

Biological Insights and Leadership for the Future

Gaining biological insights for better leadership, productivity and motivation

A Scout Talent Group webinar



Housekeeping

- Your microphones are on mute so we can't hear you, however we'd love your participation
- We'll launch some Audience Polls throughout the session
- If you have any questions or comments, please type them into the Q&A or chat windows at the bottom of your screen
- The webinar recording and slides will be emailed afterwards



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Leadership for the
Future

Dr Cam McDonald (PhD)

VP of Education
AEP, APD

Biology

Our differences

Baseline



**SCOUT
TALENT**
SEE PEOPLE FIRST

Organisation
'Pulse Check'

Mental health...

Depression & Anxiety Risk

Moderate or higher

70-80% of General staff

95-100% of leaders with 3-10 direct reports

Higher risk for specific groups of people

Self-awareness



Why we need to know about differences...

The
Assumption!

Everyone
is
different!

No awareness

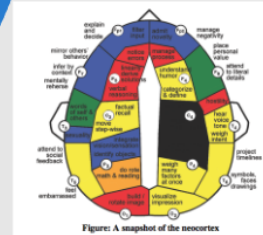
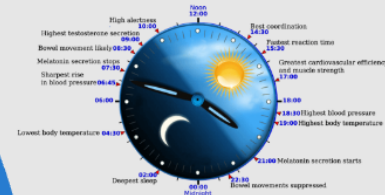
Self-awareness is foundational to
leadership...



'What creates your
best state'

Work-arounds when
you aren't 'on'

Aware of what causes
stress & how to survive



Lack of
awareness



Misalignment = Stress

Stress = Survival

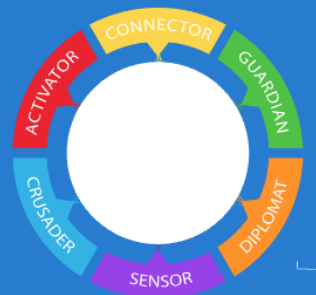
Survival = Blame

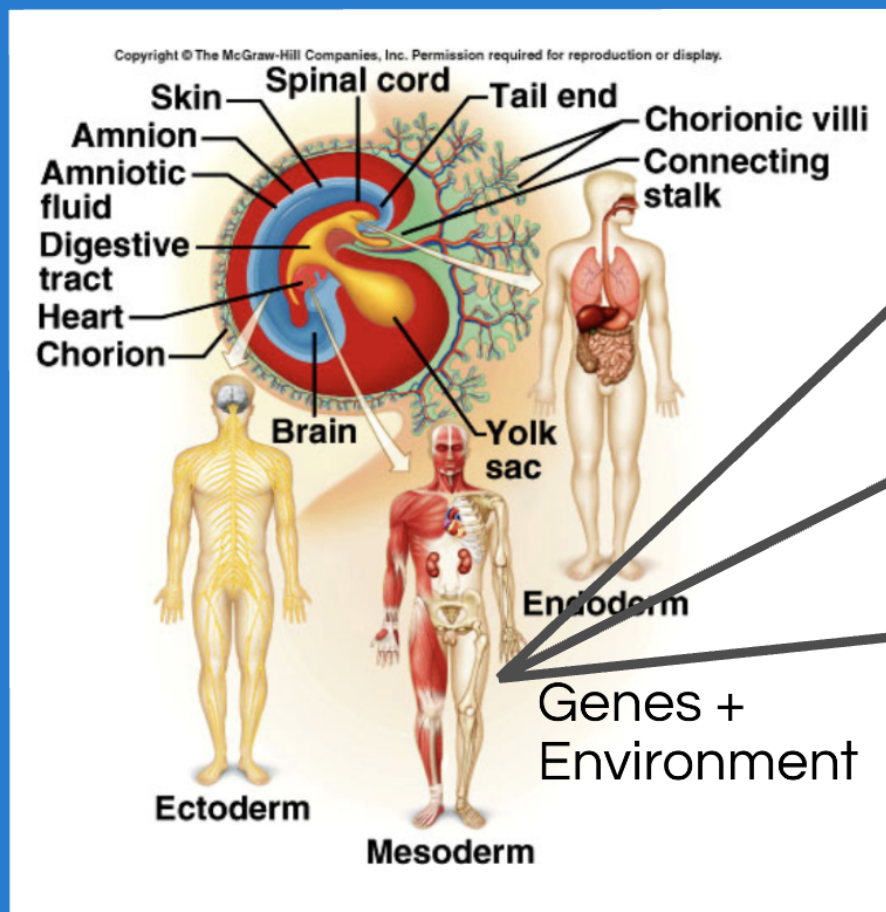
Blame = Frustration...

...arguments, tension, loss of
productivity, human mgmt!

