

Today's Presenter: Jenny Wang

Jenny Wang

Sr. Consultant, Career/Professional Development, Office Depot, Florida, U.S.A.

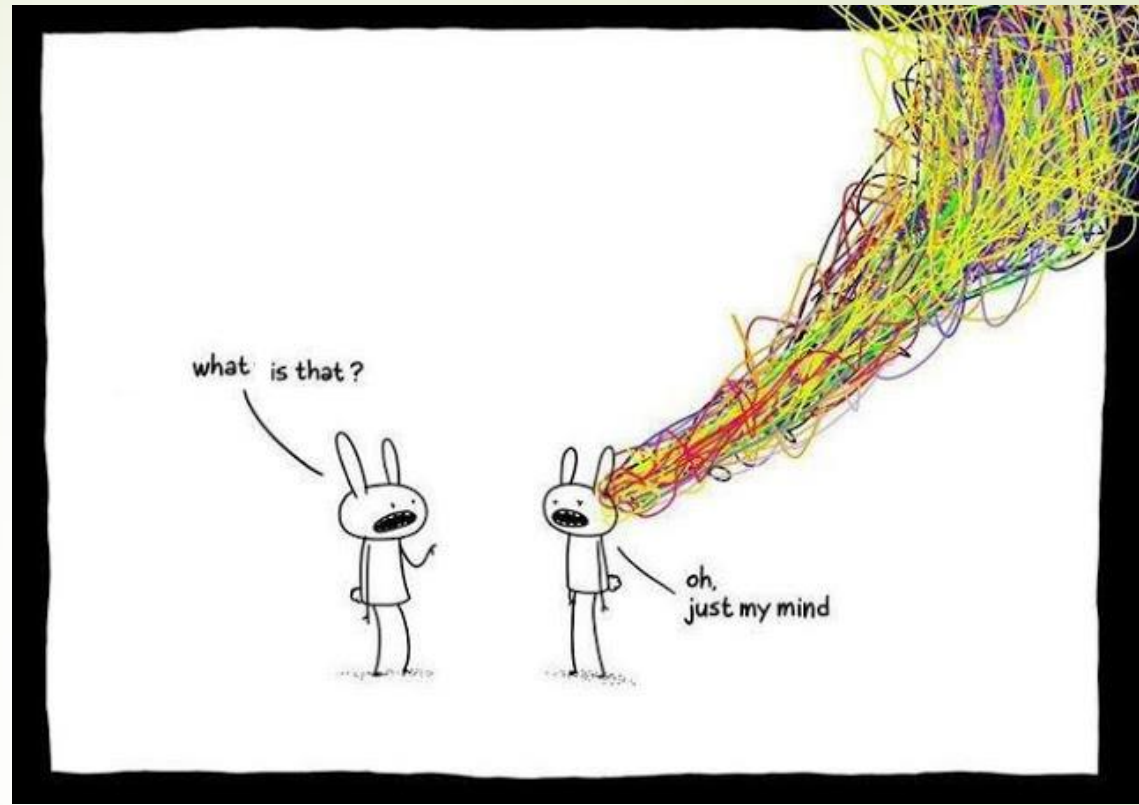
Jenny's vision is to help people improve performance through holistic learning approach - mind, body and spirit. She has four passions:

- 1) Facilitating learning: She believes learning is life. Her expertise is to design, develop, and deliver learning in person and online. She enjoys facilitating various workshops. Topics include but not limited to: Insights ® Discovery, innovation, career strategies, happiness, conflict resolution, communication, leaderships, public speaking, nutrition and exercises, and Microsoft PowerPoint.
- 2) Professional coaching: Serving as Internal Coach for new hires, she helps employees to bridge the gap of where they are today to where they want to be tomorrow.
- 3) Yoga and health coaching. As certified Yoga Instructor and Health Coach, she blends the scientifically-proven health methods to maximize learning transfer and bring mindfulness to work. She regularly delivers the Health Workshops in the company to help employees achieve work and life balance.
- 4) Toastmasters. A writer, a motivational speaker, and a mentor, Jenny enjoys helping herself and others to become better speakers and better leaders in the community.

Jenny is a contributor to the ATD Blogs on the topics of mindfulness and career development. She is also a co-author of *Bringing Mindfulness to Your Workplace*, a TD at Work publication.

