

## Corporate Mindfulness Based Programs

### The Power of Mindfulness in the Workplace Program

My corporate work in Mindfulness is an outgrowth of the Mindfulness Stress Reduction Program (MBSR) I have delivered over the last four years to individuals in BC.

Mindfulness in the Workplace courses, workshops, and retreats are designed to assist participants to develop abilities to:

- Reduce stress,
- Increase stability in the midst of complex or highly charged situations,
- Enhance clarity and creative thinking,
- Improve communication skills,
- Cultivate leadership and teamwork, and
- Improve overall effectiveness in the workplace

During the last four years I have presented corporate workshops in post secondary educational institutions, social service agencies, Chambers of Commerce. Participants in the MBSR course come from a variety of backgrounds including; corporate CEOs, teachers, health and social service workers, members of the military and many others.

Published research related to the impact Mindfulness Based Stress Reduction Program shows that participants report lasting decreases in both physical and psychological symptoms as well as an increased ability to relax, greater energy and enthusiasm for life, improved self-esteem, and increased ability to cope more effectively with both short and long term stressful situations. Research shows corporate programs have similar dynamic effects. Corporate program participants display changes in a variety of physical and mental behaviours and attitudes that are directly related to positive changes in work related performance. These include an enhanced ability to consciously respond to situations rather than simply react, to bring greater concentration and focus to their work, and monitor their level of stress and take effective steps to address it.

The foundation of this program is the cultivation of Mindfulness. Mindfulness can best be described as an intentional focussed awareness- a way of paying attention on purpose and in the present moment, non-judgementally. This may seem obvious and simplistic with little application to the complex world of work. However, for most of us, being willing to purposefully attend to the constant activity of the mind every few minutes yields powerful and, often times useful information. Although assumed to be subject of our conscious control, most of the time our minds shuttle endlessly between the past and the future. Little time is actually spent living in the present. To effectively handle stress; to make informed decisions; and to access previously untapped resources and apply them in challenging fast- paced business situations we rely on our capacity to be present. Quite literally, only when we are in the present can we optimize our capacity to:

- Stop habitual, auto-pilot-driven activities
- See ourselves, others, and information more clearly
- Understand situations more holistically; and
- Choose effective, contextually relevant solutions

Learning to stop, see and understand and choose a mindfulness-based approach has profound implications for the ongoing development of individuals and organizations.

## Corporate Programs

Mindfulness in the Workforce- takes several forms. I offer:

- Courses- typically of seven weeks in duration- taught on site for corporations and other organizations;
- Sessions and workshops of shorter duration, as a precursor to a course or stand alone offering ; and
- Mindfulness Retreat for CEOs and emerging leaders, a five day retreat.

These programs, except for the retreat for CEOs and emerging leaders, may be modified in focus and format to meet the specific client needs.

## Course Descriptions

Mindfulness in Medicine:

### 1. A restorative retreat for health service providers

“Mindfulness is not simply a technique. It is an act of love. Our willingness to see clearly, to hold ourselves closely just as we are, while being this way with another, is revealing and deeply healing expression of care- an embodiment of compassion. Compassion begins at home, with ourselves; whether offering or seeking care, we are all wounded and we are all whole.”

-Saki F Santorelli

Our capacity to take care of ourselves while caring for others lies at the heart of our calling to serve. This day of retreat for medical practitioners is an occasion to attend to our inborn wholeness and linger at the wellsprings of wisdom and compassion.

I invite you to explore mindfulness and its integration into your everyday life at work, at school and at home. Through meditation practice, story, silence, poetry and dialogue, this retreat will offer you with the opportunity to explore a range of mindfulness practices including sitting and walking meditation, yoga, facilitated conversations and reflective writing all intended to explore and deepen your sense of wholeness and wellbeing and recognize these same qualities in those in your care. No previous meditation experience is required.

## Budget

\$125.00 per person (plus HST) (minimum 10 participants)

### Mindfulness in Leadership Programs

Business leaders today are being asked to perform and thrive in a global environment that moves and changes at lightning speed. To become more adaptable and flexible in this environment, leaders need to move beyond familiar or habitual ways of seeing the world and open up to new ways of listening, leading, responding, and innovating. Cultivating attention and awareness through mindfulness training provides a way for leaders to live all aspects of their lives with a greater sense of skill, connection, openness, and balance.

Central to Mindfulness in Leadership Programs is relatively intensive training in a form of meditation known as mindfulness. Mindfulness is a way of paying attention to and seeking clearly whatever is happening in our lives. On the one hand it is a practice, a scientific approach to cultivating clarity, insight and understanding. On the other hand, it is an innate human capacity that allows us to be fully present in our life and work. For most of us, paying attention to the activity of the mind for even a few minutes yields powerful and potentially valuable information. Although assumed to be subject to our conscious control, most of the time our minds are easily distracted habitually shuttling between the past and the future. Little time is actually spent living in the present. Yet, our capacity to listen deeply, to make informed decisions, to effectively handle stress, to ignite innovation, and access previously untapped resources and apply them to challenges we face every day-all rely on our capacity to be mindful and present. Only when we are fully present in the moment can we optimize our capacity to:

- Slow down or stop the cascade of our automatic and habitual responses
- See ourselves and others more clearly
- Listen deeply and understand situations as they are
- Be open to creativity beyond conditioning
- Respond effectively to complex and/or emotionally charged situations
- Act competently and ethically
- Achieve balance and resilience in our personal and professional lives

### Embodying Mindfulness

Engaging in mindfulness practice with other leaders provides powerful support for this process and provides a rich training ground for the unfolding of authentic leadership and presence in all aspects of our lives. The goal of this group practice is to learn how to attune ourselves to the ever changing experience of the present moment. Mindful Leadership Program offerings include a four day executive retreat (Cultivating Leadership Presence), a three day mindfulness and innovation workshop (Mindfulness and Innovation), a seven week on-site Mindfulness in the Workforce Program, and personal coaching and consultation. Each of these programs can be modified to integrate with the specific goals of the organization.

