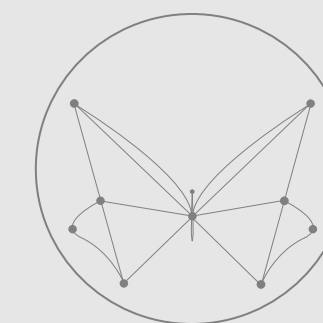


Listen
To Your
Heart
Seriously

HOW COHERENT LEADERSHIP
Inspires, Influences, & Innovates

Tyler P. Mongan
Co-Founder | CIO



HAKU.global

The Capacity of Future Leaders To Build **Frictionless** Organizations



Ε Η Ο Μ Α Ι



“The industry needs to embrace the challenge of **finding a new approach to leadership development...**

We need to allow ourselves to **come to a whole new paradigm** about how to do this.

We need to **let go of the old mental models** and find the people out there on the fringe.”

*Lucy Dinwiddie Global Learning & Executive
Development Leader, General Electric.*

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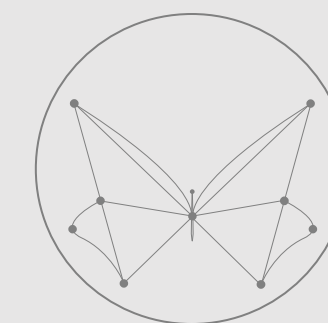
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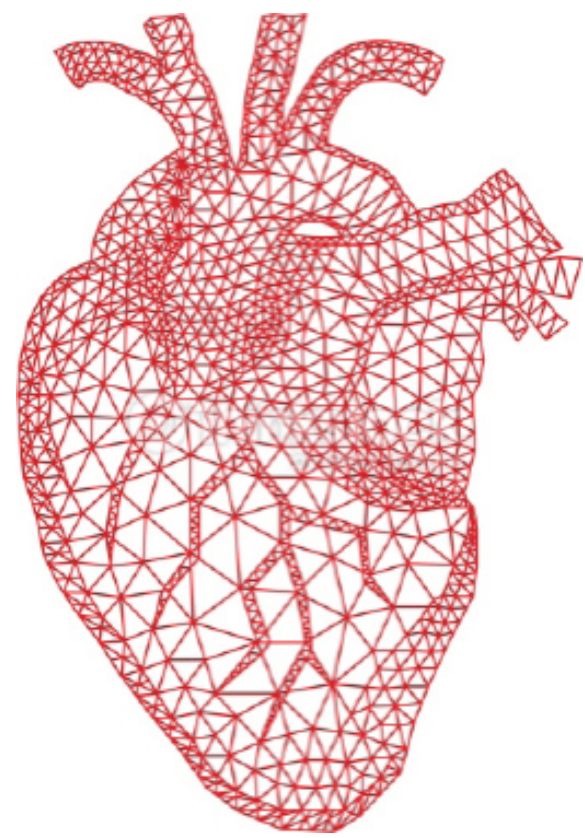
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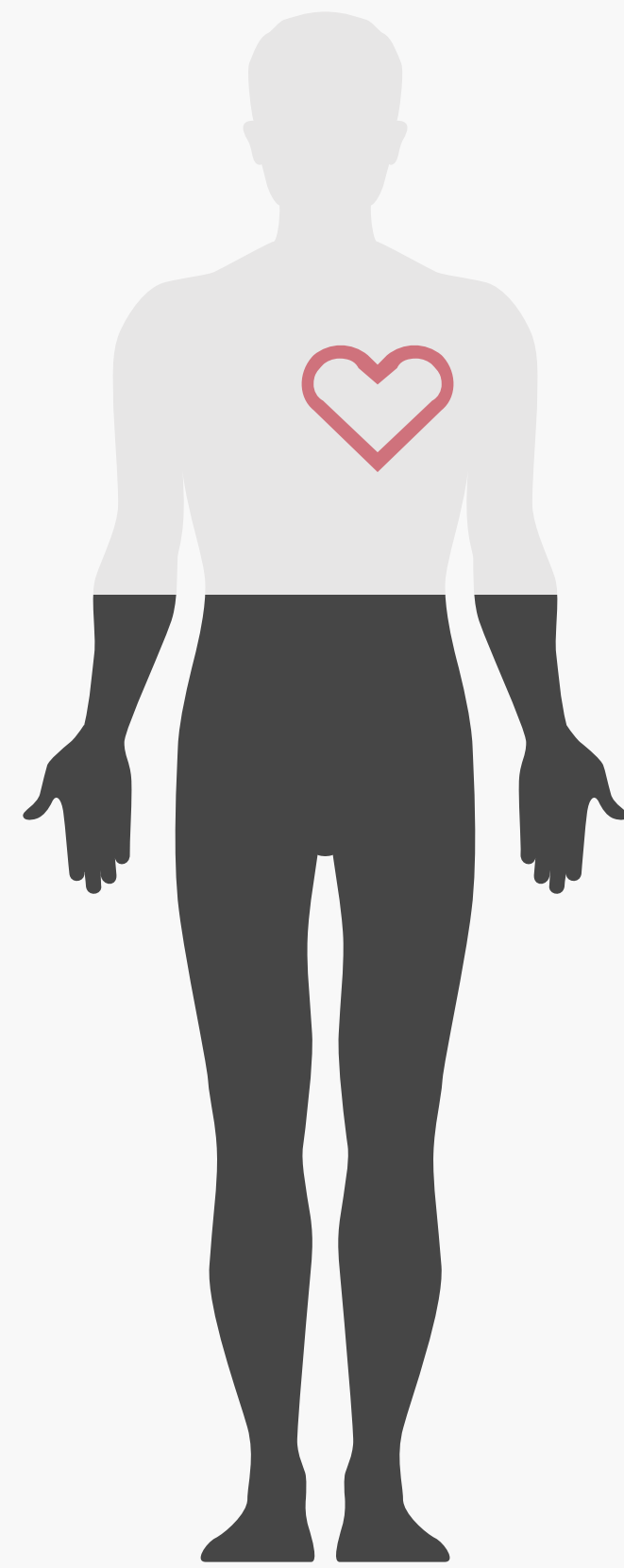


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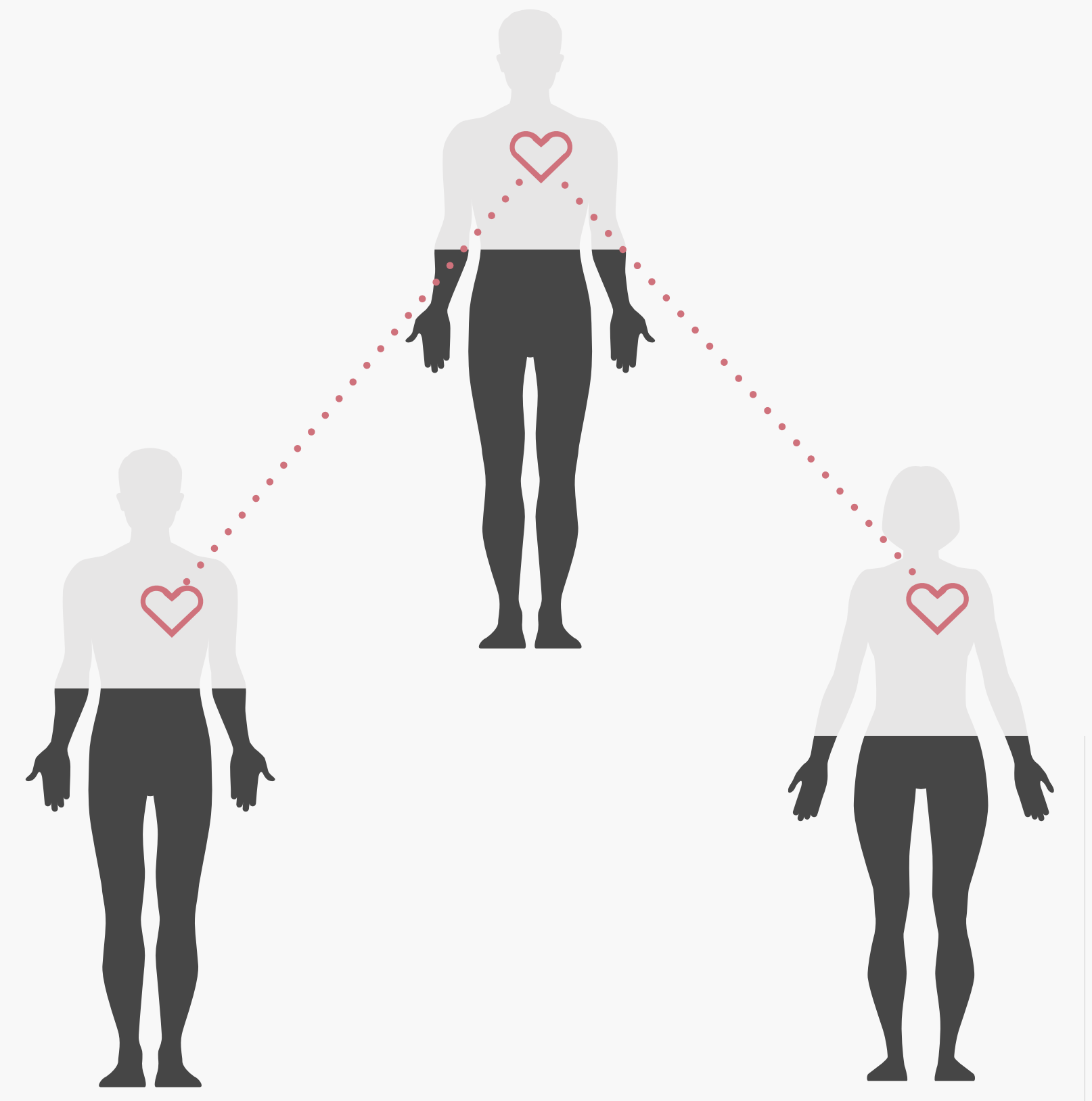
Coherent Physiology



Coherent Leadership



Influenced, Inspired & Innovative Teams



Confession



Feelings?



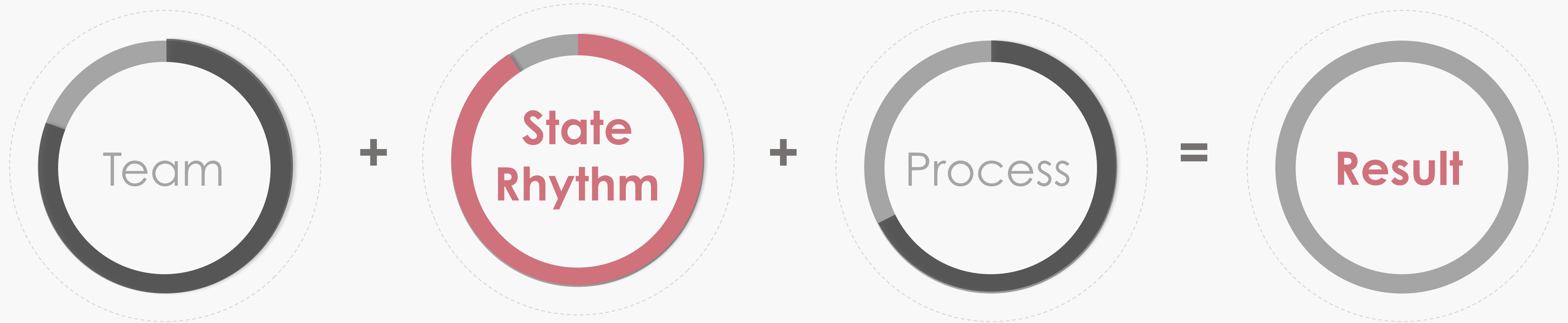
Surfing | Music | Martial Arts | Entrepreneurship

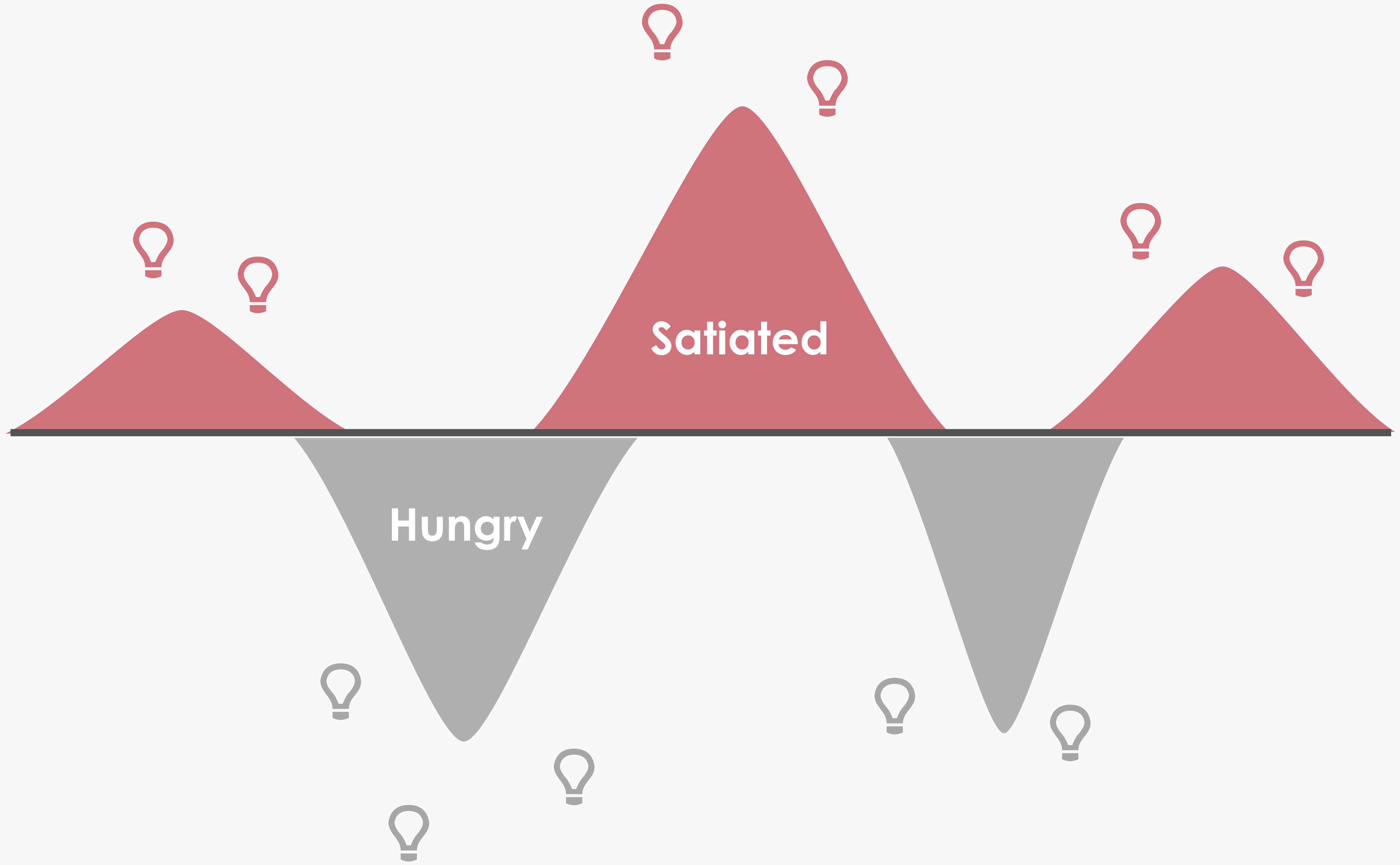


How Do You Get Results?



