



Normal work in practice:

The impact of leadership mindset, values and beliefs

Eni

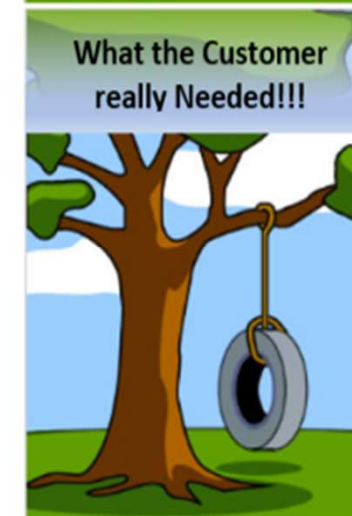
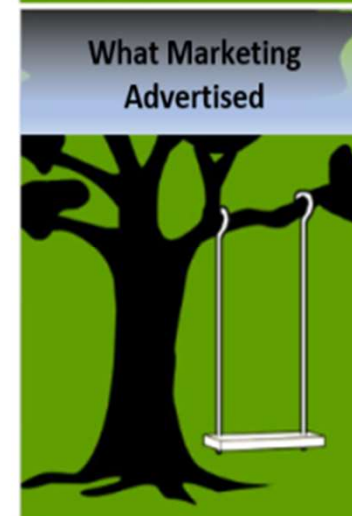
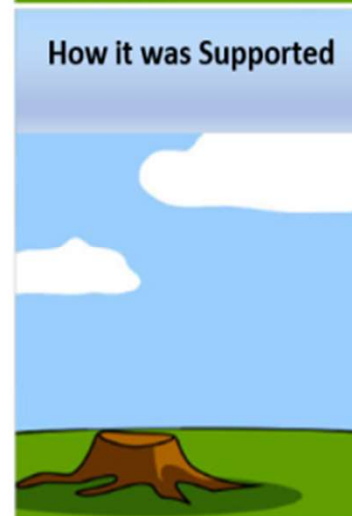
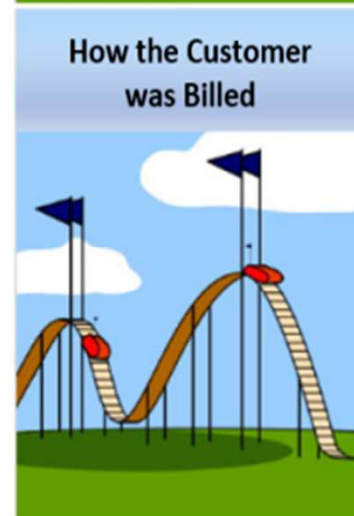
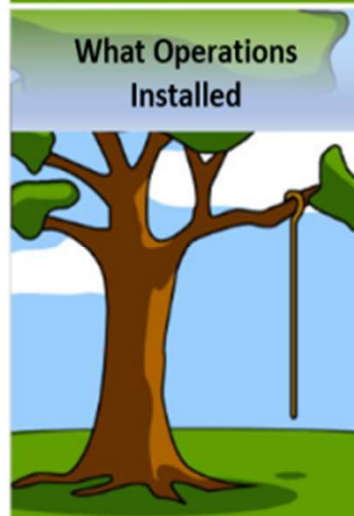
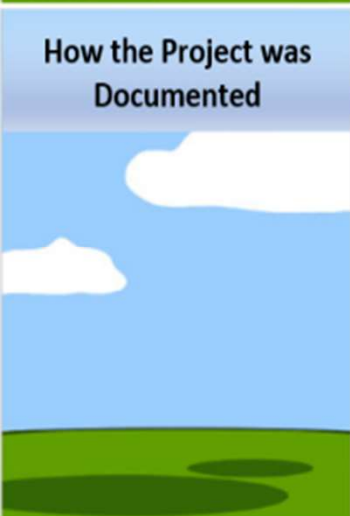
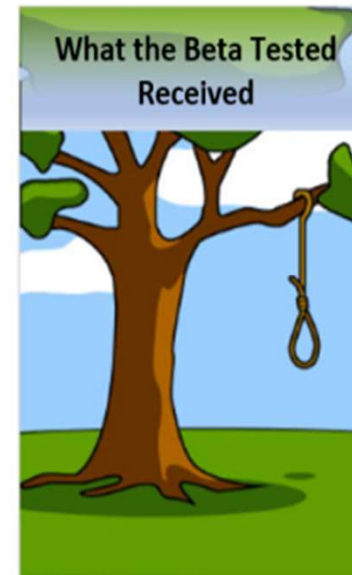
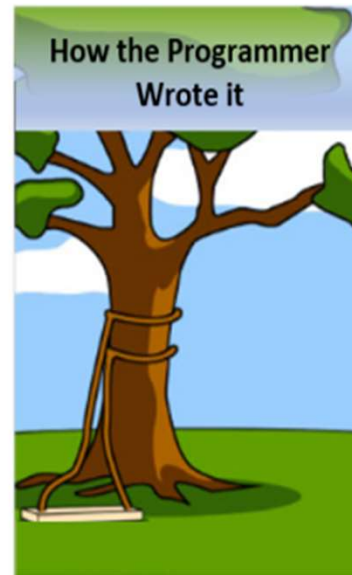
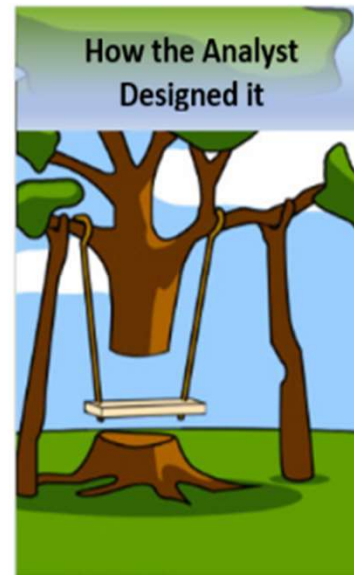
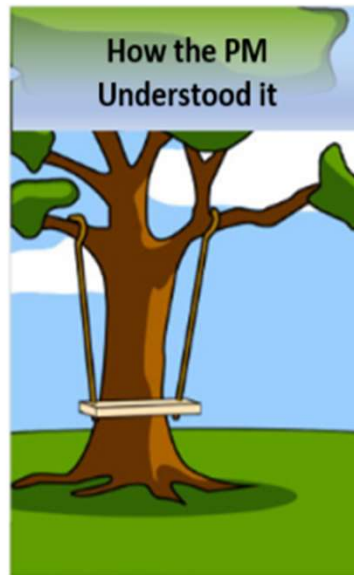
20 October 2022



