SESIL PIR
CONSULTING | Changing the Status Quo of Work

A Human Workplace

Human-Centered Leadership

Behaviors, Mindsets, Attributes
Required for The Future of Work

THE ENVIRONMENT

Since 2000, we have witnessed **52% of Fortune 500 companies disappear**[1] and economic platforms report that publicly traded companies in the US alone face a 1 in 3 chance of failing within the next five years – up from 1 in 20 just 50 years ago[3]. It is becoming more evident that disruptive changes to current business models will continue to have profound impacts over the course of many years to come. According to World Economic Forum reports[2], across a number of countries, the highest demand occupations and specialties did not exist ten to twelve years ago, and the pace of change is set to accelerate. By one popular estimate, 65% of children entering primary school today will ultimately end up working in completely new job types that don't yet exist.[2]

In such a rapidly evolving employment landscape and with other unforeseen changes, the ability to anticipate and prepare for future business models and resource management requirements becomes an increasingly critical and challenging task.

Another trend being triggered and difficult to predict is where productivity measures will progress toward with a more human focus influence.

Businesses need to serve a **purpose** broader than just revenue generation, organizations need to ground **culture in humanity** and leaders need to become more mindful of their way of 'being' to effectively influence a growing network of stakeholders.

What's at Play
It seems for some of our workforce, this new era is ushering in prosperity and the potential to creatively address some of humanity's most vexing challenges while for others, it invites feelings of loss of meaning, insecurity, isolation, exhaustion, and fear. We are undoubtedly more interconnected than ever, yet, at the same time, this new world of work is truly stretching our global workforce's current emotional and mental capacities to its limits.
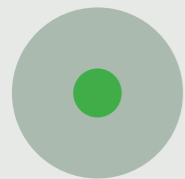
13%

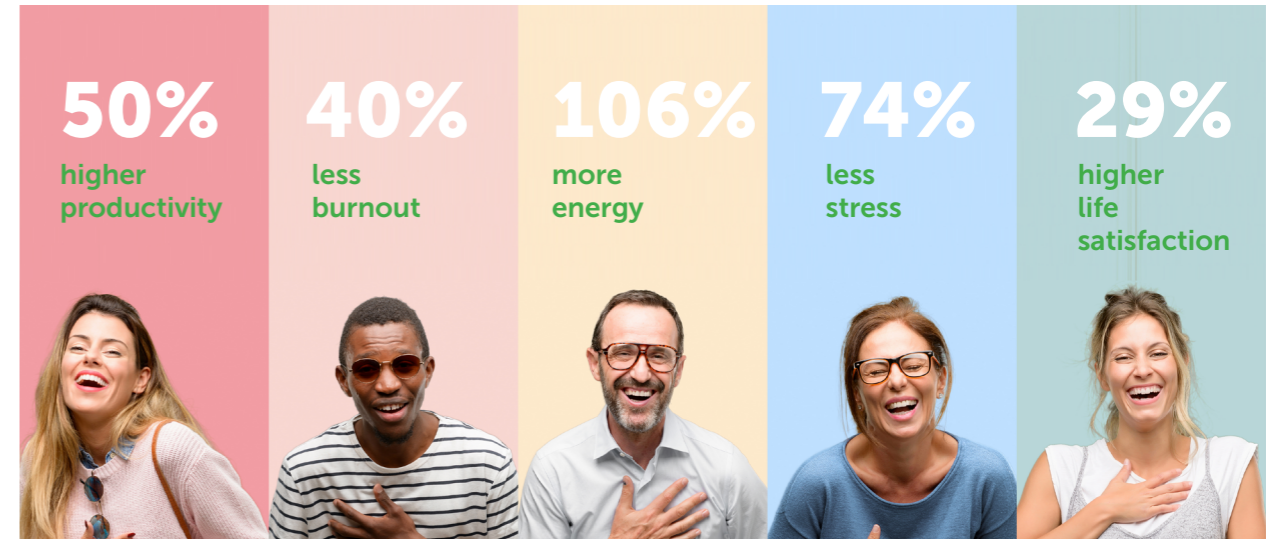of the global workforce is engaged on the workplace.

70%

of leaders are not living in the moment.

25%

don't have anyone to turn to in times of stress.

WORKPLACE STATISTICS

50%
higher productivity

40%
less burnout

106%
more energy

74%
less stress

29%
higher life satisfaction

EMPLOYEES GROUNDED IN SELF-ESTEEM AND TRUST

THE RESEARCH

As Stanford University's Center for Compassion and Altruism Research and Education (CCARE), we have identified critical indicators that make **sustainable transformation and growth** a possibility for businesses.

We studied a number of enduring – long lasting – organizations across a range of industries and geographies to understand which attributes, mindset, and behaviors were most successful in responding to market dynamics over the years and collected data to draw out large patterns..

Our findings represent a re-discovery towards core human attributes and organizational experience of **adaptability** and **resilience** that has proven to equip organizations with new capability and leaders with expanded capacity.

Overall Findings
We have been able to confirm for enduring businesses, sustainable growth is as much about the outcome as it is about a way of living.

During our meta-analysis of existing research, we discovered two important pieces of data:

1.
When individuals are grounded in a place of self-esteem and engage in trusting behaviours, their wellbeing and performance is elevated,

2.
When organizations incorporate certain positive climate making practices, their productivity is elevated.

In this program, we cover specific drivers for adaptability and resilience, including five non-traditional leadership behaviors that lift up an organization and eight new mindsets and eight core human attributes that serve as inner motivators to become an enabler or a disabler of positive climate formation.