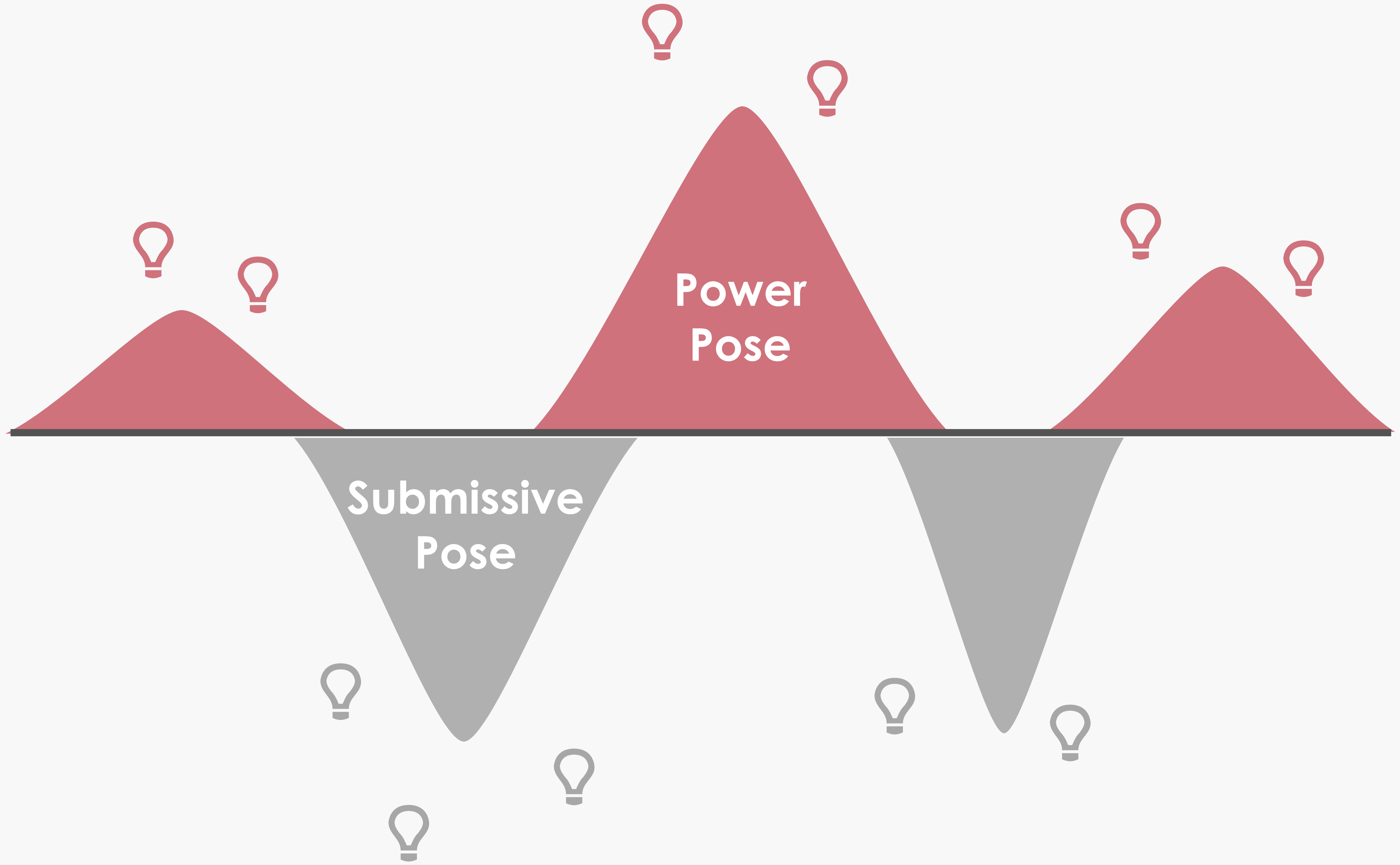
How Do You Get Results?





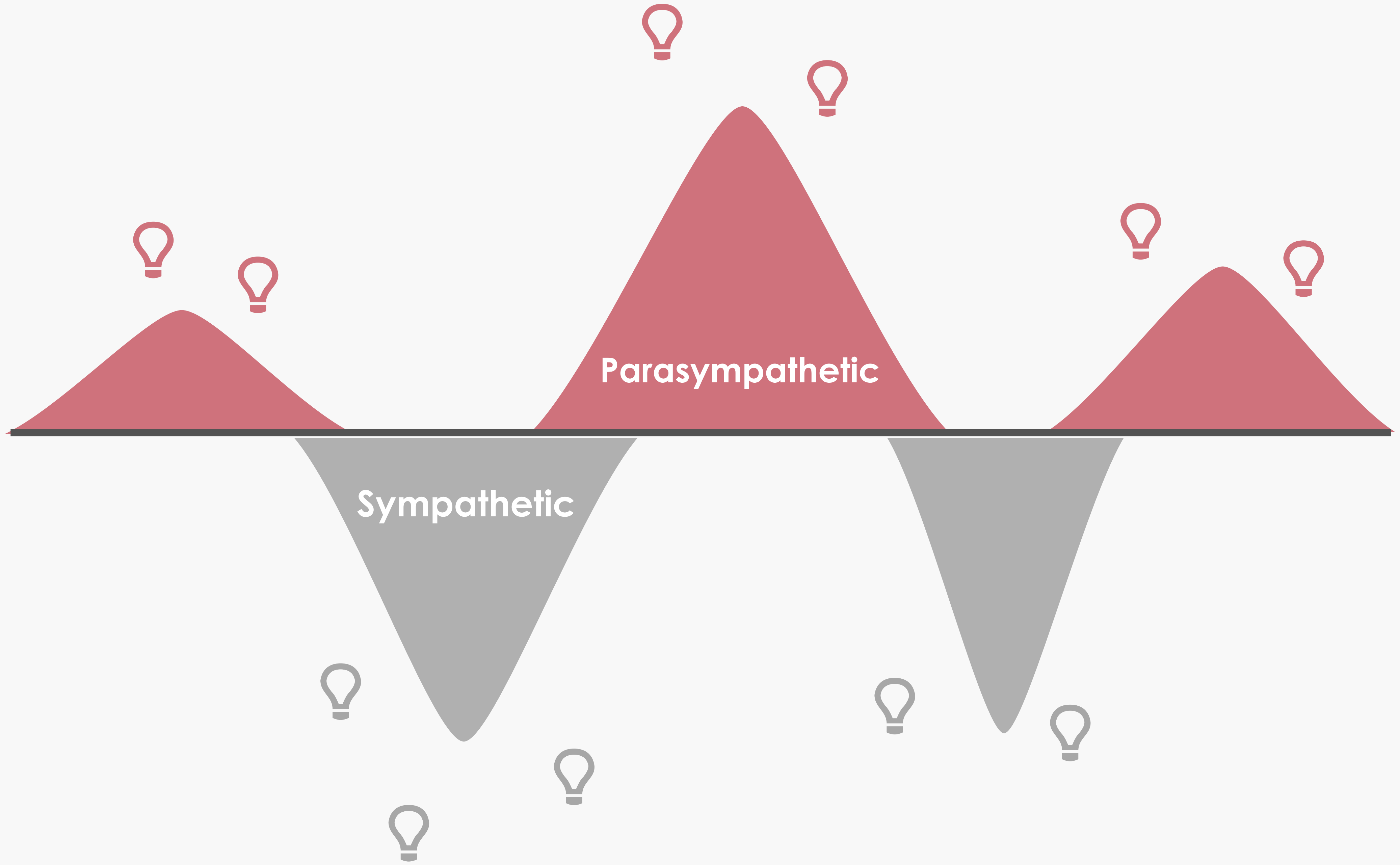
Satiated

Hungry

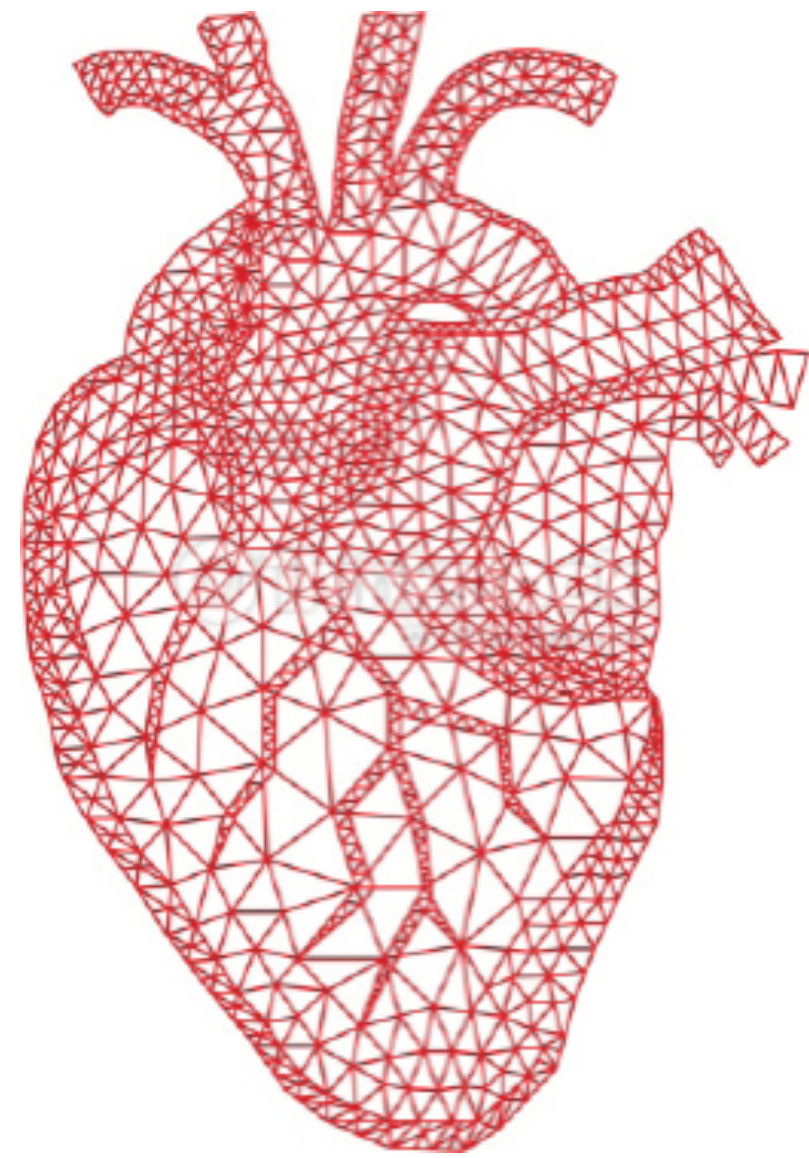


Power
Pose

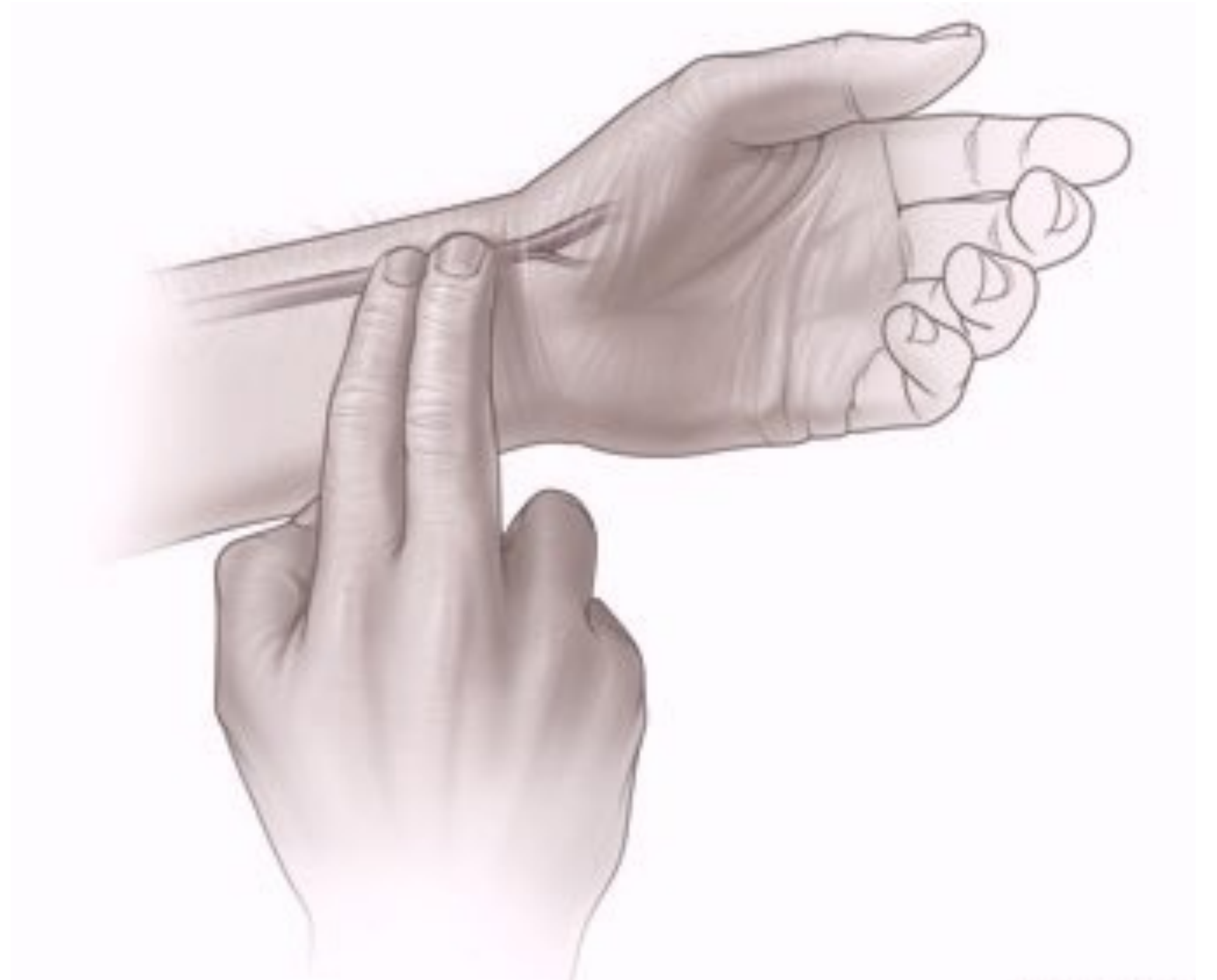
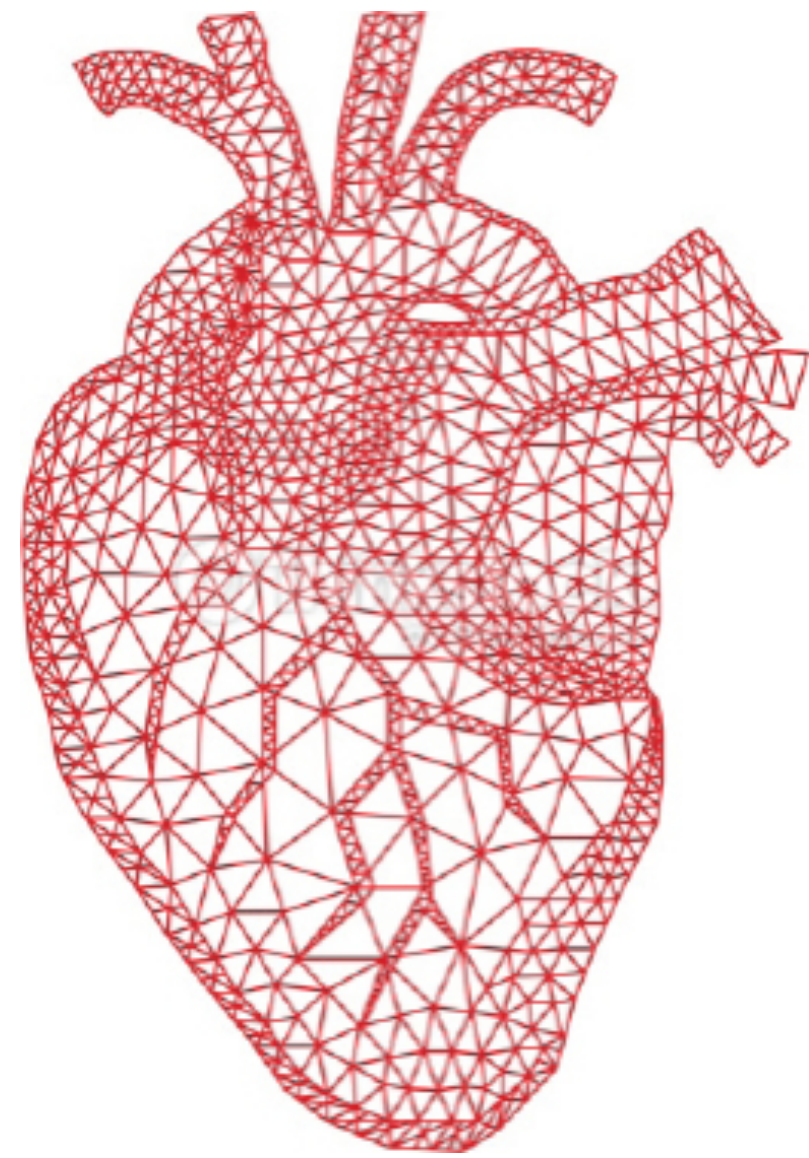
Submissive
Pose



What is **your**
state/rhythm
of leadership
at work?



