

DEVELOPMENT OF LEADERSHIP QUALITIES THROUGH METHODS OF DIRECT EXPERIENCE OF LIVE LIVING



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Definition of the Leader

**LEADER is
a person, who:**

- is able to implement his **OWN LIFE PROJECT**
- coordinate actions of **OTHER PEOPLE**
- bringing **NOVELTY** to the context of his (her) operation

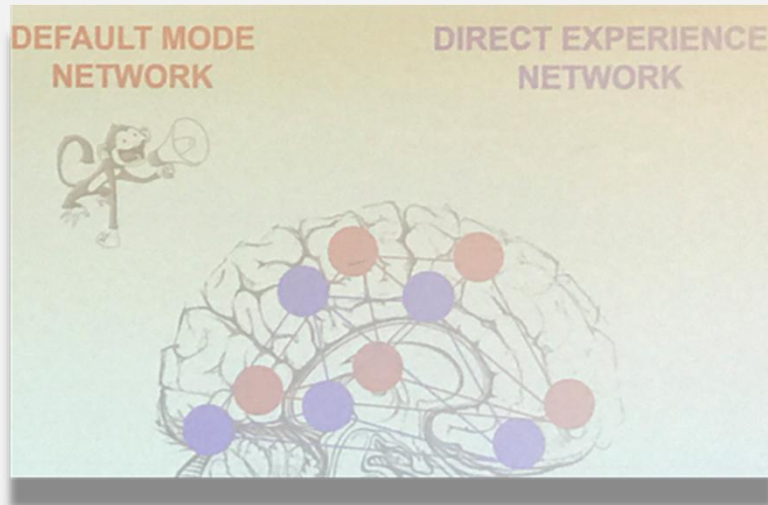


The Problem of Formation of Leadership Mindset

How can we form leader's ability to bring NOVELTY to the framework?



Two Types of Neural Networks



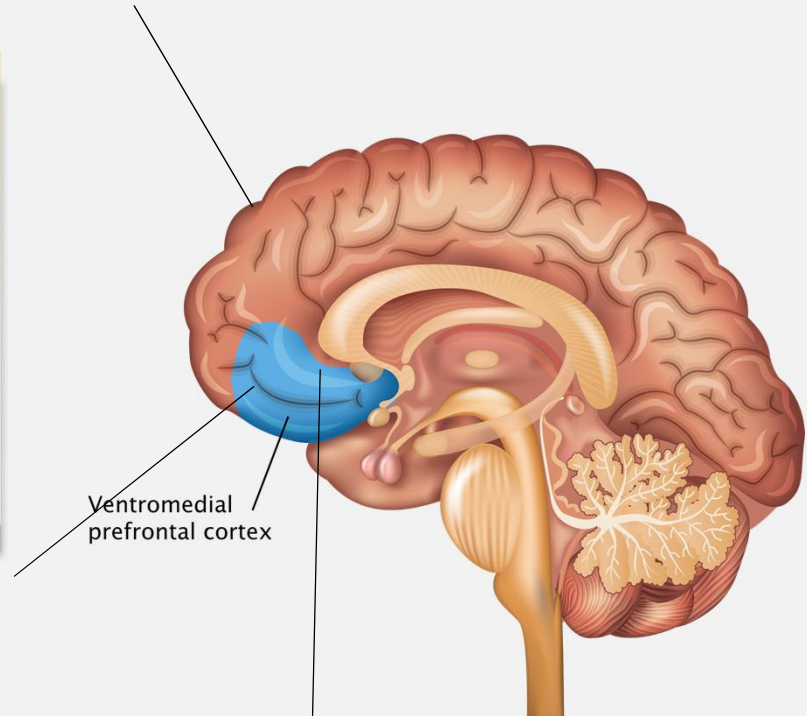
DEFAULT MODE neural network and
DIRECT EXPERIENCE neural network

