

Appendix 3

Part 4: Global Learning Festival – ‘Insight to Action’

This appendix expands on the four headline insights from ANA’s 2025 Global Learning Festival:

1. Detect early signals before harm becomes entrenched

The pattern of late intervention repeatedly points to the same issue: by the time systems respond, the economic and human cost is already locked in.

The focus was on surfacing early cognitive and emotional stressors, micro-frictions, and unmet needs in the workplace, classroom, clinics and communities before they develop into chronic conditions, including emotional exhaustion, burnout and anxiety disorder.

→ *Implication: Design environments and tools that surface early indicators of Brain Capital risk.*

2. Stress-test applied neuroscience in real-world conditions

Interventions that succeed in theory may fail in practice when introduced to dynamic, complex environments. Participants pointed to barriers such as workflow disruptions, cultural misalignment, stigma, cumulative stress, and leadership structures.

→ *Implication: WAND2025 served as a live testbed, identifying what translates, where, and why. Treat implementation contexts as having active variables.*

3. Shift the lens from individual resilience to system responsibility

Many losses in Brain Capital are misattributed to individuals, when the drivers are structural: environments that overload attention, suppress capability, or erode psychological safety.

The recurring pattern of cognitive micro-frictions and environmental suppression of capability (built environment or leadership) revealed deficits are often misattributed to individuals.

→ *Implication: The programme surfaces structural contributors to Brain Capital loss, helping reframe solutions at the system level.*

4. Build shared learning across disciplines that rarely interact

Sessions that combined neuroscience with leadership, pain science, play, neurodiversity, and built environment produced some of the richest insights. The interdisciplinary nature of the festival allowed fresh connections that siloed systems struggle to achieve.

→ *Implication: Enable structured cross-sector interdisciplinary collaboration to surface novel applications of neuroscience, not just knowledge transfer.*