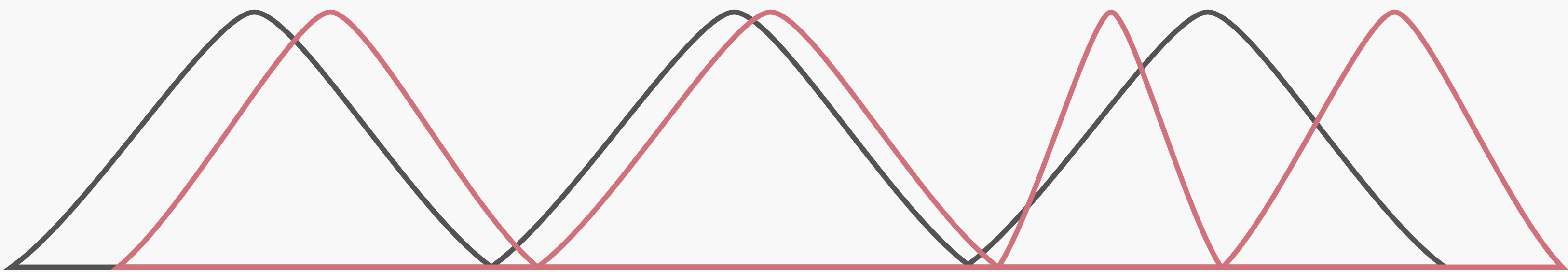
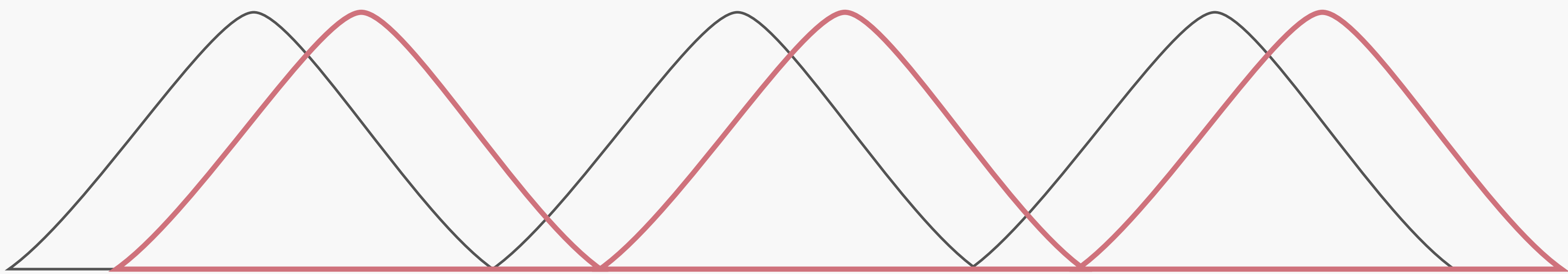
Find Your **Rhythm**



What is Your optimal
state/rhythm
for leadership
at work?

Physiological **Coherence**

The **harmonious** interaction of mechanisms within a living system that allow **new properties to emerge**.



$$2 + 2 = 4$$

$$2 + 2 = 5$$

Coherent

①

I like music



"I like music"
(speaking)

②

④

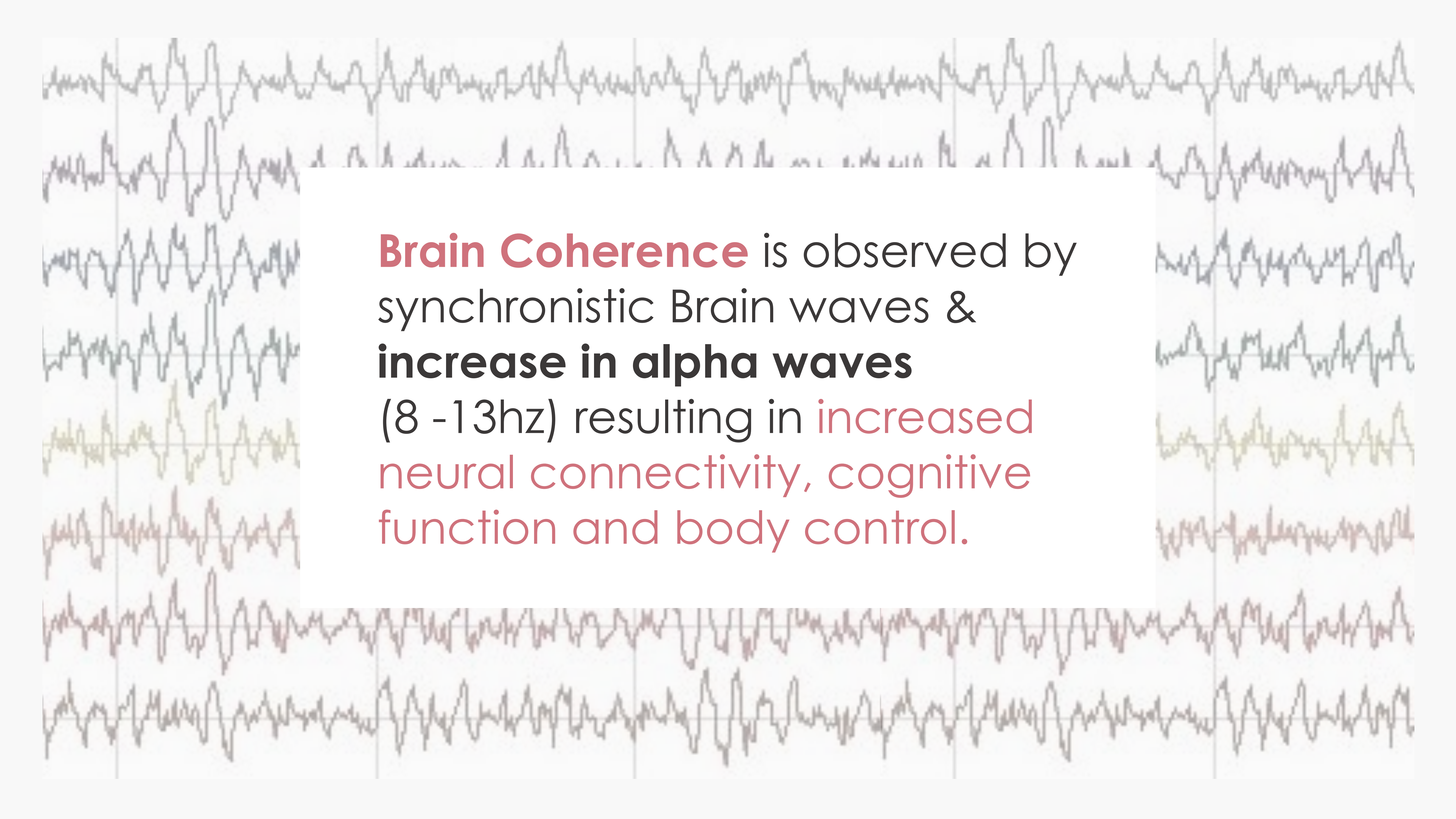
He likes music



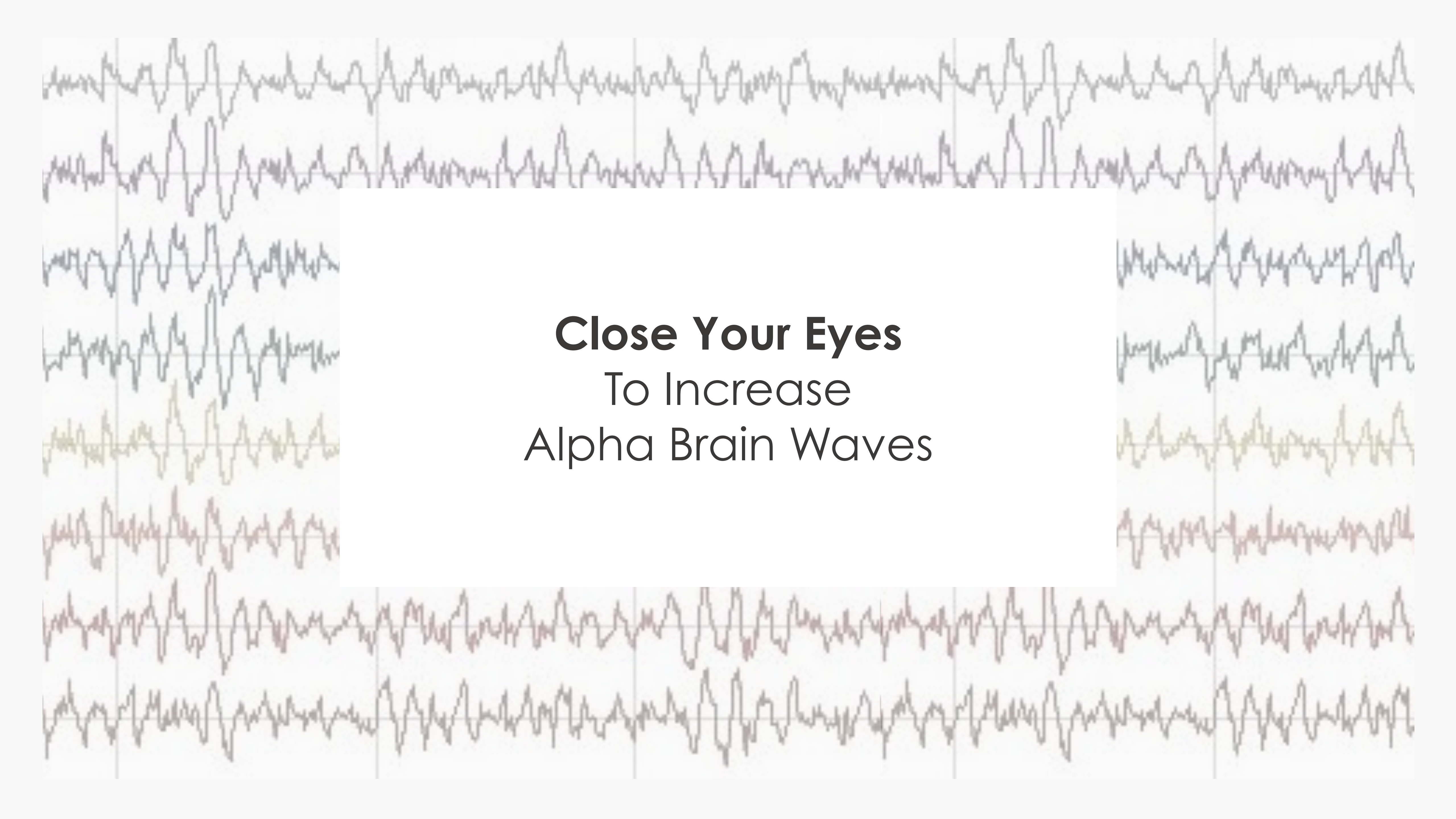
"I like music"
(hearing)

③



The background of the slide features a grid of EEG waveforms. The grid is composed of approximately 10 columns and 10 rows of traces. Each trace shows a complex, irregular waveform with varying amplitudes and frequencies, characteristic of brain activity. The traces are rendered in a light gray color, and the grid is overlaid on a white background. The text is centered in the middle of the grid.

Brain Coherence is observed by synchronistic Brain waves & **increase in alpha waves** (8 -13hz) resulting in **increased neural connectivity, cognitive function and body control.**

The image displays a grid of EEG waveforms. The top two rows consist of eight traces each, with the top row in black and the second row in grey. The bottom two rows also consist of eight traces each, with the bottom row in black and the second row in grey. The central text is overlaid on the grid. The waveforms show a transition from a more irregular, higher-frequency pattern to a more regular, lower-frequency pattern, which is characteristic of alpha waves.

Close Your Eyes
To Increase
Alpha Brain Waves

Brain Coherence

Left & Right Hemispheres

Doodling, Cross-Over Movements

Memories & Meaning

Positive Stories of the Past

Lymbic & Frontal Cortex

Self-Awareness, Reflection

Senses & Imagination

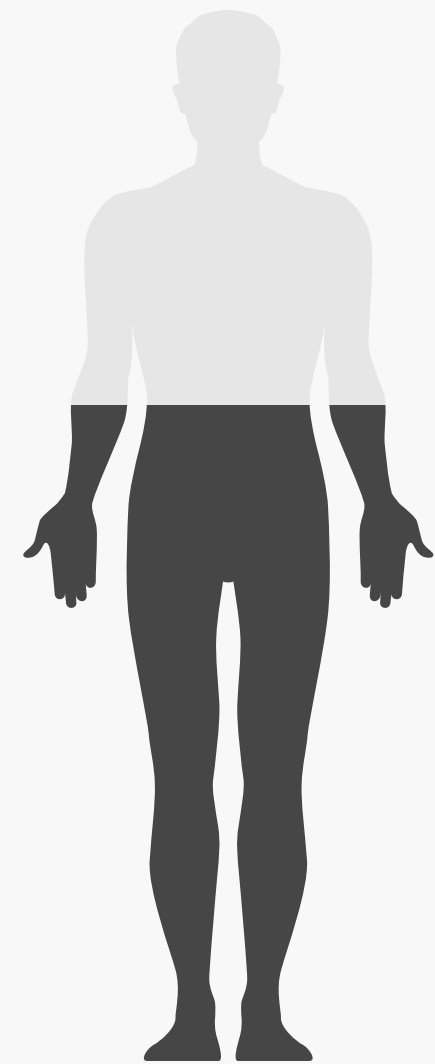
Future Sensory Imagination



Brain **Decoherence**

Partner A

“What is the future
I see for Partner B?”



