

Tehetségmenedzsment és vezetés-szervezési audit adatvezérelt HR alkalmazással

Vezetőfejlesztés, képzés-fejlesztés a digitális korban
Innovatív HR megoldások

Dr. Buzády Zoltán

Associate Professor

Flow-promoting Leadership Global Expert

www.flowleadership.org

<https://goo.gl/9c9AAK>

TODAY IS A
GOOD
DAY



CORVINUS
UNIVERSITY of
BUDAPEST

LEADERSHIP

ORGANIZATIONAL BEHAVIOR

Leadership

LEADERSHIP

INSPIRE • THE LEADER'S GUIDE TO STORYTELLING

DANISH SKINKRELL INC.

innovation leaders

THE EFFECTS OF LEADERSHIP

ENLIGHTENED POWER

THE LEADING TEAMS

Medical Dept

LEADING COLLEGE

FOCUS ON LEADERSHIP

IMD

THE POWER OF LEADERSHIP

LEADERSHIP MINDS

TRUTH NORTH

Coaching for Leadership

LEADERSHIP

LEADING THE TEAM

INSIGHTS ON LEADERSHIP

IMD

IDEATION MAKING

LEADERSHIP

CAREER IMPACT

LEADING THE TEAM

LEADERSHIP

UNDEFINED

RESEARCH

Richard Schonberger | STRATEGIA

