



# WIC Conference Roadmap

Mind Training Matters – Work with Leaders/Key Performers

Theme: Impact of Leaders on Employees

Goals for Our Time

- ✓ Practical/best practices to lead teams
- ✓ Experience 3 Science-Based Self Care Best Practices to Manage Stress & Improve Performance
- ✓ Informative, interactive, experiential

Case Study: SAP's Global Mindfulness Program & Outcomes

The Neuroscience of Mindfulness

Resources for Best Practices





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Be Empowered, Create Transformations

## ***Mind Training Matters Approach***

*Science-Based = Sustainable Outcomes*

- ❖ *1:1 with Leaders & Key Performers*
- ❖ *Group Workshops and Programs*
  
- ❖ *Executive/Leadership Coaching plus Science-Based Learning & Development*
  - ✓ *Mindfulness Meditation*
  - ✓ *Emotional Intelligence*
  - ✓ *Empowering Mindset Practice*





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## *2022 Client Survey Results*

### *Programs Completed*

- ❖ *Mindfulness & Executive Coaching*
- ❖ *Emotional Intelligence & Executive Coaching*

### *Outcomes*

✓ *Stress Management: 31% Improvement*

- + *Self-Awareness*
- + *Self-Regulation*
- + *Emotional Processing*
- + *Resilience*
- + *Drop into 'Being Mode'*
- *Anxiety*
- *Emotionally Reactive*





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## 2022 Client Survey Results (cont)

### Programs Completed

- ❖ *Mindfulness & Executive Coaching*
- ❖ *Emotional Intelligence & Executive Coaching*

### Outcomes

- ✓ *Performance: 19% Improvement*
  - + *Focus*
  - + *Confidence*
  - + *Time Management*
  - + *Strategic Thinking*
  - + *Mental/Emotional Best Practices*
  - + *Responding from Deeper Wisdom*



A photograph of a stone path winding through a dense, misty forest. The path is bordered by a rustic wooden railing made of logs. The trees are tall and green, with a soft, hazy light filtering through the canopy. The overall atmosphere is serene and contemplative.

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

Viktor E. Frankl





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### *Your Experience as WIC Leaders*

- ❖ Top 3 Challenges for You
- ❖ Fallout from Challenges
- ❖ What Have You been Learning from these Challenges?
- ❖ What is working for You as a WIC Leader?



## The Impact of Leaders on Employees

New data suggests that for almost **70% of people, their manager has more impact on their mental health than their therapist or their doctor—and it's equal to the impact of their partner.** If you're a leader, you're right to find this data sobering. The stakes for leadership have always been high, but knowing you're affecting people that much, is cause for leaders to take stock and ensure they're doing all they can to be their best and have their most positive impacts on people.

### Mental Health Matters

**According to 69% of people, their managers had the greatest impact on their mental health, on par with the impact of their partner.** And this was more than the impact of their doctor (51%) or therapist (41%). This is according to a new study by the Workforce Institute at UKG which included 3,400 people across 10 countries.

**A large number of people are affected by stress. In fact, according to the study, 43% of employees report they are exhausted, and 78% say stress negatively impacts their work performance.** Other aspects of life are also affected as 71% say stress at work negatively impinges on their home life, 64% say it detracts from their wellbeing and 62% say it degrades their relationships.

“Managers have a Major Impact on Mental Health: How to lead for Wellbeing” Forbes, January 2023



## Leadership Best Practices

### ✓ Manage Yourself

*Many leaders try to shield team members from stress or challenge by taking on the toughest work—or the extra work—themselves. In addition, they can put in long hours and intrude on their own boundaries in the process. In fact, **35% of leaders in the Workforce Institute study reported they are stressed at work and 42% felt it was because of the stress they put on themselves.***

*As a leader, say no to too much work for yourself or your team, and resist the urge to take on the work yourself. People watch how you manage your own workload and they use your choices as a model—whether you mean them to or not. **So avoid overloading yourself. Train others, delegate, empower and ensure teamwork and coordination with other groups so everything doesn't fall on your shoulders.***

➤ **MTM Recommendation: 'Self-care Best Practices'** *Mental, physical, emotional, and social best practices such as meditation, exercise, journaling, gratitude practice, positive and empowering social connections, less social media time, time in nature.*





## Leadership Best Practices

### ✓ Recognize Your Impact

*The research also found a third of people say their manager fails to recognize their own impact on others' wellbeing. Be aware of the leadership laser. **People are influenced by everyone around them, but leaders have an outsized impact—and people tend to put leader behavior under a microscope, paying especially close attention to what leaders say and do.***

***Emphasize empathy because it's the right thing to do, and because it has positive impacts on innovation, engagement and retention.** Ask people how they're doing, tune in when you see they may be out of sorts or when they may need support because they're working on an especially challenging problem. **In addition, connect people to resources—whether it's an employee assistance program, the HR team or programs to support them.** According to the Workforce Institute study, 70% of people would like their manager to do more to support mental health—and these are ways you can do just that.*

➤ **MTM Recommendation: 'Cultivate'** Empathy and compassion through meditation and journaling.




