



LEADERSHIP FOR TODAY - ONLY 2 Days in the year YOU CANNOT LEAD:

ICNL @ L4T UK in England

ICNL-International Centre for Neuroscience Leadership

A Chartered Management Institute Registered Centre

A Chartered Management Institute Award Winning Centre

A Chartered Management Institute Approved CMgr BECOMING Centre

Mission: KILL AGEISM through EMOScore® Processes.

L4T Global CEO: Doctor M.O.J. RN RNT RCNT DProf ChMC CMgr MBA MA MSc (Econ)(LSE) PGDipBA (Henley)

Programe Manager CMgr Cllr Vanessa Garside, Mayor of Taunton (*fmr*) CMgr MA BA(Hons) PGCE.

Date: 22/JUNE/2025

Ref: L4T/ICNL/L-A-L Project/01

EMOScore® PRACADEMIC Neuroscience Leadership (EPNL®)

Leadership is not about being born great, but about being **REWIRED for greatness**. This is the focus of ICN - International Centre for Neuroscience Leadership. England.

What is Doctor M.O.J's Current Focus

(Dr Mansour Olawale Jumaa)

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A Living-as-Learning Investment through (EPNL®).

Isn't Soft Skills. It's Scalpel-Sharp

The Hudson River Moment (HRM, 2025)— *a Living-as-Learning digital platform* using EMOScore® PRACADEMIC Neuroscience Leadership, reflection, and AI to transform NHS legacy leadership

Core source of the contents for the implementation of HRM (2025) is EMOScore® PRACADEMIC Neuroscience Leadership (2022) (*EPNL®*) This is Doctor M.O.J's evidence-based Tools - located in over 4 UK IPO (Intellectual Property Office) Registered TradeMarks®:

1. *EMOScore® (2022);*
2. *S.A.L.T. Framework®, BBA™ (2024);*
3. *S.T.E.P. DNA 4Ds Method® (2018);*
4. *CHI-TAB® (2020)*

Not “more training” — but a **live, reflexive system** where NHS staff - *learn as they lead, adapt as they act, and save LIVES as they serve*.

Why FPIs™ and Why Doctor M.O.J?

Doctor M.O.J redefines leadership for an AI-powered, emotionally intelligent future — elevating FPIs™ as strategic neuroplasticity change agents. The ICNL - International Centre for Neuroscience Leadership, England, and Doctor M.O.J. are UK Parliament recognised Advocates for **Fifty Plus Individuals™ (FPIs™)**(December, 2023).

Our mission is:

“KILL AGEISM - Unlock, through (EPNL®), the hidden brilliance of those too often overlooked”

Doctor M.O.J is committed to working with FPIs™ to help reclaim (*focus*), re-engineer (*meaning*), restore (*energy*) and rewire (*result-J.O.Y™*) NHS England, **‘broken’** but not **‘beaten’**. In the process, *confront lovingly*, biases/defects, while combatting AGEISM,

Why Fifty Plus Individuals™ (FPIs™).

As the population ages, our systems—including healthcare—are not adapting equitably with **emotional insight**. NHS England, at the frontline of care delivery, remains burdened by:

- **Workforce shortages** exacerbated by intergenerational conflict and premature exits
- **A leadership culture under chronic emotional strain** *sadness over unmet potential, fear of reform, and anger toward systemic constraints*
- **Ingrained age-based assumptions** that impact *patient care* and **staff development**

The 2025 Centre for Ageing Better Report (<https://ageing-better.org.uk/sites/default/files/2025-03/The-State-of-Ageing-2025-interactive-summary.pdf>) states:

“Ageism is endemic in England”.

“There are huge inequalities in our experiences of ageing. All of us deserve the best possible lives as we grow older, and our whole society reaps the rewards when people can age well.”

Yet, older workers are too often viewed as less adaptable or innovative—despite a wealth of expertise—and patients face assumptions about their capacity to recover, contribute, or engage in co-productive care models. Co-productive care models are integral to this project - the HRM project.