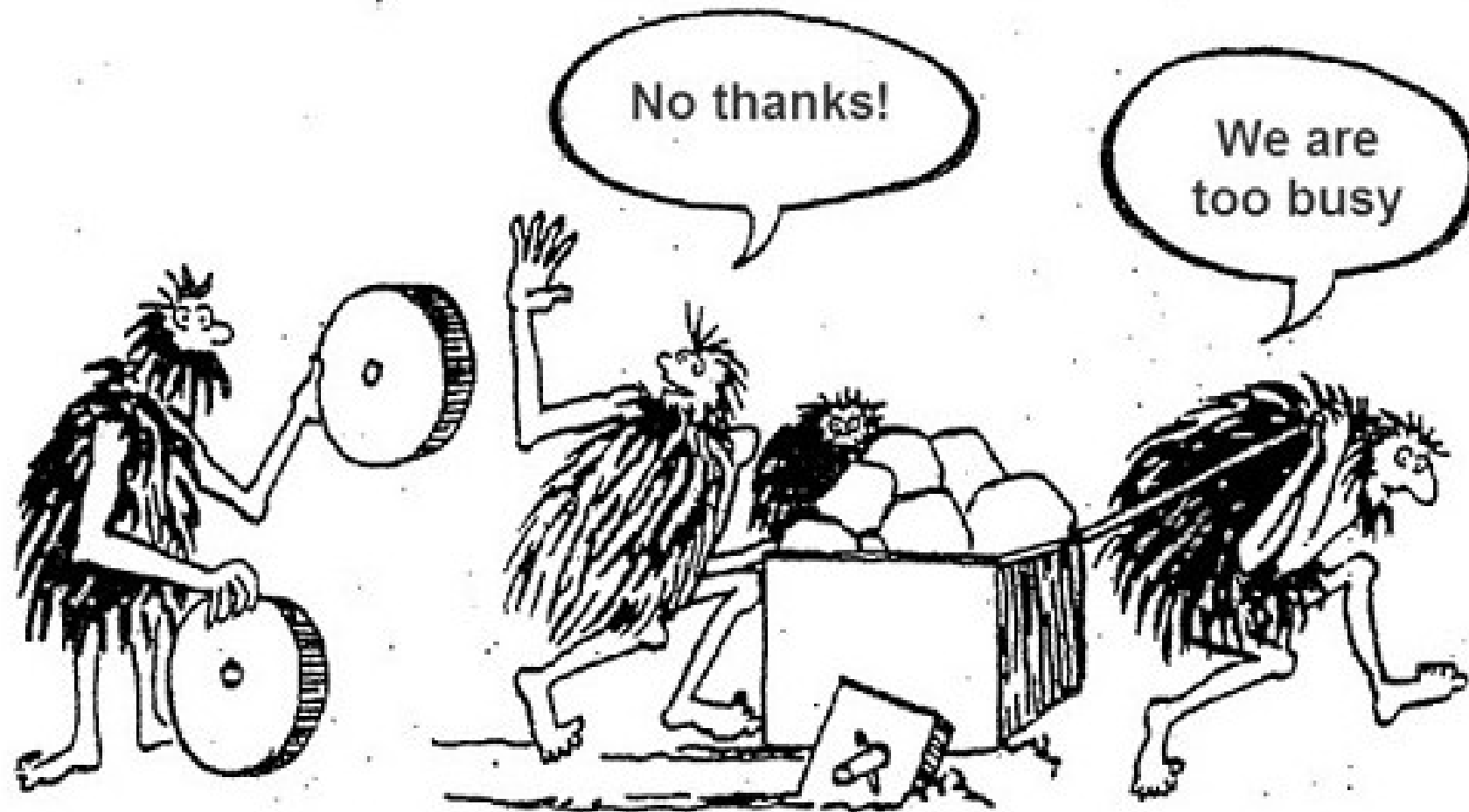
Human Factor... & Mindset