## 1<sup>st</sup> Self Care Best Practice The Science & Benefits of Box Breathing

- ❖ *Breathing Technique used by Navy Seals to activate calm and focus within complex, stressful assignments.*
- ❖ *Activates the Para-Sympathetic Nervous System: allows the mind and body to switch into 'calm and focused' mode. The Para-Sympathetic nervous system is the opposite of the Sympathetic system which activates the 'flight or fight' response.*
- ❖ *Studies show that regulating your breath can lower levels of the stress hormone cortisol and maybe even help lower blood pressure.*
- ❖ *Chronic stress has a corrosive effect on the brain that has been linked to degeneration of the hippocampus (brain's memory center) and impaired functioning of the prefrontal cortex that can manifest in our lives as depression, dementia, and impaired executive function.*

'How Box Breathing Can Help You Destress' The Cleveland Clinic, August 17, 2021

'How to Destress in 5-Minutes or Less, According to a Navy Seal' Forbes, May 30, 2019





**Drop-In & Experience**

**Box Breathing**

## Case Study on Mindfulness: SAP, Global Software Provider

**Mindfulness - The unexpected  
organizational revolution**

Peter Bostelmann | SAP Chief  
Mindfulness Officer |  
TEDxBerlinSalon

**TEDx**



# Early adopters of Mindfulness and Emotional Intelligence for Stress Management, Performance, Leadership Development

## FINANCIAL SECTOR



## BIG TECH



## ELITE ORGS, UNIVERSITIES & SPORT TEAMS



# Mindfulness Outcomes in Organizations



## Stress Management

- + Stress Management
- + Resilience
- Burnout
- Anxiety
- Chronic illness



## Performance

- + Improved focus
- + Expanded awareness
- + Attention control
- + Critical thinking
- + Problem-solving



## Leadership Skills

- + Self-awareness
- + Self-regulation
- + Motivation
- + Social Skills
- + Empathy
- + Listening Skills

\* Institute of Science and Organizational  
Mindfulness Data



## Leadership Best Practices

### ✓ Give People a Reason To Care

*When people feel a connection to purpose and a bigger picture, they tend to feel better about their work as well. Remind people about the vision and mission of the organization, and be clear about how their work matters.*

*According to recent [Gallup](#) research, when people work in a hybrid manner (which is a large proportion of workers today), they may especially struggle with feeling connected to the purpose of the organization and its culture, and they may not be clear about their expectations or the meaning of their work. **You can help by inspiring purpose and giving them a clear sense of what success means for their job, and how it connects to the work of their colleagues and customers.***

➤ **MTM: 'Showcase'** Showcase a positive outcome from the team's work weekly or monthly---connect it to the organization's values, highlight the great work of team players.



## Leadership Best Practices

### ✓ Connect People

*You can also positively impact on people's wellbeing by making sure you're accessible and responsive. Be available, get back to people quickly and provide clarity about how and when people can reach you.*

***When leaders are more present and accessible, it contributes to trust, positive culture and people's sense of their importance in the organization.***

*Also connect team members with others in the organization. **Connection is critical to wellbeing and happiness, whether people are introverts or extroverts. Help team members set up mentoring relationships, organize work so people are collaborating across departments and consider sponsoring volunteer efforts for team members to join together in serving the community.***

- ***MTM 'Connect Process'*** Weekly global meetings and 1:1s, create mentoring program if not already in place, quarterly 'happy hour' or other event to create a sense of connectedness and community.





## Leadership Best Practices

### ✓ Provide Challenge

*One of the misunderstandings about stress is that less is more. In reality, people need a just-right, Goldilocks amount of stress. With too little challenge, people will lose motivation and burnout, just as they will with too much. **Be sure you're giving people opportunities to learn and develop. Ask them what they want in their current roles and in their next role. Don't assume everyone wants promotions within the same department.***

*For some, growth may include roles in adjacent departments or involvement on a high-visibility project. For others, stretch opportunities could be classroom-oriented or could include working side-by-side with others on a special initiative. **Be curious about people and what uniquely motivates them—and then do your best to match their desires with work that will add value within the organization.***

- **MTM: 'L&D Options'** Quarterly or bi-annual 1:1s to discuss learning goals and opportunities, other ways to be sure team members have the opportunity to grow, evolve, uplevel their skills.



