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P16 Executive coaching meets cognitive neuroscience: a resting state MRI study

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Objective: Despite limited empirical/scientific evidence, executive coaching is coming to the forefront of business routines. Here we aim at examining the anatomo-functional nature of an executive coaching path.

Participants: Four executives were put through a one year controlled coaching program. At T0, we gained baseline behavioral measures by means of three tests known to cover areas crucial for an executive (the scale of occupational stress, Leadership archetypes, and Time Management Self-Assessment Questionnaire), as well as by ad hoc interviews. Besides, measures of brain activity were collected through functional magnetic resonance imaging (fMRI) using a resting state paradigm. The same behavioral and brain measures were achieved at T1, when the coaching program finished.

Results: We found that the coaching path was underpinned by reorganization of brain functional connectivity within some specific structures.

Conclusions: We showed that long-term psychological and behavioral attitudes promoting leadership and management abilities are subserved by plastic changes in the brain.