Richard Schonberger | STRATEGIA

UNDEFINED

Leadership

Leadership

Leadership

Leadership

Leadership



FLIGBY

**Serious Gaming &
Leadership Development**

#1 Global Award Winner Corporate Games, 2012, USA

F **L** OW
I S
G OOD
B USINESS for
Y OU



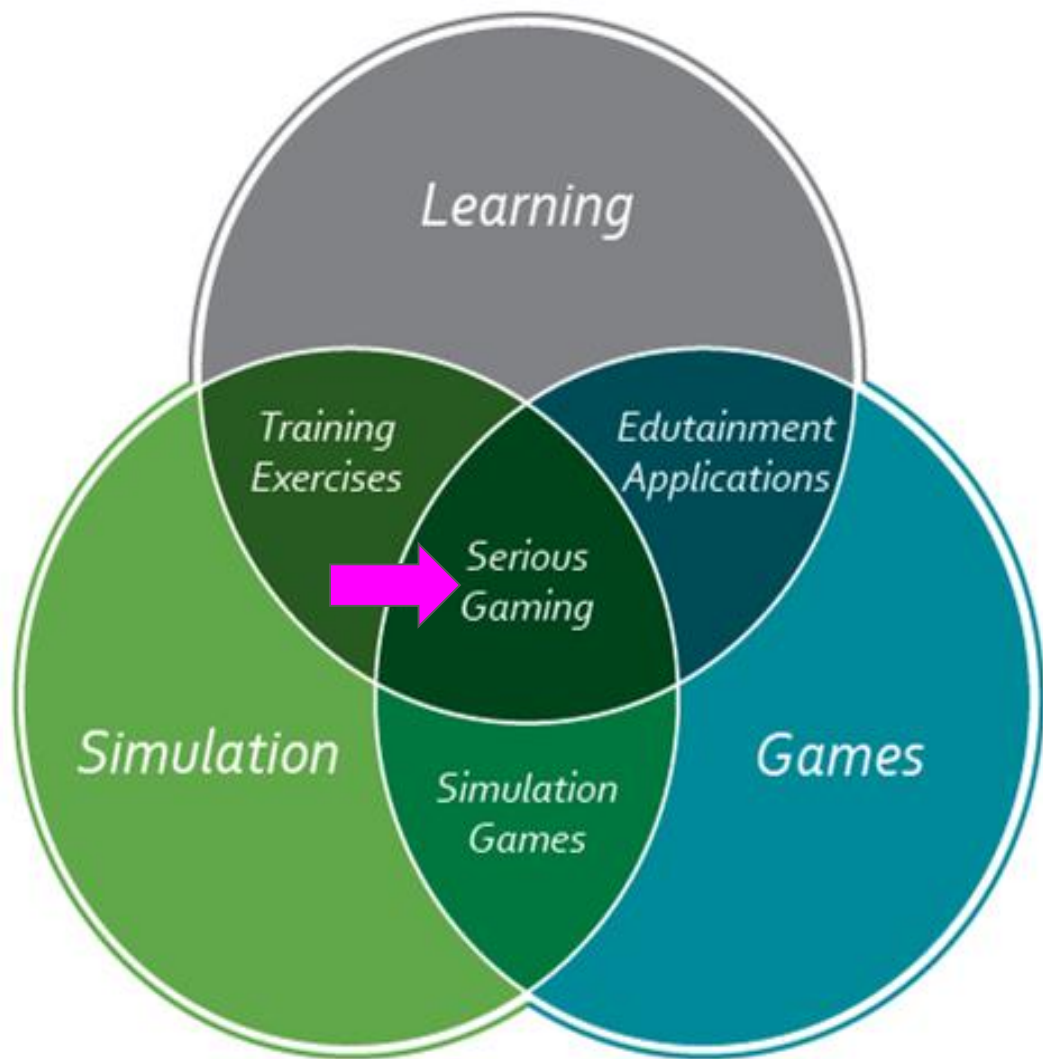
F **L**OW

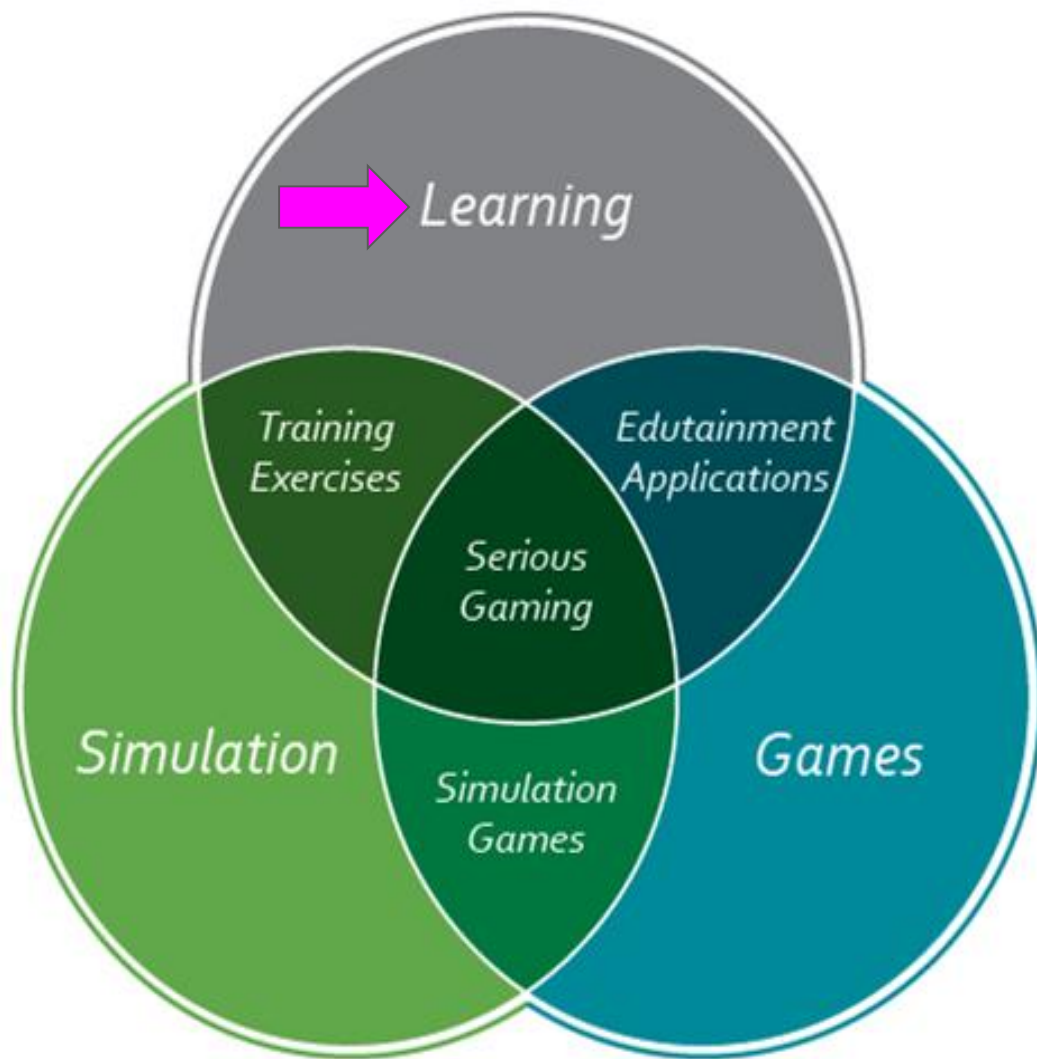
IS

GOOD

BUSINESS for

YOU








Prof. Peter Szabó, Faculty Member
Missing Link Discovered

Exploring Csikszentmihalyi's Flow Theory
in Management and Leadership Practice
with Prof. P. FÜLÖP, The Critical Flow & Leadership Course
with Prof. Csikszentmihalyi

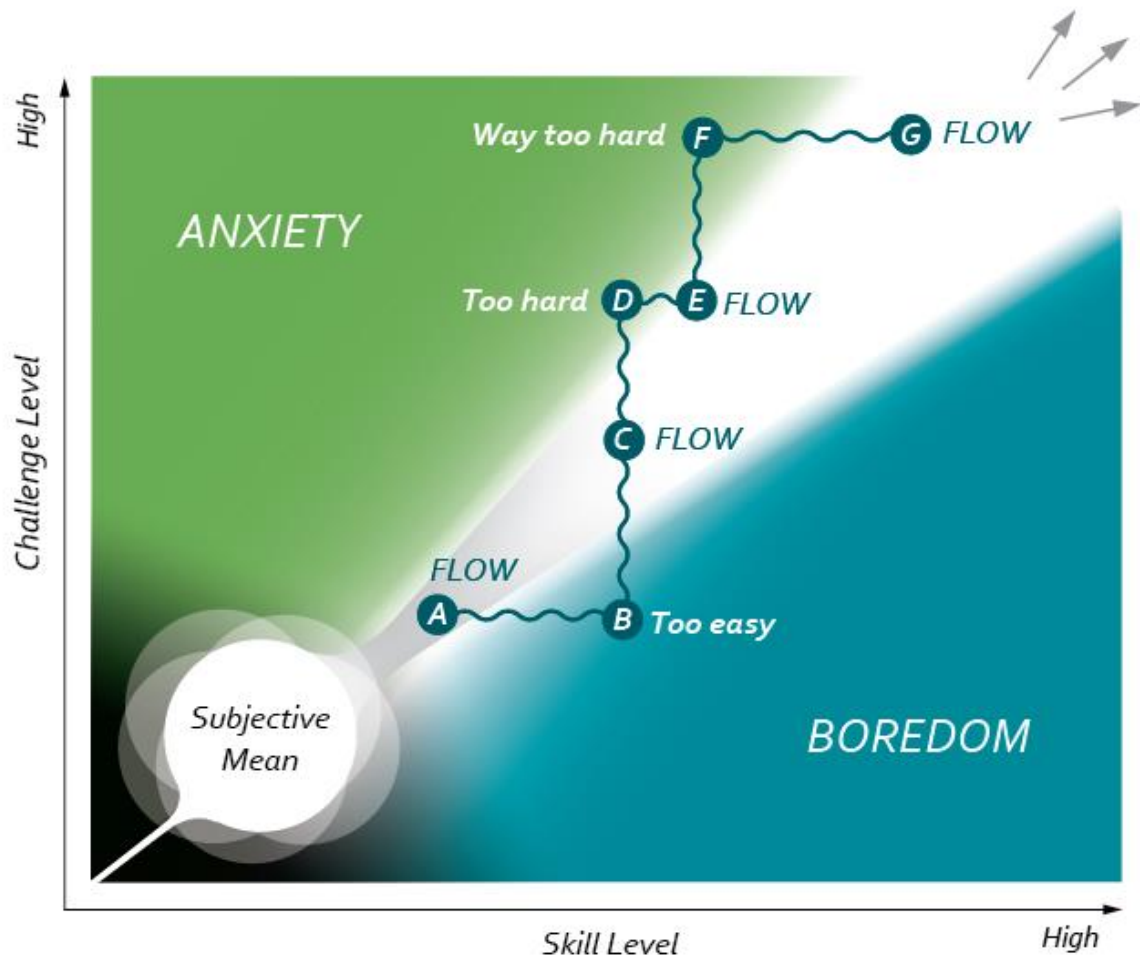
SZABÓ PÉTER
Faculty Member
The Critical Flow & Leadership Course



Csikszentmihalyi's FLOW

„Flow”

A mental state in which a person performing an *activity* is fully immersed in a feeling of *energized focus*, full involvement, and *enjoyment*.



