



**DEVELOPING WHOLE LEADERS WITH
HUMAN DYNAMICS**

EBOOK



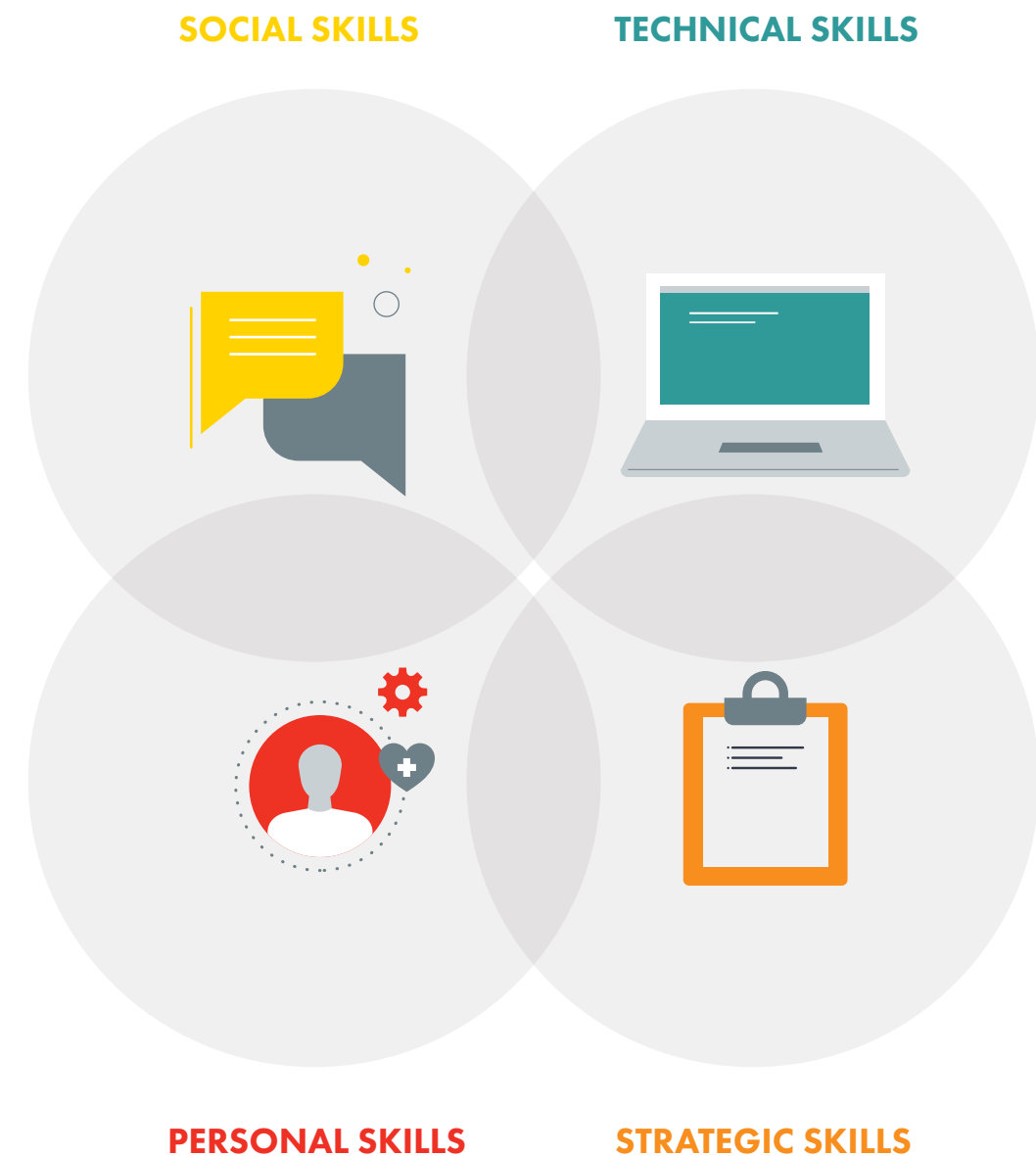
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WHOLE LEADERS AND HUMAN DYNAMICS

We've all experienced one-sided leadership. Perhaps you recall a manager as a brilliant technical operator who lacked the skills to connect and inspire. Maybe you appreciated a director's empathy, but wished it was paired with a more strategic mindset.

