

Background

- Based on Doctoral research conducted at the Australian School of Business, UNSW
- Research commenced in 2010 and was completed in 2013
- Included four separate experimental studies involving over 350 leaders and 1,000 raters
- Covered a broad range of industries included mining, resources, government and finance
- Academic papers currently submitted to leading management/psychology journals
- Several organisations from mining, infrastructure, engineering services and Federal Government have been early adopters of this methodology since 2012

Key Findings

- World first **neurocognitive** leadership theory and assessment method
- Explains the brain-based processes responsible for **self-regulation** of thoughts, emotions and leadership behaviours
- Assessment method **predicts leadership success or failure** in difficult, challenging or stressful situations
- Reveals that existing **personality** and **cognitive ability** measures **fail to predict** leadership success or failure in these situations
- Explains how **leadership failure** occurs when low working memory capacity **interacts** with high negative emotions (anxiety, fear or anger) causing an 'emotion-driven' self-regulation failure
- A self-regulation failure causes either **overly cautious** or **impulsive** decision-making and behaviour
- **Leadership success** occurs when the frequency and intensity of negative emotions are reduced

Michael Collins, Managing Director, Hipotential

- Held executive level appointments in the Australian Defence Force, Coca Cola Amatil, AMP and various consulting firms over a twenty-five year period
- Broad range of roles in Australia, New Zealand and Asia covering operations management, strategic planning, communications, public relations and management consulting
- Advisor to National Australia Bank, Commonwealth Bank of Australia, Rabobank, Insurance Australia Group, Aviva, BHP Billiton, Anglo Coal, Santos, Keolis Downer EDI Rail, Tenix, Pfizer, Bristol-Myers Squibb, Roche Products, KPMG, Telstra, Barilla, Qantas, Starlight Foundation, Australian Bureau of Statistics, Integral Energy and the Australian Defence College
- Holds a Bachelor of Arts (with Distinction) and a Masters of Business Administration