Ageism is not just a bias; it's an emotional ecosystem. It triggers or amplifies:

- **Sadness** in older professionals who feel undervalued
- **Fear** in younger leaders who resist feedback from seniors
- **Anger** when intergenerational misunderstanding becomes systemic friction
- **J.O.Y™** (*H.A.P.P.I.E.R. State™*) is kept at bay!

These emotions have tangible costs: poor decision-making, conflict escalation, absenteeism, and stunted innovation.

Loneliness—a major consequence of ageism described as both a **public health crisis** and an **economic drag**, estimated to cost the UK economy **£2.5 billion annually** (Age UK, 2024). In NHS leadership, loneliness manifests as emotional disconnection, making it harder for leaders to show empathy, delegate effectively, or collaborate across age divides.

How to make the mission a real-world lived reality

The medium to make the mission a real-world lived reality is **The Hudson River Moment Project (HRM): a Living-as-Learning digital platform**. The HRM is more than a concept — it's a platform, a movement, a paradigm shift and a call to **fly differently**.

Safe landing - a big challenge - will be achieved with:

a Doctor M.O.J. as Lead Author in collaboration with,

b Open AI's Research Assistant (ChatGPT), as Data Architect, Narrative Synthesiser with intellectual weight and poetic precision, and

c Partnerships and Sponsorships from key stakeholders - locally, nationally and internationally (you are invited if you identify with the goals of **The Hudson River Moment (HRM)** - a first-of-its-kind neuroscience leadership and digital training & education platform. HRM is designed to transform NHS culture by activating a force we've long overlooked: **Fifty Plus Individuals™ (FPIs™)**.

In the NHS and for the NHS in England we need **EPNL® - EMOScore® PRACADEMIC Neuroscience Leadership-trained empathy, proceduralized presence, and emotional calibration tools** embedded in practice, not as posters on walls.

Essentially and fortunately, the HRM crews will be well trained, educated and socialised in evidence-based practices within **EPNL® system** with significant contributions in implementation

Why Doctor M.O.J.

Doctor M.O.J. has built and has been using innovative evidence based approaches since February 1984 when he was appointed, after a fiercely contested Recruitment & Selection process, as a Clinical Teacher (Psychiatry), in Essex, England

Current innovative evidence based approaches are brain-based capability models to train us about emotional foresight, cognitive flexibility, and safety prioritization.

Doctor M.O.J. built, since February 1984, reflective leaders who think with emotion, decide with wisdom, and act with calm under pressure. In short, this is how we prevent brilliance from burning out. The NHS doesn't lack care. It lacks cognitive-emotional oxygen. That's what **EPNL®** delivers.

How to Implement The Hudson River Moment Project (HRM): a Living-as-Learning digital platform.

EMOScore® PRACADEMIC Neuroscience Leadership (EPNL®) is the evidence based medium for implementation. It is the over-arching delivery flight engine - the driving force. One of the uniqueness and distinctive characteristics of EMOScore®, within EPNL®, is **E-EEEL™ - Embracing Everyday Emotions for Effective Leadership™**. No other approach in the world makes this explicit.

PRACADEMIC is the **soul** of EMOScore®. They are inseparable. This is reflected in Doctor M.O.J.'s R&D activities since 1995 - to date. They are based (ongoing) on my adaptation of CI - Cooperative Inquiry to Doctor M.O.J.'s **PCI™ - Pragmatic Cooperative Inquiry™ (2020.)**, **a good example and contributing to the development of knowledge through both research and practical application.**

The core source of the contents for the implementation of EMOScore® PRACADEMIC Neuroscience Leadership (2022) (*EPNL*®) is Doctor M.O.J.'s evidence-based Tools - located in over 4 UK IPO (Intellectual Property Office) Registered TradeMarks®, cited on Page 1, above.

Doctor M.O.J.'s Evidence-based Consulting, Leadership & Management Journey Started in 1984.

