

The Science Behind How Leaders Connect with Their Teams

Research shows that in leaderless groups, leaders emerge by quickly synchronizing their brain waves with followers through high quality conversations. Simply put, synchrony is a neural process where the frequency and scale of brain waves of people become in sync. Verbal communication plays a large role in synchronization, especially between leaders and followers. Synchrony between leaders and followers leads to mutual understanding, cooperation, coordinated execution of tasks, and collective creativity.

On the surface, brain synchrony seems easy to understand. It simply implies that people are literally on the same wavelength. Yet, at a deeper level, interpersonal synchrony involves much more. Dr. Daniel Siegel explains that “presence”, “wholeness”, and “resonance” are at the core of the ability to develop synchrony. Recent advances in brain science can help leaders learn to synchronize with followers on these deeper levels:

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