Amygdala

Prefrontal Cortex

Ventromedial
prefrontal cortex

Hippocampus

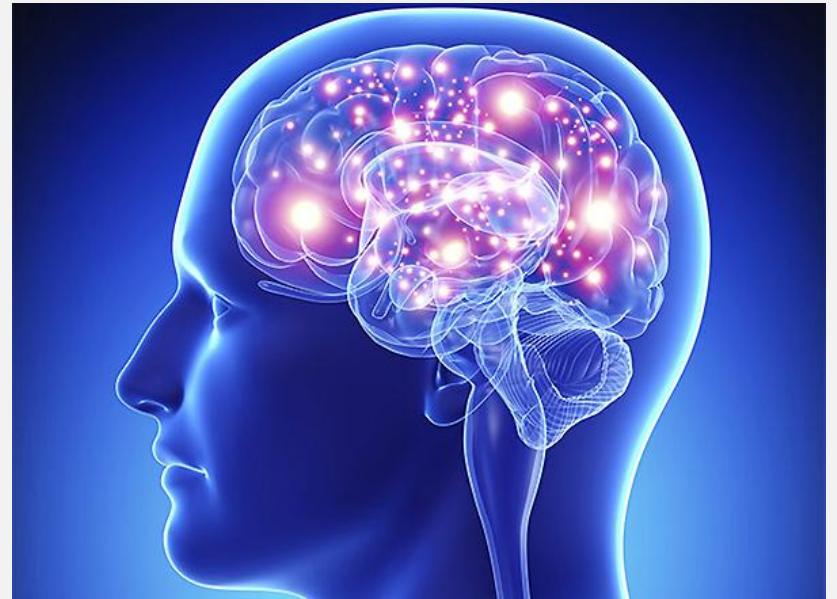


Neural Networks and Issue of Novelty

DEFAULT MODE neural network is based on automatic reactions of our brain

To brake out from automatic reactions and create novelty, leader needs:

- **To reflect on his/her emotional reactions that appear in situations of real life – LIVE LIVING**





We need to develop creative abilities of the leader

- **change**
DEFAULT MODE
neural network that
blocks potential of
the leader

HOW CAN “DEFAULT NEURAL NETWORK” BE CHANGED?

leader needs the following:
to reflect on his/her
emotional reactions in
situations of real life – “live
living”

The Study: Leadership Program “AUTHENTICUS”

Over the years of implementing Leadership Program “AUTHENTICUS” at HAI.LT institute we observed a great development of leaders’ ability to create NOVELTY

the study includes:

- 44 participants
- 2013-15 years



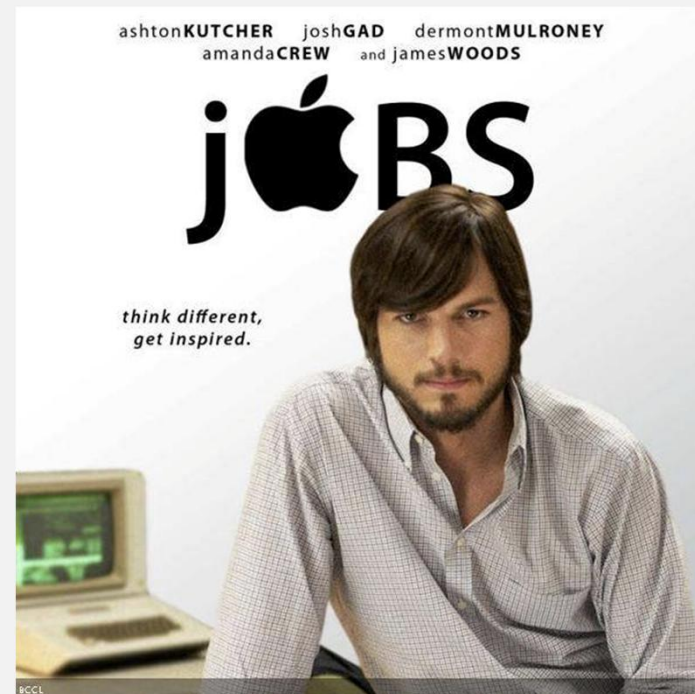
Idea of the Study

Idea of the study:

- Experience of LIVE LIVING situations helps to change “DEFAULT neural network” using:
 - Cinematherapy,
 - psycho-theatre (role-divided psychotherapy)
 - group psychotherapy

Methods of Live Living experience: CINEMOLOGIA

Cinematherapy
analysis of person's
emotions by watching
the film



Methods of Live Living experience: PSYCHO-THEATRE

PSYCHO-THEATRE
(role-divided
psychotherapy):
spontaneous acting
that allows to stop
stereotypical behaviour
of participants and find
ways to change it



HOW METHODS OF “LIVE LIVING” EXPERIENCE CAN DEVELOP CREATIVITY OF LEADERS?