## The Neuroscience Behind Mindfulness

**Dr. Richard Davidson**  
Neuroscientist  
University of Wisconsin  
Founder, Center for  
Healthy Minds

Huffington Post  
Pioneers Episode 10




## 2<sup>nd</sup> Self Care Best Practice: The Science & Benefits of Mindfulness

- ❖ *Mindfulness powers down (and even shrinks) the amygdala, resulting in reduced reactivity to stressors.*
- ❖ *Powers up your prefrontal cortex for a calmer, more organized and focused you.*
- ❖ *Increases your ability to be at choice—to be responsive versus reactive.*
- ❖ *Allows you to hear your inner sage and shush your inner critic so you feel greater self-compassion and more connection to your inner self.*
- ❖ *Supports you in being present in the moment, reducing feelings such as worry and regret.*

'What Neuroscience Tells Us About the Awesome Benefits of Mindfulness' by Delaney Tosh. Positive outcomes are not limited to the above as other research can confirm.





**Drop-In & Experience**

**Mindfulness Meditation  
Your Breath as Anchor**

## Leadership Best Practices

### ✓ Give People Choice

*When people have choice and autonomy, they are more likely to experience all kinds of wellbeing. And flexibility has positive outcomes for business as well, including innovation and retention, according to a study by Atlassian.*

*Empower people with as much choice as possible in where, when and how they work. Give them control over the projects they work on and the way they get things done. Of course some jobs will lend themselves to greater flexibility than others, but providing autonomy where it's possible is a significant contributor to employee wellbeing.*

➤ ***MTM: 'Options for Choice'** What are they, are they working, is there anything else to consider? Bi-annual survey to solicit employee and team insights as to what is working, what could be better.*



## Leadership Best Practices

### ✓ Staying Healthy

*The best leaders take care of their own mental health, and they pay attention to their team members as well. It's no small thing to have so much impact on people, but it's also not rocket science.*

*Leaders can make big impacts by tuning in, listening and demonstrating empathy and compassion. The stakes are high, but the chances of success are also high, when leaders are intentional about doing their best.*

➤ **MTM: 'Commitment to Self'** *What personal best practices can allow you to be the best version of yourself? What professional development can allow you to become the best leader you can be?*

**Microsoft's 'Model, Coach, Care' Method for Leaders:** *LinkedIn Learning Course*

"Managers have a Major Impact on Mental Health: How to lead for Wellbeing" Forbes, January 2023




### 3<sup>rd</sup> Self Care Best Practice The Science & Benefits of Mindset Practices

- ❖ *Adapted from Dr. Rick Hanson's HEAL Method for cultivating positive and empowering mindsets.*
  - ❖ Have a positive or valuable experience you can visualize, call to mind
    - ❖ Lengthen it: think about it for a time
    - ❖ Intensify it: breath more deeply, feel excited about it
  - ❖ Expand it by remembering & noticing important aspects
    - ❖ mental, physical, emotional, even social
    - ❖ value it: associate with your goals, what holds meaning for you
  - ❖ Allow the positive experience to sink in at a deeper level
    - ❖ sense the experience sinking into you at a deeper level
  - ❖ Link to negative experience (optional)
  - ❖ The longer that neurons fire together, the more they tend to wire together---we are reinforcing previously formed neural pathways to strengthen them, to activate them.

'Hardwiring Happiness: The New Brain Science of Contentment, Calm, and Confidence.' Dr. Rick Hanson





**Drop-In & Experience**

**Mindset Practice**  
**Appreciating Self & Efforts**





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## Take-Aways / Action Steps

- ❖ 1 – 2 Action Steps from today’s workshop— what spoke to you?
- ❖ How Could these steps / changes impact You and your Team?
- ❖ What is Your Inspiring Vision for Your Office and Team---Essential to Stay Motivated as Leader and for Team Members.






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## Mindfulness & Self-Care Resources

- ❖ *Mind Training Matters website for videos on Box Breathing, Mindfulness Meditation, and Mindset Practices*
- ❖ *Insight Timer App: free app which has additional meditation resources*
- ❖ *Dr. Susan David's Newsletter*
- ❖ *Mindful Leader Newsletter*
- ❖ *Dr. Andrew Huberman's 'Huberman Lab' Podcast*
- ❖ *10% Happier Podcast*



A photograph of a misty forest path. The path is made of large, flat stones and is bordered by a rustic wooden railing made of logs. The forest is dense with tall evergreen trees, and the ground is covered in lush green undergrowth. The lighting is soft and diffused, creating a serene and atmospheric scene.

**Mind Training Matters. It is not just a luxury, or a supplemental vitamin for the soul. It determines the quality of every instance of our lives.**

Matthieu Ricard