The aim of this program is the development and integration of practical, Mindfulness-Based Stress Reduction Skills into the everyday lives of the participants. Program participants will engage in a range of mindfulness practices and exercises intended to tap their innate capacity to learn how to:

- Identify and reduce stress;
- Respond rather than react in the midst of complicated highly charged situations;
- Enhance concentration, clarity, and creative thinking; and
- Improve overall effectiveness in the workplace.

### 1. Cultivating Leadership Presence through Mindfulness

As leaders in an organization, we are charged with the responsibility of creating environments in which employees are nurtured and energized our businesses innovative and flourish, our customers are engaged partners and the relationship with our customers/clients/patients is built on a foundation of mutual trust and satisfaction.

This is quite a complex assignment in a world and global economy that measures time in internet seconds, conceives of the past as the most reliable tool for analyzing and assessing how to proceed into the future, is increasingly interdependent and relational, and dedicates little or no time toward the development of presence in its leaders.

Presence is a dynamic and fluid sense of being fully present in body and mind, heart and soul and knowing it. This program is an opportunity for business leaders to experientially explore mindfulness training as a systematic discipline that cultivates our innate ability to be present. Organizational leaders suggest that mindfulness has assisted them in learning to:

- Direct and sustain attention
- Become less reactive
- Understand first hand, the relationship between outward and inward knowing
- Step out of outmoded or imprisoning mental constructs
- “catch” emerging insights and innovative ideas
- Deliberately stop-often in the midst of fast paced , highly charged business situations – and ask themselves the question-“What is called for now” rather than falling back on habitual patterns and habits and
- Become increasingly familiar with a deep and abiding awareness

A unique opportunity for business leaders to experience and learn about mindfulness is available through this intensive 4-day program.

Budget: \$800.00 per person plus lodging and accommodation plus HST.

## 2. Mindfulness and Innovation

Our ability to see situations freshly, to step out of the proverbial box, to catch unforeseen sparks of inspiration-and turn them into action- all rely on our capacity to slow down and expand our awareness and ranges of responses. Innovation is dynamic. It requires deep listening, an open mind, suspension of judgments about our own and others' preliminary ideas, and most importantly, a willingness to linger, sometimes for a long while, in the discomfort and insecurity of 'not knowing'. It requires learning to trust our inborn resources and innate intelligence.

While innovation can't be manufactured on demand, it can be cultivated both inwardly and outwardly through the practice of mindfulness. In this three-day workshop we will explore the barriers to genuine innovation and the use of mindfulness to help ignite our ability to 'catch a new idea in a bottle' and champion innovation in your organization.

Budget: \$600.00 per person plus accommodation and meal plus HST.

## 3. Mindfulness in the Workplace Program

This seven week on-site program is available to all employees within the organization and is recommended for departments, divisions, and teams following the participation by the organization leaders in either the Cultivating Leadership Presence or Mindfulness Innovation Workshop.

This program runs for seven weekly 2 hour sessions with plus a full day silent retreat.

The aim of this program is the development and integration of practical, Mindfulness-Based Stress Reduction Skills into the everyday lives of the participants. Program participants will engage in a range of mindfulness practices and exercises intended to tap their innate capacity to learn how to:

- Identify and reduce stress;
- Respond rather than react in the midst of complicated highly charged situations;
- Enhance concentration, clarity, and creative thinking; and
- Improve overall effectiveness in the workplace.

Budget: \$350.00 per person plus materials \$50.00 plus HST

## 4. The Power of Mindfulness: A Transformative retreat for leaders and Innovators in Business, Government and Non Profit Organizations.

Mindfulness is best described as moment to moment, non judgemental awareness. It is often spoken of as the "heart" of Buddhist Meditation. However its essence is universal and does not have to be learned or practiced within a Buddhist framework. Mindfulness is cultivated by paying attention to those aspects of our bodies, minds and lives that we so often take for granted from our own breathing and body

sensations to our perceptions, opinions, and emotions and those of others. The practice of mindfulness can be profoundly transformative and healing and make it easier for us to experience the web of interconnectedness in which we live and work. It can give rise to greater insight and clarity, as well as greater empathy for us and others. These new ways of knowing and being can make a huge difference in ones lives, as a leader and an innovator, a creator, a person embedded in the warp and woof of personal, family and professional life.

This five day intensive retreat for leaders and innovators in business, government and non profit organizations is an invitation to journey in the company of a small select group of other leaders who are also looking for new ways of knowing and of being.

Budget: \$2500.00 plus accommodation and meals

### **Public Mindfulness-Based Stress Reduction Program MBSR**

The Mindfulness-Based Stress Reduction Program open to the public is an eight week program and is described in full on my website <http://members.shaw.ca/bobaldcorn>.

The cost is \$350.00 per person plus materials \$50.00 plus HST.