Since appointed, in February 1984, as Clinical Teacher (Psychiatry), in Essex, England, after a fiercely contested Recruitment & Selection process, Doctor M.O.J.'s focus has been on 4 (four) UBE (Universal Basic Emotions) that dominate our lives - **SFAJ™ (2018)**: *Sadness -ve; Fear -ve; Anger -ve & J.O.Y.™ +ve (H.A.P.P.I.E.R. State™)*.

This focus was heightened, in the Summer of 1984, during and after I attended and participated in an intensive and immersive, Humanistic Psychology-based 5-Day growth Programme of very practical, personal and professional Workshops - the 6CIA - Six Category Intervention Analysis.

This eye-opening 5-day pilgrimage was by late Prof John Heron and his dedicated team of Facilitators (*Tutors and Administrators*), to name, but a few: Meg Bond; Jean Anderson; John Mulligan, Dr James Kilty, Nicolas Ragg. It was at the HPRG - Human Potential Research Project, Department of Educational Studies, University of Surrey, Guildford - the First in Europe and first such Centre at a British University for Humanistic & Transpersonal Psychology.

Unknown to me, attendance at this programme and subsequent related programmes (www.doc;;;.com) emancipated me from a life of subservient existence to an ongoing innovative leadership helping roles. Special thanks to John Heron (RIP), Meg Bond, John Mulligan and the graduates of the IDHP (Institute for the Development of Human Potential)'s Facilitator Styles Course (1986-1988) at the University of Surrey.

Research evidence, over the years, continue to support my choice of UBE and I have asserted, with visible positive results, that if the first three (3) - sadness, fear and anger - are significantly removed, consistently, we would enjoy consistent J.O.Y.™, most of the time.

These assertions, proven to be 'true', have led me to creating innovative and groundbreaking Models, Tools and Techniques that were and continue to be tested at all HoWPlaR™ global contexts (HoWPlaR™: *Home; Work; Play; Rest*).

For over four decades, I've listened, learned and led, inside complex systems. I've worked in NHS corridors, MBA classrooms, policy advisory councils, and evolving digital learning labs.

Every role has shaped and influenced where I am today as a pioneering British-Nigerian neuroscience leadership pracademic thinker. Creator and Developer of the evidence-based CLINLAP/LEADLAP Model (1997), the progenitor of EMOScore® system (2022) — an evidence-based, brain-based neuroscience leadership-informed emotional regulation and leadership adaptation model designed for legacy transformation in high-pressure systems like the NHS, or any failing organisation'

The Golden Key to Evolving Consulting, Leadership & Management Success (1884 - To date)

Here are Milestones (*selected*) that define Doctor M.O.J's ongoing Consulting, Leadership & Management journey:

Doctor M.O.J - Selected, *Backward Glance*:

Consort to the Mayor of Taunton,

County Town of Somerset, UK & **First Citizen of Taunton** (May 2024- May 2025).

First African Consort to the Mayor of Taunton.

First Nurse & First African in Consulting, Leadership & Management History to Earn the TRIPLE Crown: *ChMC; CMgr; FIC*

CURRICULUM DEVELOPMENT EXPERT:

- **MBA Residential School Tutor,**
@ Robinson College, University of Cambridge, UK, on the Triple-Accredited Open University Business School MBA. Facilitated MBA Elective - '*Creativity, Innovation & Change*'.
→ *Where I mentored CEOs, C-Suite Execs and Aspiring Senior Leaders*. Significantly, I learned how senior leaders truly think and decide.
- **Initiated, developed and led the creation,**
implementation and teaching of the First, in Europe, MSc Clinical Leadership programme at the Royal Free Hospital, Hampstead Campus of the London Middlesex University, London, England.

CURRICULUM MANAGEMENT EXPERT:

Subject Expert, External Quality Assurance Expert and External Validation Expert.