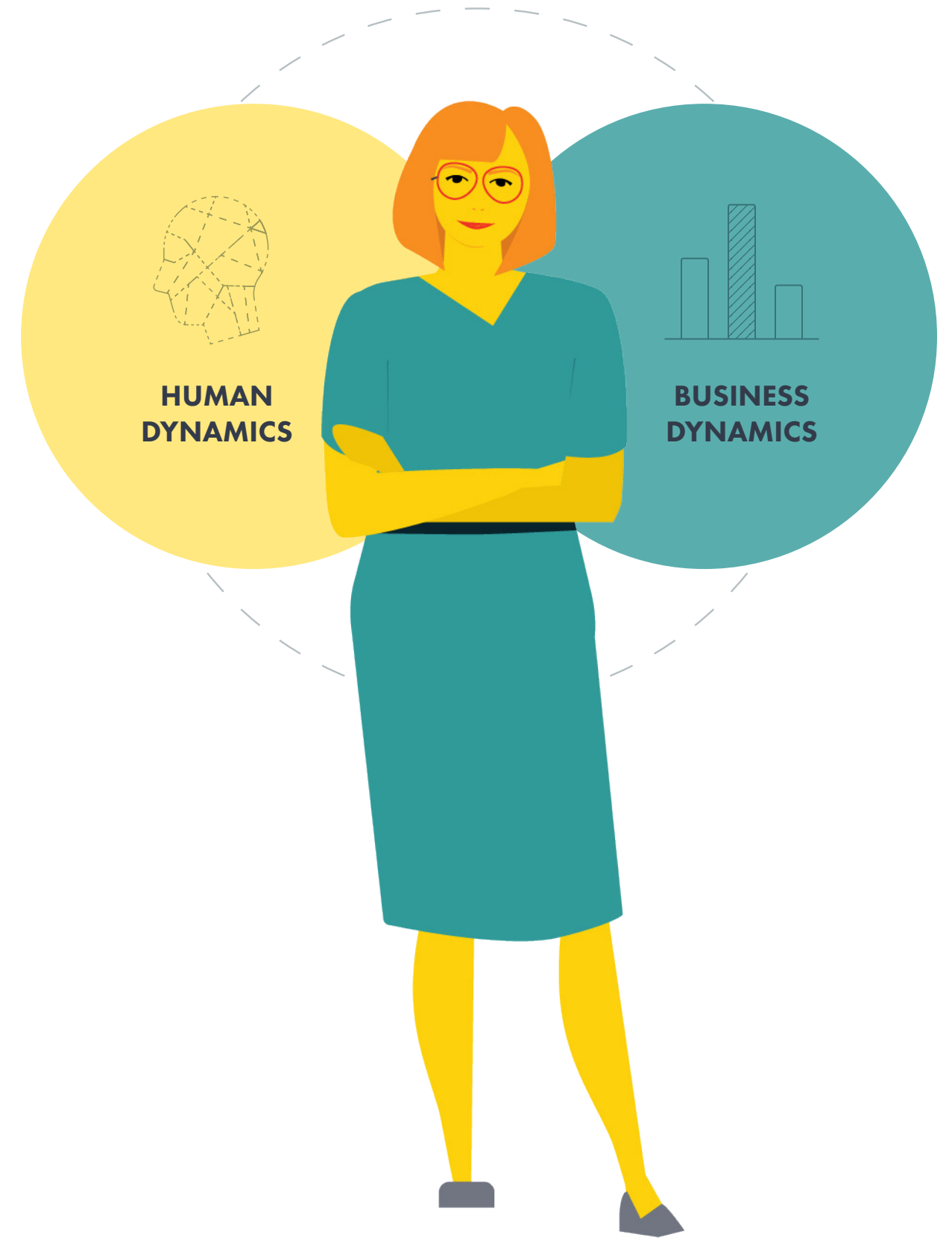
You may intuitively know that the most effective leaders are **Whole Leaders**. They are masters of both business and human competencies, and leverage their skills and personal qualities fluently to elevate the performance of their teams, their organizations, and themselves.



You may not know that the qualities of a Whole Leader can be cultivated with Leadership Development that looks through two lenses: **Human Dynamics** and **Business Dynamics**. While these domains interact and overlap when tackling complex problems in the real world, they are each associated with a unique collection of skills and capacities.

Business Dynamics includes technical skills (the practical tools needed to perform a specific task or trade) and strategic skills (the ability to combine tactics, systems, and resources to achieve a vision).