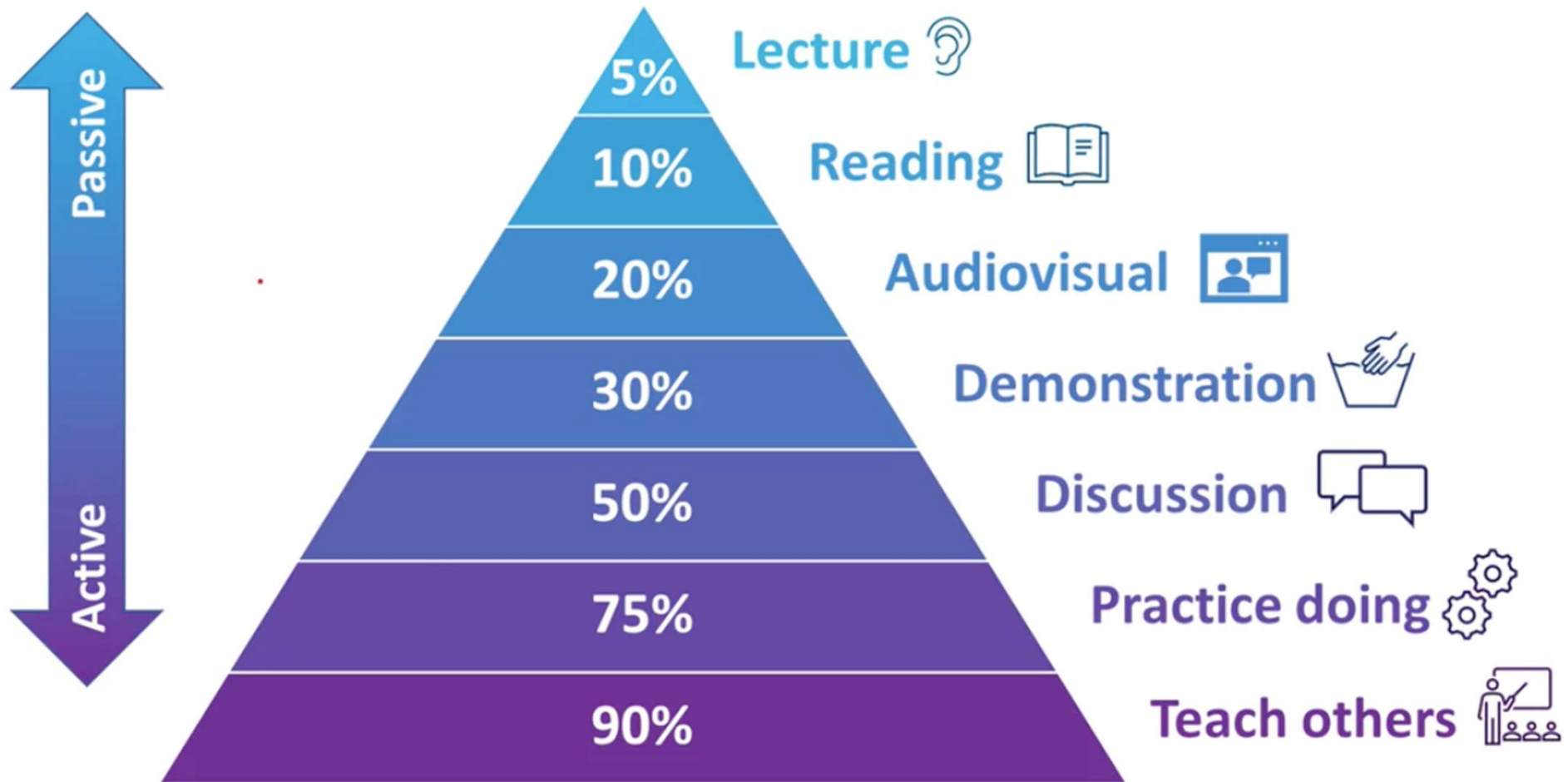
Normal work... in practice...