Profiles

↑ CHALLENGES



Alex
APATHY



Chris
WORRY



Ellen
AROUSAL



Jen
ANXIETY



Joe
BOREDOM



Larry
AROUSAL

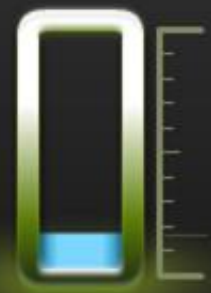


Rebecca
AROUSAL



FLOW Map of the Turul Winery

→ SKILLS

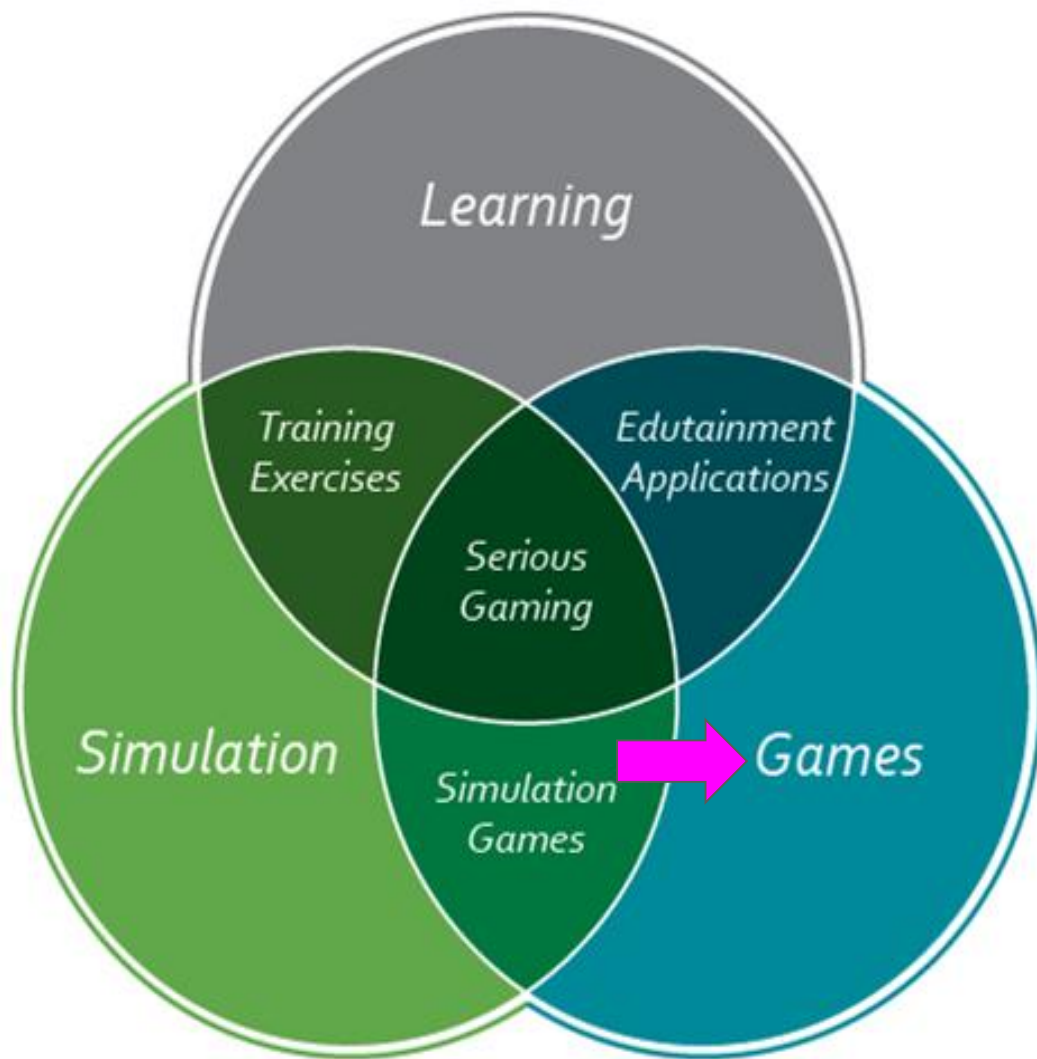


16%

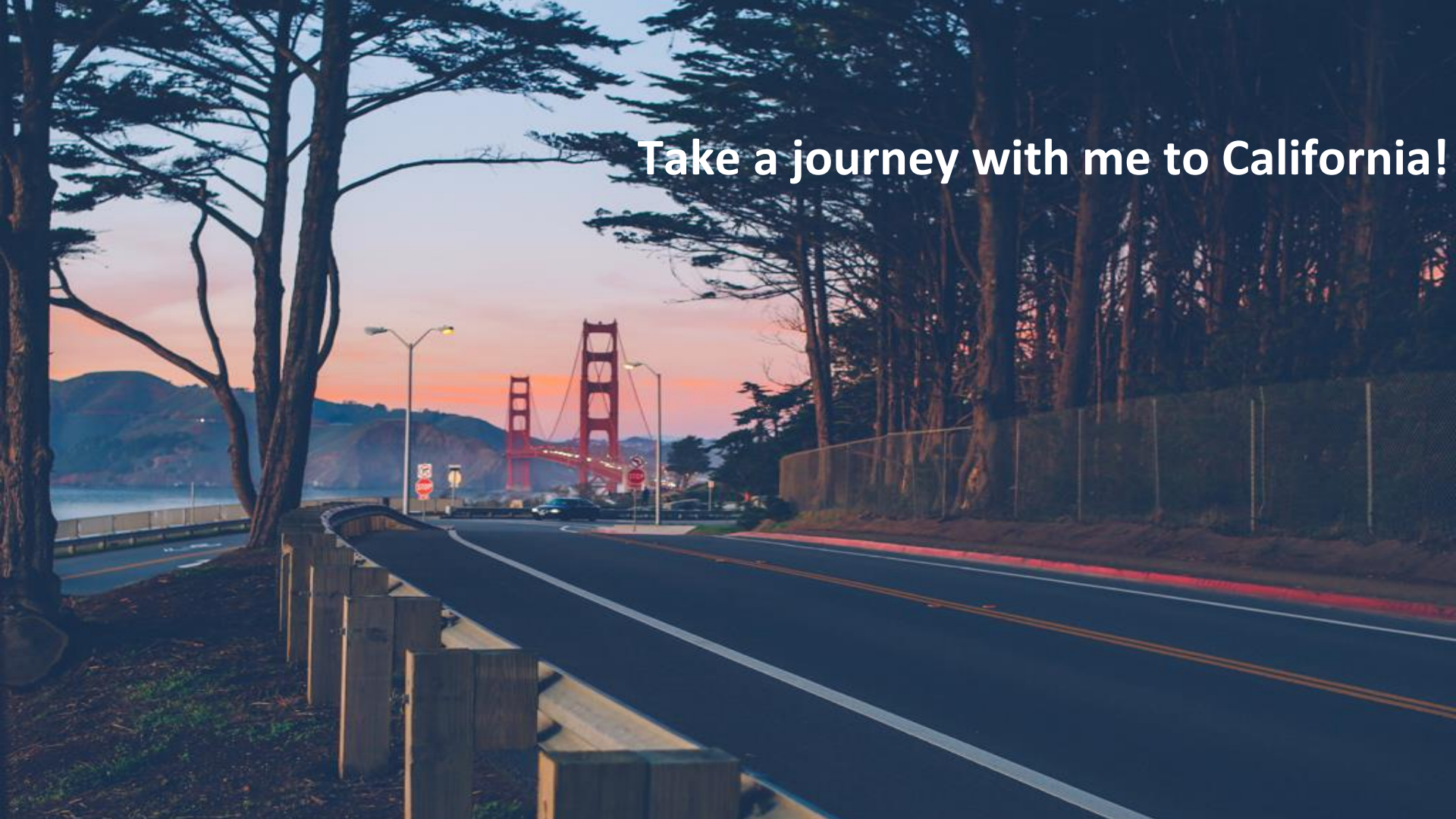
FLOW Meter of the Turul Winery [i](#)