Jenny's friends and colleagues describe her as "engaging, empathetic, and curious."





Implementing Mindfulness at Work

Jenny Wang

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September 23, 1 PM EST

Practice: Are You Present?




Your Participation is Critical




Use the Chat Box to type questions, insights, comments throughout the webcast.




Topics to Share

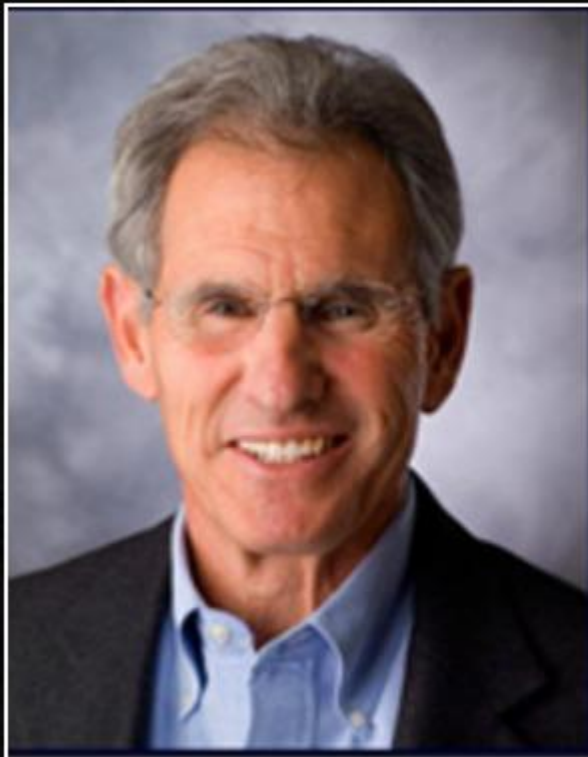
- 
- What is mindfulness?
 - Why is it important?
 - Practicing mindfulness at work
 - Considering formal training programs
 - Getting buy-in from stakeholders
 - Overcoming obstacles
 - Resources



Poll: What does mindfulness mean to you? (Select all that apply.)

- A. Be complacent
 - B. Pay attention to the present moment
 - C. Be aware of my environment
 - D. Be aware of my thoughts and feelings
 - E. Relax
 - F. Practice non-judgment
 - G. I have no idea (That's Okay.)
- 

Mindfulness Defined



Mindfulness means moment-to-moment, non-judgmental awareness. It is cultivated by refining our capacity to pay attention, intentionally, in the present moment, and then sustaining that attention over time as best we can. In the process, we become more in touch with our life as it is unfolding.

— *Jon Kabat-Zinn* —

AZ QUOTES

Mindfulness History



Ancient

- Buddhism
- Tao
- Yoga
- Native American
- Emerson, Thoreau, Whitman



MBSR

1970s

- Jon Kabat-Zinn
- Mindfulness-Based Stress Reduction (MBSR)



MBCT

1990s

- Mark Williams, John Teasdale, Zindel Seagal
- Mindfulness Behavioral Cognitive Therapy (MBCT)



Now

- Workplace implementation

Mindful or Mindless?

*I need to buy
flowers for the
wife on the way
home.*

**What would
be a mindful
behavior?**



Mindful or Mindless?

*Stressed!
Frustrated!
Defeated!*

**What would
be a mindful
behavior?**

to do list

1.

so

2.


many

3.

things



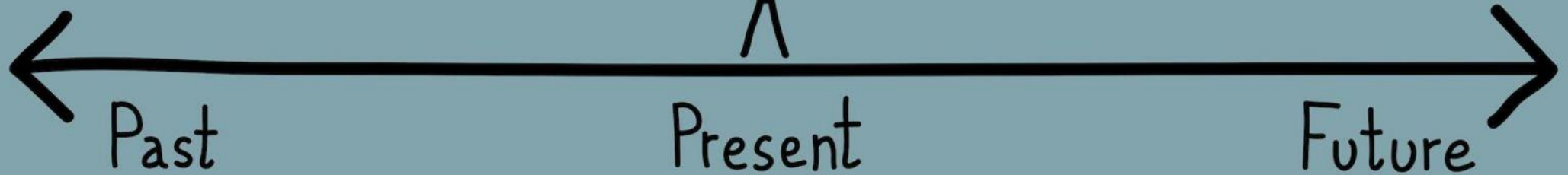
Poll: What would be a mindful behavior? (Select all that apply)

- ▶ A. Be aware that you're stressed
 - ▶ B. Take a breath
 - ▶ C. Regret you took so many projects
 - ▶ D. Respect how you feel at the moment
 - ▶ E. Notice your body sensations
- 

Your body is present.



