

Cooperation, Creativity & Courage

*A Luce Hall Seminar
on the Science of Wellbeing at Work*



January 14 -15, 2016
SEMINAR PROGRAM



WELCOME



Dear Colleagues,

Bienvenue! Welcome to Luce Hall, the home of the Center of Theological Inquiry (CTI) in Princeton.

Luce Hall is named in honor of Henry R. Luce, the founder of *Time* magazine. Henry Luce was one of the most innovative American entrepreneurs of the 20th century. Luce Hall is therefore an appropriate place to convene you as distinguished French and U.S. business leaders.

CTI's *Luce Hall Seminars* bring research leaders in our program into dialogue with leaders in other fields in an exchange of expertise on topics of mutual concern.

It is an honor for us to be collaborating with the *Chaire / Center for Mindfulness, Wellbeing at Work, and Economic Peace*, Grenoble Ecole de Management, as co-sponsor of this seminar. We share a commitment to interdisciplinary research that is scientifically rigorous and ethically responsible, advancing knowledge and human wellbeing, not least in the world of work.

Our co-sponsored Luce Hall Seminar asks a very important question for the workplace:

Is there a scientific basis to fostering wellbeing as well as wealth in business?

To help us think about that question Agustín Fuentes and Michael Spezio will draw on their expertise in evolutionary anthropology and in the cognitive and brain sciences to present their current scientific research on cooperation, creativity, and courage in human behavior. In turn they look forward to learning from your expertise in promoting these traits in your companies.

Thank you for your commitment to being with us for this joint seminar. As the moderators, Professor Dominique Steiler and I look forward to chairing your conversations across disciplines and across the Atlantic – seeking wisdom together for the common good.

William Storrar

Director
Center of Theological Inquiry
Princeton

Dominique Steiler

Director
Chaire, Mindfulness, Wellbeing at Work and Economic Peace
Grenoble Ecole de Management

Program

Thursday January 14, 2016

8:00am - Continental Breakfast & Coffee
Luce Hall Lounge

9:30am - *Welcome & Introduction*
William Storrar & Dominique Steiler

10am - Session 1

Creativity & Cooperation: at the core of human nature

Agustín Fuentes, followed by discussion

12:30pm - Buffet Lunch at Luce Hall

2:00pm - Session 2

*Becoming Courageous:
Perspectives on Mindful Leadership from the Sciences*

Michael Spezio, followed by discussion

4:30pm - Afternoon Tea

6:30pm - Drinks & Dinner at the Nassau Club

Program

Friday January 15, 2016

8:00am - Continental Breakfast & Coffee
Luce Hall Lounge

9:30am - Session 3

Wellbeing at Work: Case Studies

Servant Leadership in the ARaymond Network

Antoine Raymond, CEO, ARaymond Network

Total Health Management at Prudential

Andrew Crighton, Chief Medical Officer,
Prudential Financial

10:45am - Coffee Break

11:00am - Session 4

Cooperation, Creativity & Courage

Panel Discussion:
Agustín Fuentes & Michael Spezio

12 noon - Departure

Seminar Moderators



William Storrar

William Storrar is the Director of the Center of Theological Inquiry. Under his leadership this not-for-profit research institute in Princeton has raised \$7million in funding for interdisciplinary research, including a current research grant from the NASA space agency. As a research director his focus is on the practice of collaboration among scholars in different disciplines and leaders in different fields on issues of global concern. Storrar formerly served as Director of the Centre for Theology and Public Issues at Edinburgh University, UK.

Dominique Steiler

Dominique Steiler is the founding Director of the Center for Mindfulness, Wellbeing at Work and Economic Peace, Grenoble Ecole de Management. He is a specialist in personal development, stress management and well-being, and their relationship to performance. Formally educated as a fighter jet pilot officer in the French Navy, Steiler's operational and relationship-based approach is both pragmatic and humanist. He has delivered leadership programs and coaching interventions for corporate executives and Olympic teams.



Seminar Presentations



Agustín Fuentes

Agustín Fuentes is a Professor of Anthropology at the University of Notre Dame. His current research includes cooperation and community in human evolution, ethno-primateology and multi-species anthropology, evolutionary theory, and interdisciplinary approaches to human nature(s). Fuentes' recent books include "Evolution of Human Behavior" (Oxford), "Biological Anthropology: concepts and connections" (McGraw-Hill); "Race, Monogamy, and Other Lies they told you: busting myths about human nature" (UC Press). Fuentes completed a B.A. in Zoology and Anthropology, and an M.A. & Ph.D. in Anthropology at the University of California, Berkeley. He was a 2012-13 residential fellow of the Center of Theological Inquiry.

