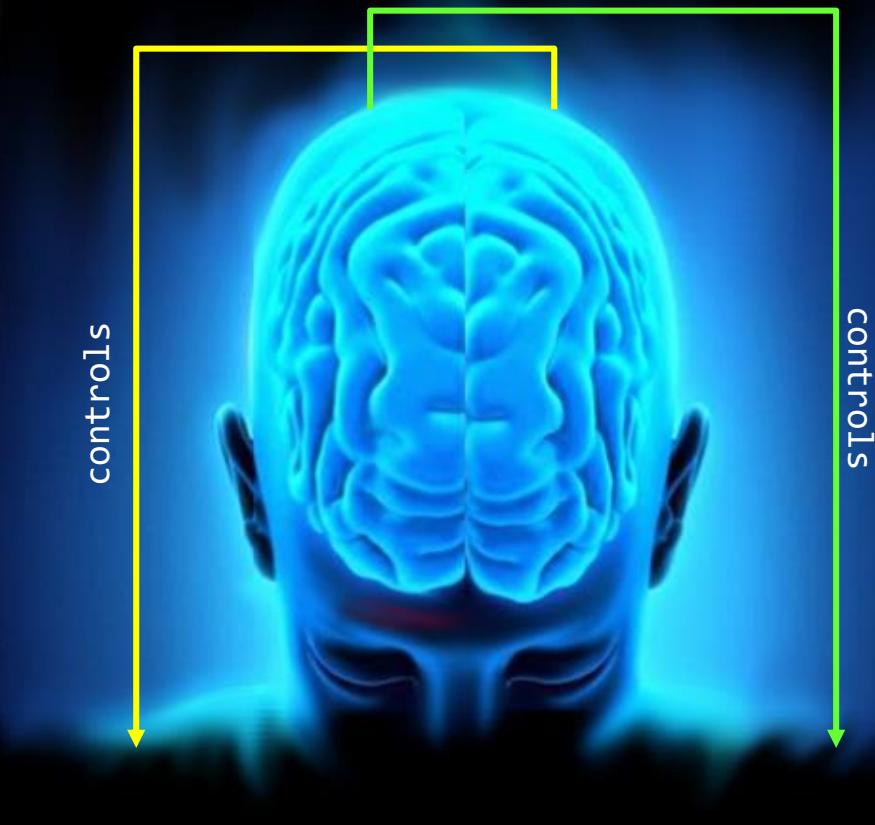


NEURO-AGILITY FACTOR - BRAIN FITNESS

Brain Fitness



Brain Fitness is the ability to control both hemispheres.