Evidence of Influence:
CHANGE OF PERSONAL FEATURES

“Live Living” situations provoke neural network for NOVEL solutions in changing environment

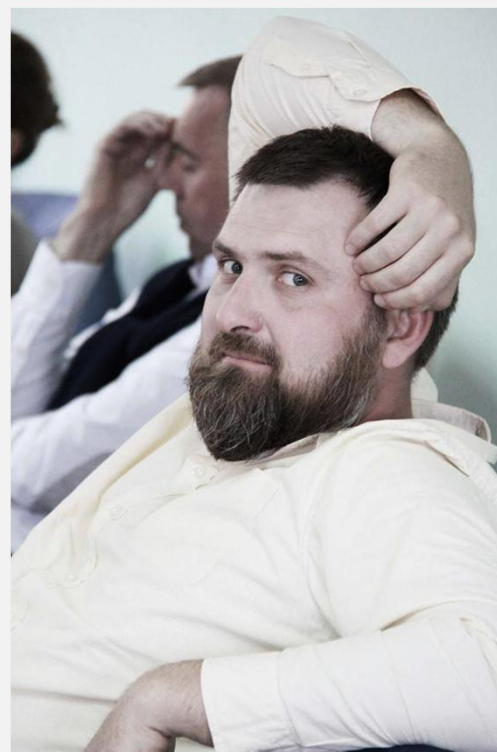
This conclusion is based on the results of the study of “AUTHENTIC” program participants confirmed before and after the program & analyzing personal characteristics

Evidence of Influence: CHANGE OF PERSONAL VALUES

- Increasing of conscientious workforce;
- Increasing of risk-taking;
- Reduction of conformism level;
- Increasing of responsibility for own actions;
- Reduction of stereotype's influence in decision-making

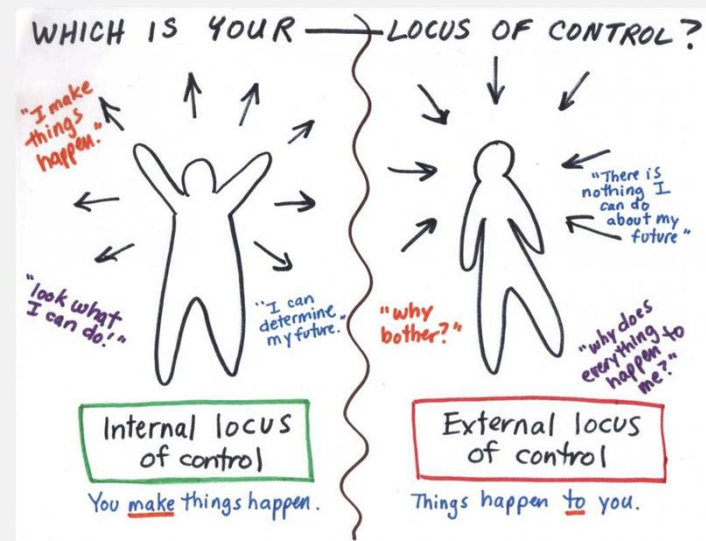
Conclusion of the Study

Methods of “Live Living” in the program “AUTHENTICUS” change psychological characteristics and behavior of participants from DEFAULT neural network to DIRECT EXPERIENCE neural network