Is your mind?



DOUG NEILL

Why?

- What is mindfulness?
- Why is it important?
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**Happy and
Engaged Workforce**

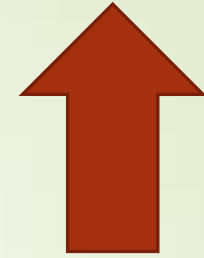


Essential!



Sales

37%



Productivity

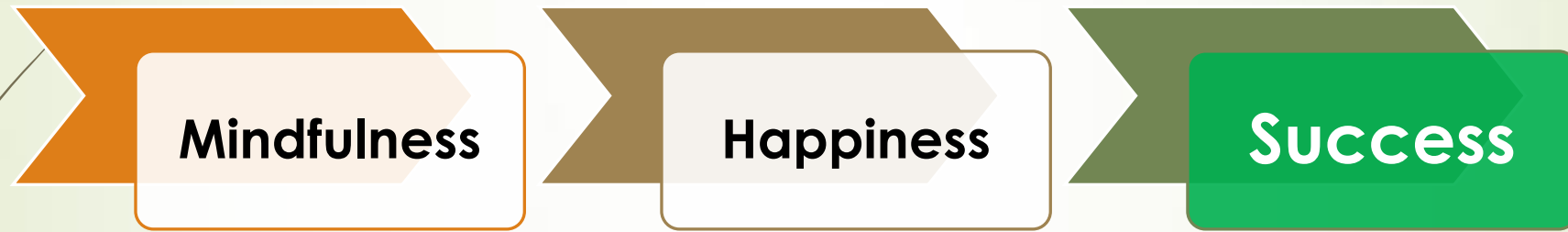
31%



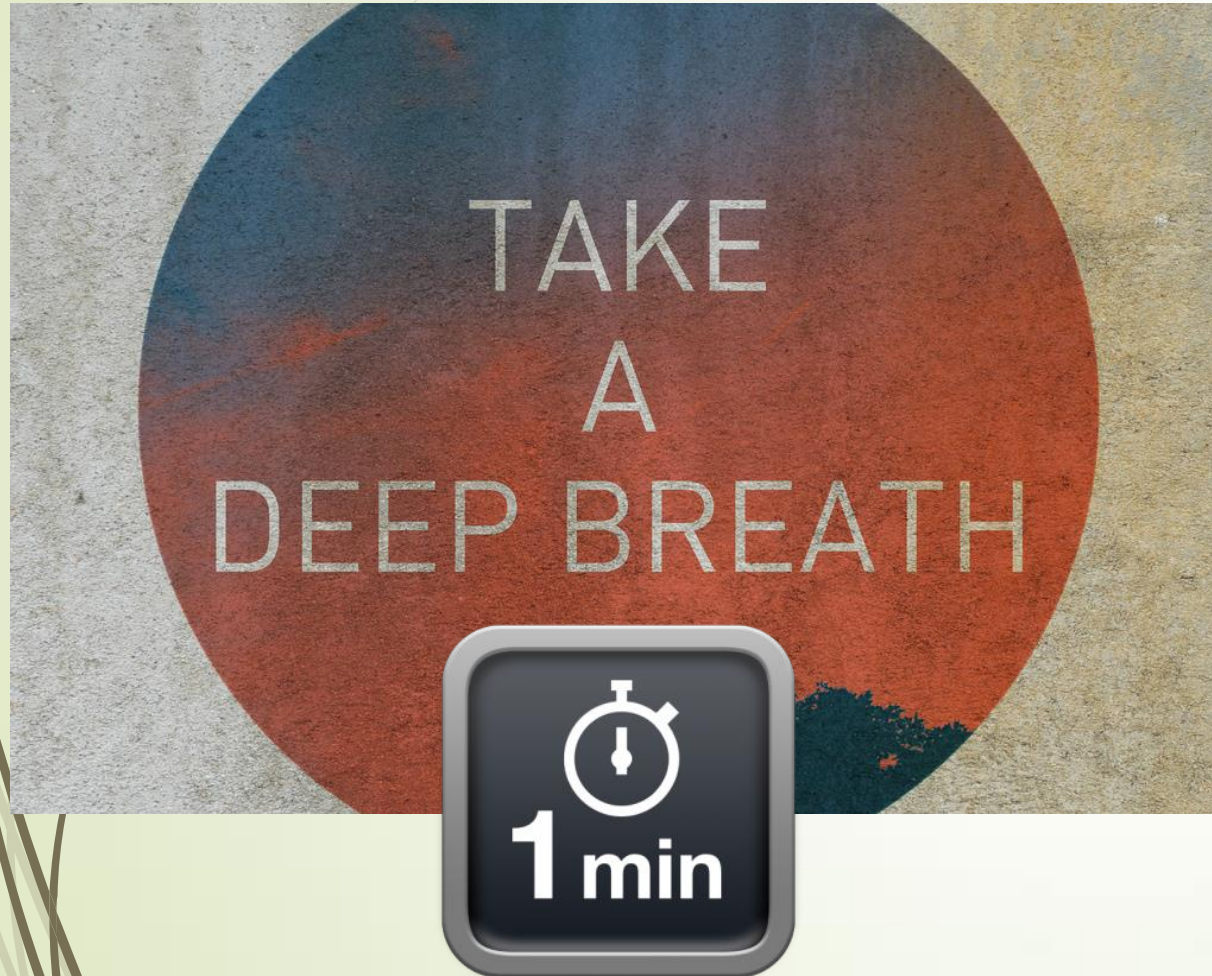
Accuracy on Tasks

19%


New Success Formula



Practice: Are You Present?



- Put aside everything at hand
- Take full deep breaths in the next minute
- Suspend the “right” or “wrong” way to breathe
- Sink into the present moment
- Observe your thoughts, feelings, emotions and body sensations



Poll: During the 1-min breathing practice, were you able to...?

■ Observe your thoughts in a detached manner

Never Rarely Sometimes Often Almost Always

☐ ☐ ☐ ☐ ☐ ☐

Source: Li, M. J., D. S. Black, E. L. Garland. 2015. "The Applied Mindfulness Process Scale (AMPS): A Process Measure for Evaluating Mindfulness- Based Interventions". *Personality and Individual Differences*. Advance online publication. <http://dx.doi.org/10.1016/j.paid.2015.10.027>.



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Mindfulness in a Minute – At Meetings



Mindfulness in a Minute – Mindful Walks



Mindfulness in a Minute – Before Training



Mindfulness in a Minute - Conversations



Mindfulness in a Minute – Mindful Lunch





Poll Question: Which mindful activities are you willing to try? (Select all that apply)