Leadership & Change

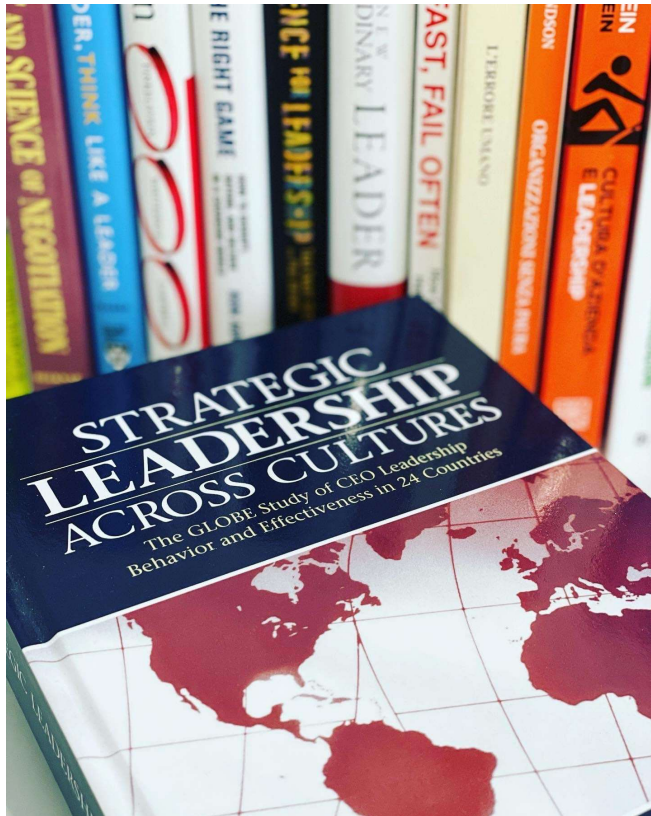


Learning Mindset: retention rates



Leadership mindset: first a matter of culture

Leadership Culture



Leadership's Essence

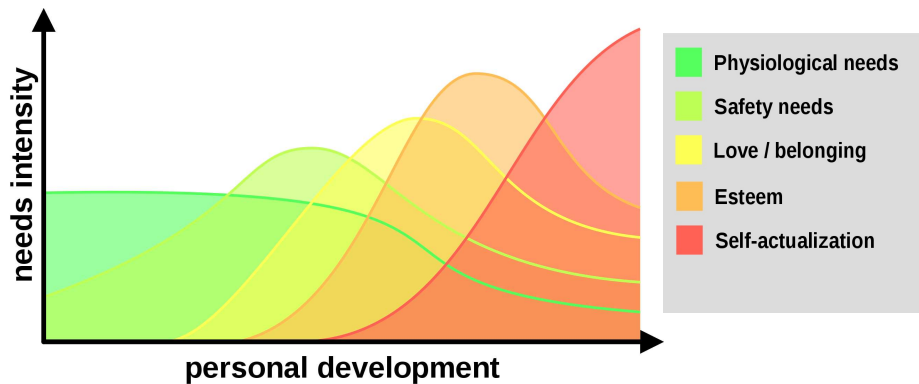


Source: INSEAD – Developing Emerging Leaders – Executive education



Values, Needs & Beliefs...

From Maslow's hierarchy of needs...