Michael Spezio

Michael Spezio is Associate Professor of Psychology and Neuroscience at Scripps College in Claremont, CA, and a Visiting Scientist at the Institute for Systems Neuroscience at the University of Hamburg Medical School in Hamburg, Germany. He is co-editor of the forthcoming volume "Habits in Mind: Ethics, Religion, and the Science of Virtue" (Brill), and co-edited "Theology and the Science of Moral Action: Virtue Ethics, Exemplarity, and Cognitive Neuroscience" (Routledge) and "The Routledge Companion to Religion and Science". He was a 2013-2014 residential fellow of the Center of Theological Inquiry and has published over 40 peer-reviewed papers and chapters with nearly 1500 citations. He has received generous funding from the John Templeton Foundation; the National Science Foundation; the Self, Motivation, and Virtue Project (Oklahoma University); the Science and Transcendence Advanced Research Series (CTNS, Berkeley, CA); and the Mind and Life Institute (Hadley, MA).



Case Studies



Antoine Raymond

Antoine Raymond is the CEO of the ARaymond Network. This worldwide company is an international leader in fastening and assembly solutions. It is present on four continents with 25 production sites and 5,500 employees. Its annual turnover is 1 billion Euros. Antoine Raymond has pioneered the model of servant leadership in his company.

Andrew Crighton

Andrew Crighton, M.D. is the Chief Medical Officer and a Vice President of Prudential Financial. His responsibilities in this role include global health and safety. His interests lie in total health management, including health care effectiveness and its interaction on productivity in a corporate environment.



Participants



Sebastien Berteloodt

Sebastien Berteloodt is the Human Resources Director of Böllhoff Otau. Initially educated as an engineer, he served as the supply chain Director in the same company for many years. He is totally dedicated to wellbeing at work and particularly interested in gratitude at work.

Raffi Duymedjian

Raffi Duymedjian is an Associate Professor at Grenoble Ecole de Management. His research on management follows two main avenues: a theory of improvisation at work; and the development of a more comprehensive approach, based on the idea of living sparingly and with resourcefulness.



Géraldine Eyraud

Géraldine Eyraud is the Human Resources Officer for the ARaymond Network. Among her responsibilities, she is leading the worldwide deployment of the company's Servant Leadership program throughout the group.

Participants



Doug Hendrickson

Doug Hendrickson is a finance leader, most recently as the Chief Financial Officer for Charles Schwab's \$4B Retail Investor Service Division in San Francisco. With broad experience in dynamic, complex, and rapidly evolving business environments, he specializes in advising leadership teams on business innovations.

Annie Karl

Annie Karl is the Director for Strategic Transformation at Mutuelles du Mans Assurances. MMA is the third largest French insurance group for IARD, with 6,000 employees and an annual turnover of 6 billion Euros. The company promotes excellence with benevolence in its business operations.



Jean-Michel Mary

Jean-Michel Mary is the General Director of Böllhoff Otal, a subsidiary of the Böllhoff group in Germany. The company is one of the leading suppliers of fastening, assembly, and systems technology. It is present in 23 countries with 2,400 employees. Its annual turnover is 486 million Euros.

Melissa Mary

Melissa Mary is a Ph.D. student in biology and computer science. She is doing her internship at Biomerieux, a French pharmaceutical company.



David Miller

David Miller is the Director of the Princeton University Faith and Work Initiative which investigates how religious traditions and spiritual identities shape and inform engagement with workplace issues. He spent 16 years in senior executive positions in international business and finance, including with the HSBC Group and IBM.

Participants



Agnès Muir Poulle

Agnès Muir-Poulle is an Associate Professor at Grenoble Ecole de Management and a trainer/coach. Her main fields are managerial and interpersonal skills, collective intelligence, and conflict management. Agnès' approach benefits from her 25-year experience of coaching executive teams.

Thierry Perrier

Thierry Perrier is the CEO of Guichon Valves, a company focused on the design, manufacturing, assembling and testing of special and custom-made valves for the chemical, pharmaceutical, and nuclear industries. In its overall approach the company aims to integrate its business interests with those of its individual employees.



Christelle Tornikoski

Christelle Tornikoski is an Associate Professor at Grenoble Ecole de Management and the Acting Chair on behalf of Professor Steiler. Her research focuses on what motivates employees and what companies can do to encourage this motivation. She holds a doctorate in Economics and Business Administration from the University of Vaasa (Finland) and a Ph.D. in Management from EM Lyon (France).

Thierry Uring

Thierry Uring is the General Delegate of the Metallurgic, Electric, and related Industries Union (UDIMEC). This union represents 600 companies and 50,000 employees. The union is dedicated to industry innovation and human resource management through research center partnerships.



Sami Yakoubi

Sami Yakoubi is the CEO of CATM, a small company specializing in industrial subcontracting that is committed to social rehabilitation through work. The company received a special award in 2012 for innovative management through a managerial charter in which benefits were shared among employees.

NOTES

Seminar Sponsors

Center of Theological Inquiry

We convene leading thinkers in an interdisciplinary research environment where theology makes an impact on global concerns, and we share those discoveries to change the way people think and act.

Chaire Mindfulness, Bien-Etre Au Travail et Paix Economique

The Center's mission is to contribute to the development of knowledge, practices and training focused on the management of occupational stress, well-being, the personal development of managers, the development of management methods and the understanding of a new industrial model centered on the highest human values and the ambition of economic peace in order to promote sustainable and shared value creation.

www.mindfulness-at-work.fr/en/



An Environment for Fresh Thinking.

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