Methods Used

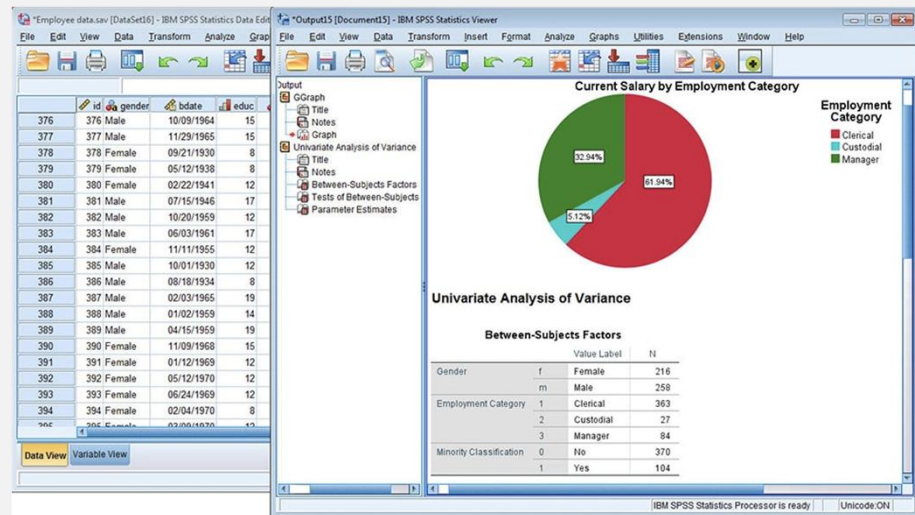
1. Schwartz Personal Values Questionnaire
2. Rotter's Locus of Control Scale
3. Test on stereotypical believes by Vilius Adomaitis
4. Test on motivation of decisions by Vilius Adomaitis



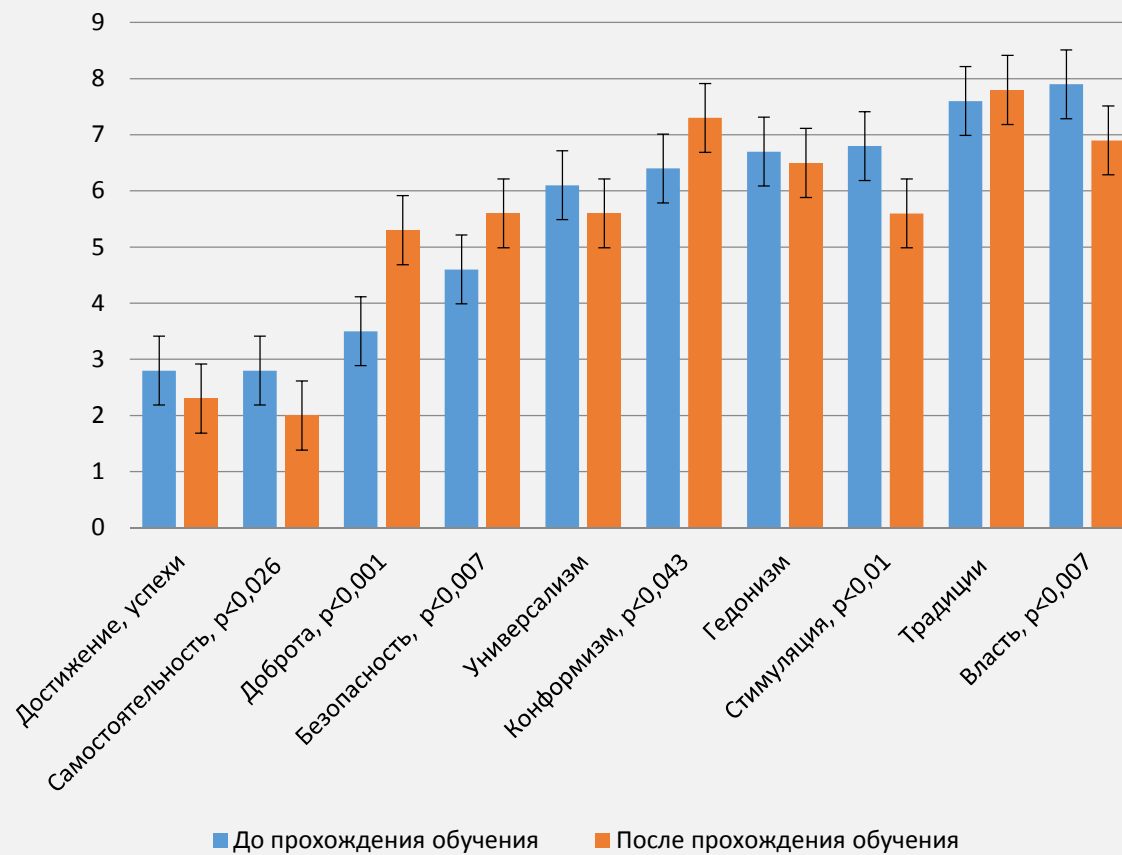
Data Collection and Interpretation

Participants were tested before and after program “AUTHENTICUS” during 9 months. The program includes 5 modules, three days for each module