... to Operational Human Levels



Coaching Approach

“Approach that allow people to learn, inviting them to take responsibility for their actions, to reflect on the results of their actions, to adopt new behaviors or attitudes, if the initial ones do not give results”.



Focus on Self... the key question...

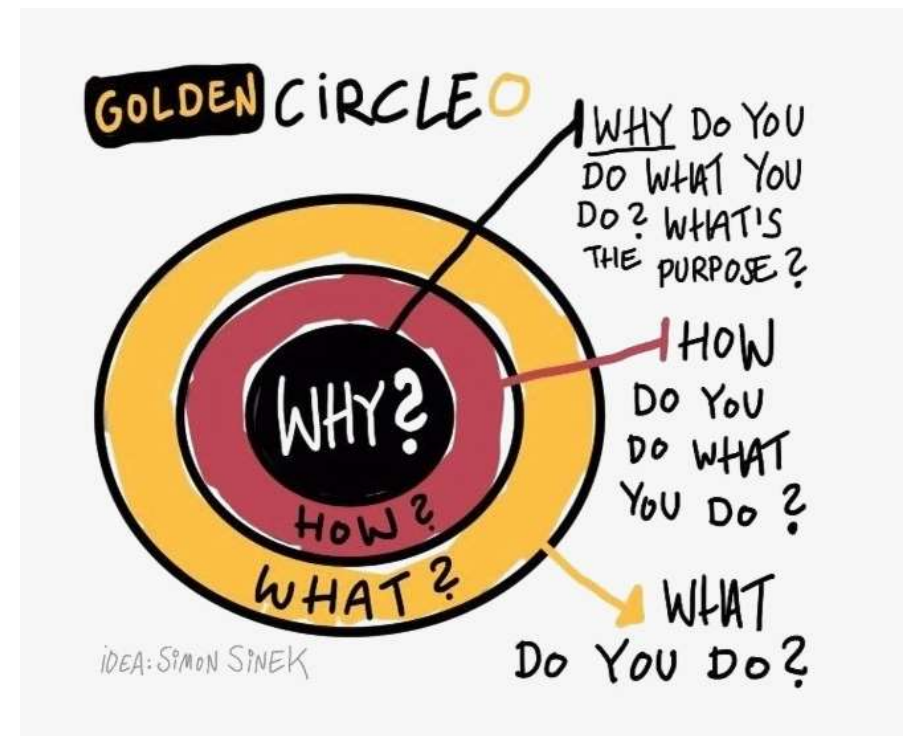
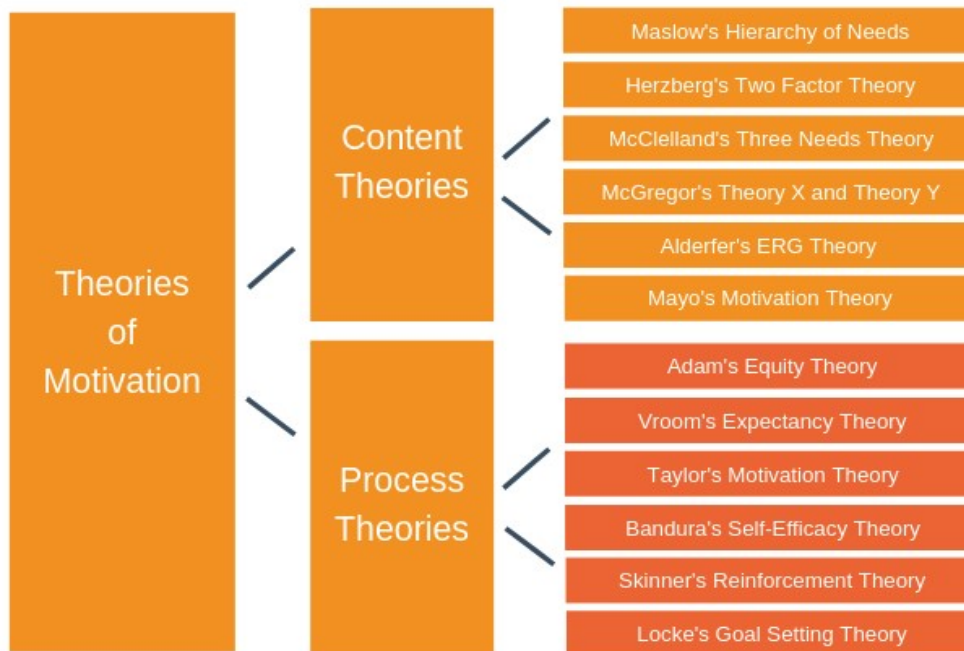