Essential for
coaching

Biological differences





Dominant hormones
Growth of all tissues
Skeletal structure

Metabolic pathways
Nutrient requirements
Physical activities
Sleep & timing

Behavioural
tendencies
Mental function/processing
Instinctual reactions
Communication style
Motivation



The science

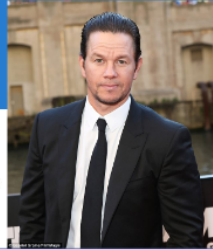
- 20 yrs of research
- 70 000+ cases
- 128 countries
- >10 years of tech dev
- 10 000 data points
- At home/in office assessment

The Precision Health outputs

- Physical resilience through
 - Precision nutrition, movement & sleep
- Mental resilience through
 - Optimal work environments, mental function & motivation

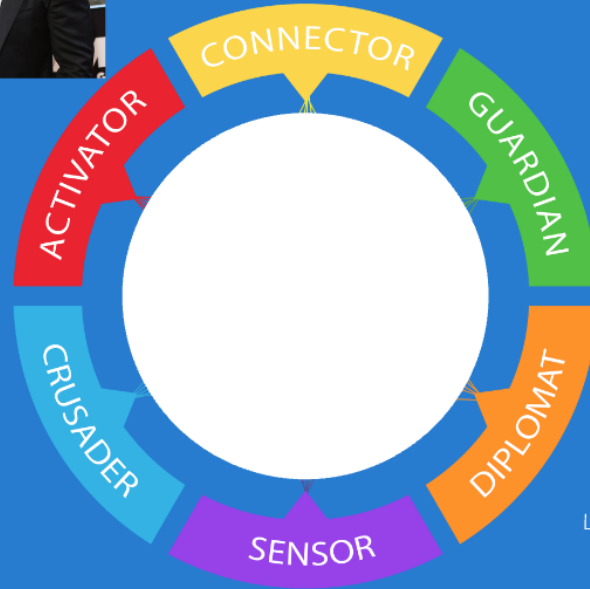
Adrenaline & Testosterone

"Do first think later"



Competition
Excitement
High intensity
Variety
Initial energy

6 meals per day
HIIT in the am



Serotonin

"Consider all,
finish thoroughly"



2-3 meals/day
Morning walk
Afternoon weights

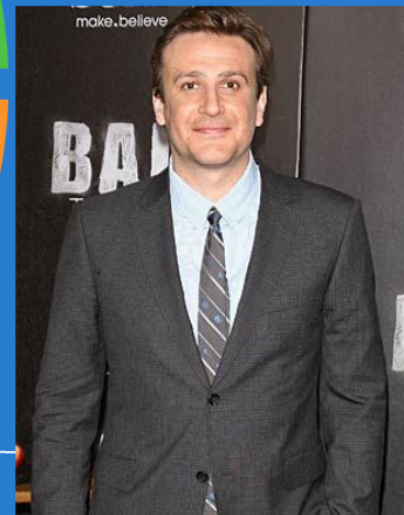
Lasting energy
Considered
Steady mover
Risk averse