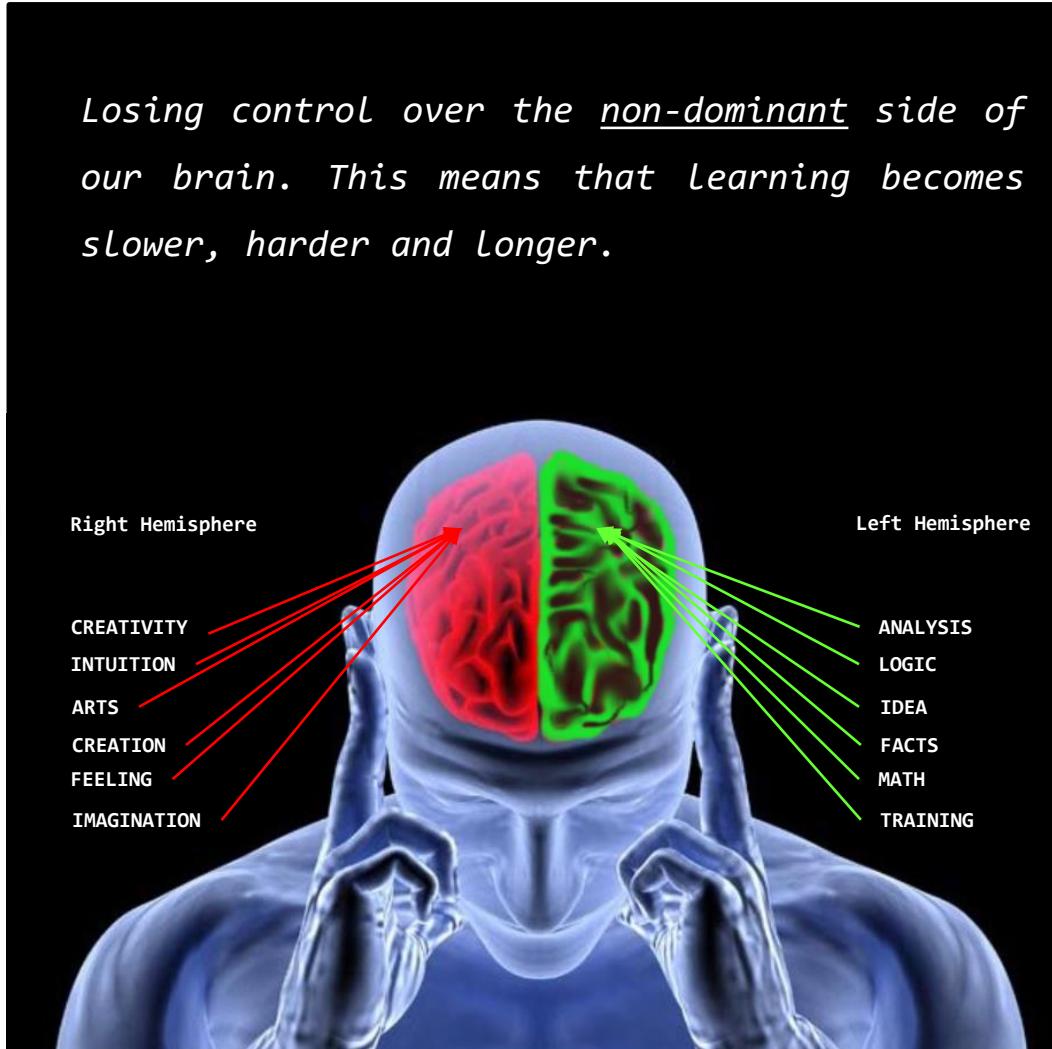
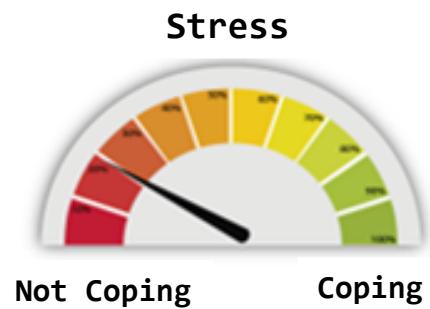
It doesn't happen or develops without exercise

Having a Fit Brain allow people to become cutting edge

Cutting edge people can digest large volumes of data, faster and naturally (without feeling overwhelmed)



NEURO-AGILITY FACTOR - STRESS



Why do we need to cope with stress?

Health: An estimated 75 to 90 percent of all illnesses have its origin in chronic stress. Information overload is quickly becoming one of the greatest sources stress..

Performance: People feeling overwhelmed by too much data, often thinking they don't have sufficient brain power skills to process information effectively.



NEURO-AGILITY FACTOR - SLEEP

Sleep



No Sufficient Sleep Sufficient Sleep

Ensuring a good sleep hygiene; this means having both a bedroom environment and daily routines that promote consistent, uninterrupted sleep.

Do you actually know what happens to your body when you don't sleep enough?



