

CREATING WE

CREATING WE INSTITUTE

Where the art of engagement and the spirit of innovation build collective wisdom in the workplace.



Photos courtesy of Joan Heffler, Creative Expressions Photography; www.joanheffler.com

OCTOBER 2010 SUMMIT

Neuroscience of WE



At the summit we worked together to bring new insights and wisdom to engagement and innovation in the workplace. Our pre-summit TAGS explored three key areas, that link neuroscience to deeper insights and wisdom about human nature.

SUMMIT TAGS



Community and Engagement



Storytelling and Wisdoming



Fear and Trust

"To get to the next level of greatness depends on the quality of the culture, which depends on the quality of the relationships, which depends on the quality of the conversations."

"Everything happens through conversations."

A New Normal Is Emerging

We are at a critical inflection point in the world today. In this WE-centric universe we need to acknowledge our vital role and responsibilities to each other on our journey. Our new WE-centric world is built on candor and caring which expands positive power in the universe. In a WE-centric world, leaders understand that human beings are

Wisdoming: Questions to Reflect Upon & Books to Read

Powerful Questions:

- How to design and facilitate powerful learning experiences.
- What causes people to cry and sob during a coaching process?
- What is the neuroscience behind storytelling?
- Why are stories created - written communication and neuroscience?
- Explain neuroscience and ahas.
- Neuroscience - fear and trust - avoiding in the moment. Identify and alter.
- How to make change sustainable?
- Happiness, hope and neuroscience.
- Expectations and neuroscience.
- Neuroscience of uncertainty.
- Neuroscience of Mindfulness.
- How to use neuroscience to make specific things happen.
- How to use neuroscience to think about thinking - meta-thinking.
- Neuroscience of Commitment.
-

CWI Summit - Book Recommendations

- Embracing Ourselves – Hal Stone & Shakti Gawain
- The Talent Code – Dan Coyle
- Synaptic Self – LeDoux
- Proust was a Neuroscientist – Jonah Lehrer
- Mindshift – Daniel Siegel, MD
- The Other Side of the Mind – Clement Stone
- Evolve the Brain – Joe Dispenza
- Talent is Overrated – Geoff Colvin
- Micro Messaging – Stephen Young



Crystallizing Learning!



Speaking from the heart!



Sharing what's on our minds!

Creating WE: An Approach Whose Time Has Come



Celebrating Successes!



Being comfortable in our own skins!



Expressing big ideas!



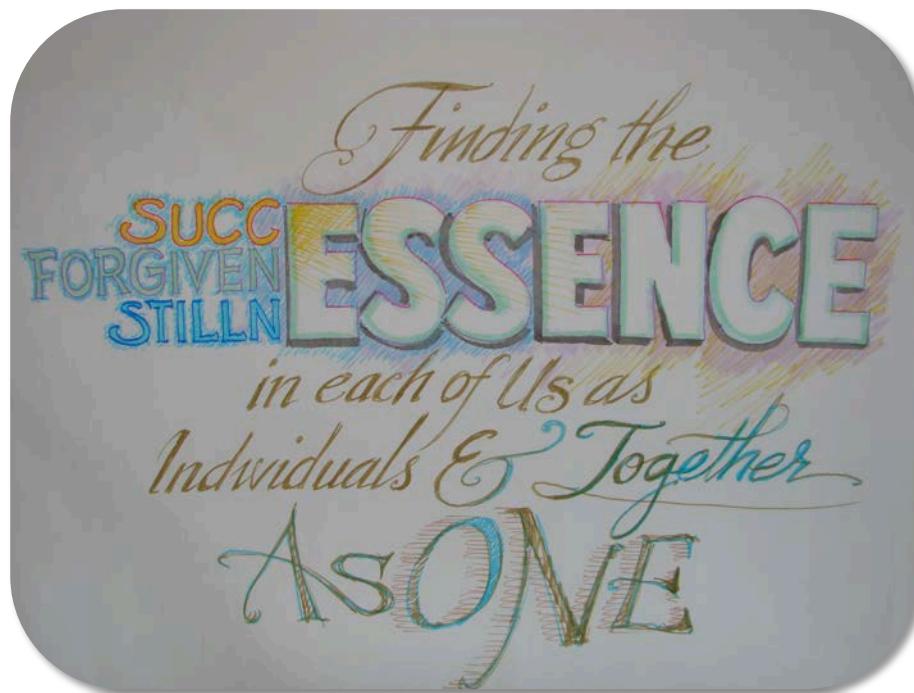
Raising tough issues!



Experiencing Resonance!



Sharing Insights & Wisdom!



**Change One Thing Change Everything -
Every One is Connected!**

CREATING WE INSTITUTE

Creating WE Institute
116 Central Park South 9-D
New York, NY10019
212 307 4386
www.creatingweinstitute.com
jeglaser@creatingwe.com

Creating WE: What the Heart Knows...

Authors, artists, writers, theologians and spiritualists have known the heart is more than an organ pumping blood to the brain. The expressions "I have a broken heart over you" are more than literary phrases. We know from the research of neuroscientists and neuropsychologists – as well as people in fields we never knew had interests in this subject, that the heart knows much more than we thought about relationships, about feelings, and about emotions.

The heart is how we connect to others. We now know that the heart emits energy that is more powerful than the energy emitted by the brain. When people are within 10 feet of each other, they pick up others energy fields – and we begin to connect. If others are feeling sad or angry, our heart picks up the energetic field and the process of 'interpreting' what this means takes place at the chemical level first and then at the higher brain levels as we put 'words' to our feelings and emotions.

When we have conversations with others – more information is exchanged because words too contain information that is 'felt' by the heart, head and body. It's quite fascinating. When people get into sync with each other – when they feel they are on the same page - their heart waves become coherent and there is a feeling of total connectivity – like "I really get you, or understand you." We now have instruments to measure a person's heart coherence during conversations with others – so we can actually see and experience coherence.

The heart not only emits electrical energy, it is a chemical storehouse. It has nodes that can read levels of chemicals like testosterone (higher leading to more aggression), and oxytocin (leading to more feelings of love or connectivity). The heart is the largest producer of oxytocin – more so than the brain. We used to think only women produced oxytocin but we now know that men also produce it. Oxytocin is a bonding hormone. Some call it the love hormone or the cuddle hormone.

The when we are feeling connected – there are elevated levels of oxytocin, which rush through the body/blood stream sending chemical messages to collaborate or connect. When the opposite occurs, and we sense fear from someone, cortisol levels increase – which elevates a state of fear.

The Amygdala located in the lower more primitive part of the brain is the center of the brain that registers the tenor of a potential social interaction. So there is a play going on between approach and distance from others.

For us to be in love, and for us to have heartbreak – there is a conversation going on chemically and neurochemically that leads us to 'know' how our heart feels – thus how we feel. Now, we can also see through fMRI's (functional magnetic resonance imaging) that there is a parallel between how our heart feels and how our brain looks. When we say we feel affection towards someone or we connect deeply with them – there is now evidence that the 'brain patterns of these two people start to mirror each other.

When two people are angry at each other we can read the coherence or lack of it in their heart waves. The heart responds more quickly than the Neocortex and prefrontal cortex (newer brain) so it 'knows where we stand with others.' There is so much more we now know about the heart-brain connection that is not made up – it's now being proven to be true.

Judith E. Glaser - 12/30/10



Discovering Wisdom with Others!

Benchmark Communications, Inc.
116 Central Park South 9-D
New York, NY10019
212 307 4386
www.creatingwe.com
www.juditheglaser.com