

IE Business School Global Network Week:

Holistic Leadership: From Purpose to Impact

Overview:

The 21st century needs a different type of leader: one who is grounded in their values, who has the ability to care for themselves and others, and who is committed to make a positive impact on their communities and world. This program is designed to provide participants a unique space for introspection into who they are, what shapes their behaviors, and how they can create a solid foundation for vision and action.

Our holistic leadership journey requires a deep dive into our values, habits and how we choose to be. From this awareness and appreciation, we can evaluate how we can impact our teams, communities and the world. The concept of journey is critical to gain balance, appreciation and perspective in learning from the experiences of the road already traveled and the road that lies ahead.

This course will create the opportunity for students to cultivate their ability to thrive, be healthy, feel good, and connect with themselves and others in order to become more impactful and more holistic leaders.

Course Content:

The Holistic Leadership course will follow the core pillars of the IE Center for Health and Well-being of Body (Vitality), Mind (Focus) and Soul (Purpose) giving participants the opportunity to gain deeper appreciation of how these elements are interconnected and influence our behaviors. We will follow the Appreciative Inquiry framework to guide your holistic leadership journey and to support your final deliverable of a team presentation of a Holistic Leadership Plan.

IE faculty and guest speakers will introduce core concepts and the science around well-being, facilitate knowledge and help you develop new skills. The curriculum is designed to provide students with the tools to develop a framework to lead with impact. Participants will put this learning into action through a variety of individual and group activities on- and off-campus, including networking opportunities, throughout the week.

During the classes, we ask that technology be put away to focus our attention on increasing awareness of emotions and to train positive practices for flourishing. We also ask that we foster a safe environment for open dialogue, kindness and exploration around well-being so we can build practices into each of our unique lives.

Course Timing: Students can expect sessions to take place at different times between 9:00 a.m. CET and 4:30 p.m. CET, with programmed breaks. We will incorporate teamwork, a guided meditation exercise to ground ourselves and be present, followed by reflection.

Course Sessions Overview:

Leadership Vision built on Values & Purpose

- **Positive Emotions for Well-being & Resilience**

Emotions are signals and can drive thoughts and behaviors. The session is designed to introduce the concept of well-being and its impact on our ability to thrive, be healthy, feel good, connect with ourselves & others and to contribute to our learning, teams and community at IE & beyond. We will delve into building greater emotional awareness to appreciate the role emotions play in shaping our perception and well-being. We will consider ways to develop a focus on positive emotions for resilience.

During this session we will also outline the appreciative inquiry framework and set out our intentions for the week.

- **Ice-breaker: Making Meaningful Connections**

This experience is a deliberate invitation to slow down, be present, and reconnect with what makes us human: the need to see and be seen, to feel part of something larger. In a world of constant motion and professional masks, the session offers a pause—a space to cultivate trust, spark curiosity, and build the kind of connections that don't just enhance collaboration, but transform it. These aren't just fleeting moments of interaction; they're the starting point of networks built on empathy, shared presence, and mutual respect. Because when we connect as people first, we unlock not only better teamwork—but more meaningful leadership and lasting impact.

- **Leadership Vision: Leading with Values & Purpose**

Our vision serves as a compass, guiding our path and holding us accountable. Building on our sessions on positive emotions and self-discovery, we will look to the future to define the characteristics of the person and leader we aspire to be. With greater clarity, we can shape the content and structure of our journey toward realizing this vision. A deeper appreciation of our values and their role in our prioritization, decision-making, and impact on others is essential to our leadership development. Formed early in life, our values influence how we interact with the world, make decisions, and engage with others. This session will provide the space to explore and understand our values more deeply, recognizing their significance in effective communication and leadership.

Building Resilience through Strengths

- **Leading Self through Character Strengths**

Character strengths provide an opportunity for introspection and appreciation of what makes us human. In learning and developing our strengths, we can gain a greater sense of authenticity, appreciation and acceptance, which in turn supports greater ownership and confidence in our decision-making and impact. We will consider the need for balance in using our strengths, how to connect and build others with a strengths-based mindset and how we can growth through challenge.

- **Psychological Safety for Trust**

The 21st century needs a different type of leader, one who is grounded in their values, who has the ability to care for themselves & others and who is determined to positively impact our communities and world for the better.

In this session, we will focus on how to develop skills to have better self-management and self-awareness to create a positive influence in the people around us at the workplace. Specifically, we will focus on Psychological Safety and the resources needed to create an environment where the team feels seen and valued. Building Trust in the workplace will be the connecting thread for this session.

- **The Impact of Sleep**

Sleep has traditionally been underrated, however new studies are showing the importance of sleep in our ability to be aware, grow and lead ourselves and others. Our session will consider the impact of sleep and consider relevant practices to help us to manage our emotions and energy to be our best.

Focus & Healthy Habits

- **The Science of Attention**

We live in an attention economy where we strive to get as much done as possible, often with less resources. Our session will consider what attention is and the principal elements that derail our focused attention. We will consider the behaviors that hold us back and how we can tackle changing rooted patterns of behavior.

- **Digital Habits for Improved Focus & Connection**

First, we will better understand the habit loop, what key triggers are and the rewards we inadvertently give ourselves in the decisions we make. From this deeper understanding of the science of attention and habit, we will work to make changes to support behaviors

that help us to be our best. We will consider how to anticipate barriers and automatize behaviors for optimal performance.