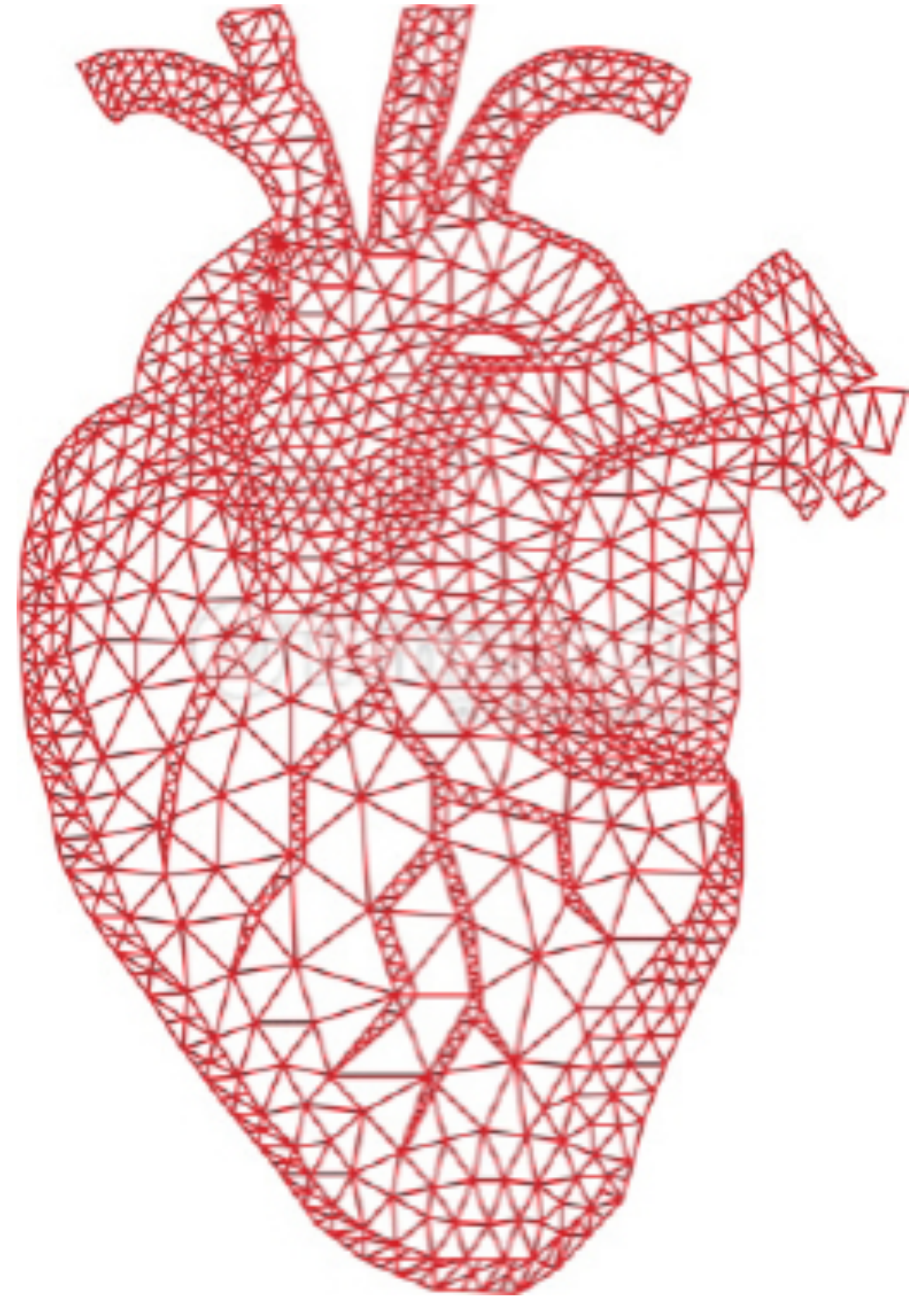
Partner B

Just Listen

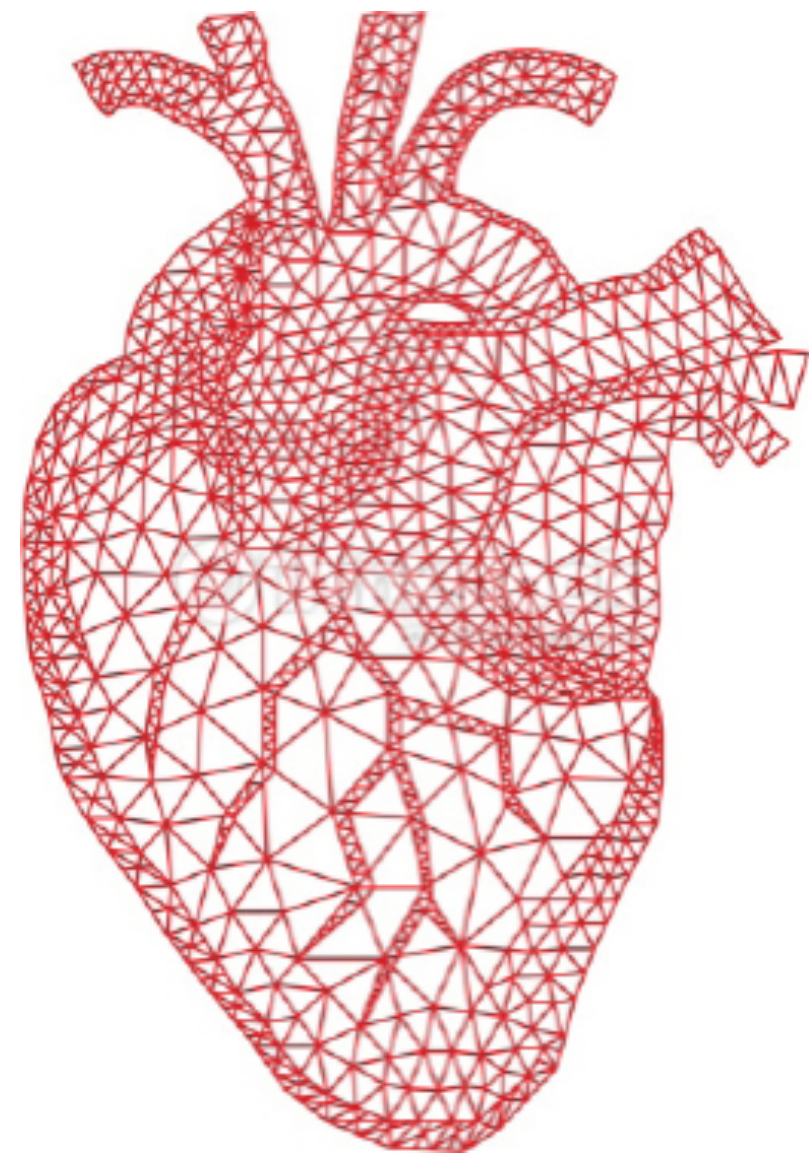




Experiment **Results**

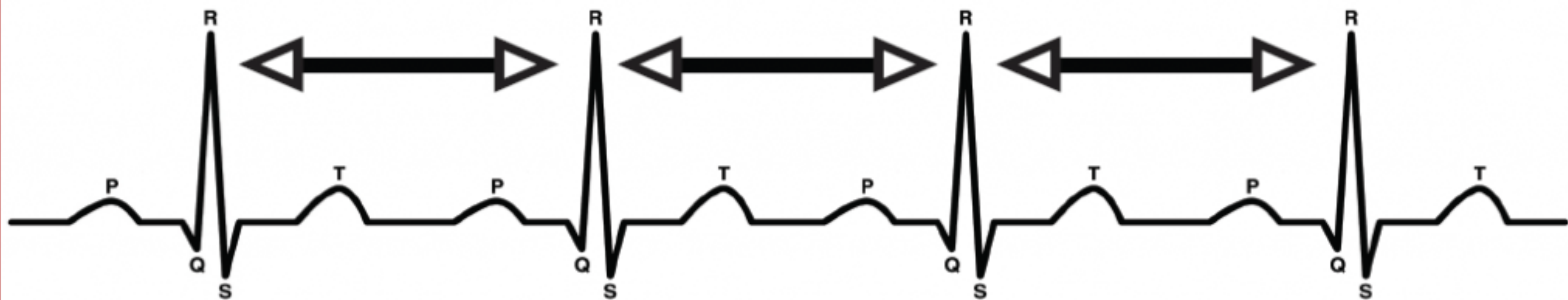


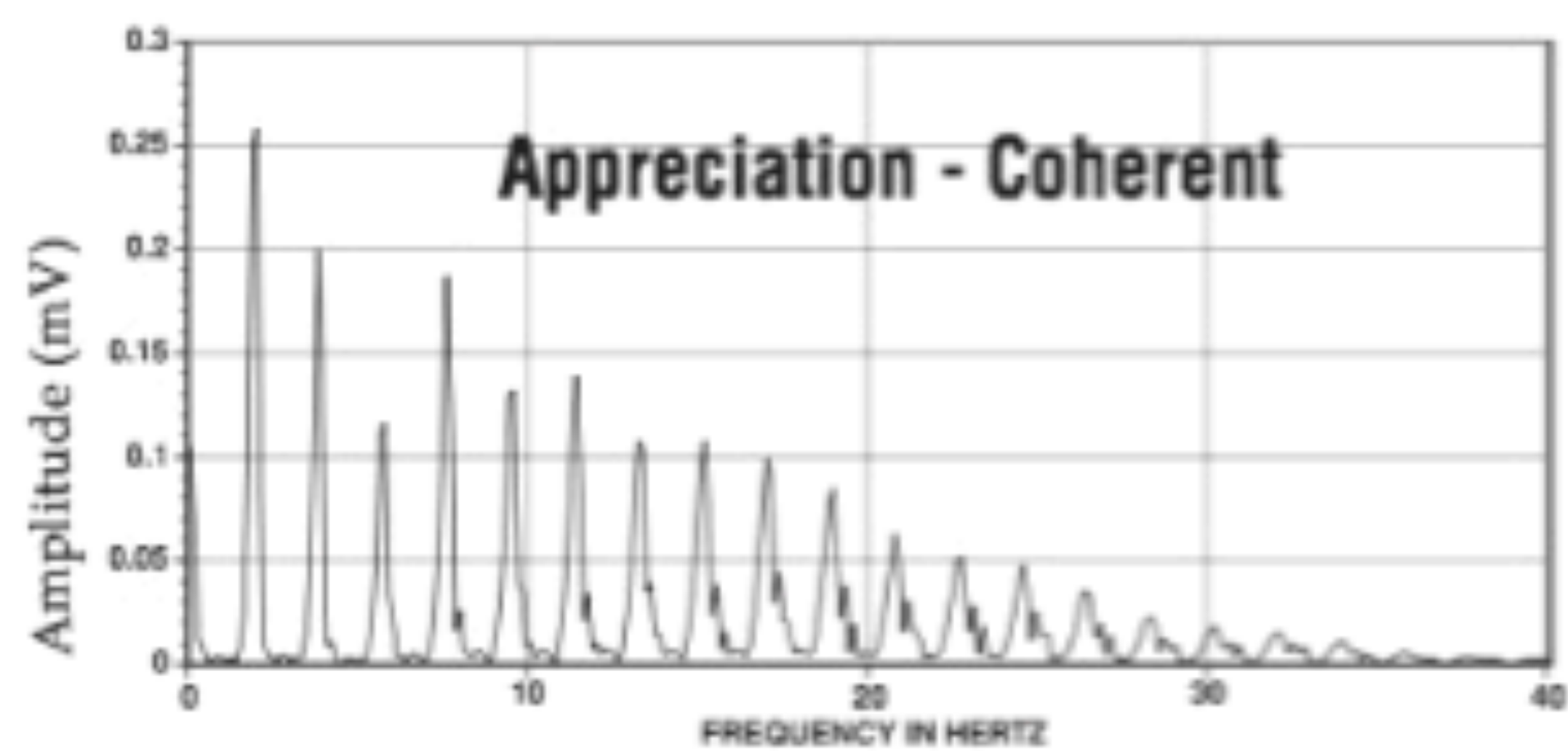
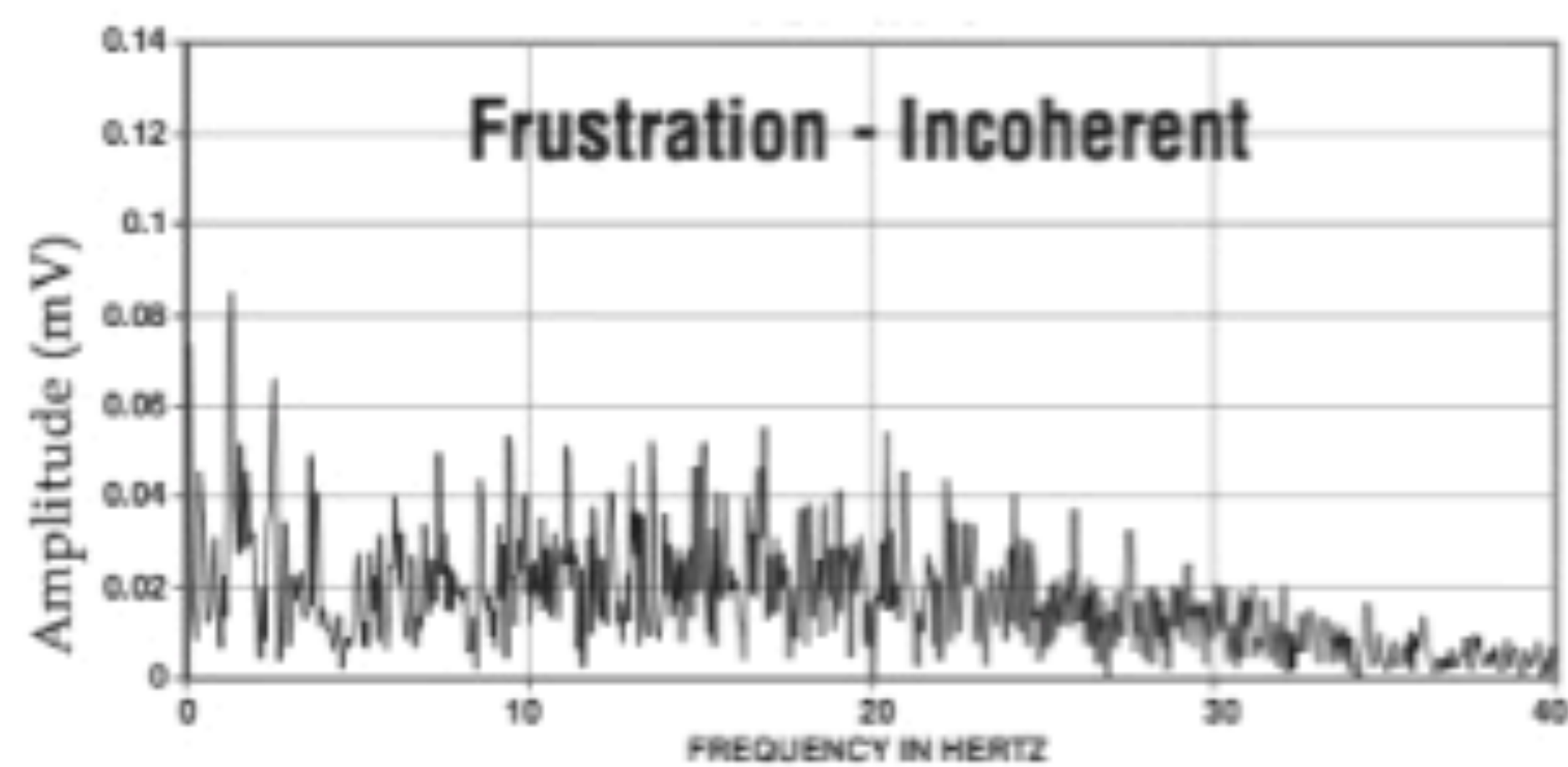