- A. Mindful meeting
- B. Mindful walk
- C. Mindful training
- D. Mindful conversation
- E. Mindful lunch
- F. All of them
- G. None of them seems simple
- H. Depending on my mood



- What is mindfulness?
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Elements of a taught mindfulness program	MBSR or MBCT	Workplace Mindfulness Training (WorkplaceMT)	Corporate Based Mindfulness Training (CBMT)	Finding the Space to Lead – A Practical Guide to Mindful Leadership©	Search Inside Yourself (SIY)
Duration of course	8 weeks	6 weeks	10 weeks	1 full day + 6 week Peer-Led practice guide	2 full day + 4 weeks
Length of training session each week	2 – 2.5 hours	1 – 1.5 hours	1.5 hours	1 full day	Mixture of short sessions and whole days
Didactic taught input	Around 40%	Around 50%	Around 50%	Around 40%	Around 30%
Practicing mindfulness formal exercises in class & reflection / discussion	Around 60%	Around 50%	Around 50%	Around 60%	Around 70%
Practicing formally and informally at home each day for the duration of the class	30-40 minutes	15-20 minutes	10-15 minutes	20 minutes (10 minute each time)	10 minutes
Retreat day	Mandatory or optional	Not included	Not included	Not included	Not included

Note: This is based on data available on the web or at the time of collection. The actual program may vary slightly from teacher to teacher. It is only intended as an indication.