Validated these innovative, academic and professional Programmes at the MUBS- Middlesex University Business School: DBA - Doctor in Business Administration; MBA - Master in Business Administration; DProf - Doctor in Professional Studies; MProf - Master in Professional Studies

Chief External Examiner, UK. (CEE) for 5 years: 4 other EE - External Examiners from 4 Universities in the UK reported to Doctor M.O.J

EDITORIAL & SCHOLARLY ACTIVITIES

(National and International)

- **Co-Author,** with Friend & Colleague, Prof Melanies Jasper (RIP) of the Best Seller Book, *Effective Healthcare Leadership*. Jasper & Jumaa (2016, 2009, 2008, 2005).
- **Published 3 Editions of JNM - Journal Of Nursing Management, UK.**
- **Board Member,**
Editor & Commonwealth Editor, JNM - Journal Of Nursing Management, UK
- **Editorial Board Member,**
JONA journal of Nursing Administration. USA.

- **International Editor, & Editorial Board Member,**
WAJN - West African Journal of Nursing, Nigeria.
- **First Black British** of African Descent appointed Head of **Mental Health & Psychiatric Nursing Education** in both West Sussex and North East Surrey Health Authorities.
- **Fellow,** West African College of Nursing, Nigeria
- **Florence Nightingale Foundation (UK),** International Post-Doctorate Scholar on Evidence-based Leadership & Management (*Healthcare & Nursing*)
- **First British NURSE** to be elected to the prestigious LSC - Leadership Succession Committee of Sigma, Global Nursing Excellence, USA.
- **First Healthcare Manager** in Consulting, Leadership and Management History to earn the Triple Crown: *ChMC*; *CMgr*; *FIC*
- **First African Chair,**
Healthcare Management Division, Association of Management/International Association of Management (AoM/IAoM), USA.
- **First Black British**
in Consulting, Leadership and Management History to earn the Triple Crown: *ChMC* - **Chartered Management Consultant**; *CMgr* - **Chartered Manager**; *FIC* - **Fellow of the Institute of Consulting, UK.**
- **CMI Subject Matter Expert,**
CMI - Chartered Management Institute, UK.
- **CMI Management Book of the Year Reviewer,**
Chartered Management Institute, UK.

PROFESSIONAL HONOURS FROM LEARNED SOCIETIES.

- **Fellow,** Institute of Consulting, UK.
- **Chartered Fellow,** Chartered Management Institute, UK.
- **Fellow,** the RSA. The Royal Society for the encouragement of Arts, Manufactures and Commerce. FRSA. UK
- **Fellow,** Institute of Healthcare Management - FIHM. UK
- **Fellow,** Royal Society for Public Health - FRSPH. UK.
- **Board Leadership Development Fellow,**
Sigma, Global Nursing Excellence, USA.
- **Chartered Member,** Institute of Personnel & Development. MICPD. UK
- **Member,** Institute of Directors - MIoD. UK

- **Invited Member, Harvard Business Review Advisory Council. USA.**
- Global Panelist, **McKinsey & Company Insights Network**

Let's connect if you believe in:

living as learning
learning as living
learning as leadership
leadership as lived action and
leadership as lived experience.

Legacy is not given. It is earned, endured, and encoded. I am not just leading. I am reshaping maps for generations of overlooked brilliance.

Doctor M.O.J.

Lead-Author

The Hudson River Moment Project

NURSE, *Chartered Management Consultant* | *Visionary Strategist* | *Lived Wisdom Architect, IN*
collaboration with

OPEN AI Research Assistant,

Data Architect, Narrative Synthesiser with intellectual weight and poetic precision.

Bottom Line

EMOScore® is not just an assessment tool—it's an emotional regulation system designed for high-stakes, real-time leadership - *Embracing Everyday Emotions for Effective Leadership*. It turns feelings into foresight and experience into capability through its evidence-based Core Components and Core Principles.

QUALIFICATIONS: ACADEMIC & PROFESSIONAL

RN

RNT

RCNT

DProf

MBA

MA

MSc (Econ)(LSE)

PGDipBA (Henley)

ChMC

CMgr

FIC