**NOW LET'S TURN OUR ATTENTION TO HUMAN DYNAMICS:
WHAT IT MEANS, WHY IT MATTERS, AND THE BENEFITS YOUR
BUSINESS AND PEOPLE CAN EXPECT FROM DEVELOPING
HUMAN DYNAMICS SKILLS.**



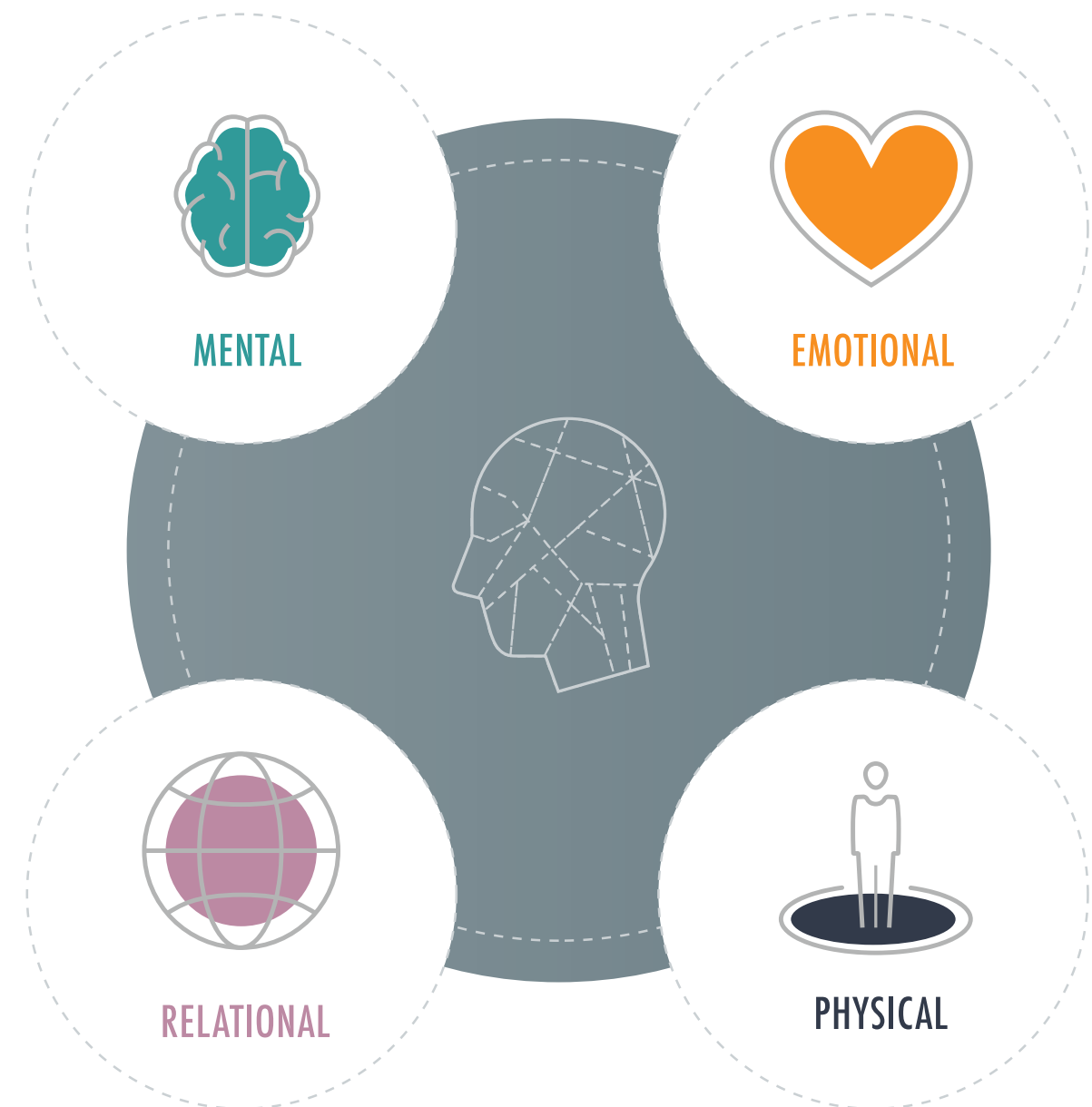
WHAT IS HUMAN DYNAMICS?