PROFITABILTY [i](#)

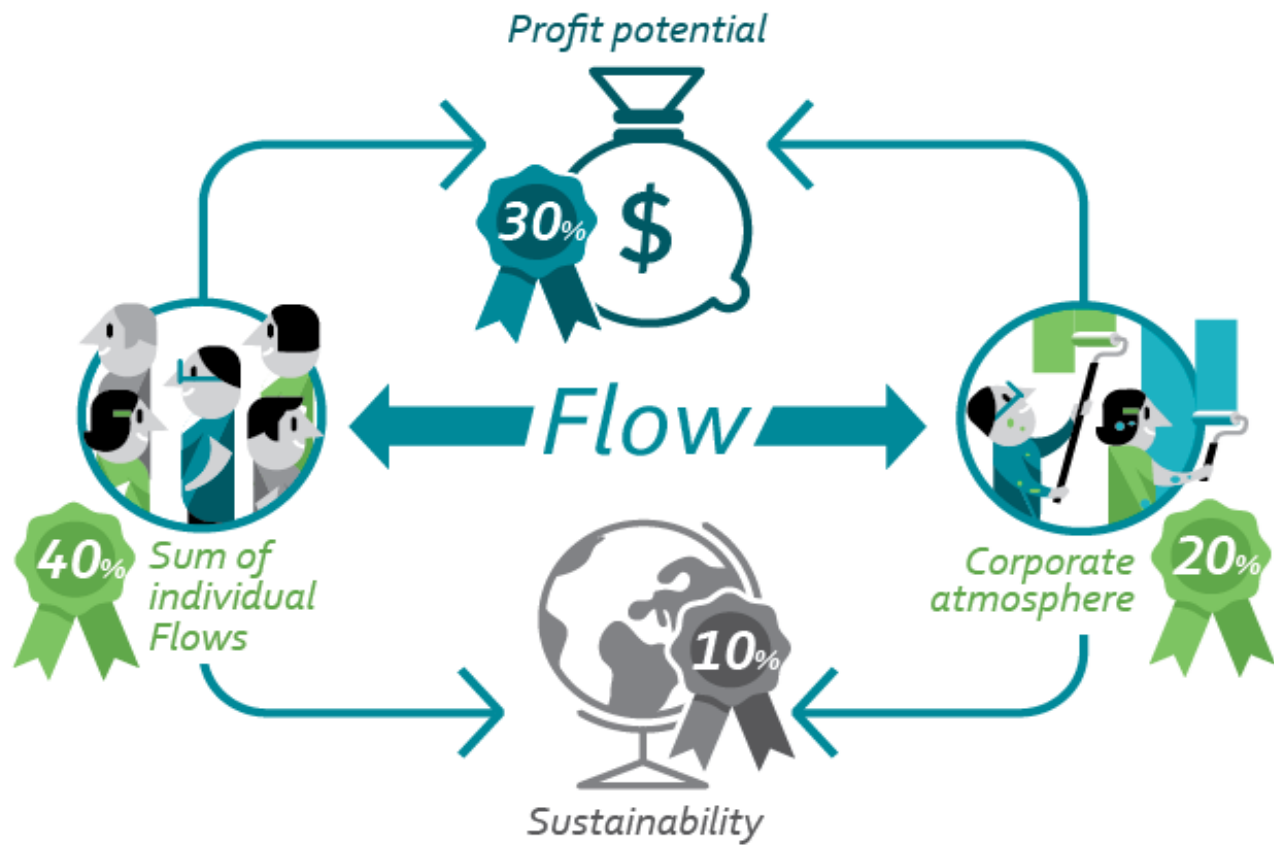


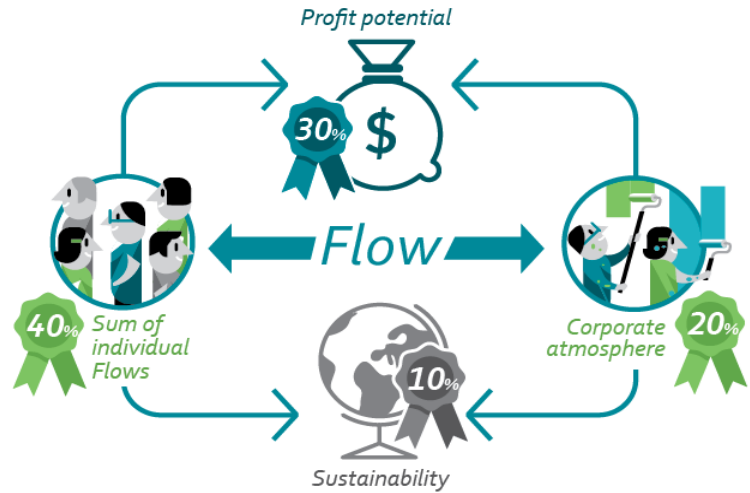
Take a journey with me to California!



'Good Business' (Csikszentmihalyi)









FLOW

Balancing challenge and your own skill level - The more a FLIGBY player learns about him/herself and remembers the characters and their motivations, the better chances to win the Award.



YOU ARE IN THE DRIVING SEAT

FLIGBY's player is put in charge of running Turul Winery, to set its strategy and to manage its people.



TRIAL AND ERROR

FLIGBY provides several opportunities by restarting a scene or the entire Game.



ELEMENTS AND ASPECTS ARE INTER-DEPENDENT

Built into FLIGBY are quite a few surprises as well as events whose significance will become apparent only later.