Value & Beliefs: a matter of... Why

From many theoretical approach...

...to practical one

Theories of Motivation



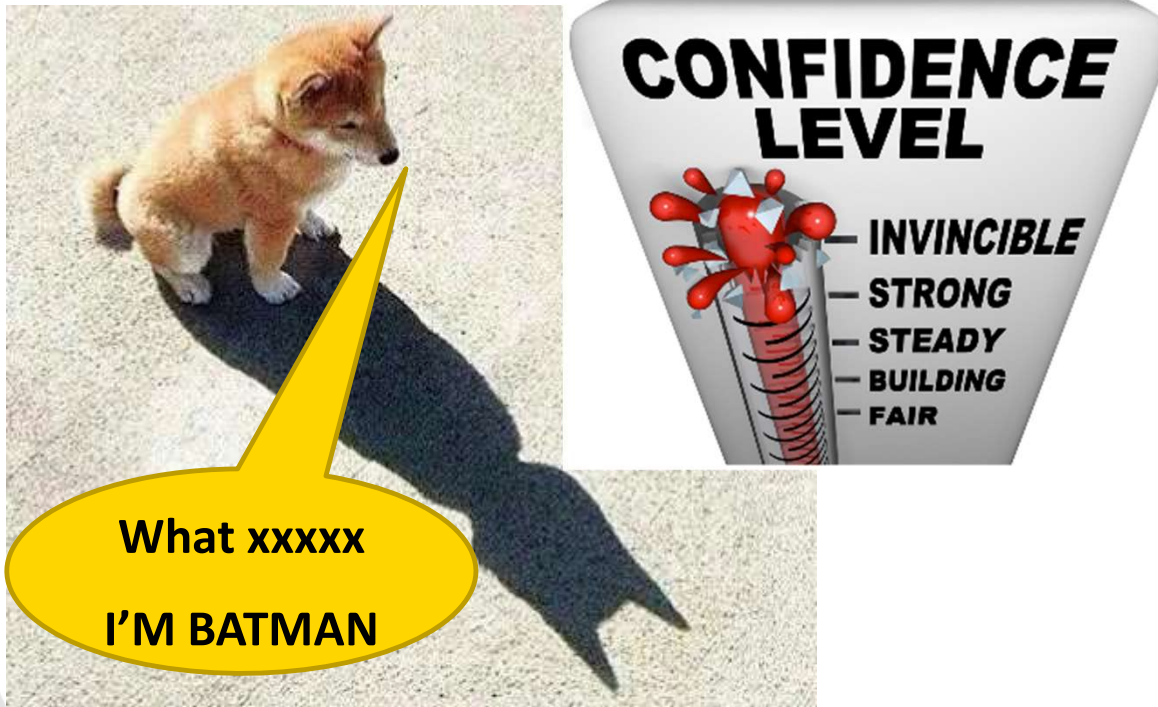
Which are YOUR Values?

