

## Social Immune Systems: The Hidden Psychology of High-Stakes Organizational Decisions

Unspoken norms have far more influence on organizational culture than written codes, and organizational success has less to do with the knowledge, skills and abilities of its members than the complex patterns of communication within the system. These communication patterns aren't fully understood through quantifiable methods alone and must be measured in different ways. This session will teach participants the methods they can use to assess organizational culture at a much deeper level and will introduce them to a revolutionary approach to understanding systems and organization-level thinking.

\*Optional - This session offers a powerful, live EEG demonstration (visual representation of brain activity) allowing attendees to witness the cognitive patterns associated with various cultural characteristics.

### Major Subjects:

- What is a social immune system and how does it work
- Why groupthink develops and how to stop it
- How to assess various dimensions of organizational culture
- Effective change management processes
- Understanding organizational DNA and how to build a curiosity culture
- The psychology of diversity, innovation and resilience
- The science of group dynamics and systems thinking

Learning objectives: This presentation uses research in social cognitive science to explore organizational culture. Participants will be able to identify and understand behavioral concepts in team situations and apply them in their field of specialty.

Level: Basic

Prerequisites: None

Advanced preparation: Not required

Hours: 1-4. Session available in 1- 2 hour keynote format, a 1- 2 hour presentation format or 2-4 hour workshop format.

Designed for: All professionals, including analysts, auditors, governance and compliance professionals, and those working in the IT, HR, legal, and medical professions as well as executives, policymakers and other decision makers interested in learning deeper aspects of the social psychology of organizational culture.

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