

We are an international network of senior executive coaches and leadership experts who use applied neuroscience to help leverage human potential.

The success of organizations globally depends not only on whether they have hired the right people but whether the organisation creates the conditions in which people can give of their very best at work every day.

While corporations have realized that utilizing people's potential is mission-critical to business performance, most performance management systems and training programs do not deliver the desired results because such efforts neglect the profoundly individual nature of human beings. Although we are all made from the same materials, we are all different. ION Partners specialise in harnessing modern knowledge about the brain to maximise the value of the differences.

Some of the latest insights from neuroscience tell us that:

- The brain knows what is going to happen before we are consciously aware of that. We then put into words what our brain has already decided. So the 21st century tells us that we humans are *rationalizing* beings – which is why we can have strongly and honestly held differences of opinion.
- We are largely driven by our emotions, whether we are aware of these emotions or not. It is “e-motions” that provide energy for action.
- There are eight basic emotions in three categories: *survival emotions* (fear, anger, disgust, shame, sadness), *attachment emotions* (love/trust, joy/excitement), and a *potentiator* (startle/surprise).
- When a survival emotion, e.g., fear is triggered, the brain will switch the body into survival mode and allocate all energy to the ancient fight, flight, or freeze response. No energy is available for creativity or innovation.
- **Consequently, in order to enable people to be their best at work, organisations must learn to shift people's emotions from the survival emotions to the attachment emotions. This is mainly achieved by building productive relationships based on trust.**

Most modern organizations focus on processes, business metrics, and KPIs to improve performance while neglecting the foundations of human collaboration: emotions and relationships. **We support corporations and individuals in achieving sustainable performance through tailored executive coaching, individual development, tailored training and workshops based on how to make use of how the brain works.**

Contact us now for an individual consultation without any obligations:

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