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Keynote Speaker - Monday 15 June, 2009

Danah Zohar

Keynote 3: Total intelligence: achieving life long peak performance

Notes:

Integrating our four main intelligences (physical, emotional, rational and spiritual) leads to 'total intelligence', enabling sustained lifelong peak performance.

Greek Mythology –monster who consumed himself ► parable for capitalism

Caucus race – Alice through the looking glass

Crisis – chance to raise the game, HR has an important role to play in turn around

Short term recovery will not be sustainable, requires paradigm shift

Pitfall of negative motivation – fear, greed, anger or self-assertion

Intelligences:

1. Physical – dealing with material resources
2. Rational – logical making, problem solving intelligence
3. Emotional Intelligence – intelligence of heart, emotions, behaviours (team, trust, transparency and truth)
4. Spiritual Intelligence – sense of meaning, purpose, vision, our lives are about something – moral and creative, commitment and responsibility
5. Total Intelligence – all together acting in sync – mission of HR – self-confidence, integrity, peak performance
 - meaningful, fulfilling, purposeful, worthwhile



All of these are critical, all necessary, all to be developed.

1. Transformatic Principles
 - self-awareness – knowing who we are and honouring what we serve
2. Spontaneity
 - live in moment, with concentration right now
 - dropping all the baggage
 - meet people and problems as they present now
 - not repair and continue ► new beginning ► new solutions
3. Being Vision and Value led
 - deep sense of values, what they are



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Conference Notes

- vision to dream that we can take Company to something more

4. Be holistic
 - absolutely everything is inter-connected
 - economy, environment, global health
5. Celebration of Diversity
 - celebrating difference, looking for it
 - things that make me uncomfortable
 - growing our brains, you have something to teach me
 - listened to and taken seriously ► creating dialogue groups
6. To be Field Independent
 - stand against crowd, I know I'm right but need humility (7), to fight for what I believe in
7. Humility
 - I have to learn from others, admitting got it confused
 - Servant leadership
8. Asking deep Questions
 - asking why!
9. Ability to Reframe
 - redefine our game, extend and stretch
 - becoming a wealth creator is different from making money
10. Positive Use of Adversity
 - seeing the crisis as an opportunity
 - they can never take away my freedom
11. Compassion
 - feeling with, not pity or sorry, feeling with as our own
12. Having a sense of Vocation
 - to be called by God
 - I am called to do this

Man's Search for Meaning – Victor Fraud

HR – the conscious of the CEO

- creating the climate in which positive motivations can flourish
- foster a culture fostering diversity and presents a case without fear

Mother Theresa about never giving up – Poem – "Do It Anyway"

HR foot solidness is revolution – believe that you can turn sick business culture around

- create a culture where right people raise to the top
- leaders find it within them, create culture where leaders rise up

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