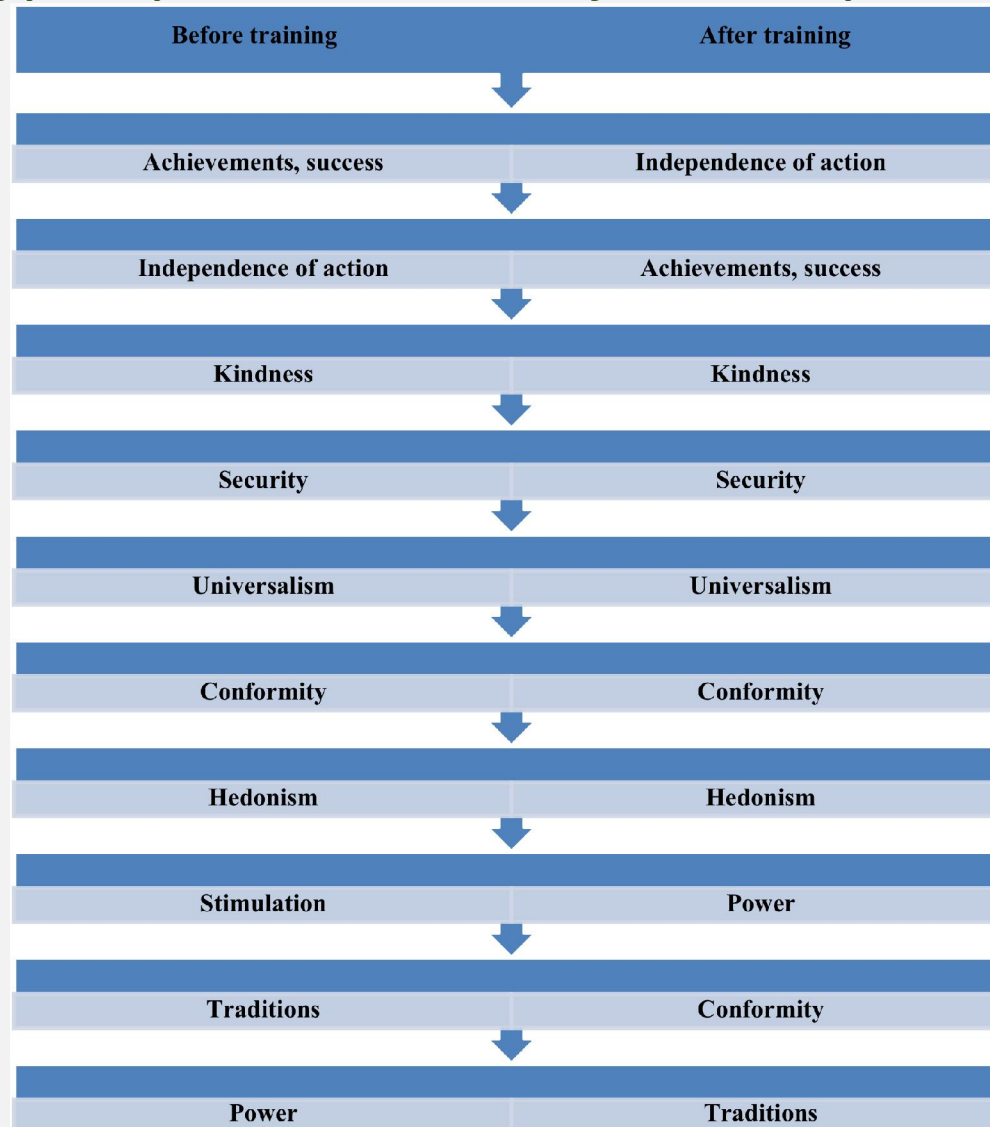
Data was analyzed using SPSS software. Statistics 20. Wilcoxon criterion was used for linked answers in tests