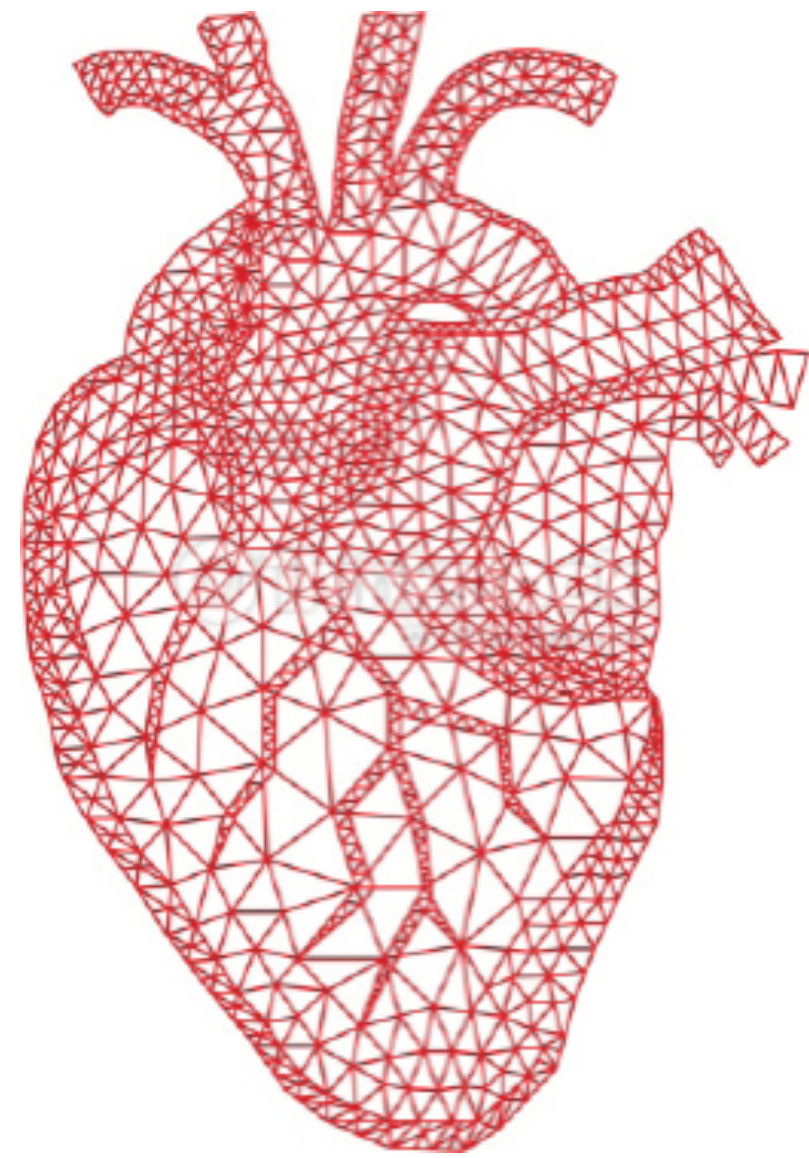
Heart Coherence is observed by healthy HRV (Heart Rate Variability).

Figure 1: Heart rate variability is measured by calculating the time between R spikes on an ECG trace





From "SCIENCE OF THE HEART
Exploring the Role of the Heart in Human Performance"
[HeartMath Research Center]



Heart Coherence results in...

Heart-Brain Synchrony

Neural Integration

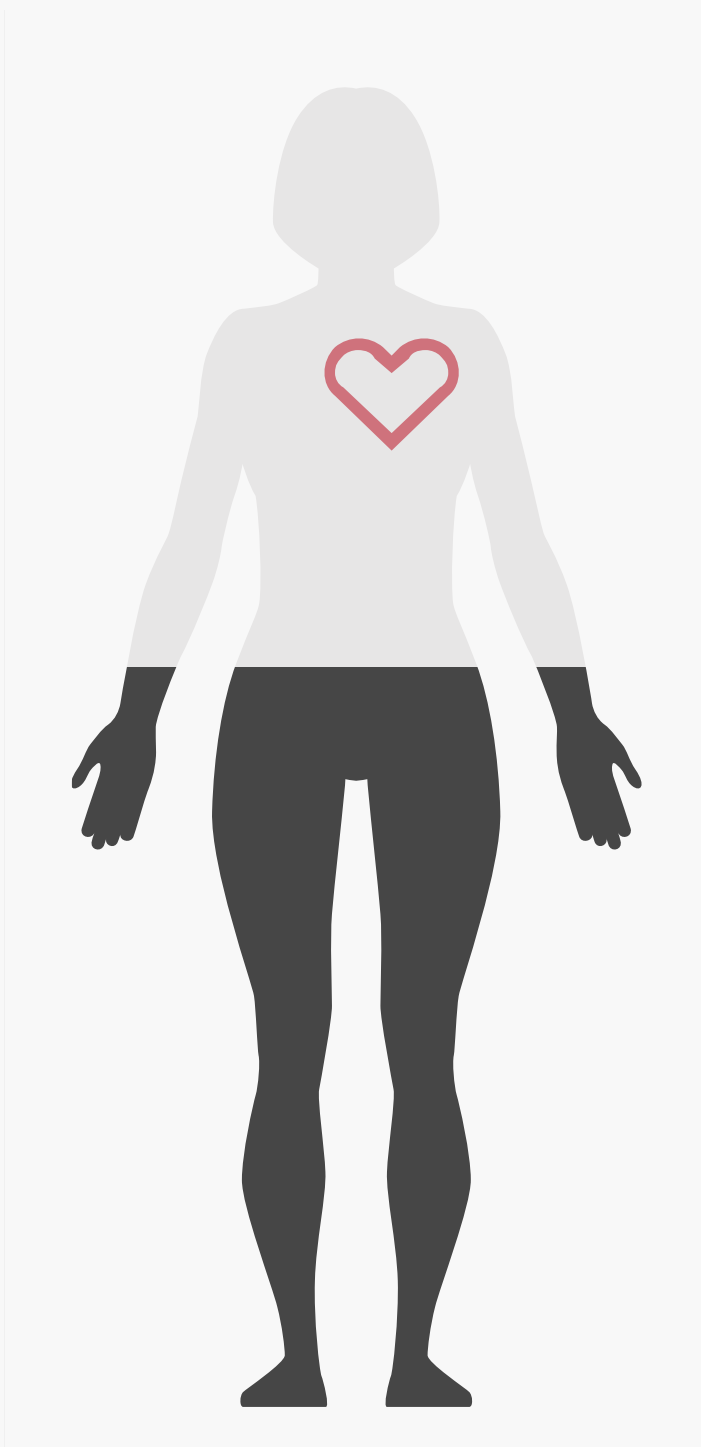
Cognitive Function

Creativity

Decision Making

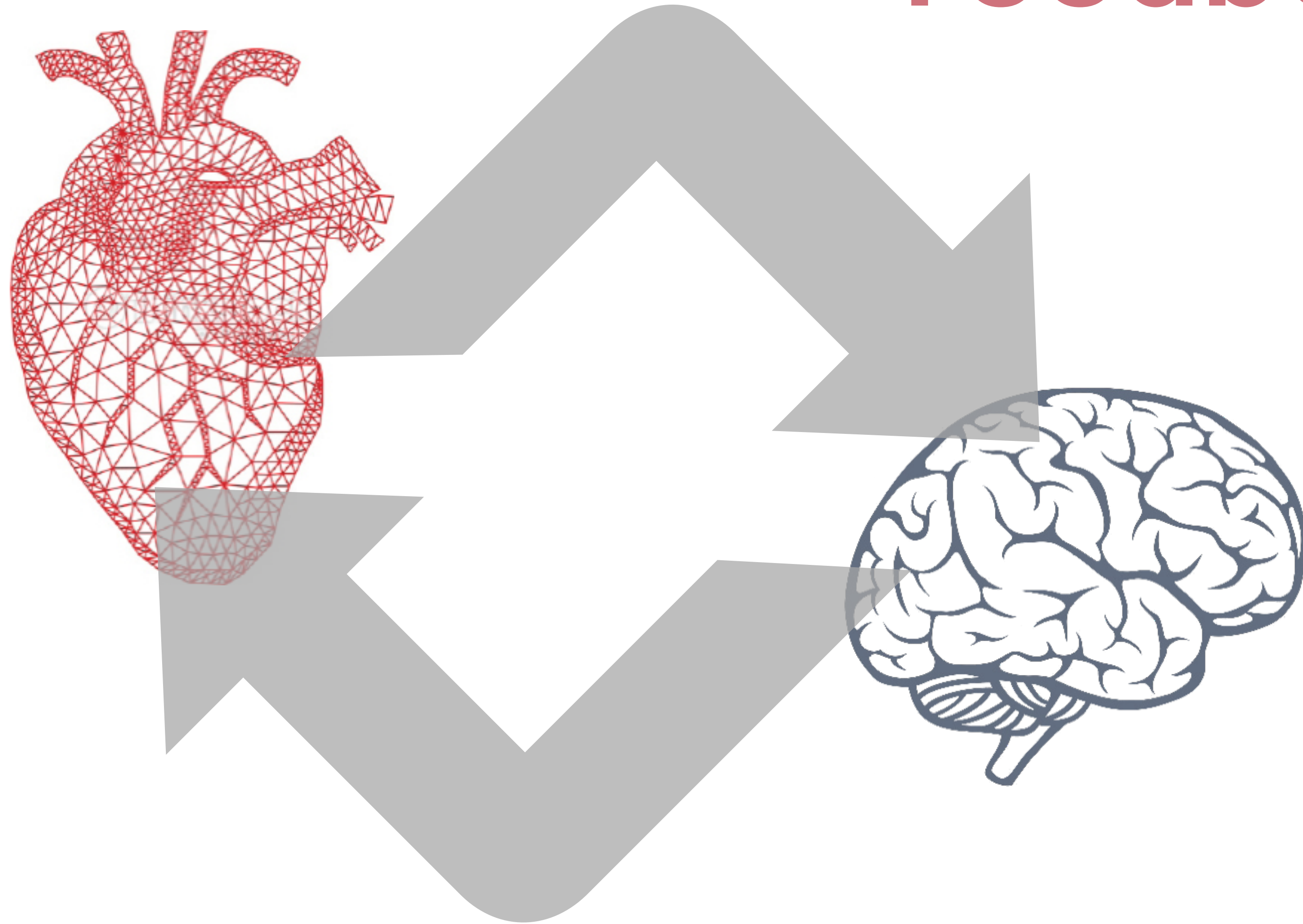
Emotional Intelligence

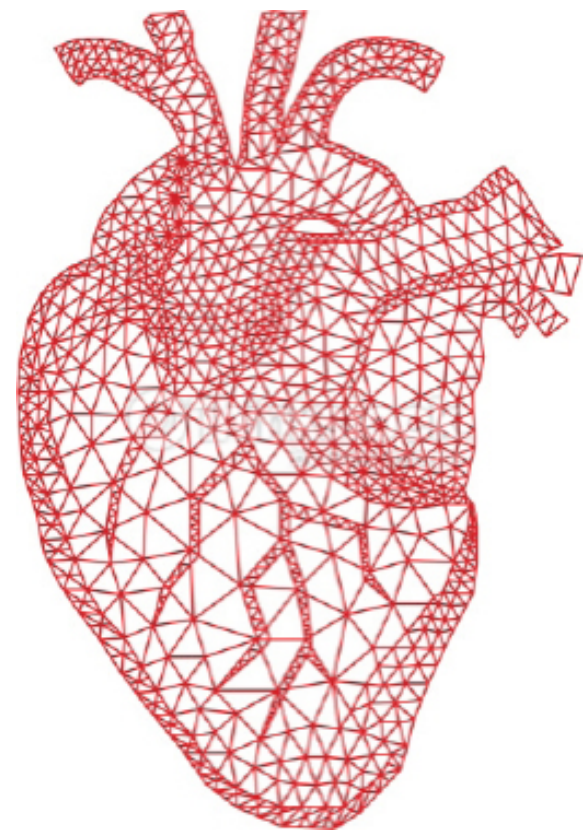
Decreased Stress



Find Your **Rhythm**

Feedback



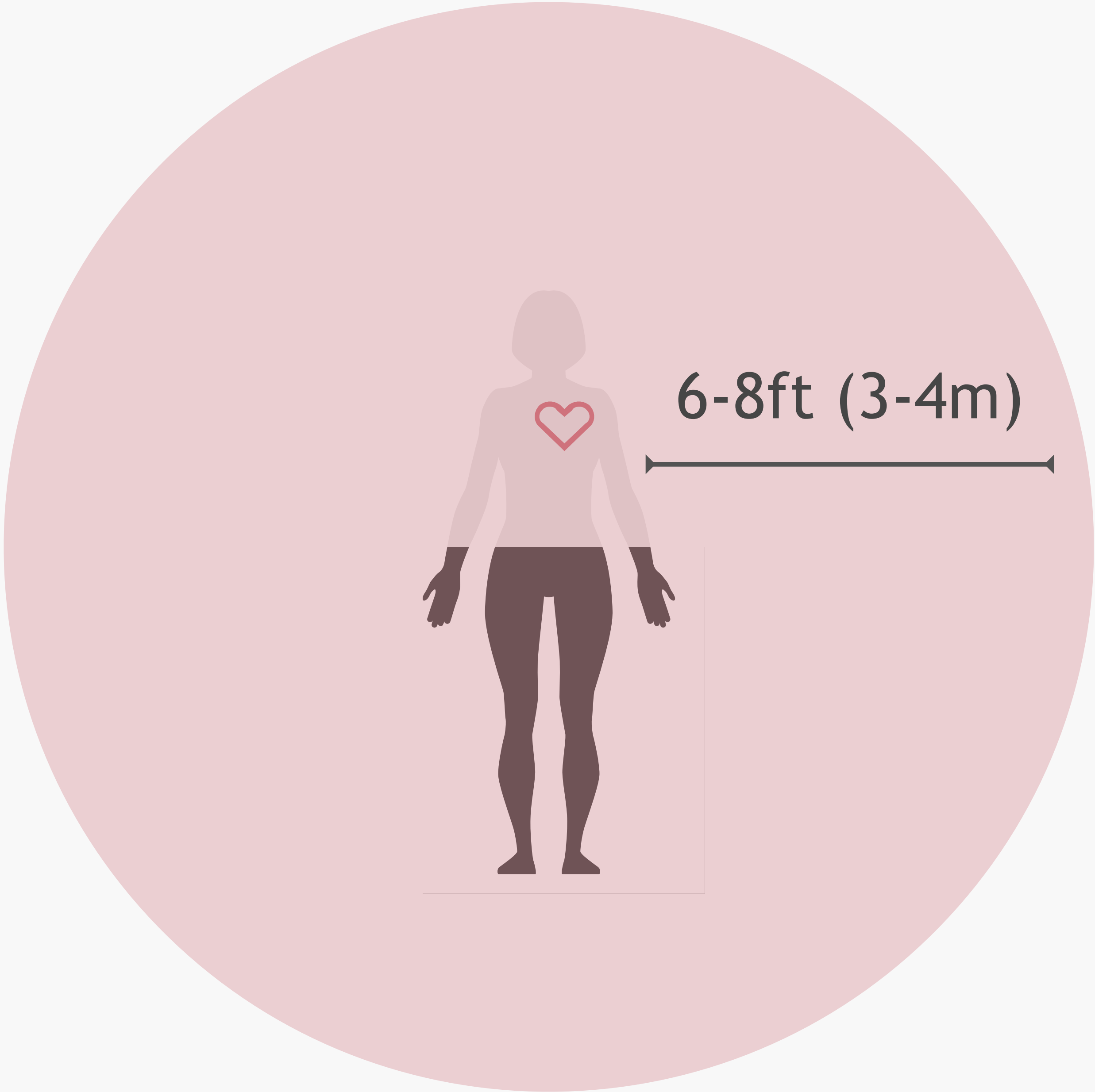


Neurological (Vagus Nerve)