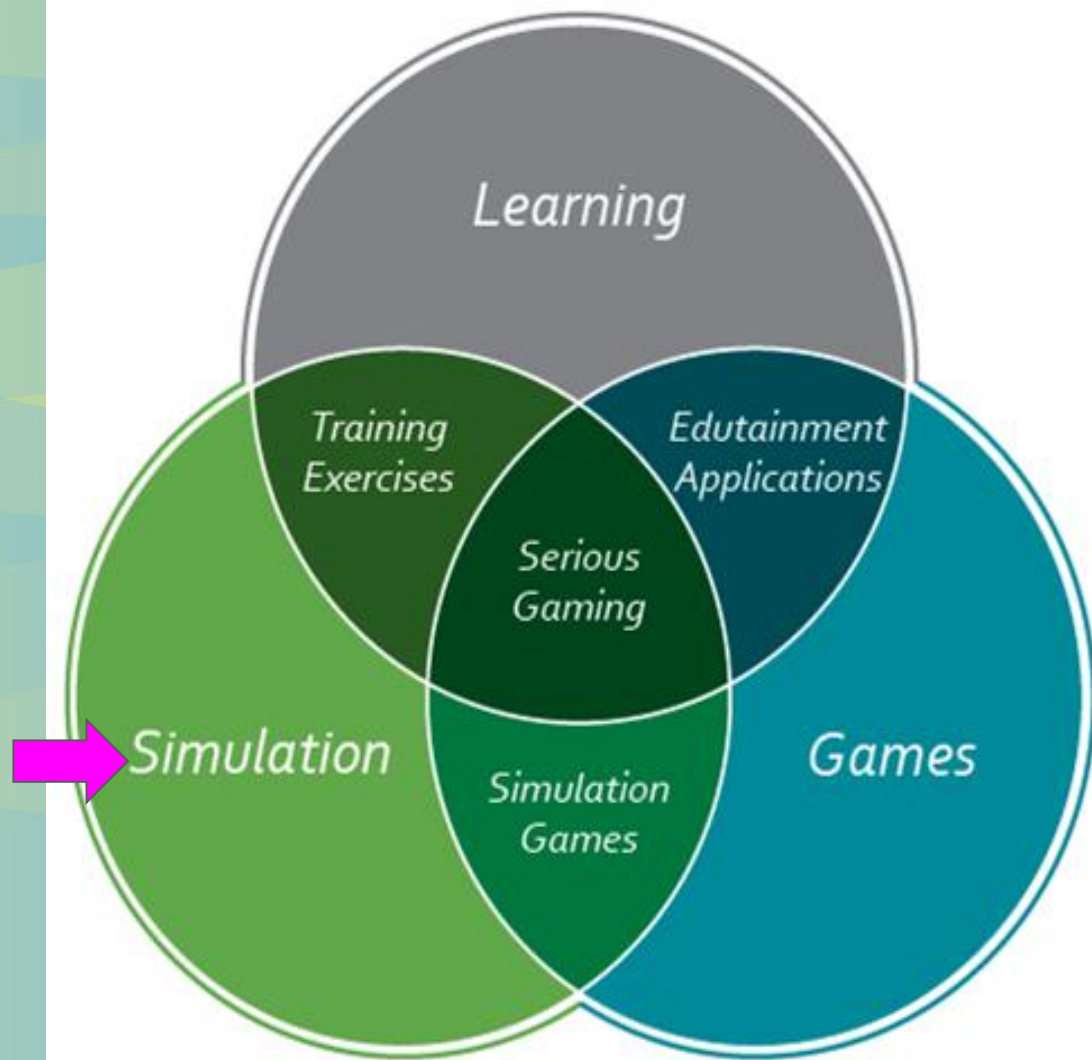
AN ENGAGING STORY

FLIGBY's complex virtual characters tend to elicit strong emotional reactions from players.

