

Mindful Leadership Course



Developing
People



Inspiring
Passion



Using
Evidence

Why should you do this programme? Do you ever find it difficult to lead your team? Do you sometimes struggle to be clear about the direction you are going in? Are you stressed or overwhelmed by everything that is on your plate? Would you like to be getting more out of your business, your team and your life?

Course Aim: This mindful leadership programme enables participants to develop their skills, attention and awareness in the present moment so that they can lead with excellence while reducing stress and enhancing their ability to manage their team and challenges with clarity, focus and creativity.

Participants will:

- Develop a greater understanding of themselves, their leadership style its limitations and opportunities for growth.
- Identify the characteristics and behaviours of their colleagues and understand how to work with them in an effective way, particularly when emotional responses are present.
- Develop strategies to accept and regulate emotional responses that challenge their ability to see clearly and make effective decisions.
- Identify their hierarchy of values and clarify how they are living these values, where they may be in conflict and how to align them to the people around them.
- Break free from destructive habit patterns and limiting beliefs by tapping into the subconscious.
- Access their inner creativity and problem solving capacity.
- Utilise mindfulness techniques to develop their ability to be present which in turn will enhance clarity, decision making and reduce stress levels.

Cost: Contact to discuss. (includes resources, CDs, sessions, workbook & pre/post assessments).

Duration: 2 days and optional 3 month follow-up support.

Participation: The programme will include practical home practice assignments, journaling, group work discussions and experiential activities.

Rationale:

As a leader your key resource are your people. When you know how to get the most out of them and have the tools to involve them skilfully they will perform better. Mindful leadership has the ability to enable leaders deal effectively with challenging situations so that they get the best out of themselves and those around them. When you are *less* stressed and overwhelmed you are going to perform better. This has a direct knock-on impact on those around you. How people deal with their emotions in work can affect their engagement such as organisational culture, presenteeism, absenteeism and turnover. Cultivating mindfulness and presence contributes to the quality of decisions being made, inner creativity, relationships that are built and overall functioning levels.

Benefits:

The benefits for individuals are many, evidence indicates that mindfulness can lead to emotional regulation (Corcoran et al., 2010), stress reduction (Hoffman et al., 2010), boosts working memory (Jha et al, 2010), reduces rumination (Chambers et al., 2008), leads to less emotional reactivity (Ortner et al., 2007), greater cognitive flexibility (Siegel, 2007) and enhanced relationship satisfaction (Barnes et al., 2007; Wachs & Cordova, 2007). As well as this mindfulness practice increases information processing speed (Moore & Malinowski, 2009), as well as decreases task effort and having thoughts that are unrelated to the task at hand (Lutz et al., 2009), this can contribute positively to overall organisational functioning.

Return on Investment:

Mindful Leadership Training creates a much higher financial return on investment (ROI) than a stress management, or leadership programme alone. As demonstrated above when participants work on cultivating mindful leadership practices it supports them in changing their habits, developing new ways of dealing with challenging situations and alters aspects of the brain that are associated with improved cognitive skills, emotional intelligence and creative problem solving. This radically alters the way leaders perform under stress, how they deal with complex tasks and their ensuing decision making capabilities.

As a result of reducing leader stress, organisations can expect an improvement in leader decision making, increased retention rates, improved employee satisfaction and overall engagement. As a result of an investment in leadership mindfulness a ripple effect of improved staff engagement and satisfaction can be expected to follow.

Evaluation

As part of this training programme an assessment tool can be incorporated to assess mindfulness awareness and leader engagement levels at the beginning and at the end of the programme. A report on the findings of the evaluation can be included for in-house training.

Content Outline:

Session 1:

- What is Mindful Compassionate Leadership?
- Theory underpinning Mindfulness, Compassion & Leadership
- Research supporting benefits of Mindfulness for Leaders
- Assessing where you are in terms of Mindfulness & Leadership Style
- Mindful Breathing & Body Scan

Session 2:

- Emotional Intelligence
- Self-awareness & Personality Profiles
- Experiencing Emotion in the Body
- Accepting Yourself
- Mindful Body

Session 3:

- Clarifying Values & Vision as a Mindful Leader
- Leadership Ethics & Morals
- Introducing Posture & Sitting Meditation
- Loving Kindness Meditation

Session 4:

- Neuroscience of Stress & Team Development
- Trusting & Letting Go
- Mindful Conversations
- Mindful Eating

Session 5:

- Mindful Communication
- Thought Selection
- Power & Powerlessness
- Mindful Sight & Hearing

Session 6:

- Restorative Processes & Conflict
- Recognising impermanence
- Identifying triggers
- Recognition
- Mindful Nature Exercise

Session 7:

- Unveiling Creativity
- Outside the Box Problem Solving
- Critical Thinking
- Mindful Choice Activity
- Mindful Movement

Session 8:

- Mindful Negotiation Skills
- Triple Win
- Integrating Mindful Leadership
- Mindful Speaking
- Personal Mindful Leadership Plan
- Evaluation

The content of this programme draws on work by Thich Nhat Hanh, Jon Kabat Zinn, Zindel Segal, Mark Williams, John Teasdale (MBSR/MBCT) , Daniel Goleman, Martin Seligman, S.N. Goenka, Dalai Lama, David Rock, etc.,

Bespoke In-house Training also available:

In house programmes are developed on the basis of need and additional modules such as the following may be substituted instead of some of the above.

Session A:

- Work & Your Brain
- Recognising and dealing with workplace stress
- Recognising & changing habitual patterns
- Mindful Body

Session B:

- Cognitive Theory
- Thoughts and Feelings Exercise
- Reframing thinking
- Mindful Movement

Session C:

- Change Management
- Dealing with change

- Flexibility
- Mindful Movement

Session D:

- Culture Change
- Clarifying Direction
- Igniting Passion
- Mindful Visualisation

Session E:

- Moving On
- Celebrating & Letting Go
- Attending to Process
- Love & Kindness