

MLC Advisory

Human Performance across borders

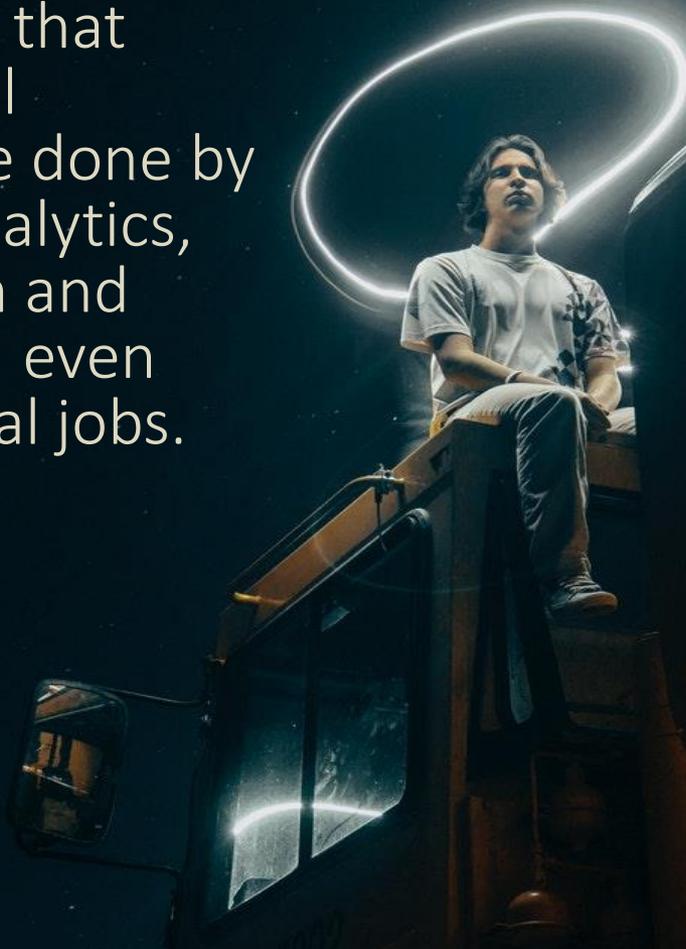
**Create an innovative work culture
within the teams**

14th May 2020
Michel Moutier

Humans and the rise of AI

The automation of society means that many tasks will increasingly be done by computers: analytics, data collection and interpretation, even routine physical jobs.

However, people must still apply their talents and skills to activities that cannot be overtaken so easily by technology, including our ability to innovate, create beauty and forge deep human connections.



What makes teams successful?

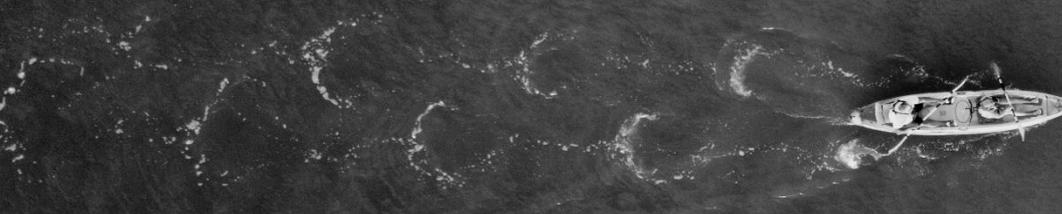
Google's "Project Aristotle"

The study's hypothesis : the best teams are made up of the best collection of individuals, presumably with a set of discerning traits.



WRONG

Success factors for teams

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1. Psychological safety/trust
 2. Mutual accountability
 3. Clear roles and goals
 4. Meaning
 5. Impact

“The whole is greater than the sum of its parts”

Aristotle

How to build a culture of trust and psychological safety



LEADERSHIP

Vision
Values
Style



MANAGERS

Autonomy
Exemplarity
Confidence
Foster
engagement



TEAMS

Transversality
Communication
Empowerment



HR PROCESSES

Job Description
Annual review
Appraisal
Rewards
Recruitment
Onboarding

Consistency



How to build a culture of trust and psychological safety : examples

Management

- **Recognize excellence** : recognize employee in public immediately after he meets a goal.
- **Induce « challenge stress »** : Moderate stress caused by difficult but attainable goals releases oxytocin and adrenocorticotropin.

Teams

- **Empower employees to choose their work patterns and habits** :
Autonomy over work conditions communicates to employees that their leadership trusts them.
- **Give employees a voice in their own job design** : they will select projects that most closely aligns with their strongest skillsets and professional passions

How to build a culture of trust and psychological safety : examples

Management

- **Communicate often** : Thorough and frequent communication is one of the easiest ways to gain employee loyalty and trust.
- **Intentionnally build relationships** : The study revealed that people that felt they had friends at work were 43% more likely to report having received recognition for their work, which stimulates more oxytocin
- **Facilitate whole person growth** : recognize that employees are multi-dimensional and are interested in comprehensive personal and professional development
- **Show « vulnerability »** : The most emotionally connected leaders let their employees know that they need their help to build the best organizations possible.

MINDFULNESS AT WORK program for LEADERSHIP training and CULTURE transformation

Mindfulness describes a technique that enables us to stay concentrated on the present moment, increase self awareness, and among others sincerity, kindness and openness which are the first steps towards building a culture of trust

The effectiveness of Mindfulness Programs has been proven by >1000 scientific studies

Practicing Mindfulness works on the areas in our brain associated with decision-making, attention and empathy and helps boost performance, productivity, resilience and ultimately employees' job satisfaction.



Empathy & Communication

Practising Mindfulness helps us better understand our emotions and how they can be used for increased emotional intelligence, empathy towards others and better communication.



Attention & Concentration

Mindfulness activates various areas in our brain which increase our faculty to stay concentrated and to focus at will. We will be more responsible to where we give our attention.



Decision-making & Accountability

Practising Mindfulness helps to keep a clear vision even under stressful circumstances. Instead with merely reacting, we can be responsible for our behaviour and chose how to act.

MLC Advisøry

MINDFULNESS LEADERSHIP CHANGE

Our mission:

Transform the way employees work

The ongoing revolution in technology changes the way we work and the way we live in the most profound ways.

The only thing that is lacking behind? **Evolutions in the workplace!**

The results can be observed in form of increasing numbers of stress, burn-out and demotivation among employees all over the world.

It is time to adapt work conditions and management practices to the requirements of this new economy.

The highly qualified want to work for companies that empower, that are flexible and innovative.

We guide you through this change process that will **increase wellbeing and performance in your company.**

MLC Advisøry is a member of **AMRA** *American Mindfulness Research Association*



MLC Advisory – Michel Moutier



- Trained in “Mindfulness at work”, by a spin-off of Oxford University, Michel founded his own consulting firm in 2012 and is based in Luxembourg since 2017. His services are focused on working with corporate leaders to enable them develop their leadership ability, better manage their stress, increase their resilience to motivate teams to achieve peak performance. Michel’s approach is inspired by his 20 years experience in consulting, and the introspection and approaches of the Mindfulness practice.
- A graduate of NEOMA Business School with an MBA, Michel worked in the FMCG industry before moving on to business and strategy consulting
- Michel speaks French, English, and German and was trained in Mindfulness Based Stress Reduction and Cognitive Behavioral Therapy.

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Some references



THANK YOU for you attention!