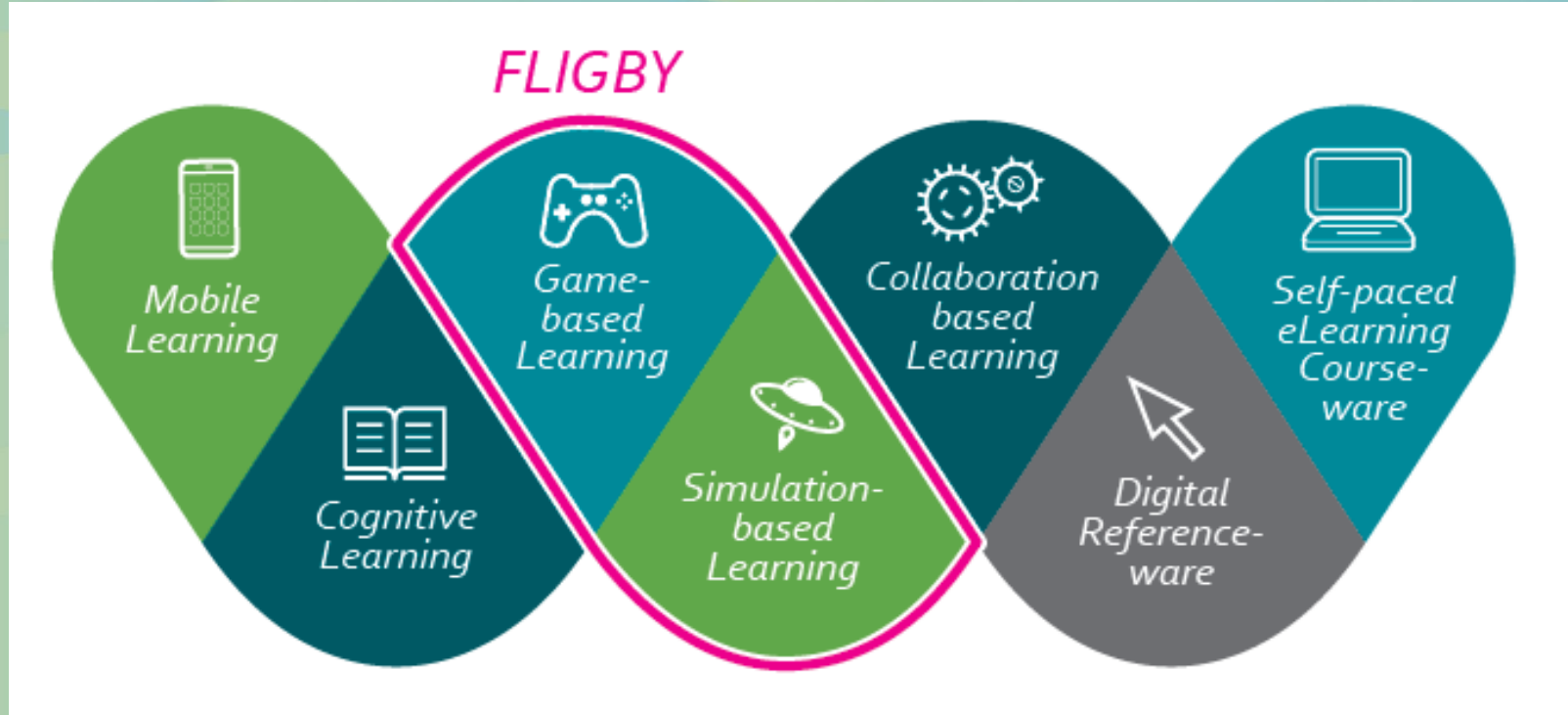


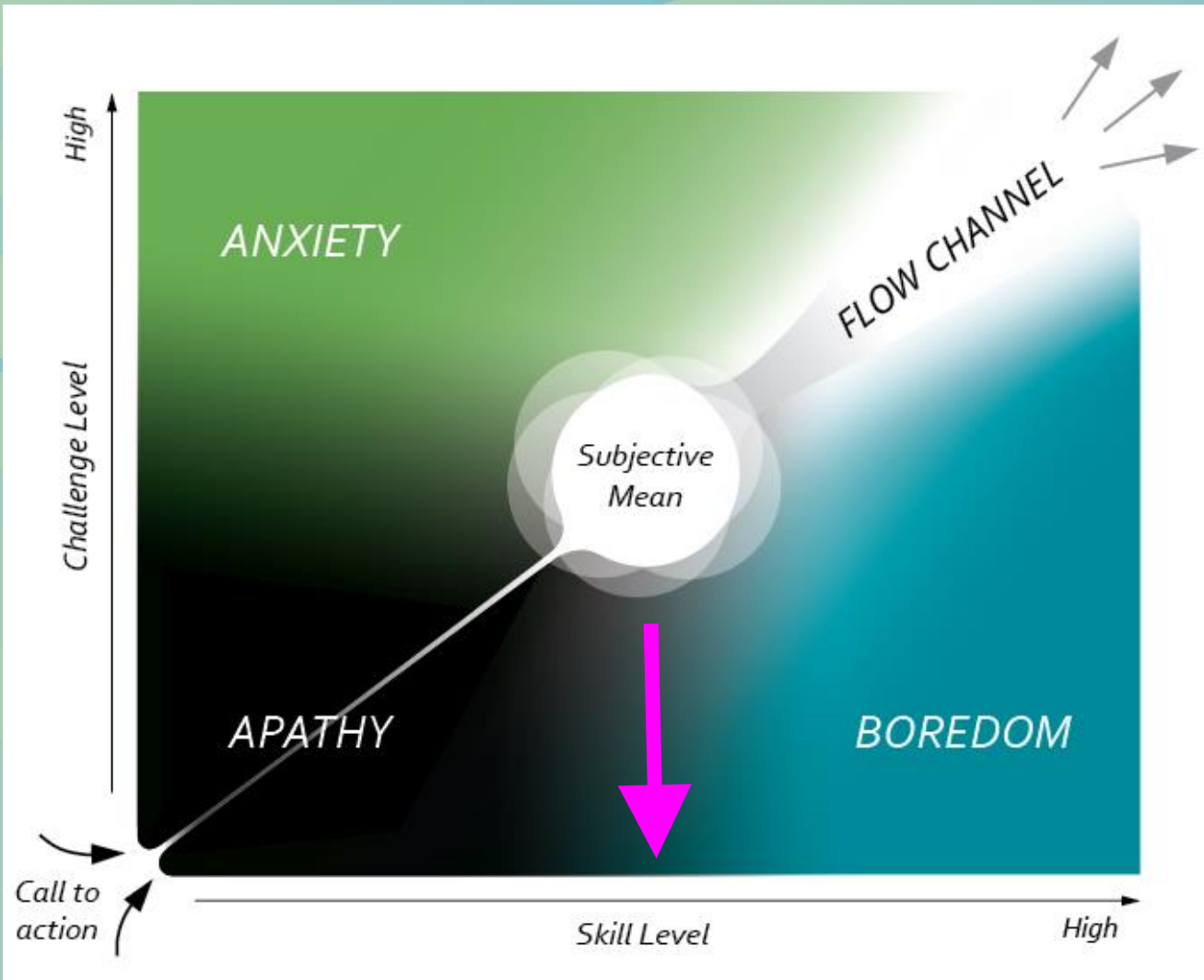
INSTANT FEEDBACK

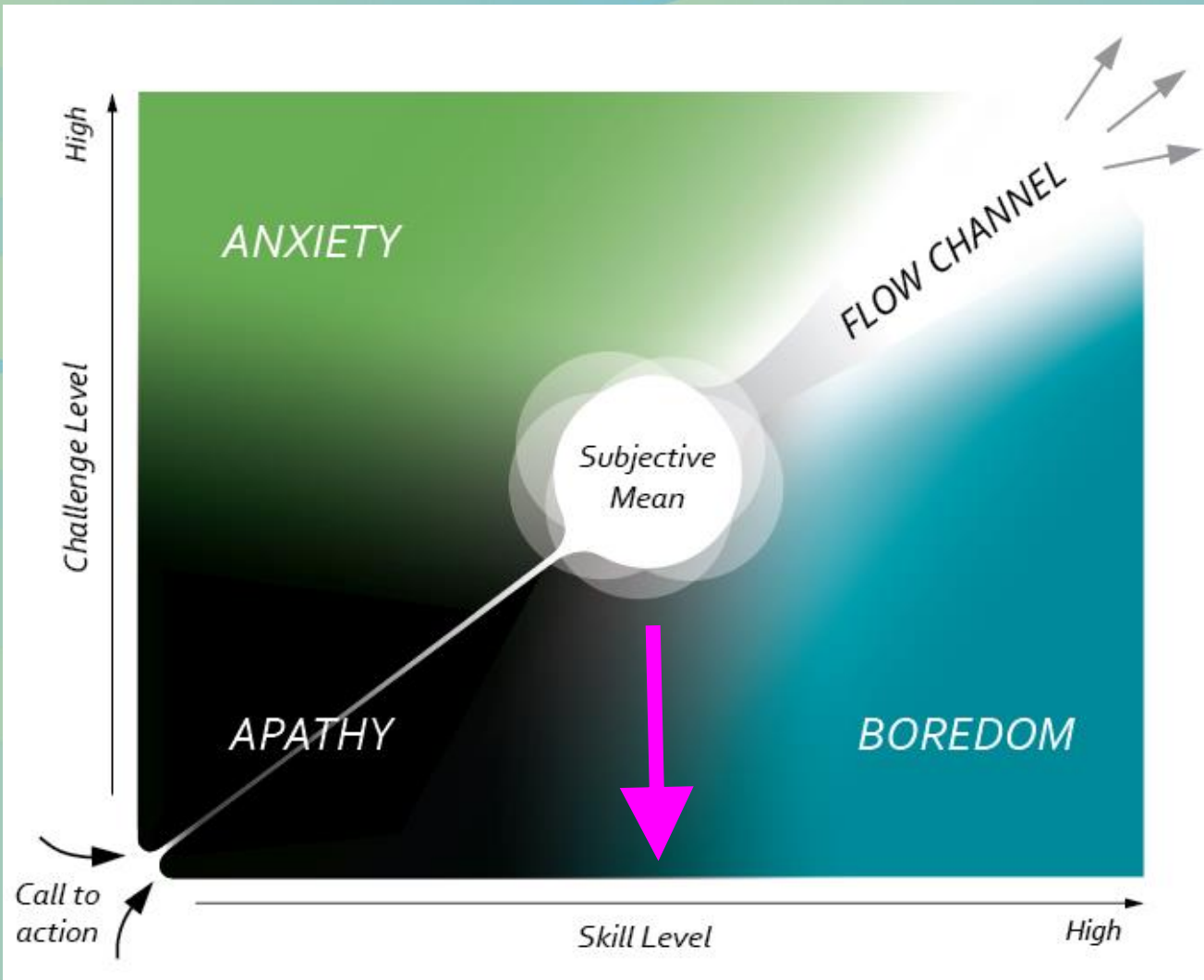
One of FLIGBY's strengths is that it provides 20 different types of feedback.