THE PROGRAM

We offer a program fully customized to the needs of your organizational culture, aimed at discovering a new way of 'being', 'relating' and new ways of 'doing' the work of leadership in 21st century organizations.

The list of activities we offer are purposefully designed to take participants out of their daily world, reconnect to self and others and rediscover the human motives beneath their conscious and unconscious state(s).

The Human Centered Leadership (HCL) program offers inclusive and curated learning experiences that blend creative, interactive and reflective learning approaches that reinforce and extend beyond traditional, instructor-led practices.

Grounded on the latest research in:

• Neuroscience
• Bio-physiology of compassion and well-being
• Positive psychology and positive organizational scholarship
• Organizational behaviour and leadership development

Highly engaging, practical and experimental:

• Pragmatic exploration of research
• Real-time competence and practice development
• Deep connections with others

Key Experiences

We enable a number of key experiences uncovering qualities that take us to deeper self-awareness, self-exploration, self-mastery and connection.

A sample of key practices include; but are not limited to:

• Rethinking leadership story
• Uncovering leadership reality
• Deepening emotional insight
• Activating empathy (on the road to compassion)
• Understanding culture formation
• Designing organizational structure (roles, networks, routines, etc.)

Benefits

Throughout our academic and practical work, we hold a large, cross boundary, relevant and time-critical vision of making work a more human experience.

Facilitators

Our hosts excel in creating open and inclusive environments and in facilitating profound, relevant, and dynamic conversations. Our knowledge ranges from developing cutting-edge research that supports futuristic business challenges across industries to the design and delivery of solutions that inspire and orient leaders towards regeneration and growth. We have a presence across 10 different countries and some of our faculty has been globe-awarded for their deep expertise in organizational behavior and leadership topics.

Individual outcomes:

Preparing leaders to take on **more complex roles**, including equipping leaders:

• With knowledge and skills necessary to expand inner and outer capacity,
• To become recognized as role models for individual "growth" across the world,

Preparing leaders **to innovate in high-pace, volatile and ambiguous environments**, including equipping leaders:

• With a refined understanding of a new era of leadership and how it differs from previous eras,
• To become recognized as masters of unlocking others' potential across the world,
• To deliver social impact in conjunction with business value creation,

Preparing leaders **to become leaders of change**, including equipping leaders:

• With increased self-awareness as a leader and the connection of self to the system,
• With practices for self and others-oriented renewal and wellbeing,
• With practices and tools necessary for mastering effective change and culture transformation.

Business outcomes:

Organization is recognized as **'distinguished' place for leadership development**,

Organization is recognized as **'exceptional' and 'timeless' in driving value** in a highly volatile, ambiguous environment of constant change and in providing advantage.

Program Example

An example of a customized program could include a learning journey of five selected modules such as:

Module 1

Evoking Leadership in everyone
Expand the definition of leadership and to embody holistic systems thinking in everyone.

Module 2

Purpose
Leveraging story telling and activating intrinsic motivation for a meaningful work experience.

Module 3

Courage
Creating environments of psychological safety for a speak up culture.

Module 4

Wonder
Cultivating growth mindset and discovery orientation for increased experimentation.

Module 5

Foresight
Creating the right conditions for strategic and enterprise-wide thinking in reach of an agile culture.

CORE ATTRIBUTES OF HUMAN-CENTERED LEADERSHIP
SHOWING THEIR BRIGHT AND SHADOW SIDES

CONCLUSION

To transform into agile 21st century organizations, businesses must grow capabilities, gain capacity while also developing a profound legacy for better good. We know sustainable change is not external nor normative; instead, it requires a delicate balance with high degrees of agility and starts with continuous inner development (of the leaders).

Our mission hinges on building transformative leadership competences that will support design and development of environments that inspire individual and collective thriving. As businesses look to prepare their leaders for the future and rethink employee experience, we are invested in helping them focus on a number of **individual and organizational outcomes**.

We invite you to pilot our program through a small community of influential leaders to witness behavior progression. For more information on program customization and pricing please contact **info@sesilpir.com**.

Self-esteem,
leading to more holistic human experiences, energy creation, and connection,

Collaboration,
leading to synergy, respectful and empathic coexistence, and better agency,

Better distribution of power,
leading to equity, equality, safety, and co-ownership through greater clarity,

Practice of white space,
leading to successful reflection, calibration, renewal, and increased creativity.

Transformation is about awakening consciousness, whereas transcendence is about reconnecting to the power within. As businesses and organizations progress on their path to sustainable growth, we believe not only a human transformation is possible but, it will serve as a key differentiator for success.

ABOUT CCARE

Stanford University's **Center for Compassion and Altruism Research and Education (CCARE)** is recognized as one of the world's leading centers for research and education focused on the neuroscience and physiology of compassion, altruism, empathy, and other essential qualities of human social connection. Founded in 2008, CCARE has developed evidence-based curriculum and compassion training for individuals as well as conducting research and teaching focused on these qualities in both leadership and organizational development. The mission of CCARE at Stanford University is to drive research and practice related to empathy and positive qualities of the human mind that have been under-emphasized in traditional neuroscientific research. Within this mandate, CCARE investigates methods for cultivating compassion and promoting empathy and altruism within individuals and institutions across society, employing a combination of rigorous research, scientific collaborations, public awareness events, educational endeavors, business partnerships, and academic conferences.

For more information on the program please check out the Human Centered Leadership **e-guide** and our recently published **book**.

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