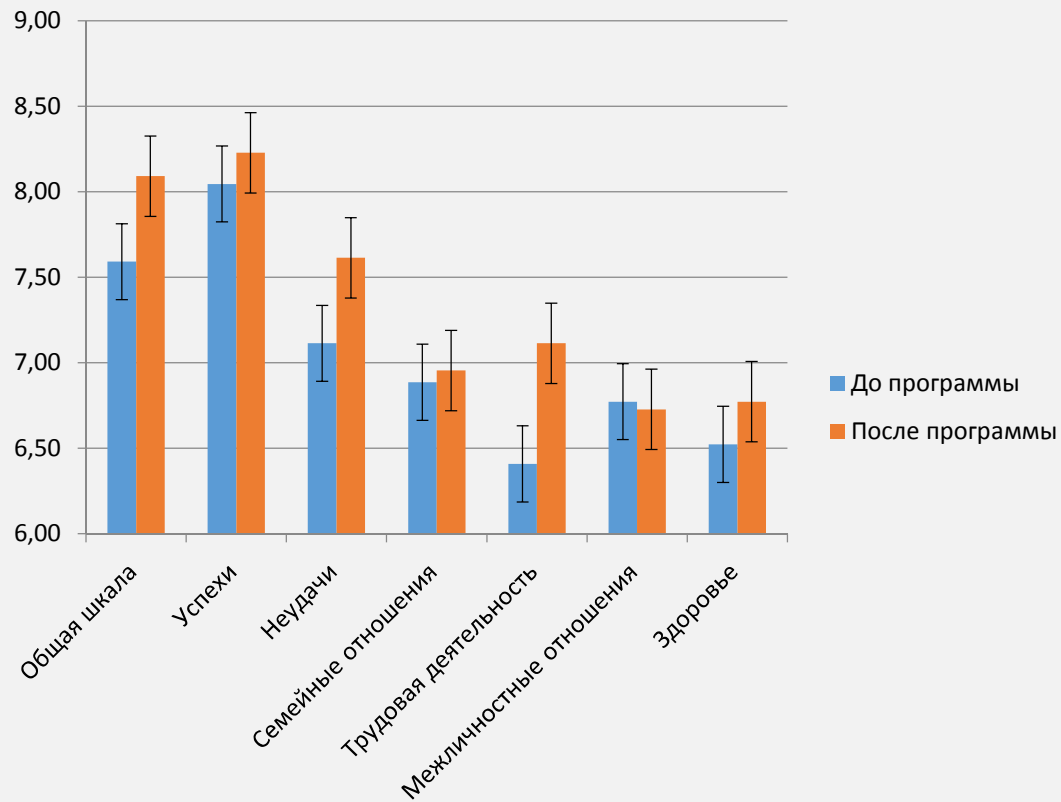
Participant Values before and after the Program "AUTHENTICUS"



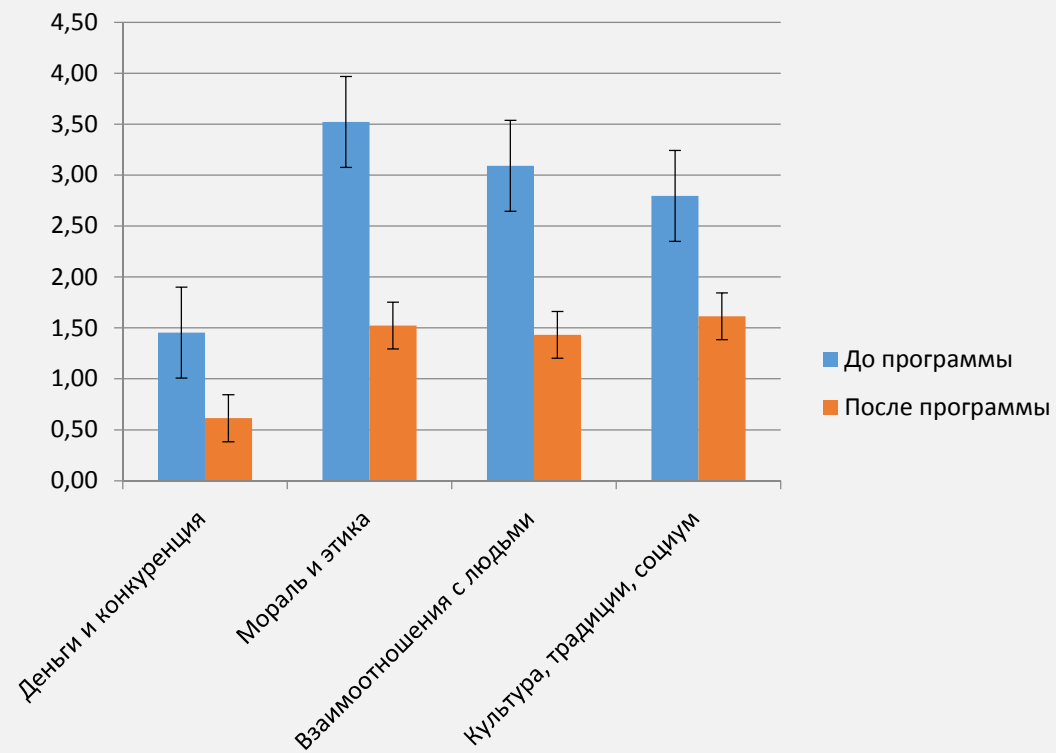
Change of participant values in terms of behavioral priorities