Digital Learning Ecosystem





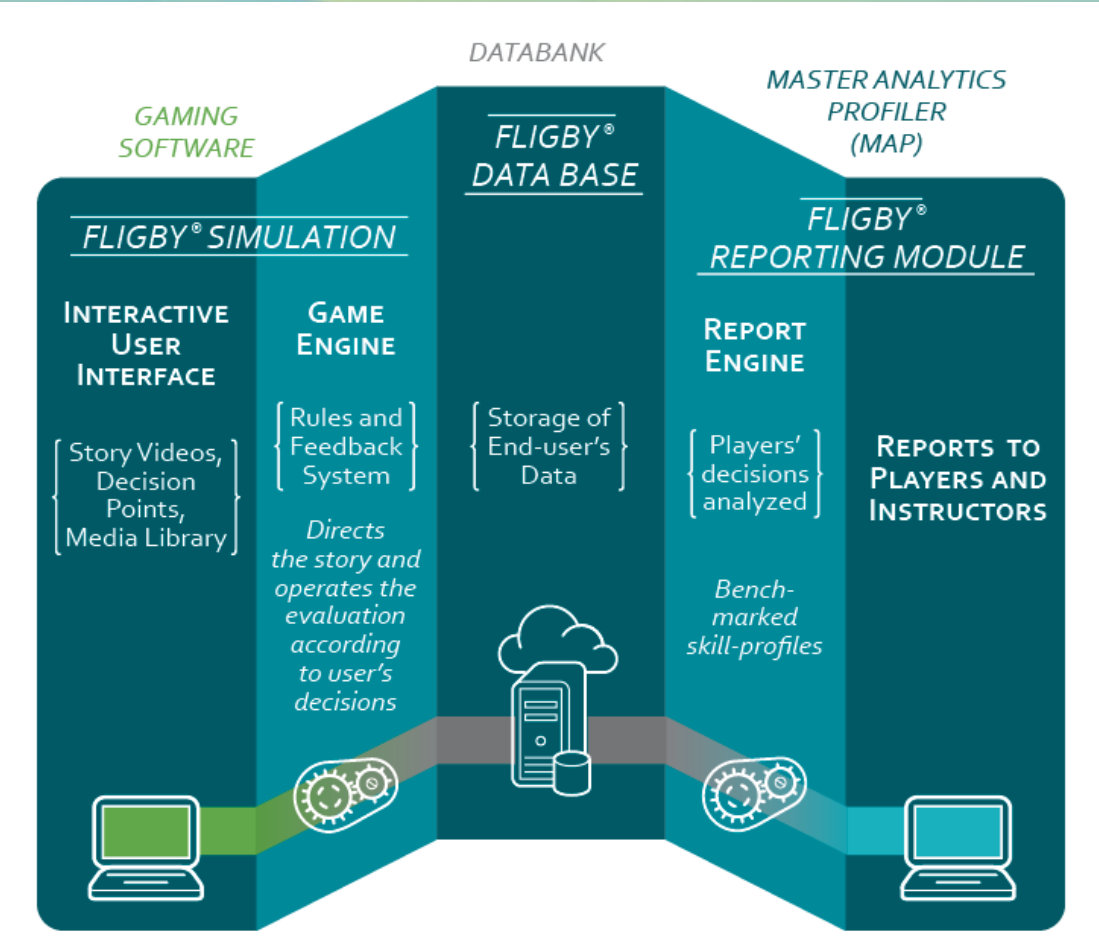


“Most HR Data is Bad Data!” HBR (02/2015)





FLIGBY's Gaming Software & Analytics Profiler Architecture



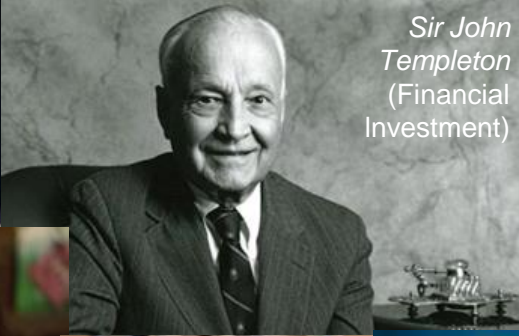
“Good Business” research project

An inspiring journey with **real** decision makers

Ted Turner
(vice chairman,
AOL Time)



*Sir John
Templeton*
(Financial
Investment)



Michael Murray
(former VP,
Microsoft)



Anita Roddick (founder, The Body Shop)



Norman Augustine (former CEO,
Lockheed Martin)



Kenneth Derr
(chairman and
CEO, Chevron)



*Michael
Markkula*
(cofounder,
Apple
Computer)



Jack Greenberg
(chairman and
CEO, McDonald's)



Mads Ovlisen
(CEO, Novo Nordisk)



Gerald Greenwald
(former chairman and
CEO, United Airlines)



The FLIGBY set of management skills



FLIGBY METRIX INDIVIDUAL REPORT

#1 PLAYER'S 1ST GAMEPLAY
PREDEFINED BENCHMARK All FLIGBY Players

COMPARE WITH OTHERS
SET BENCHMARK

NAME Helen Harris GROUP CEU MBA Leadership Course 2015-2

GAMING PROGRESS

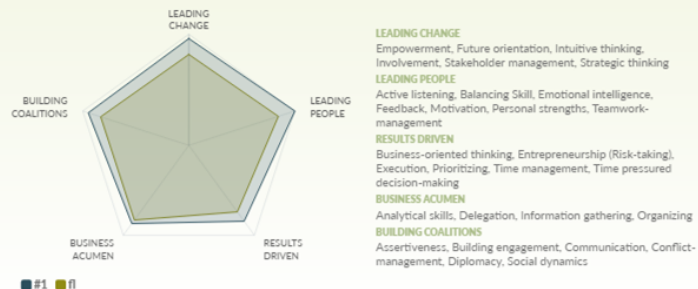
#1 GAMEPLAY TIME 10h 04m #1 AVERAGE TIME 07h 11m
#1 MEDIA LIBRARY CONTENT CHECKED 55% GAME STARTED 2015-04-24 09:25 GAME FINISHED 2015-05-04 15:00
#1 MEDIA LIBRARY CONTENT CHECKED 27%

GAMEPLAY RESULTS

CORP. ATM. #1 100 #1 100 #1 100 #1 86
#1 76 #1 80 #1 74 #1 63
AWARD YES METRIX POINTS 70
63

LEADERSHIP SKILLSET

SKILLS IN FLIGBY-ECQ SYSTEM



www.youtube.com/watch?v=Lf8JNNtllNo

APPLICATIONS of FLIGBY:

