

EHMA Emerging Leaders - RESILIRĒ Psychological growth programme

Marco Truffelli MPsych - Dr Jan Ferris



RESILIRĒ
PSYCHOLOGICAL GROWTH

EHMA Emerging Leaders 2025



Alfredo Scaletta
Hotel Splendide
Royal, Lugano



Alice Manzini
Hotel Principe
di Savoia, Milan



Daniel Salamon
Syrena Hotels,
Warsaw



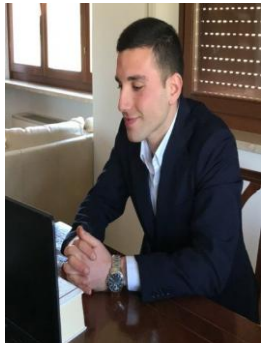
George Kuldo
Cliveden House,
Berkshire



Ilaria Ferrari
Hotel Eden,
Rome



Marie Organ
Prince de Galles,
Paris



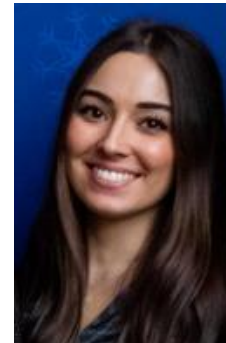
Matteo Mariotti
Starhotels,
Rome



Monia Mancori
Hotel Eden,
Rome



Riccardo Vason
Grand Hotel
Bristol, Rapallo



Sara Monaco
Palazzo Cordusio
Gran Meliá, Milan



Silvia Ficcanterri –
Icon Collection,
Tuscany



Vittoria Brera
Hotel Principe
di Savoia, Milan

2024-25 Programme Content



Self-awareness



Psychological Flexibility



Psychological Safety



Compassionate Leadership

Outcomes

Workplace Stressors

- This is a motivated, engaged group who find working in hospitality rewarding.
- The majority reported improvement in workload management, yet this is still the greatest stressor.

Mental Wellbeing

More than 80% reported improvement in their mental wellbeing.

Psychological Flexibility

- More than 80% reported improvement in psychological flexibility

Personal Efficacy

- More than 70% reported improvement in personal efficacy.

“Between stimulus and response, there is a gap.
In that space lies our freedom and power to
choose our response. In our response lies our
growth and our freedom”

Viktor Frankl

EHMA Emerging Leaders 2026



Love and Leadership Bridging Neuroscience & Kinship





Why Love and Leadership?



- Love is more than an emotion; it involves higher cognition.
- Kinship Leadership
Fostering a sense of shared belonging and connection.