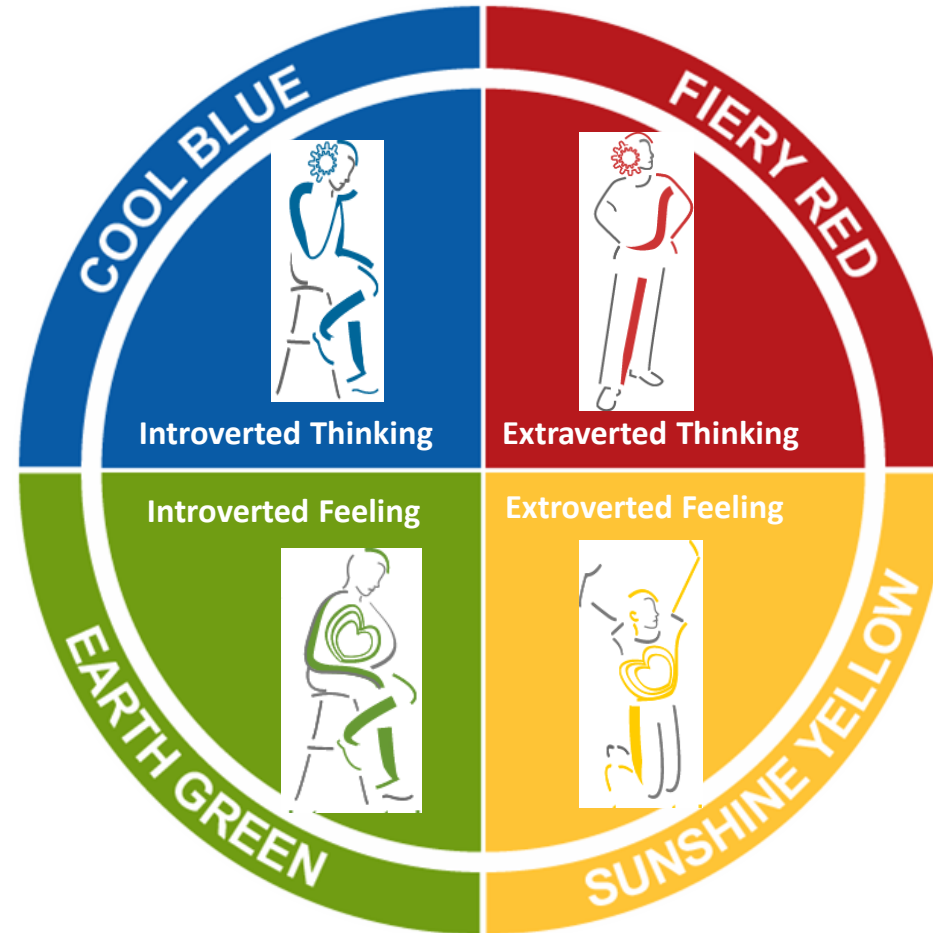


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Using Insights ® Discovery to Get Buy-in