- **Certainty/Consistency**
- **Variety**
- **Significance**
- **Connection/Love**
- **Growth**
- **Contribution**



From Values to Beliefs...nowadays

From many theoretical approach...



The so called... "It will never happen to me"

Overconfidence

Carnegie Mellon University
Research Showcase

Tepper School of Business

5-1-2007

The Trouble with Overconfidence

Don A. Moore
Carnegie Mellon University, dmoore@cmu.edu

Paul J. Healy
Ohio State University

Recommended Citation

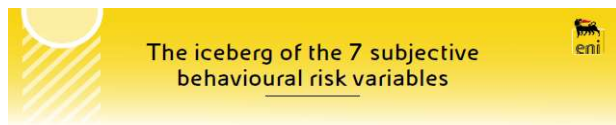
Moore, Don A. and Healy, Paul J., "The Trouble with Overconfidence" (2007). *Tepper School of Business. Paper 341.*
<http://repository.cmu.edu/tepper/341>

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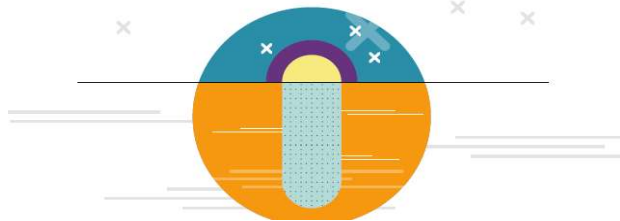
What we have done: a systematic approach on Behaviours

The 7 subjective behavioural risk variables



NON-COMPLIANCE WITH RULES

Conscious or unconscious decisions to comply with procedures, rules and standards.



UNDERESTIMATION OF DANGER

Individual or group tendency not to regard dangers as real or concrete

RUSHING

Subjective tendency to become overwhelmed where there is no real need to

DISORDER

Tendency not to organise, clean and sort out one's workstation or working environment

AUTOMATISMS

'Natural' human tendency to transform repeated and recurrent actions into automatic processes

LACK OF INFORMATION AND SKILLS

Tendency not to consider the correct information as essential to do a job

OVERESTIMATION OF ONE'S ABILITIES

Individual or group tendency not to regard dangers as real or concrete

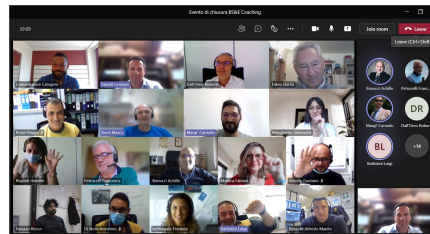
Eni Behavioural Academy



Welcome to Eni Behavioural Academy

Pillars

- Focus
- Lead Behaviour
- Walk the Talk



knowing myself
 feedback change listening
awareness
 personal growth Know how
 shared vision safety breathing
 gratefulness slow down
 mind - silence

