

## Human Performance Masterclass

**Where: Copenhagen – Rahbeks Alle 21, Frederiksberg**

**When: 18<sup>th</sup> January 2024**

### Programme

#### Welcome, introduction, and what's the programme

##### Introduction to human performance

We will chalk the field and outline the ideas and principles behind human performance. We will discuss the cultivation of human performance from an organisational perspective and slightly touch upon human performance areas to consider from an individual, team and organisational perspective.

**Three keynote speakers will bring inspiration from different worlds: sports, design psychology, and collective intelligence research.**

##### **Becoming an Olympic champion by Eskild Ebbesen**

Eskild will talk about how to optimize one's motivation, goal-setting and willpower, but also discuss our automated brain that sometimes leads us in the wrong direction. He will present tools and good advice on how to ensure continuous learning, the typical pitfalls and how to get around the bumps on the road to success. Moreover, he will highlight the importance of ongoing performance reviews and evaluations and share his experience about thinking like a winner, optimizing our mindset and moving performance in a positive direction.

##### **About Eskild Ebbesen:**



He has an MSc in sports physiology. Since 2001, he has been engaged in motivating and testing the health of employees in companies in Denmark.

His greatest achievement had been in rowing on an elite level. He was the 'constant team member' in the "Golden Rowing Team" up until 2008. He and his teams won three Olympic gold medals and six world championships. Aside from being the lightweight rower with the most wins in the world, he also holds the world record for ergometer rowing, and 3 world championships since 1993. Eskild is a competitive person from other perspectives. After pausing his rowing career, he re-joined the "Golden Rosing Team" and won a gold medal again in Beijing in 2008 and a bronze medal in 2012 – a quite unique sports accomplishment.

## 💡 Collective intelligence – the individual versus the team

Carina Antonia Hallin will introduce the concept of Collective Intelligence as a transformative leadership and performance paradigm. She will go deeper into the principles, benefits, and practical applications of collective intelligence from a leadership perspective and its importance; its core components and how it differs from traditional leadership approaches. The significance of collaboration, diversity, local insights, and open communication will be emphasized. This innovative leadership paradigm highlights group performance rather than individual performance.

A robust Collective Intelligence factor characterises a group’s ability to work together across a diverse set of tasks, and an open and trusting work environment is the decisive factor.

**About Carina Antonia Hallin:** Carina Antonia Hallin is the Founder and Research Coordinator of the Collective Intelligence Research Group at the IT University of Copenhagen (ITU), Co-Founder of the Academy of Management's Community on Knowledge Integration, Synthesis, and Engineering, a Research Affiliate at the MIT Center for Collective Intelligence (CCI), Massachusetts (2020-2022). Hallin has published within the disciplines of collective intelligence, artificial intelligence, computer science, decision science, strategy, and management. She has a strong research interest in the validation of new decision and information support systems for organizations and governments. Carina Hallin regularly speaks about collective intelligence for international and national organisations. She is moreover the Founder of the research-based tech company [Hybrid Intelligence World](#).



## 🧠 Design Psychology – how design influences performance

How do we achieve a safe and effective use of a product by its intended user group(s) in the relevant context(s) of use? That is what the people in Design Psychology are experts in. Their concept of human factors engineering helps deploy a deep (and accurate) understanding of how human beings function into the design process. The better you understand how humans function, the better you can optimise your design to fit what humans are naturally good at - and avoid where we tend to fail.

**About Design Psychology:** The experts of Design Psychology help **design** products and services using **psychology** to anchor design deep into user needs and human capabilities. In short, they call this: **Design Strategy and Development, Powered by Human Science.**



## **👥 Human performance metrics in a maritime context and Green-Jakobsen's data mining**

The old wording 'what gets measured gets done' is still very much in force but how can we define human performance metrics at the individual, team and organisational levels? What is measurable in a maritime context?

Over the years, Green-Jakobsen has performed a number of performance reviews. Alone, our Safety Delta concept provides us with a vast amount of data that tells what matters if we want people to perform better. If we don't allow ourselves to think about and discuss our performance, we will not be able to improve. We will show a few examples of solutions – e.g., performance review, feedback and evaluation processes that can get you on track.

### **About Erik Green:**



Erik is one of the founders of Green-Jakobsen and has been a partner in the company since its start in 2001. Erik graduated as a Naval Architect in 1990 and has a master's degree in organisational learning and development. Within the maritime segment, Erik's expertise mostly relates to the development of **corporate and individual performance and safety culture, marine HR, and leadership development.**

As a strategic business consultant with more than 20 years of experience, Erik specialises in **helping companies develop both at a strategic, tactical, and operational level.** His professional competence relies on many years of experience, research and development and a passion for human factors and human performance – why it is worth investing in the development of our employees.

Erik Green will be the facilitator of the day's programme.

### **Time to discuss what can be done 'back home'**

With all the subjects addressed during the day, what learnings and potential actions can we try and implement when we go back home? Are you going to focus on review processes and performance metrics, introduce collective intelligence into your leadership development processes, or something completely different?

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