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HUMAN INSTINCTS AT WORK: THE NATURAL FORCES SHAPING OUR WORK LIVES

Workplaces are limited to members of the human race. The best way to achieve high organisational performance is to align our leadership practices to human nature. If we ignore or deny our nature then we may be unwittingly designing dysfunction into our organisation and inhibiting organisational performance. It's a leadership choice using a predictive framework knowing what will work and what won't.

There's good reason why organisational challenges are uncannily similar from one organisation to another. Irrespective of their organisation, their industry or their country, leaders commonly complain of the same set of frustrating behaviours that limit their organisation's performance.

The solutions to these common issues will not be found at the organisational level. They can only be solved if we understand the human condition that both explains the behaviours and provides the solutions.

In the Hardwired Humans framework – a framework sourced from Professor Nigel Nicholson at London Business School – there are nine behaviours. In summary, the framework describes a species that is social, hierarchical, sensitive about social status, is a face-reading species, engages in gossip to share information and to bond, that has an emotional brain and where we use emotions to form impressions and make decisions.