
Executive Self-Regulation and Cognitive Reframing

31 May – 4 June 2027
Milan





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Programme Summary

Executive Self-Regulation and Cognitive Reframing provides an intensive, evidence-based exploration of behavioural neuroscience, affective management, and interpersonal dynamics for organisational directors. Operational success at upper management tiers demands more than technical proficiency; it requires disciplined impulse containment, deliberate mental restructuring, and nuanced relational awareness during contentious deliberations. Participants interrogate diagnostic assessments, dismantle destructive cognitive distortions, and establish robust conversational protocols to maintain poise in demanding boardrooms. This professional masterclass is conducted by Mars Training Centre UK.

The Business Case

Unchecked affective volatility and rigid cognitive habits among decision-makers disrupt executive alignment, impair talent retention, and distort risk evaluation. Cultivating systematic internal regulation and perspective-taking mitigates destructive friction, reduces decision friction across business units, and secures collaborative stability.

- Interpersonal Friction Reduction: Eliminates defensive communication patterns and retaliatory behaviours during high-pressure strategic disagreements.
- Decision Clarity: Neutralises affective hijacking to preserve objective assessment when evaluating complex organizational trade-offs.
- Talent Retention and Engagement: Establishes a predictable, empathetic managerial climate that diminishes turnover among high-performing contributors.
- Negotiation Effectiveness: Sharpens social perception to decode unstated counterparty motivations and navigate difficult stakeholder impasses.

Principles and Evidence Base

- Goleman Emotional Intelligence Competency Model: Directs the systematic progression across self-awareness, self-management, social awareness, and relationship management.
- Cognitive Behavioural Coaching and Rational Emotive Frameworks: Governs cognitive restructuring exercises designed to identify, challenge, and replace cognitive biases and catastrophising patterns.
- Affective Neuroscience and Autonomic Regulation Principles: Underpins practical stress inoculation, somatic calming drills, and vagal tone modulation protocols.



Intended Participants

- Divisional directors and corporate function heads navigating contentious board oversight or major restructuring.
- Talent development specialists and organisational development professionals auditing enterprise interpersonal capabilities.
- Operational executives stepping into high-visibility matrix governance where collaborative persuasion replaces hierarchical command.
- General managers seeking systematic frameworks to regulate cognitive load and mitigate interpersonal tension.

The curriculum targets experienced directors and executive managers who govern multi-stakeholder operational environments.

Learning Outcomes

1. Participants will be able to evaluate personal behavioural baselines using structured multi-rater assessment inventories.
2. Participants will be able to interrupt autonomic acute stress reactions using validated somatic regulation protocols.
3. Participants will be able to apply cognitive reframing matrices to eliminate cognitive distortions and unproductive mental models.
4. Participants will be able to conduct high-stakes stakeholder dialogues using calibrated conversational de-escalation methods.
5. Participants will be able to detect subtle non-verbal cues and social dynamics across cross-functional negotiation tables.
6. Participants will be able to formulate an applied ninety-day behavioural evolution roadmap to sustain self-management habits.

Programme Structure

Day 1: Emotional Intelligence Architecture and Self-Awareness Diagnostics

How do executive decision-makers evaluate behavioural triggers and establish accurate psychological baseline profiles?

- Goleman Four-Domain Framework and Competency Mapping
- Amygdala Function, Prefrontal Cortex Dynamics, and Autonomic Arousal
- Multi-Rater Inventory Interpretation and Interpersonal Blindspot Auditing
- Trigger Identification: Categorising Threat Perceptions and Status Anxieties
- Reflective Journaling Protocols for Executive Self-Observation

Day 2: Self-Regulation Disciplines and Acute Stress Inoculation

How are physiological reactions contained and mental clarity maintained during crisis situations?



- Neurobiology of Self-Regulation and Inhibitory Control
- Autonomic Reset Protocols: Controlled Breathing and Somatic Centring
- Impulse Containment Strategies for High-Stakes Negotiations
- Stress Inoculation Drills under Simulated Workplace Scrutiny
- Establishing Environmental Guardrails Against Cognitive Exhaustion

Day 3: Cognitive Reframing and Heuristic Restructuring

How do decision-makers dismantle distorted interpretations and adopt constructive narrative frames?

- Cognitive Restructuring Models: Rational Emotive and ABCDE Frameworks
- Identifying Common Cognitive Distortions: Catastrophising and Black-and-White Thinking
- Decoupling Objective Incidents from Subjective Storylines
- Perspective Shifting: Adversarial Reframing into Problem-Solving Inquiries
- Constructing Constructive Internal Scripts for Uncertain Environments

Day 4: Interpersonal Empathy, Attunement, and Social Decoding

How are unstated team tensions deciphered and cross-functional partnerships strengthened?

- Cognitive Empathy versus Affective and Compassionate Empathy
- Micro-Expressions, Paralinguistic Cues, and Somatic Attunement
- Listening Frameworks: Attentive, Inquiring, and Validating Techniques
- Mapping Sociograms and Power Dynamics within Executive Committees
- Addressing Cultural Variations in Affective Expression and Reticence

Day 5: High-Stakes Interaction Mastery and Behavioural Action Planning

How are self-regulation disciplines converted into enduring operational impact and collaborative performance?

- De-Escalation Protocols for Contentious Workplace Disputes
- Conducting Difficult Accountability Sessions Without Provoking Resentment
- Psychological Grounding for Public Addresses and Critical Reviews
- Synthesising Insights into the Ninety-Day Behavioural Evolution Plan
- Peer Consultation and Behavioural Simulation Critique

Methodology

The course employs an immersive executive lab structure combining psychometric profiling, applied role-play simulations, and peer-coaching triads. Delegates analyse recorded interactions, practise real-time somatic resetting, and deconstruct past professional challenges within a confidential seminar format.



- Suggested activity: Conducting a cognitive restructuring audit on a documented high-stress interpersonal dispute.
- Suggested activity: Simulating a tense executive committee confrontation using real-time somatic calming techniques.
- Suggested activity: Decoding non-verbal affective signals from curated executive negotiation video footage.

Capstone Output

Each delegate formulates a comprehensive Executive Self-Management Portfolio containing a personalised diagnostic assessment review, an acute-stress intervention toolkit, and a sequenced ninety-day behavioural refinement plan. This document provides an actionable blueprint for maintaining professional composure and interpersonal effectiveness upon returning to executive duties.

Frequently Asked Questions

Which diagnostic instruments are deployed during the programme?

Delegates engage with validated multi-rater behavioural assessment inventories aligned with Goleman competency matrices, evaluating distinct domains of self-regulation and social awareness.

Is this course structured around theoretical lectures or practical drills?

The sessions balance rigorous psychological frameworks with extensive simulated scenarios, communication labs, and reflective behavioural workshops.

How does cognitive reframing assist operational executives directly?

Reframing dismantles automatic defensive reactions and cognitive distortions, permitting executives to address operational disputes with measured rationality rather than emotional defensiveness.

Can the behavioural toolkits be disseminated across our organisational teams?

Yes. The conversational templates, reframing worksheets, and self-observation rubrics are designed for rapid contextualisation across executive and departmental teams.