- 1. Business Coaching \Leftrightarrow Find More Creativity & Flow @Work**
- 2. Train People-Management Skills \Leftrightarrow As a Blended Learning Tool**
- 3. Develop Leadership Complexity \Leftrightarrow By Replaying Online Serious Game**
- 4. Create Flow-Promoting Ldsp Style \Leftrightarrow Building a Value-based Future**
- 5. Digitalisation/Org'l Culture Change \Leftrightarrow How to Win in a VUCA World**
- 6. Exploit Benefits of Predictive HR Analytics \Leftrightarrow Global Benchmarking**
- 7. Plan Strategic Scenarios \Leftrightarrow Business Intelligence of Non-intrusive Data**



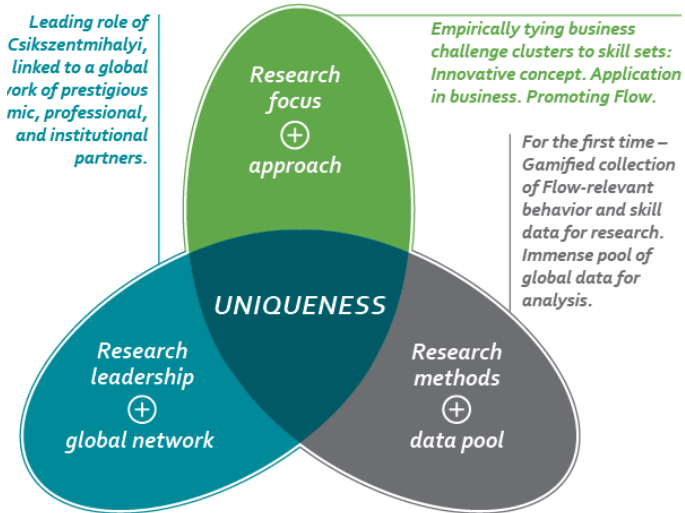
Flow-Leadership
Global Research Network
www.flowleadership.org

TRIPLA “Hungaricum”

FLOW
IS
GOOD
BUSINESS for
YOU



Leading role of Csikszentmihalyi, linked to a global work of prestigious mic, professional, and institutional partners.



www.flowleadership.org

FLOW

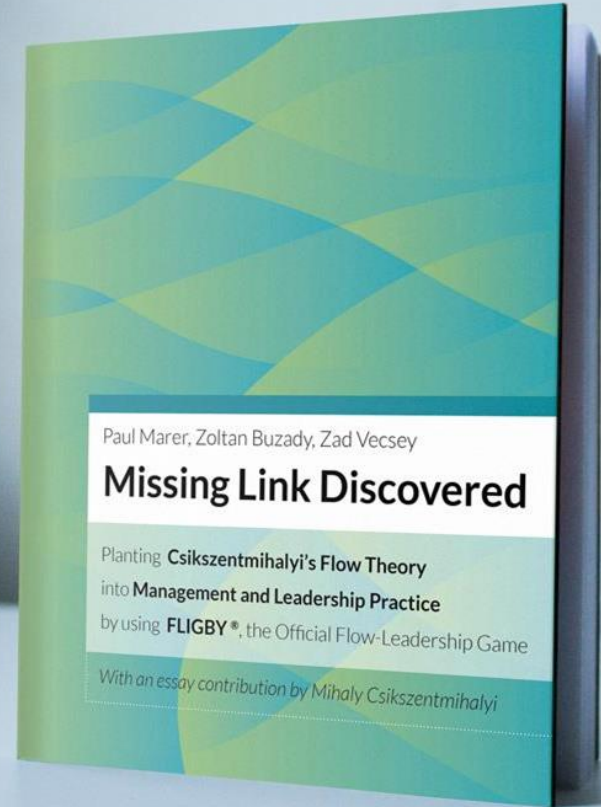
2018. FEBRUÁR-MÁRCIUS VII. ÉVFOLYAM/1. SZÁM

**CSÍKSZENTMIHÁLYI
MIHÁLY:**

**LELKIÁLLAPOTUNK
ÉS A REPÜLŐ
CSÉSZEALJAK**

**ÉTELEKKEL A JOBB
TELJESÍTMÉNYÉRT**

**TUDATOSAN A FLOW-ÉRT
A PROFI IDŐGAZDÁLKODÁS
CSAPDÁJA**



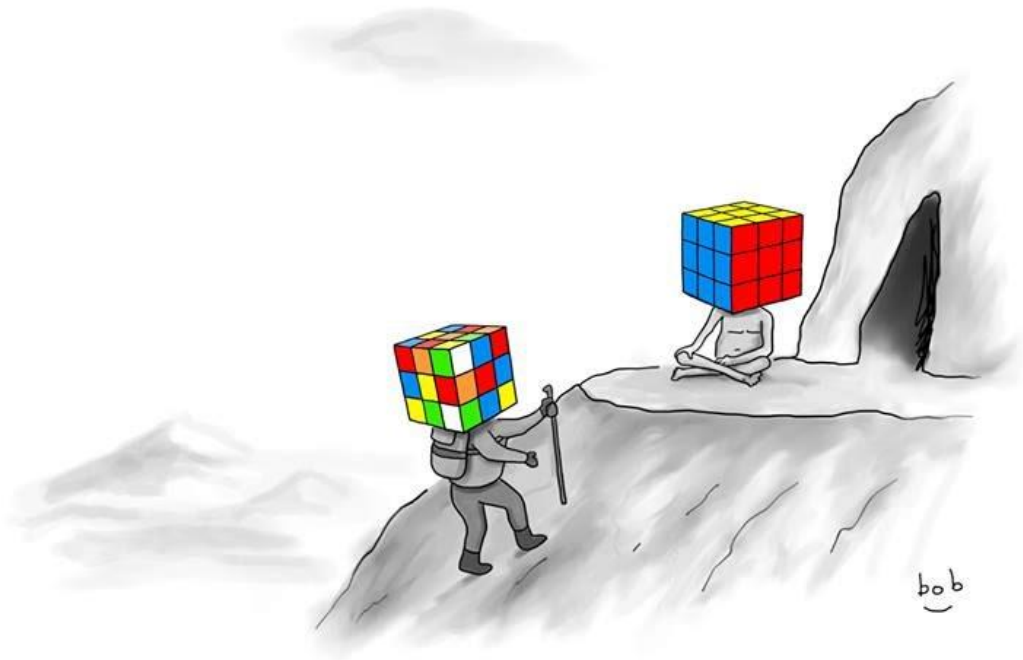
Available at
amazon



Prof. Peter Szabó, Faculty Member
Missing Link Discovered

Exploring Csikszentmihalyi's Flow Theory
in Management and Leadership Practice
with Prof. P. FÜLÖP, The Critical Flow & Leadership Course
with Prof. Csikszentmihalyi

SZABÓ PÉTER
Faculty Member
The Critical Flow & Leadership Course



bob
😊

May the **Flow**
Be with You!
A **Flow** legyen Veletek!



www.flowleadership.org
zoltan@buzady.hu



Linkedin

CORVINUS
UNIVERSITY of
BUDAPEST