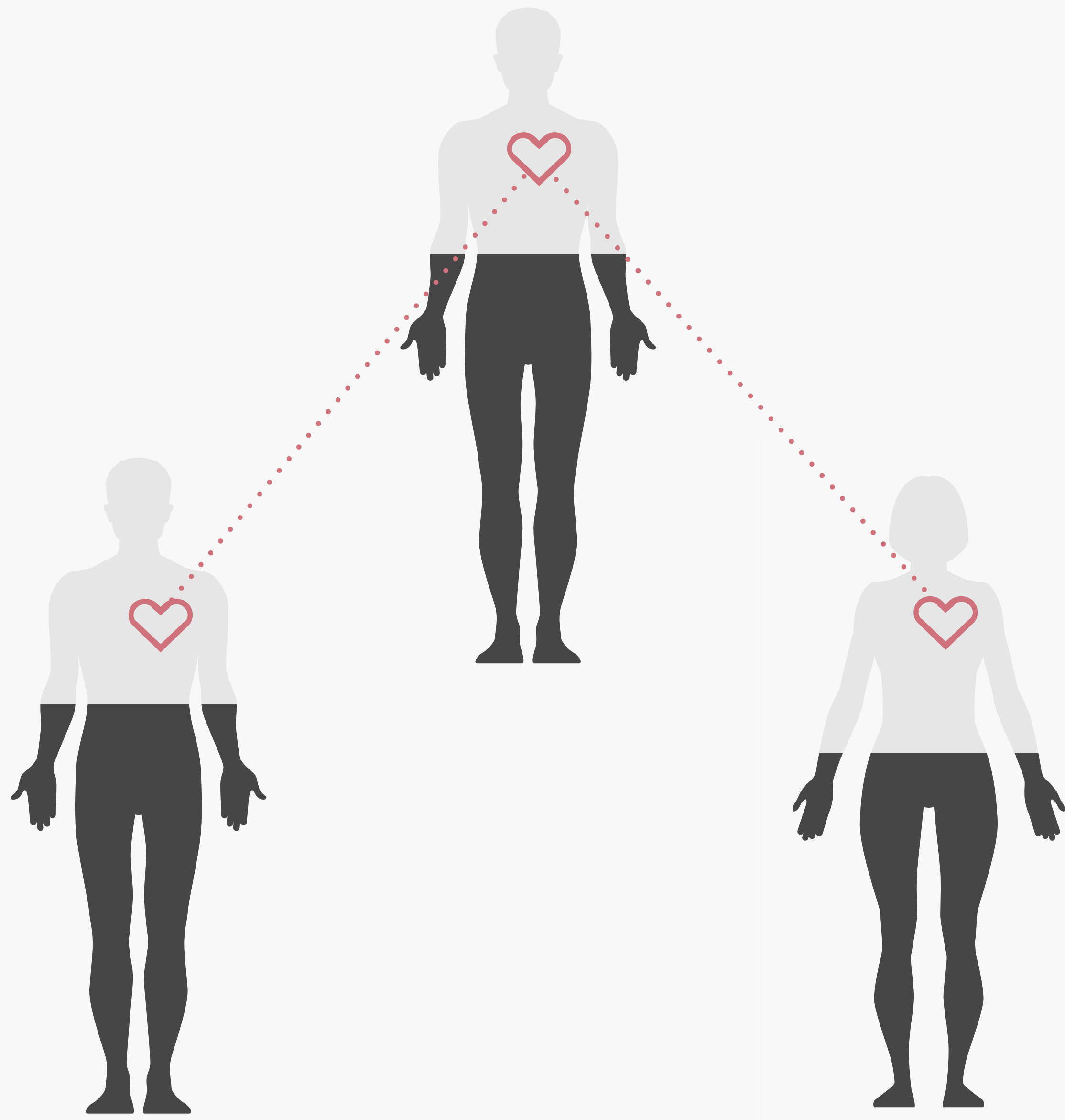
Biochemical (Oxytocin)

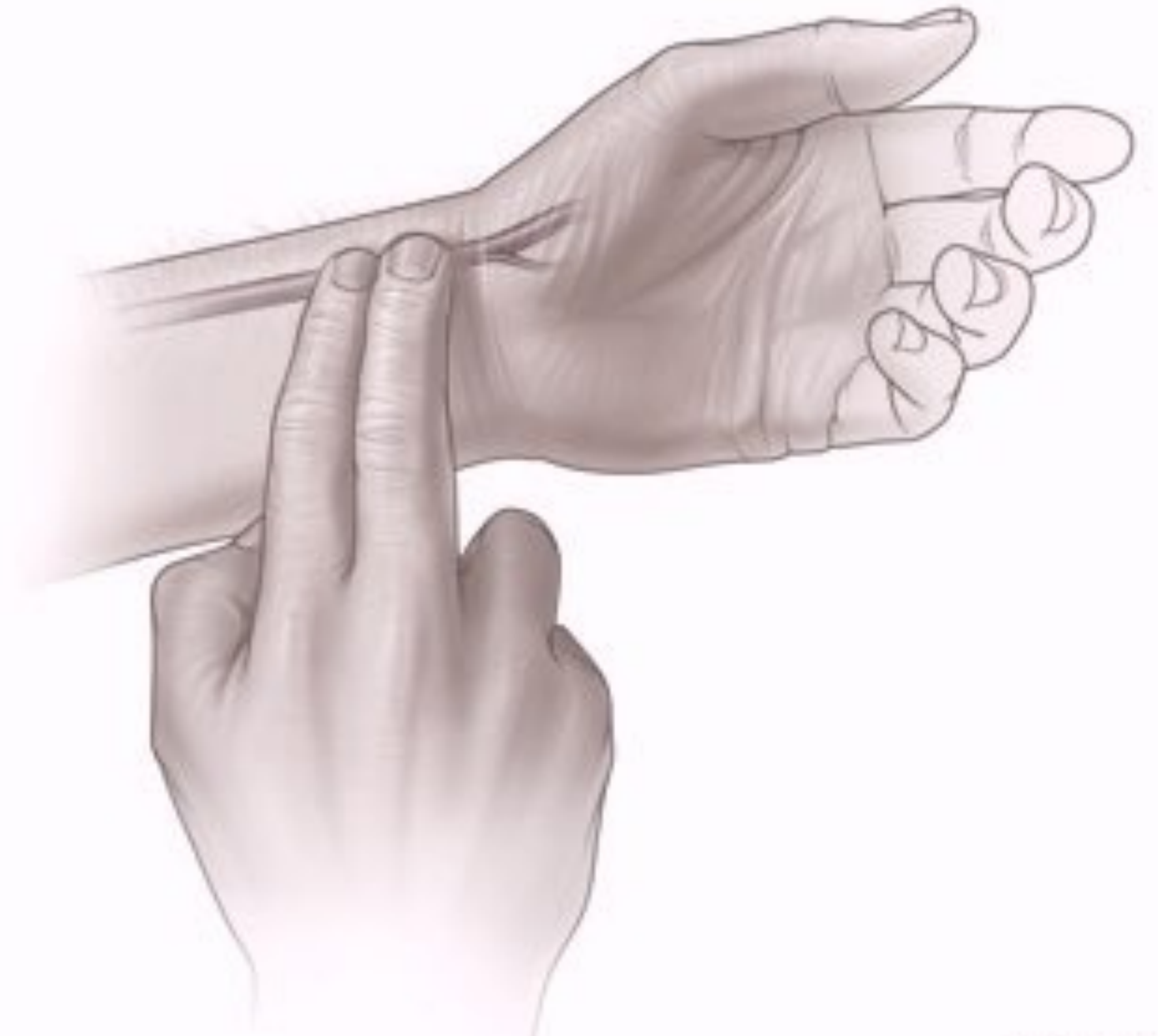
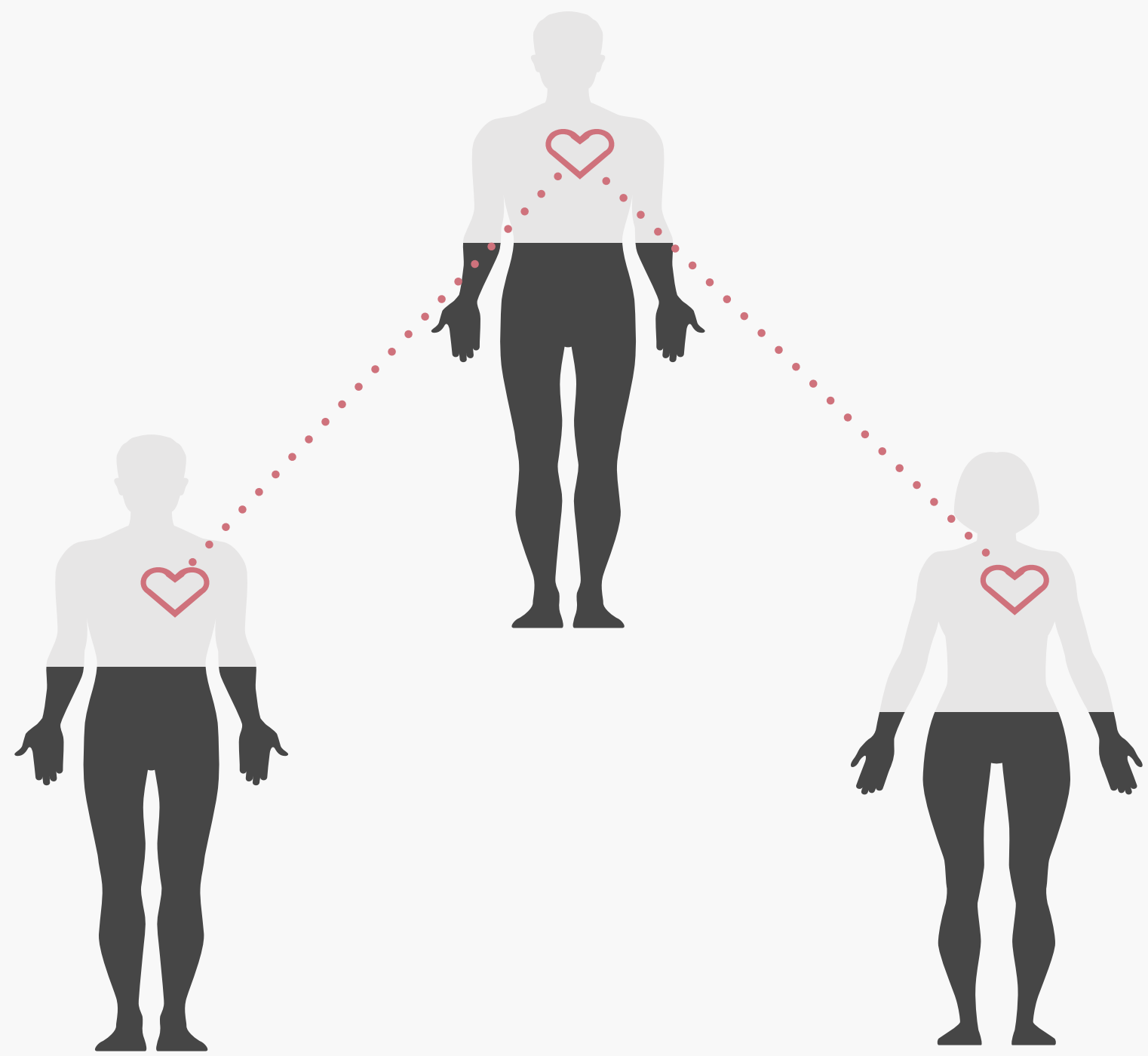
Biophysical (Pulse Rhythm)

Energetic (Electromagnetic Field)



6-8ft (3-4m)





Why Coherent Leadership?

Physiological Survival

Am I Breathing?

Is My Blood Pressure OK?

Is My Heart Beating?

Social Survival

Safety

Trust

Communication

Collaborate

“Our sampling of C-level executives showed that over 40% of respondents expect they will increasingly place **more focus on facilitating the exchange of ideas, the flow of conversations across the organization, and providing greater autonomy** at team and individual levels.

This shift from “top-down” to what we might see as “alongside” is a crucial component of the equation.”