Human Dynamics is the interaction of four dimensions that define how we experience the world: mental, emotional, relational, and physical. How we manage ourselves in these areas – both internally and across our organizations – has a lot to do with our ability to lead.

Human Dynamics capacities allow us to function as individuals in complex environments, communicate, and cooperate to achieve goals. This encompasses our personal and social skills.

Often called “soft skills,” social skills are interpersonal competencies that help us work and communicate effectively with others. Personal skills are self-regulatory behaviors that affect our quality of leadership – in other words, how we manage our internal state.

LET’S LOOK CLOSER AT THE FOUR DIMENSIONS OF HUMAN DYNAMICS.



THE FOUR DIMENSIONS OF HUMAN DYNAMICS



MENTAL

Our personal operating model, or how we approach problems, is the mental lens through which we view the world. It includes our biases, background, and how we process challenges.



EMOTIONAL

Emotional management is the ability to recognize, assess, and integrate emotions into our daily lives. Emotions affect our mood, creativity, productivity, and decision-making.



RELATIONAL

Systems thinking, social skills, and interpersonal communication help us nurture and leverage relationships. Growing talent, galvanizing teams, and innovative outcomes depend on relational aptitude.



PHYSICAL

Our health and physical presence significantly impact our ability to lead. Physical resilience is a muscle leaders must build through proper nutrition, exercise, stress-management, and self care.

Imagine how your leadership quality might improve by making strides in just one of these dimensions!
Let’s explore this further by looking at the benefits of mastering Human Dynamics.



BENEFITS OF DEVELOPING HUMAN DYNAMICS

It's easy to underestimate the importance of Human Dynamics in the business setting, but we can all spot the symptoms of poor Human Dynamics at work. From the manager who is frequently ill, to the uninspired team in disarray, the hidden costs can be substantial.

On the other hand, when businesses invest in developing Human Dynamics, outcomes improve for leaders and the business as a whole.

INDIVIDUAL BENEFITS

- Enhanced personal wellness and resilience
- Increased fulfillment and motivation
- Appropriate balance of personal and business goals
- Improved prioritization and strategic effectiveness
- Deeper relationships and networking skills

ORGANIZATION BENEFITS

- Increased alignment to company vision
- Greater collaboration within and across teams
- Better recruiting and retention
- Improved talent development
- Smoother succession planning
- Heightened innovation



Bringing our full selves to leadership each day is no small task, but the rewards are worth the work. That's why it pays to acknowledge and support the four dimensions of Human Dynamics through Leadership Development.



PROGRAMS FOR HUMAN DYNAMICS

Human Dynamics is a complex domain, but it is possible to target and develop the mental, emotional, relational, and physical aspects of leadership. The Regis Company offers uniquely-packaged, blended learning frameworks specifically designed to improve Human Dynamics capacities.

Focusing on the individual first, learners at every level, across organizations of all sizes become effective, well-rounded leaders – and people. The Human Dynamics Program combines a scalable, technology-enabled simulation with facilitated out-of-sim experiences, optimizing participant learning in a multidimensional context.

SAMPLE ACTIVITIES:

SIMULATED DAY-IN-THE-LIFE SCENARIOS

GUIDED REFLECTION

MINDFULNESS ACTIVITIES

EXPERIENTIAL LEARNING DEBRIEFINGS

GOAL SETTING

COMPARISON FRAMEWORK FOR DAY-IN-THE-LIFE DECISIONS VS. PRIORITIES

RELATIONAL IMPACT VISUALIZATIONS

WELLNESS + VITALITY EDUCATION AND EXERCISES

ROADBLOCKS + CHALLENGES WORKSHOPPING

Above all, leadership is about relationships, and learning how to lead should be too. The Regis Company partners closely with clients to understand their needs and grow their people—and the bottom line. Get in touch to learn how you can level up your leadership with The Regis Company.

SCHEDULE A MEETING

ABOUT THE REGIS COMPANY

The Regis Company is the industry leader in creating personalized leadership development solutions across the world's most progressive organizations. Our targeted design methodology results in impactful and transformative learning experiences that enhance critical thinking skills, improve decision making, and build leadership capabilities for leaders at all levels. No matter where they are in their development journey, our award-winning solutions enable organizations to transform their leaders, drive change, and achieve business results. With extensive experience in more than 25 unique industries, The Regis Company has created and implemented hundreds of leading-edge programs across the globe. To learn more, visit www.regiscompany.com.



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