- Cautious
- Precise
- Deliberate
- Questioning
- Formal

- Caring
- Encouraging
- Sharing
- Patient
- Relaxed

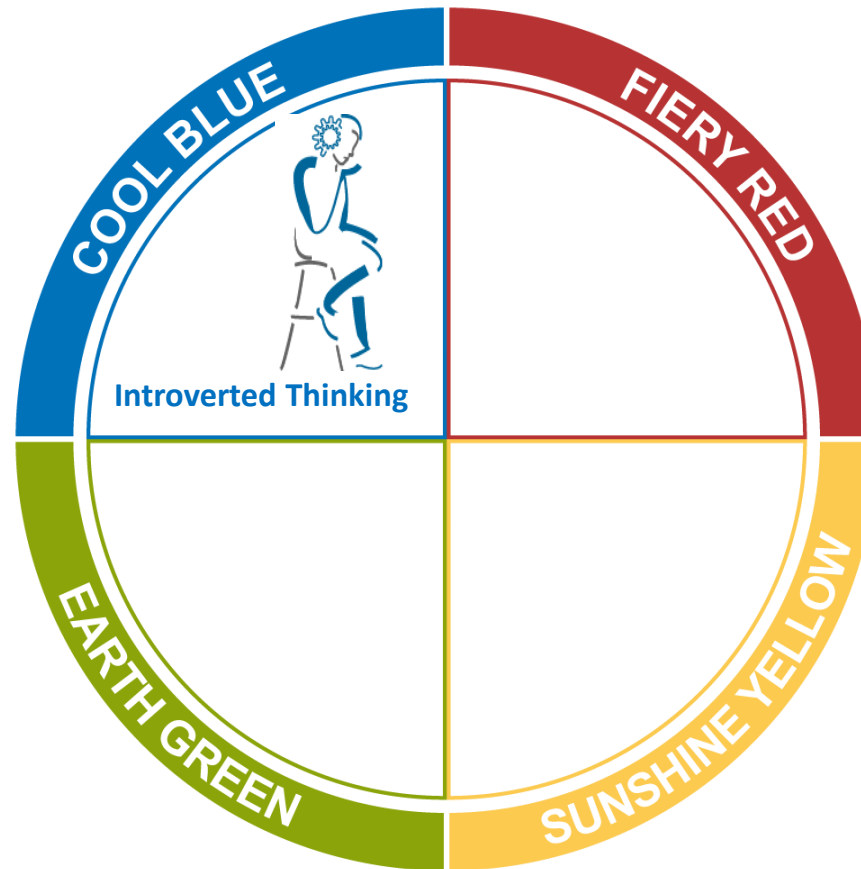


- Competitive
- Demanding
- Determined
- Strong-willed
- Purposeful

- Sociable
- Dynamic
- Demonstrative
- Enthusiastic
- Persuasive

When making organisational changes we...

Ensure that we have clearly **identified** the **benefits** of change and **consequences** of remaining as we are



Research relating to mindfulness at work



2016:

***100 research
papers!***

Research relating to mindfulness at work: <http://www.mindfulnet.org/page18.htm>



Research relating to mindfulness at work

Performance

- Widens your attentional breadth
- Enhances employee self-regulation of thoughts, emotions, and behaviors
- Enhances social relationships in the workplace, making employees more resilient in the face of challenges, and increased decision making and task performance
- Beneficially associated with employee well-being

Relationships

- Improves employee relationships
- Remain calm in difficult work situations
- Enjoy work more
- Have more positive interpersonal relations at work