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HIIT in the am



Sero



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Adrenaline & Testosterone

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Alignment = Safety

Safety = Energy

**Energy = Creativity,
proactivity, tolerance,
resilience**



When you misalign the environment with the person's biology it creates stress =

- illness
- low motivation
- poor communication
- poor focus & performance

Serotonin

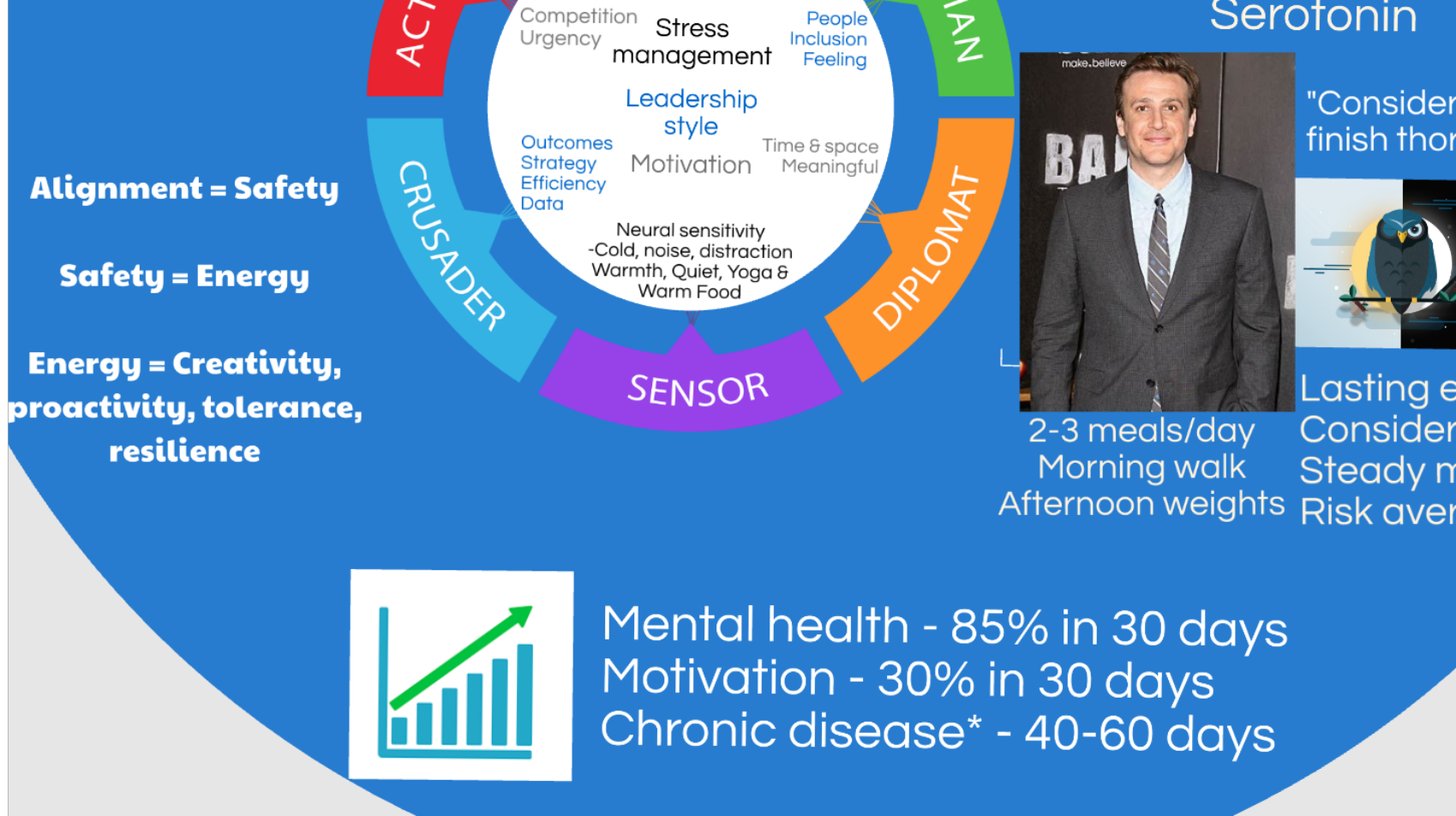


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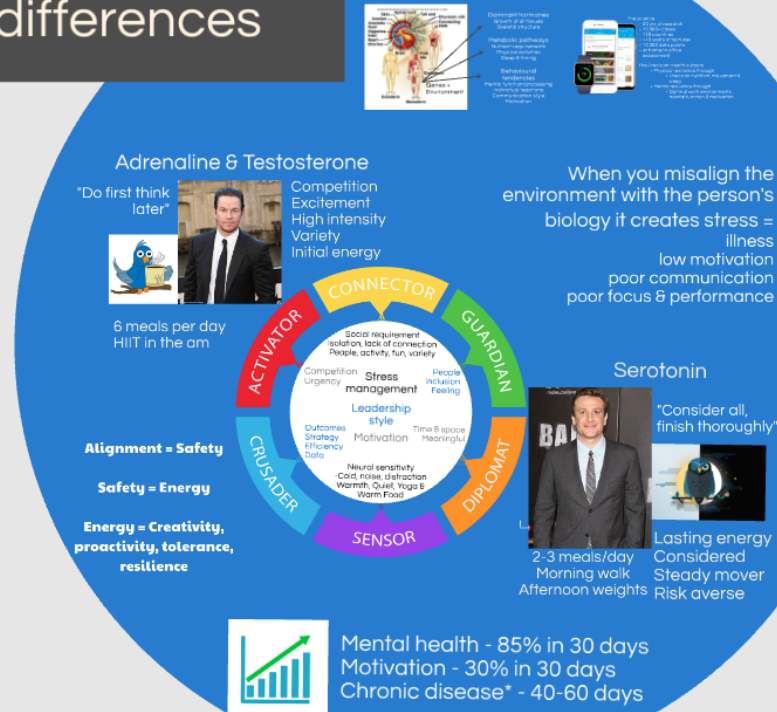
"Consider all, finish thoroughly"



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Steady mover
Risk averse



Biological differences



As a leader...

GREATER UNDERSTANDING

- Biological motivation
- Natural strengths
- Factors for best performance
- Enhanced self- awareness

As a team member

PERSONAL RESPONSIBILITY

- Eliminate guesswork
- More aware of strengths & reactions
- Stresses & factors for resilience

Q & A

#seepeoplefirst

Are you interested in learning more?

Submit your name and email address into the Q&A window, or email directly through to **andrea@scouttalent.com.au** to get more information and gain free access to these insights for your team.



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