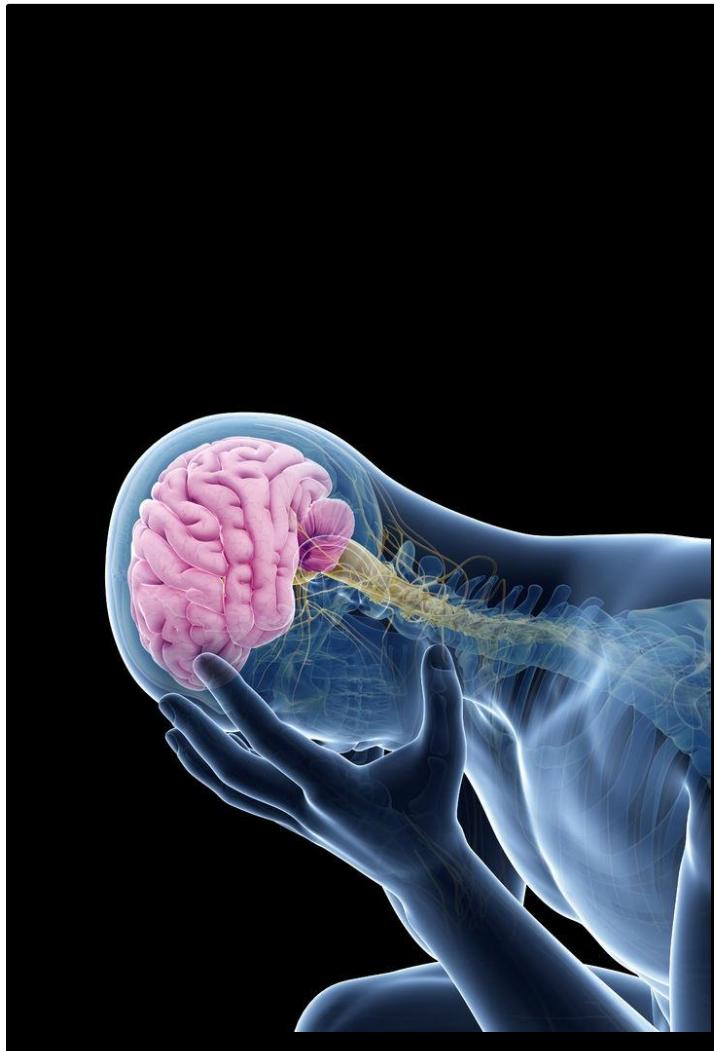


NEURO-AGILITY FACTOR - SLEEP

Sleep



No Sufficient Sleep Sufficient Sleep



What happens when we don't sleep?

Prevent your brain from being able to initially make new memories

Increased development of a toxic protein in the brain that is called beta-amyloid and that is associated with Alzheimer's disease

Affects the reproductive system

Impacts your immune system and you're not getting that reboot of the cardiovascular system, so your blood pressure rises



NEURO-AGILITY FACTOR - SLEEP



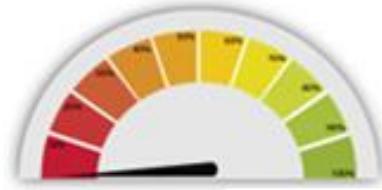
	Age Range	Recommended Hours of Sleep
Newborn	0-3 months old	14-17 hours
Infant	4-11 months old	12-15 hours
Toddler	1-2 years old	11-14 hours
Preschool	3-5 years old	10-13 hours
School-age	6-13 years old	9-11 hours
Teen	14-17 years old	8-10 hours
Young Adult	18-25 years old	7-9 hours
Adult	26-64 years old	7-9 hours
Older Adult	65 or more years old	7-8 hours

Source: <https://www.sleepfoundation.org/>



NEURO-AGILITY FACTOR - MOVEMENT

Movement



No Sufficient Movement Sufficient Movement

Movement

Movement activates your brain's thinking centers and switches on both brain hemispheres.



Neural systems that are known to have a high capacity for change appear to be the first that are enhanced by exercise.

Stretching promotes increased focus and concentration.



NEURO-AGILITY FACTOR - ATTITUDE

Attitude



Negative Attitude Positive Attitude

Attitude

Attitude is the way that we habitually think



Positive emotions widen our span of attention

Growth mindset is a vital aspect of our optimizing brain performance or limiting mindset that is a blocker to your brain performance



NEURO-AGILITY FACTOR - FOOD

Food



Unhealthy
Eating
Habits

Healthy
Eating
Habits

Food

The food we eat is the raw materials from which we produce those neurotransmitters, so a brain-friendly diet is essential



Food you eat have a direct influence on your information processing ability, emotions, health, concentration and how your brain performs.

Source: <https://thefnc.com/research/your-brain-can-change-thanks-to-neuroplasticity/>



NEURO-AGILITY FACTOR - FOOD



Anti-inflammatory diet. A diet that supports stable blood sugar and addresses inflammation is the foundation to restoring and supporting your brain's plasticity and health.



Eat plenty of healthy fats. Our brains are composed largely of fats, and we need to eat plenty of healthy fats to support them.

Have plenty of vegetables and fruits



Eat protein foods



Make water your drink of choice



Choose whole grain foods





Group Exercise - Ideas of Improvement

FunRetro Sort: order Prime Directive

Improve Learning in Organisations Group exercise to generate ideas on improving learning culture in organizations Share New column

Scenario	Areas of Improvement	How do we want to get better?	Expected Results
+	+	+	+

Questions?



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