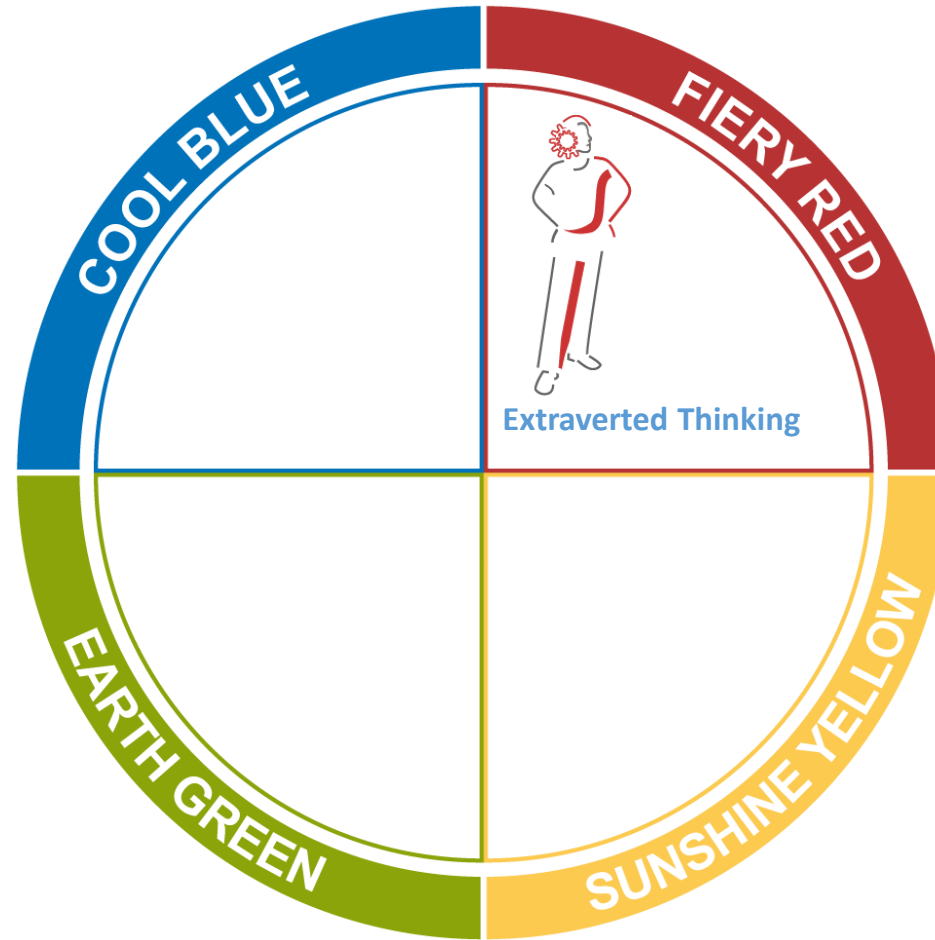
Leadership

- Reduce employee emotional exhaustion
- Improve employee performance and staff engagement
- Improve 'leadership effectiveness' and 'balanced processing.'

Well-being




- Reduce perceived stress
- Increase resiliency
- Decrease employee burnout

When making organisational changes we...



Strive to get the desired **outcomes** as **quickly** as possible

What are the results by implementing mindfulness at work?

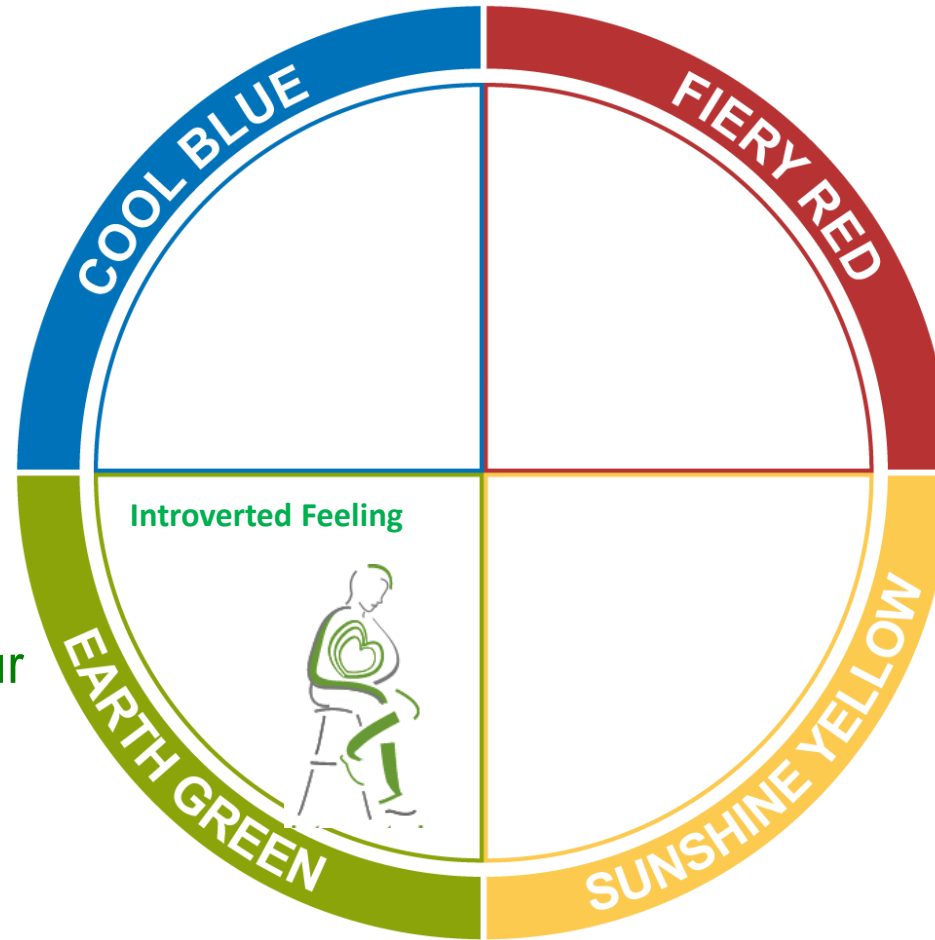
Organizations	Programs	Duration	Participants	Business Results
	Mindfulness and meditation program since 2006	7-week	500 employees 90 leaders	80% of senior executives reported that they had improved their decision-making ; 89% leaders become better listeners
	Awake@Intel Mindfulness program since 2012	9-week	1,500 employees	2 point increase in having new ideas, insights, mental clarity, creativity (scale 1-10)
	Gentle Yoga or Mindfulness Program	12-week	50,000 employees	\$ 9 million in health care saving ; Adding value of \$3,000/employee a year
	Mindful stretching exercises	Every day	Everyone	Increased ability to focus on the job