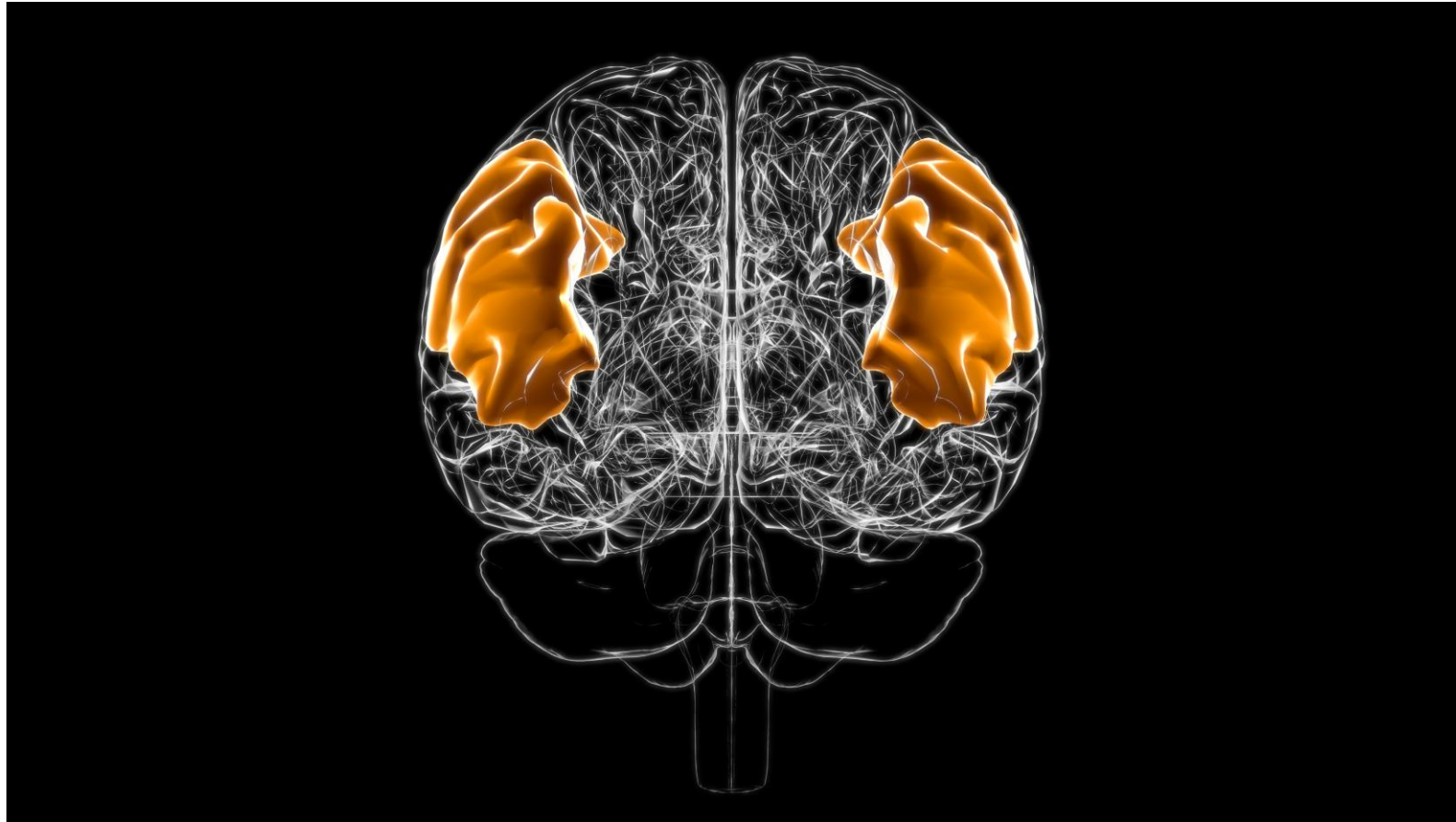
Neuroscience of Love



- **Love Activates Higher-Level Brain Regions**
 - Not just our “reward” or “emotional” centres.
 - Includes regions important for planning, self-image, and social cognition.
- **Speed of Detection**
 - The brain reacts to someone you love in less than half a second—preconscious recognition.
- **Health & Cognitive Benefits**
 - Being passionately in love can boost creativity, empathy, and cognitive flexibility.



Don't Know What the Angular Gyrus Is? Your Heart Does





Love vs Lust: Understanding the Spectrum



- **Posterior Insula (Lust):**
 - Registers raw sensation—touch, heat, arousal.
- **Anterior Insula (Love):**
 - Manages more abstract feelings—sustained connection, empathy, bonding.
- **Spectrum Concept:**
 - Lust can lead to love but isn't required.
 - Over time, love deepens; lust may fade.



Kinship Leadership





Linking Neuroscience to Kinship Leadership



- **Theory of Mind & Empathy**

- Good leaders predict team members' thoughts/needs, similar to how romantic partners anticipate each other's actions.

- **Abstract Problem-Solving & Creativity**

- Leaders who build strong interpersonal bonds can spur creative thinking and innovation, much like the cognitive benefits seen in romantic love.

- **Resilience & Health Benefits**

- Research shows supportive relationships (romantic or otherwise) lower stress and improve long-term health.
- In leadership contexts, teams with higher “psychological safety” and connection can navigate crises better.



Practical Takeaways for Leaders

- **Cultivate Empathy Deliberately**

- Practice genuine listening and perspective-taking in meetings.
- Encourage check-ins that go beyond mere tasks.

- **Encourage Meaningful Connections**

- Foster mentorship, team-building, or collaborative projects.
- Value relationships as integral to performance, not a “distraction.”

- **Model Vulnerability and Trust**

- Leaders who demonstrate openness create a culture of loyalty and reciprocity.

- **Celebrate Small Acts of Care**

- Recognise empathy and kindness publicly, reinforcing those behaviours in teams.



Kinship Leadership



EHMA **psychologists in** **residence**

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