- **Nutrition for Optimal Brain Performance**

We often don't consider the impact of the nutrients we eat on our performance and vitality. Our session will consider the brain and how we fuel it, as well as the role of nutrition and ways to better fuel our bodies for greater impact.

Leading Authentically

- **The Neuroscience of Human Connections**

This session offers an in-depth exploration of the neural foundations that shape human relationships. Grounded in contemporary research from the fields of social and affective neuroscience, we will examine how the brain processes social cues, empathy, trust, and emotional attunement. Participants will gain insights into the biological mechanisms, including mirror neurons, neurochemicals, and brain networks, that underlie our innate drive for connection and belonging. By understanding these neural processes, we will reflect on how to foster more authentic, effective, and resilient interpersonal connections, enhancing both personal well-being and professional leadership capacities.

- **Connection, Empathy & Relationships**

We are communicating in all we do and in all we are. Our session will create the space for learning about how our emotions and past experiences shape our current self and how we communicate on an emotional level. We will consider this journey of appreciation to communicate more authentically, to be present and other focused for greater connection and compassionate leadership.

- **Building Balance to Enhance Strength (Work out session)**

Movement is critical to optimal functioning and key part of our vitality. Our session is focused on the physical movement and how to build strength and a solid core, similar to the focus of our holistic leadership course, yet on a physical level. Come prepared to challenge yourself and consider the physical impact on emotions, our mind and performance.

Connection & Commitment

- **Unconscious Bias & Uncertainty in Decision-making**

Beyond our collective programming as a species, our personal beliefs continue to shape our perception of reality. It is essential that we identify and critically question the unconscious biases that limit our careers and abilities to flourish as individuals. This ability not only enables us to realize our full potential, but is also a necessary precursor to thriving in uncertainty. In this session, each participant will deconstruct a limiting belief that is currently hindering their capacity to thrive.

- **Critical Thinking**

In an increasingly complex and information-saturated world, critical thinking is not only a tool for effective decision-making but also a vital skill for enhancing personal well-being. This session will equip participants with tools to evaluate information objectively, recognize cognitive biases, and develop reasoned judgments, cultivating a clearer, more grounded perspective on their experiences. By fostering a mindset of inquiry and open-mindedness, participants will learn to approach problems systematically and make decisions based on evidence rather than assumptions. This clarity enables them to respond thoughtfully rather than react impulsively, leading to healthier decision-making processes. Through practical exercises, attendees will sharpen their analytical skills, enabling them to navigate uncertainty, improve problem-solving, and drive impactful, well-informed actions within their teams and organizations. They will enhance their analytical skills, allowing them to approach problems with calm, confidence, and a focus on well-being in both personal and professional contexts.

Format and Assessment

The course will be conducted in person and will be supported by pre-work, discussions and reflections to ground the learning journey and to document the experience. The final session will be the opportunity for each team to showcase their Holistic Leader framework to the cohort with key insights and overview of the action plan to reach their collective vision. Students are expected to craft a detailed deliverable of the main learning, following the appreciative inquiry framework, to outline their vision for leadership and the design of the path forward. Additionally, students should anticipate the barriers leaders face and consider how they will hold themselves accountable.

Faculty

The course will feature different faculty members from IE University.



Professor Lisa D. Bevill (Lead Faculty).

Lisa Bevill is the Academic Director of the Center for Health & Well-being at IE University. The Center was founded in 2019 with the mission to develop the human skills for flourishing and to support the core IE values in creating a community dedicated to making a positive impact.

Lisa has been a professor of skills development and leadership at IE Business School since 2008. She studied at the Gabelli School of Business at Fordham University, with minors in international business and Spanish, before moving to Europe where she completed her International MBA at IE Business School in 2005. Lisa completed her Executive Master in Positive Leadership, Strategy and Transformation in 2019 and holds the PCC coaching certification by ICF. Her professional focus has been dedicated to supporting personal development, well-being and leading with impact through awareness and skill development.

Lisa is a native of California, positive by nature and deeply curious. Lisa has lived and worked in Europe for 20 years working in global environments developing individuals from over 130 nationalities. Lisa has a great appreciation for diversity and difference as drivers of innovation and greater outcomes when allowed to connect and flourish.

Supporting Faculty

- [Mar Hurtado de Mendoza](#): Vice President for Global Recruitment & Marketing and IE Center for Health & Well-being Professor.
- [Irene Yagüe](#): Associate Director and IE Center for Health & Well-being Professor.
- [Juan Luis Ramón](#): Partner & Founder of Empathic Warriors, IE Center for Health & Well-being Professor.

- [Menno Bakker](#): Diplomatic Attaché and IE Center for Health & Well-being Professor.
- [Eva Herber](#): International Business Executive, Clinical Psychologist and IE Center for Health & Well-being Professor.
- [Daniel de la Serna](#): Co-Director of the Spanish Institute of PsychoNeuroImmunology and IE Center for Health & Well-being Professor.
- [Daniela Hervella](#): Specialist Trainer by the National Academy of Sports Medicine and IE Center for Health & Well-being Professor.
- [Mario Sebastian](#): Vice President of Customer Experience EMEA at Cisco and IE Center for Health & Well-being Professor.