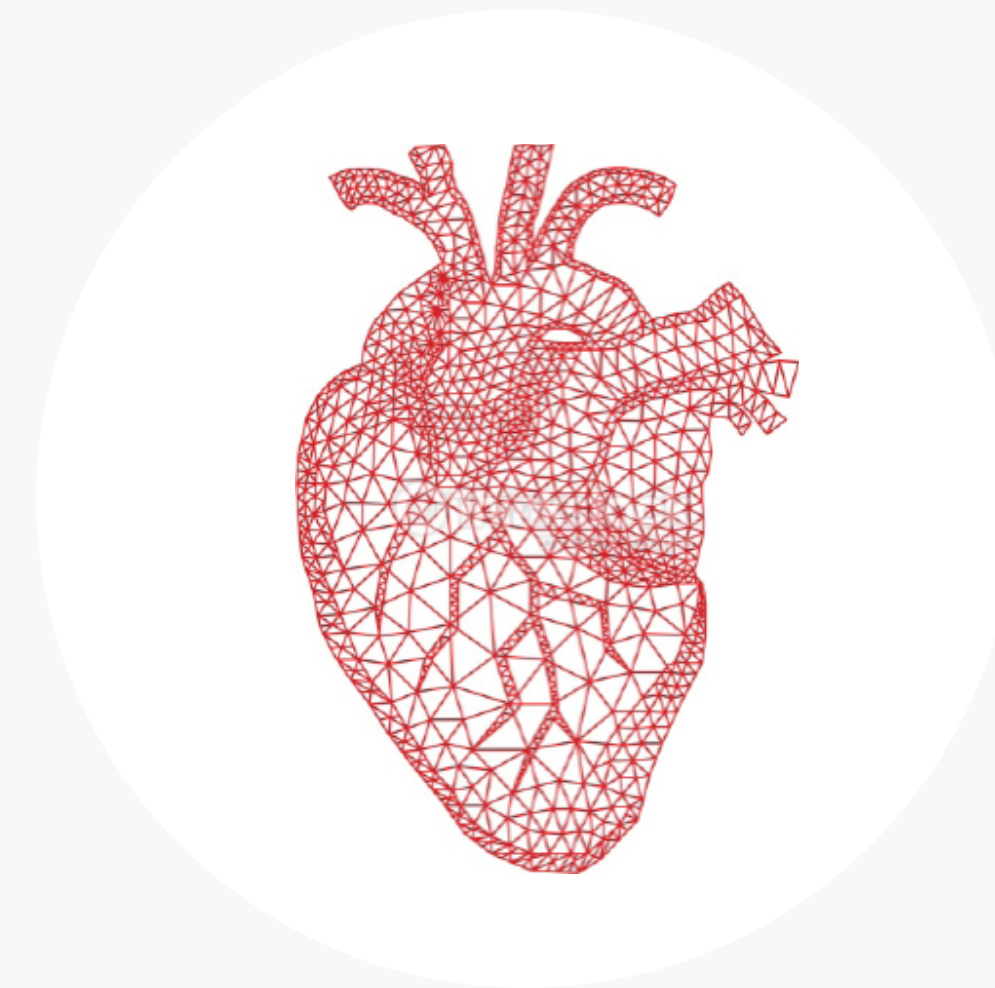


Top_Down, Brain-Centric



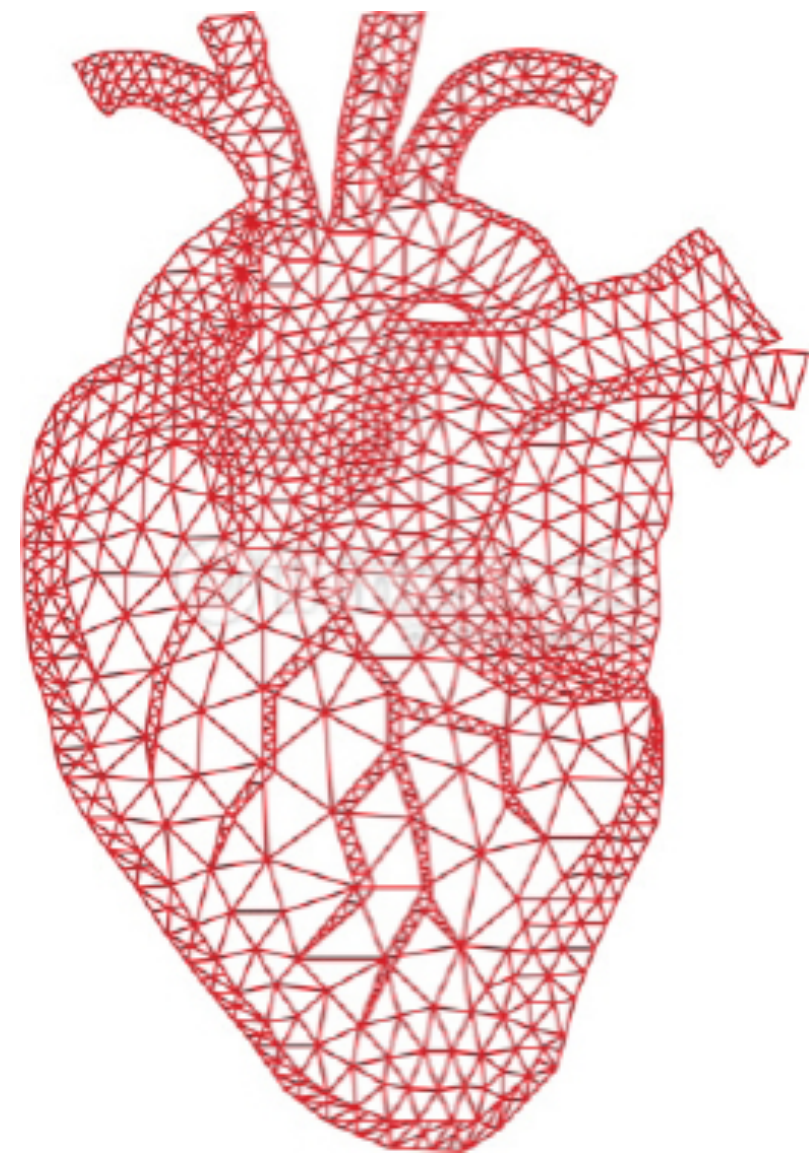
Me (I)
Short-Term
Competition

All_Around, Heart-Centric



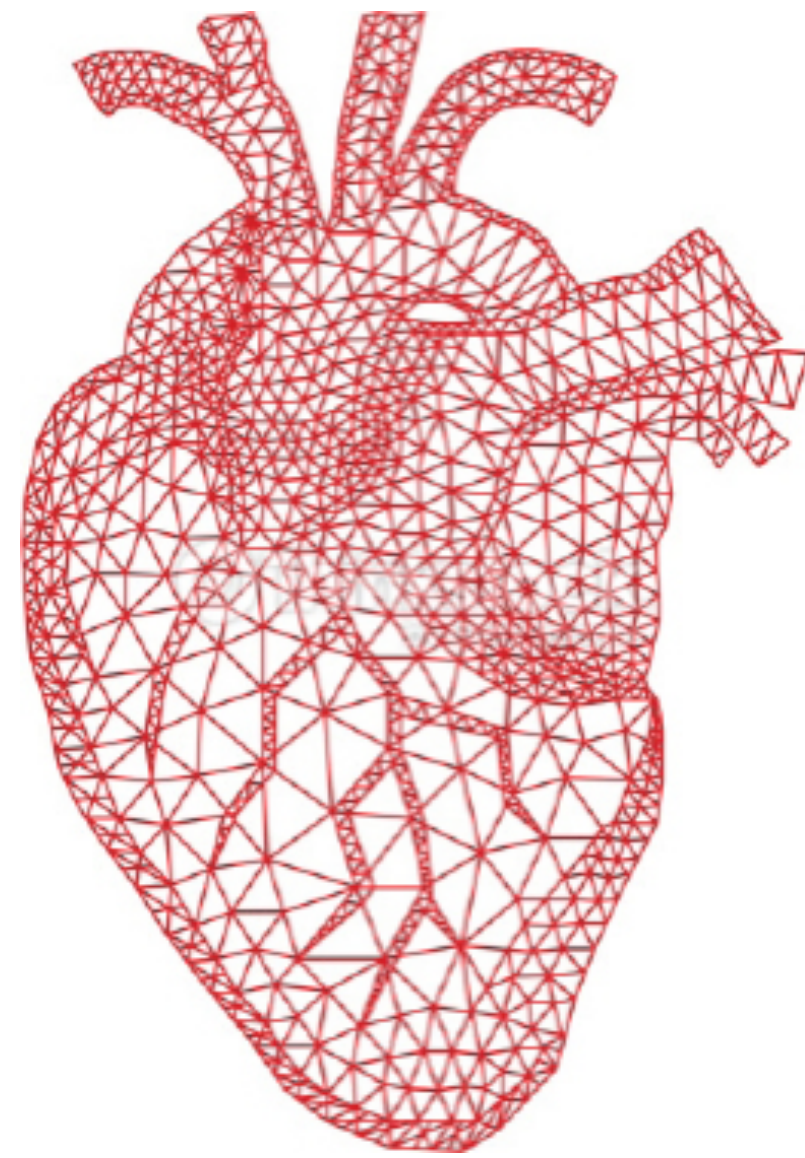
We
Long-Term
Collaboration





Coherence = Authentic

Our inside and outside are aligned.



Results of the study showed that defensive verbal response predicted higher physiological arousal measured in terms of **heart rate**

Behavioral authenticity predicted lower cardiovascular response.

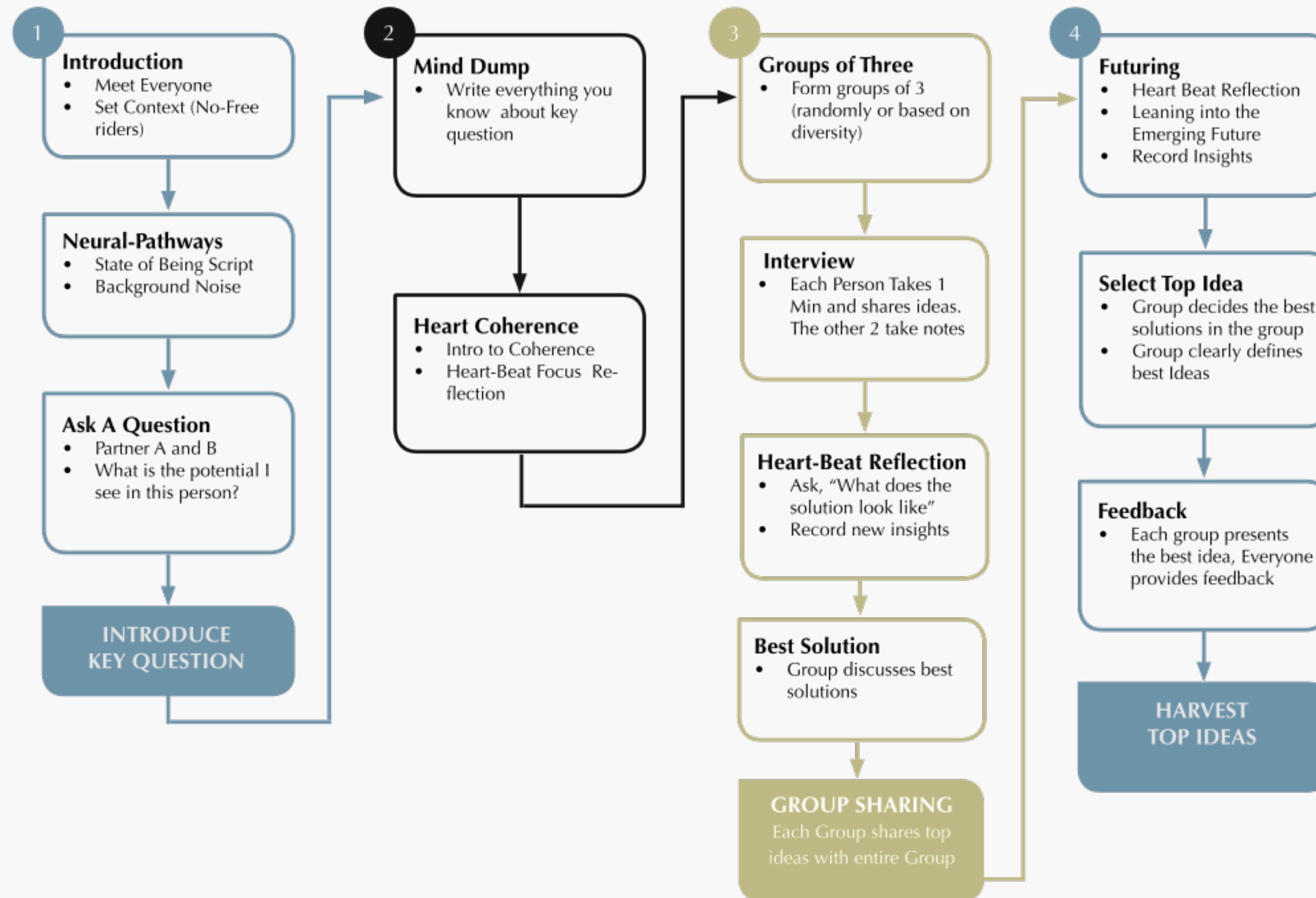
Meanwhile, high authenticity predicted better recovery after the sensitive conversation.

“Authenticity and Physiological Changes during Defensive Verbal Response”
Yana Yen, University of Kansas

“A new finding in brain science reveals a curious dynamic — a neural synchronization — **during communication between leaders and followers: the brain activity of leaders and followers is more highly synchronized** than the brain activity between followers and followers.”

“How Leaderless Groups End Up With Leaders”
Srin Pillay, Harvard Business Review (Feb 19, 2016)

Coherence In Action



Physiological Equality

Solves the Challenges of...

