



Raise voices sooner, get results faster

Speaking up, even when constructive in intent, can be threatening.

VOICE has the power to help people share ideas, question decisions and challenge behaviors more frequently and productively. This will encourage engagement, inclusion, productivity and innovation. Unless organizations actively equip their people to find their **VOICE**, silence prevails.

NOTICE THE MOMENT

Recognize the moment for when speaking up is the right thing to do

MANAGE YOUR EMOTION

Use proven, scientific methods to manage your emotions when approaching a speaking up conversation

CHALLENGE PRODUCTIVELY

Acknowledge and encourage others to speak up in a productive manner

Speaking up is essential to share ideas, question decisions, and challenge behaviors. But how do you help people move from a place of silence to finding their voice?

Employees don't keep quiet or speak up just because it's their personality. Often, the work environment plays an outsized role in whether people find their voice. Specifically, it may all come down to social threat, or the performance-limiting experience of feeling powerless, excluded, or uncertain in social contexts. The science of social threat and reward can amplify quiet voices and unlock hidden potential.

The SCARF® Model

SCARF® concerns the way we send social threats and rewards in five key domains: status, certainty, autonomy, relatedness, and fairness. Individuals can use the SCARF® Model to understand the potential social threat in a speaking up moment, and use SCARF® signals to speak up in a less threatening, more productive manner.



Solution Overview



Research Summaries
for a deeper dive into
the brain science



Practice Tools
to support habit formation
through practice



Decision Guides
for guided application to
real workplace decisions



Activities
for long-term sustainment
and learning

Distributed Learning Solution (DLS):

Bite-sized video content
delivered across four
weeks to thousands of
managers at a time

High Impact Virtual Experience (HIVE):

Three 90-minute sessions using
NLI's HIVE (High Impact Virtual
Experience) methodology,
impacting hundreds to
thousands of participants

Executive Briefings and Private Webinars:

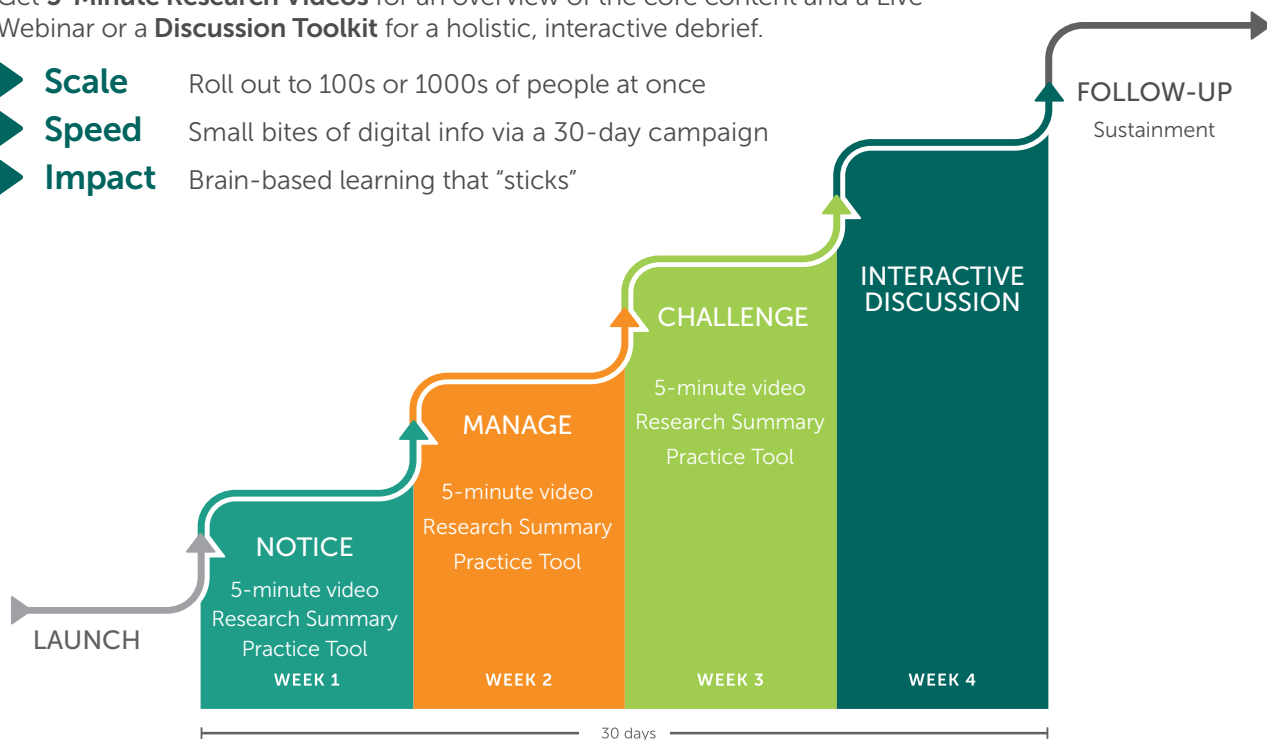
Expert-led, generative
learning experiences with
tailoring options to fit your
organization's needs

30 Days to Integrate

The **VOICE** Distributed Learning Solution seamlessly integrates into your organization and turns these essential skills into sustainable habits.

Get **5-Minute Research Videos** for an overview of the core content and a Live Webinar or a **Discussion Toolkit** for a holistic, interactive debrief.

- ▶ **Scale** Roll out to 100s or 1000s of people at once
- ▶ **Speed** Small bites of digital info via a 30-day campaign
- ▶ **Impact** Brain-based learning that "sticks"



For more information



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