



VISTA Leaders' Webinar

Mindfulness as a Leadership Practice

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Friday, July 13, 2018

Agenda

- **Mindfulness defined**
- **Research: Mindfulness goes Mainstream**
- **Why Mindfulness and Meditation Matter in Leadership**
- **Mindful Leaders: Better Organizations; Happier Staff**
- **Your voices; your ideas, questions, stories**
- **Future of Work: Mindfulness as a Leadership Practice**
- **Action Step: The Power of One**
- **Resources for further study**

Mindfulness Defined

- **Jon Kabat-Zinn**, founding director of the Center for Mindfulness in Medicine, University of Massachusetts Medical School
- ***Mindfulness is paying attention in a particular way: on purpose, in the present moment and non-judgmentally.***
- **Mindfulness Based Stress Reduction (MBSR)**

Mindfulness in Medicine, Science, Workplace

- **Apple**
- **Eileen Fisher**
- **Aetna**
- **Target**
- **Keurig Green Mountain**
- **Intel**
- **Google**
- **General Mills**
- **World Economic Forum**

Growing Importance of Mindfulness

- **Organizations see mindfulness training as a competitive advantage**
- **Aetna, 3rd largest health insurer, partnered with Duke,**
- **Researchers found practices decreased stress levels by 28 percent, improved productivity 62 minutes per employee per week**
- **World Health Organization – stress cost organizations roughly \$300 billion dollars per year**

Growing Importance of Mindfulness

- Key to effective leadership is the ability to integrate your head (IQ) with your heart (EQ)
- Buddhist monk Thich Nhat Hanh *'The longest journey you will every take is the 18 inches from your head to your heart'*
- Our hearts are where essential leadership qualities like passion, compassion and courage reside
- By practicing mindfulness, mindful leaders exhibit high levels of self-awareness and intentionality in their actions

Science of Mindfulness

- **Mind training can change the composition of your mind**
- **Richard Davidson's research demonstrates direct correlation between mindfulness and changes in the brain- away from anger and anxiety and toward a sense of calm and well-being**
- **UCLA Mindful Awareness Research Center - Meditation can improve executive functions (sustaining attention, diminishing distractibility) better than medication in most cases**

Science of Mindfulness

- **Daniel Goleman, Father of Emotional Intelligence, describes the effect of mindfulness for focusing the mind's cognitive abilities**
- **'one way to boost our will power and focus is to manage our distractions instead of letting them manage us'**

Why Mindfulness and Meditation Matter in Leadership

- Harvard researchers determined that meditation literally rebuilds the brain's grey matter
- Mindfulness practices teach our brain to pop up out of old thought patterns
- Mindfulness meditation re-grooves the brain and builds a new neurological network

Better Organizations and Happier Staff

Harvard Research – Mindfulness is proven to help leaders manage their stress, which reduces staff stress, creates a better workplace culture, and improves the bottom line

Psychological Capital – 4 components

- 1. Hope**
- 2. Optimism**
- 3. Self-Efficacy**
- 4. Resilience**

Mindful Leader

- Janice Marturano, founder of The Mindful Leader Institute, defines mindful leader, author of *Finding the Space to Lead*

A Mindful Leader....

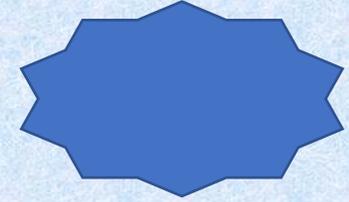
- embodies leadership presence by cultivating focus, clarity, creativity, and compassion in the service to others
- strengthens their ability to connect to themselves, each other and the community
- strengthens their ability to skillfully initiate change

Leadership Practice in Mindfulness



- 1. Stress Reduction**
- 2. Self-Awareness**
- 3. Greater Empathy for Self**
- 4. Manage Our Energy**
- 5. Become a Better Listener**

Leadership Practice in Mindfulness



6. Strongly Engage Others

7. Creating Distance Between Thought and Action

8. Tap Into Intuition

9. Embrace and Adapt to Change

10. Greater Clarity and Focus

Your Voices; Your Stories



- **What have you read about mindfulness meditation?**
- **What resources can you share?**
- **What are your questions about how mindfulness strengthens leadership competence?**
- **Your Voices; Your Stories**

The Power of 10: 10 Minutes a Day

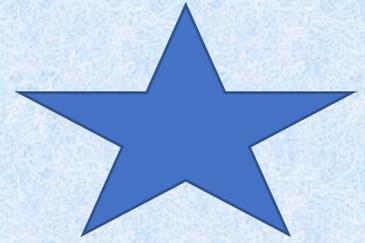
1. Sit comfortably in a way your body can be still and supported
2. Bring your attention to your breath
3. Be open and curious about whatever you notice...thoughts, sensations, sounds...don't try to change or control or judge what you notice
4. When your attention pulls or drifts away, redirect your attention back to your breath. The process of redirecting is the practice!

Future of Work: Mindfulness as a Leadership Practice

Tips to Design a Mindfulness Program:

- Start with YOU: develop your own personal 10 minute practice daily
- A formal 'taster session' is a good starting point
- Allocate a space for people to practice in the workplace
- Encourage people to practice together if they wish
- Facilitate a guided meditation for the staff at a particular time of day
- Start meetings with a 'mindful minute' (60 seconds where people bring attention to the breath by counting them in silence)

Taking Action: The Power of One



- **What is one take away from this conversation?**
- **Will you begin your 10 minutes of mindfulness meditation?**
- **How can you be a role model for your organization?**
- **Can you create a 'presence pause' throughout the day?**

Resources

'We don't sit in meditation to become good meditators. We sit in meditation so that we'll be more awake to our lives' Pema Chodron, *When Things Fall Apart*

Jon Kabat-Zinn, *Full Catastrophe Living*, *Wherever You Go, There You Are*
You Tube: Jon Kabat-Zinn at Google

Mindfulness-Based Stress Reduction (MBSR) Course

Janice Marturano, *Finding the Space to Lead*

The Institute for Mindful Leadership: www.instituteformindfulleadership.org

David Rock, *Your Brain at Work*

Headspace App, Calm App