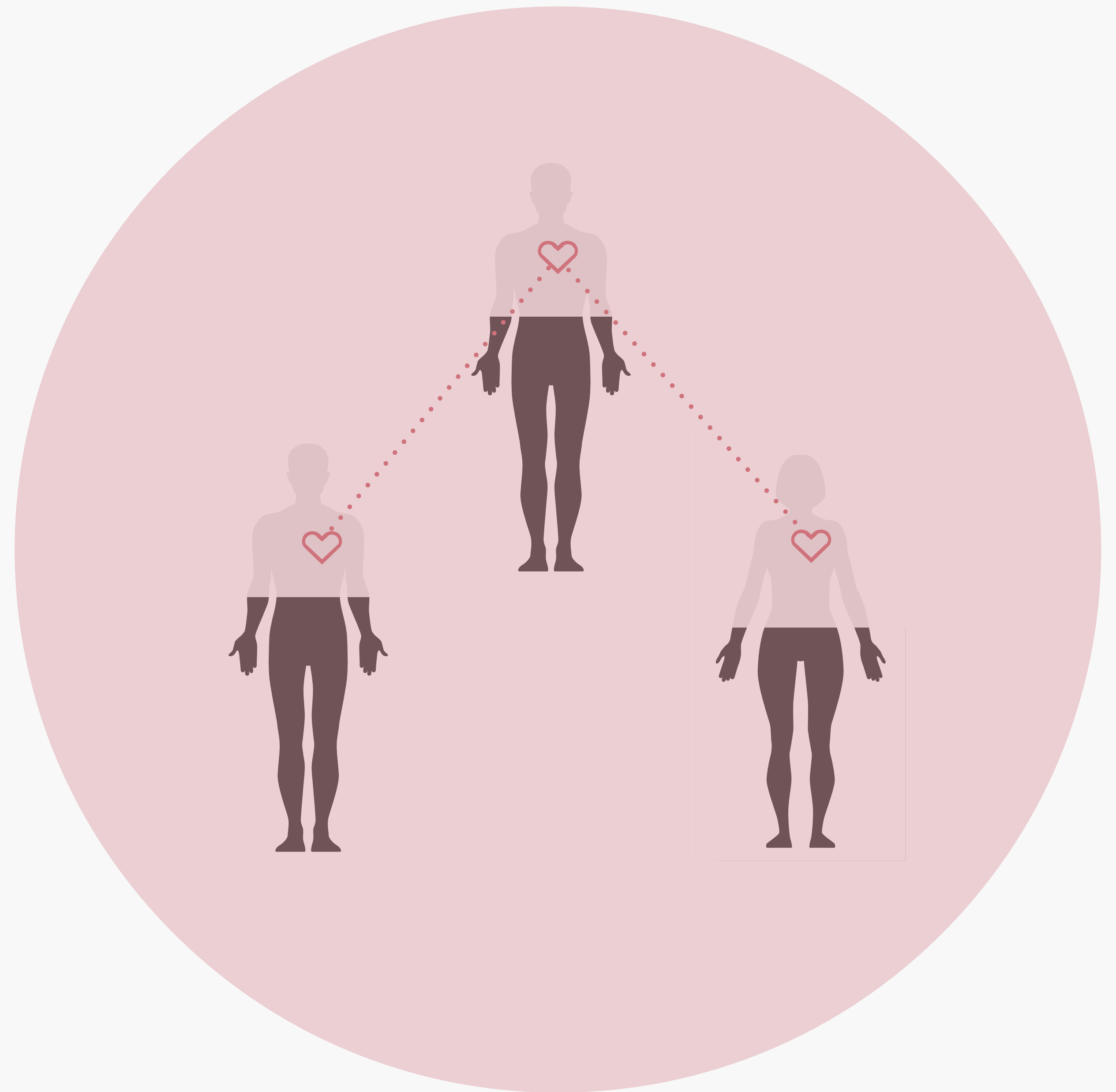
Age

Gender

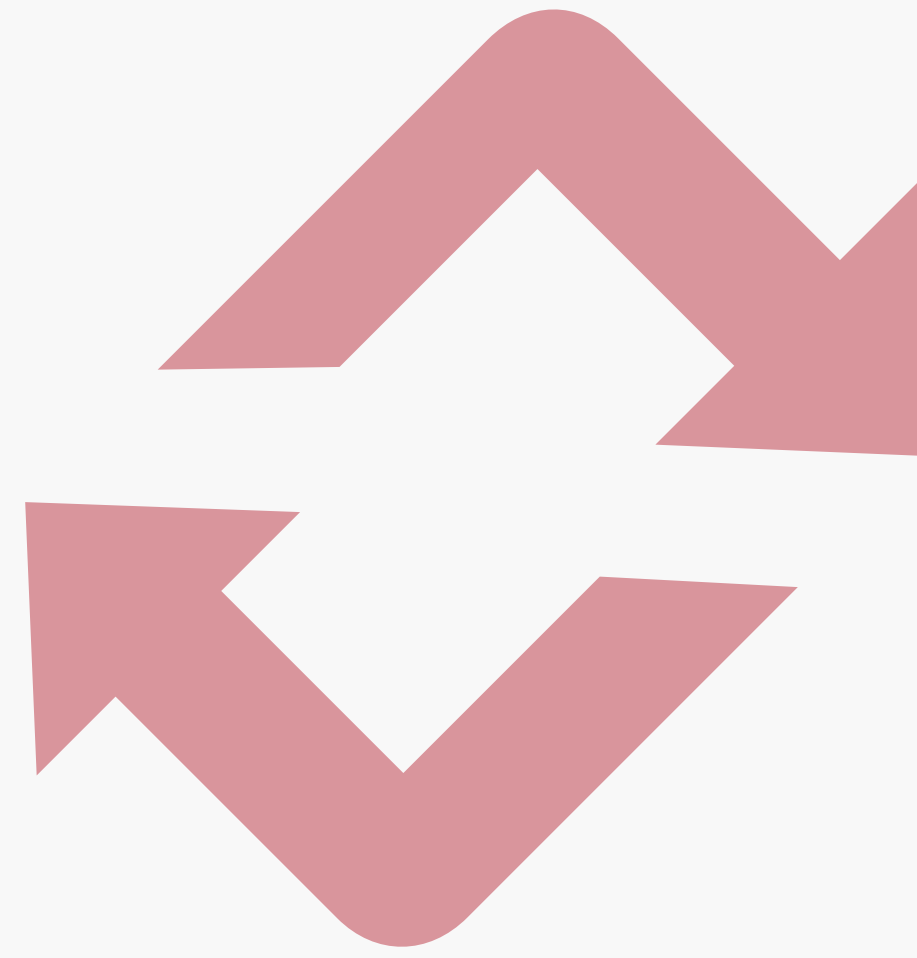
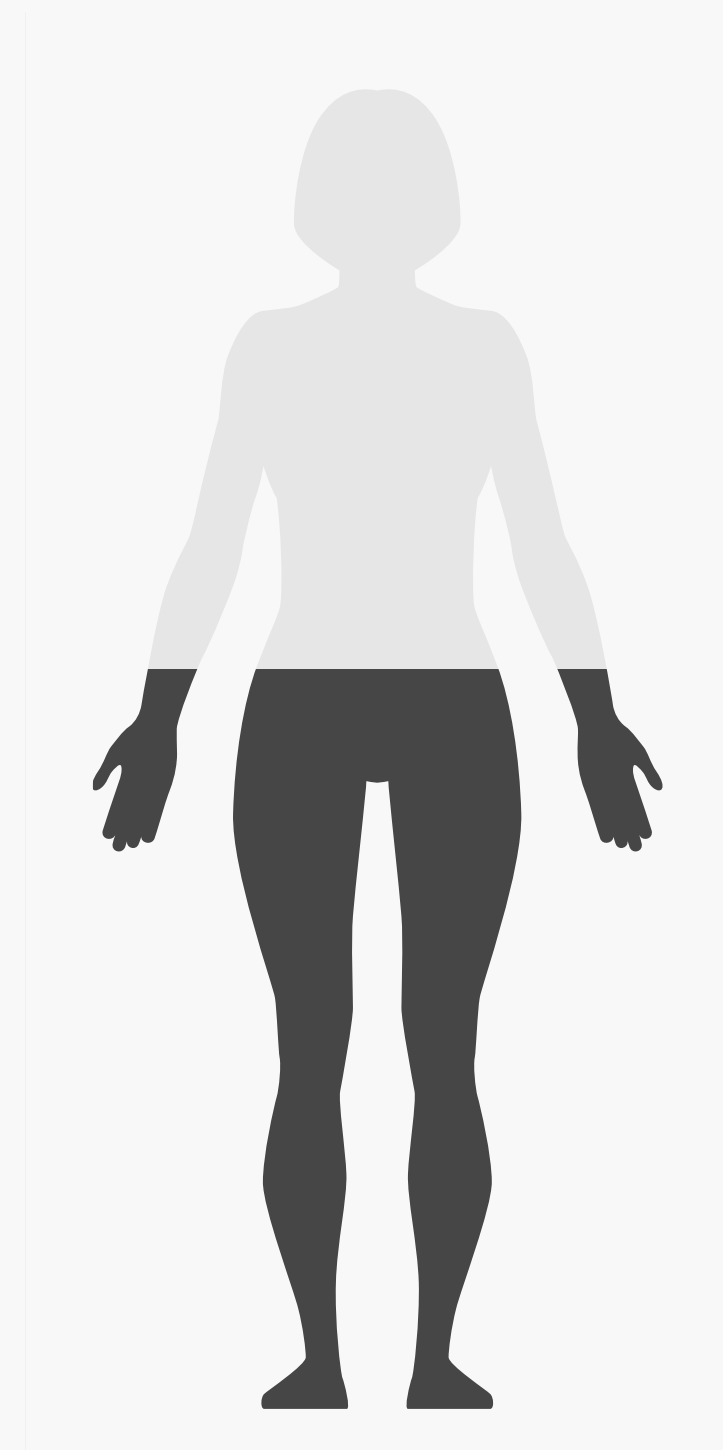
Cultural Diversity

Competition

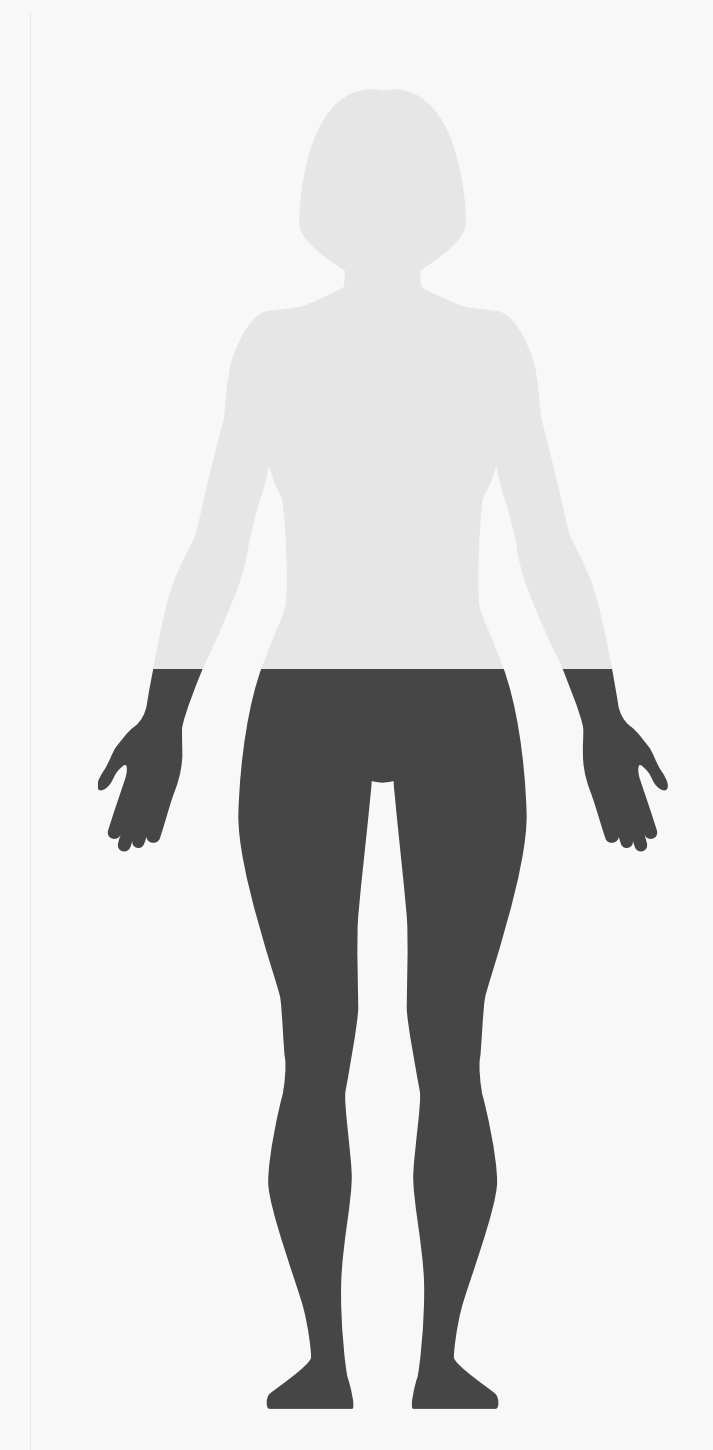
Hierarchy



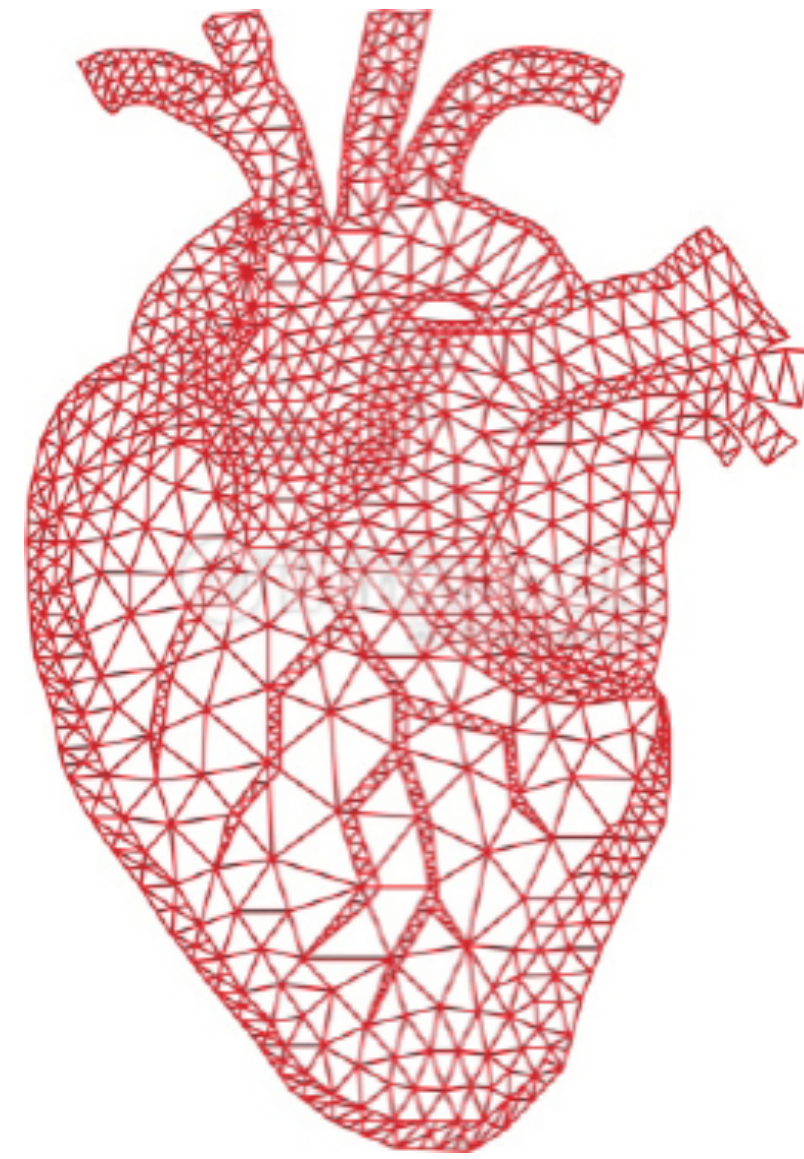
Current Leadership Rhythm



Future Leadership Rhythm

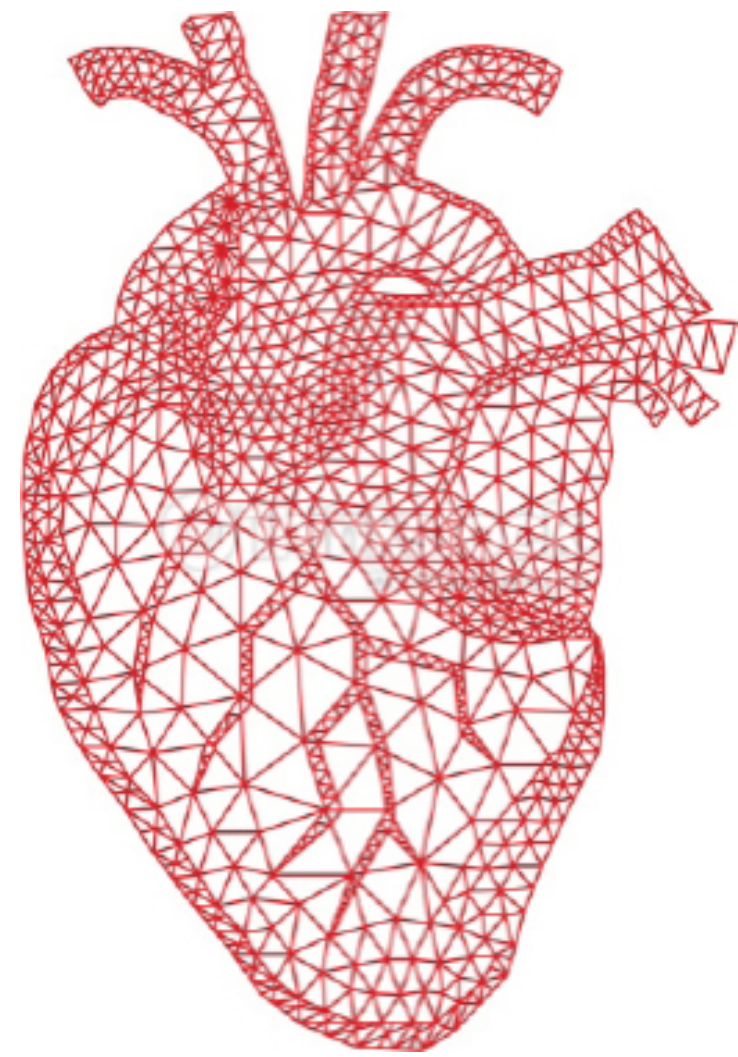


Listen To Your Heart Beat

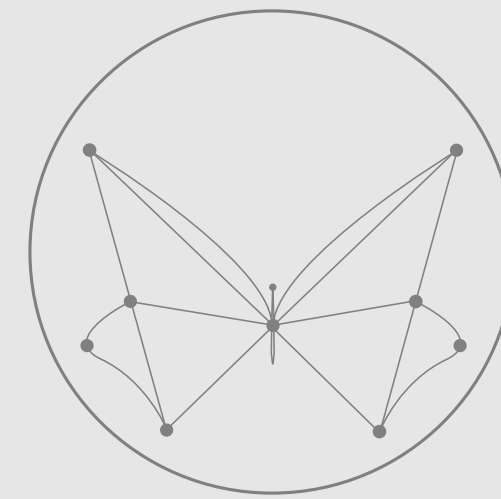




Coherent Leaders **Will Own The Future**



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