Safety Coaching



FEATURES

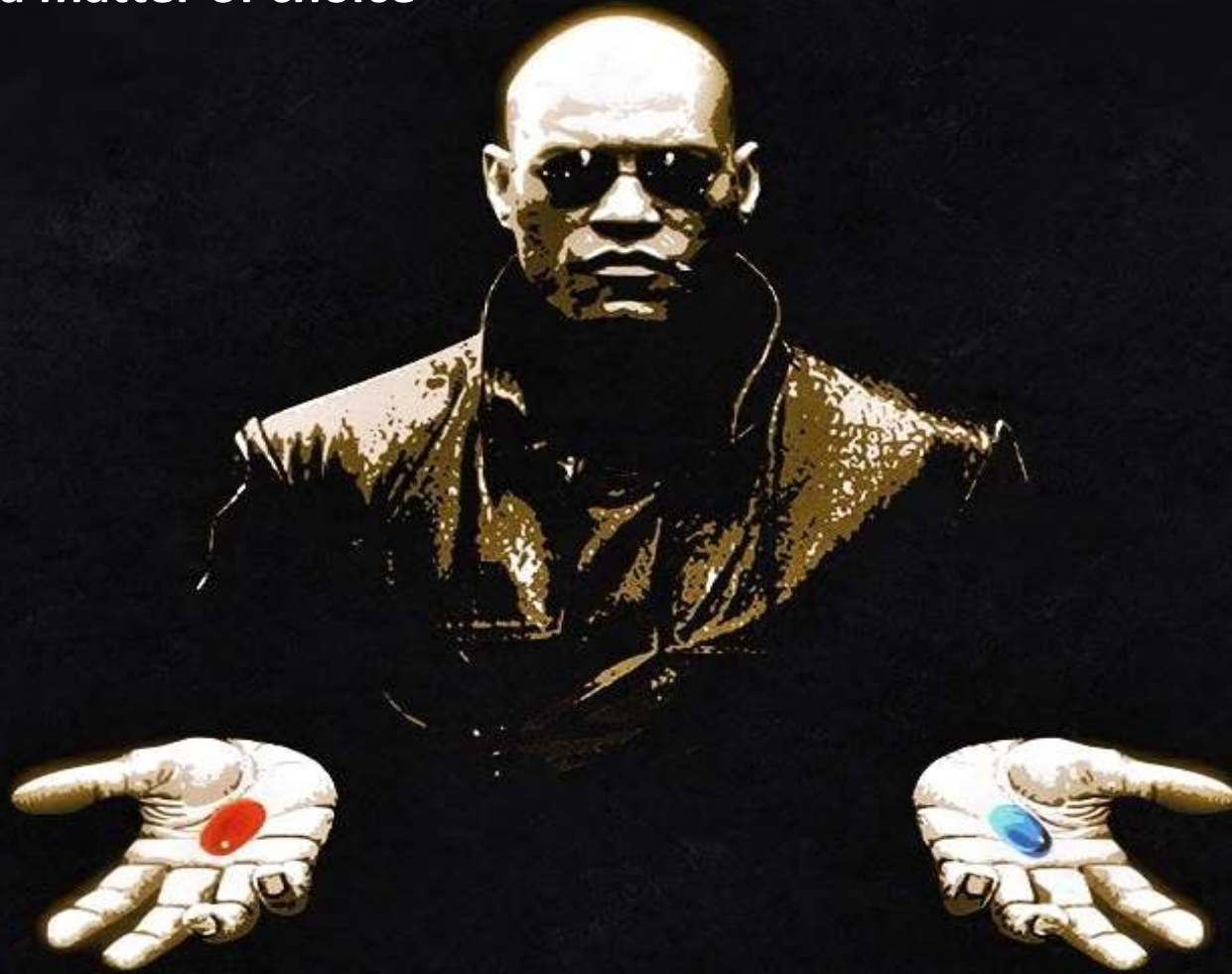
- Live filed experience
- Go/NoGo approach
- Direct engagement of participants



Which is YOUR difference that make THE difference?



Behaviours.... just a matter of choice



Stay in touch: LinkedIn Lorenzo Savioli



Lorenzo Savioli

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Parla di #coaching, #awareness, #leadership e #performance

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INSEAD



Thank you