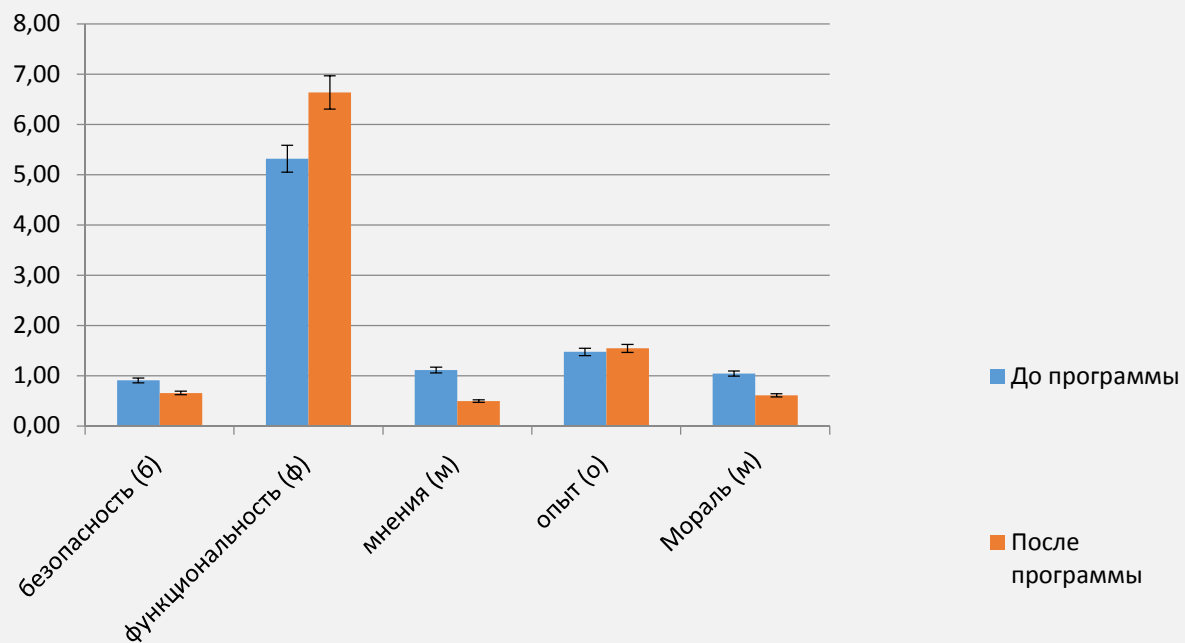
Locus of Control before and after program "AUTHENTICUS"



Stereotypes of Participants before and after the Program "AUTHENTICUS"



Motivation of Participants before and after the Program "AUTHENTICUS"



Conclusion of the Study

1. Participant became **MORE INDEPENDENT** in making business decisions
2. **OPENNESS TO NOVELTY** increased
3. Leaders took more responsibility for own actions (especially for actions that are not successful)

It showed the development of **CONSCIOUSNESS LEADERSHIP**

4. Stereotyped thinking decreased

Therefore intuition grows up and switches on neural network of **DIRECT EXPERIENCE** which is important for leaders in modern world

Conclusion of the Study



The study proved program “AUTHENTICUS” changes psychological and behavioral characteristics of participants

It means that DEFAULT NEURAL NETWORK changes to the NEURAL NETWORK OF DIRECT EXPERIENCE

**The study shows the need of using “LIVE LIVING” methods in leader’s development
This method promotes one’s creativity and ability to create novelty**