Bringing Mindfulness to the Workplace http://www.kenan-flagler.unc.edu/~media/Files/documents/executive-development/unc-white-paper-bringing-mindfulness-to-the-workplace_final.pdf

Future of Work: Mindfulness as Leadership Practice <http://www.content-loop.com/reserve-future-work-mindfulness-leadership-practice/>

When making organisational changes we...

Are mindful to
consult with our
people and act
accordingly





Pernod Ricard Travel Retail

Mindfulness @

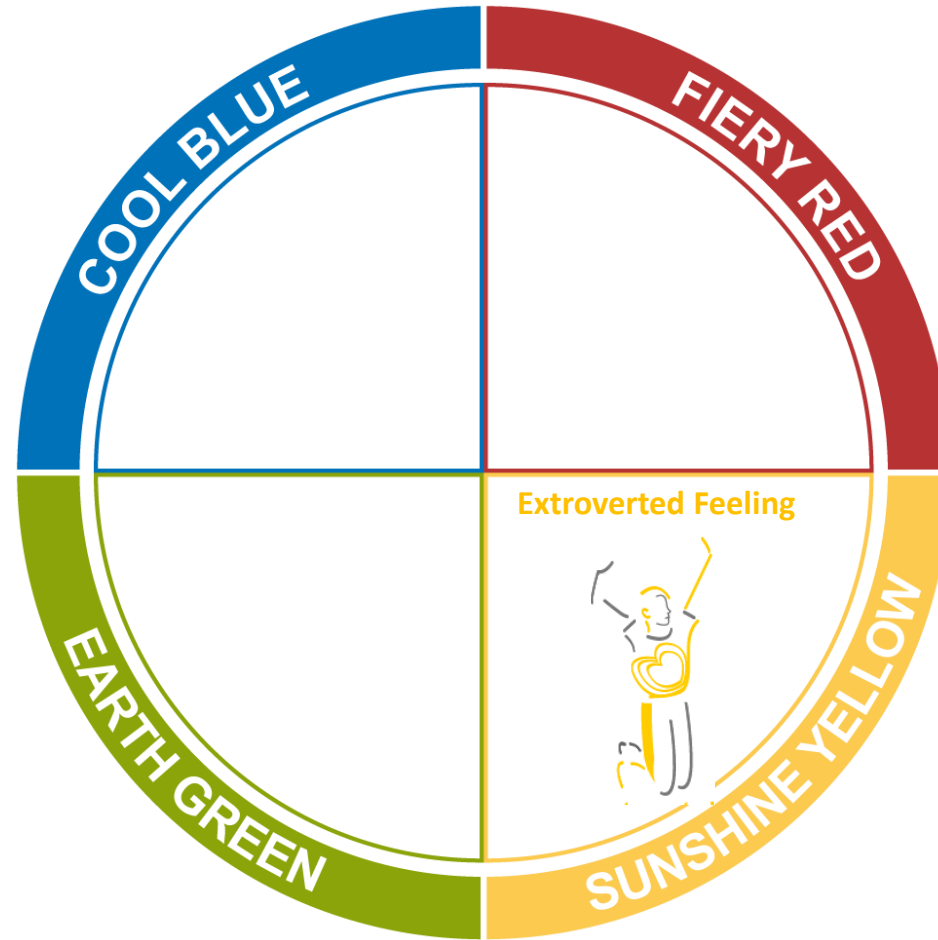
- Create a trusting relationship with the C-suite
- Have a strong plan



Lani Montoya

VP, Human Resources & Office Services

When making organisational changes we...



Create a compelling
vision that **inspires**
buy-in

Story of Chade-Meng Tan – Search Inside Yourself

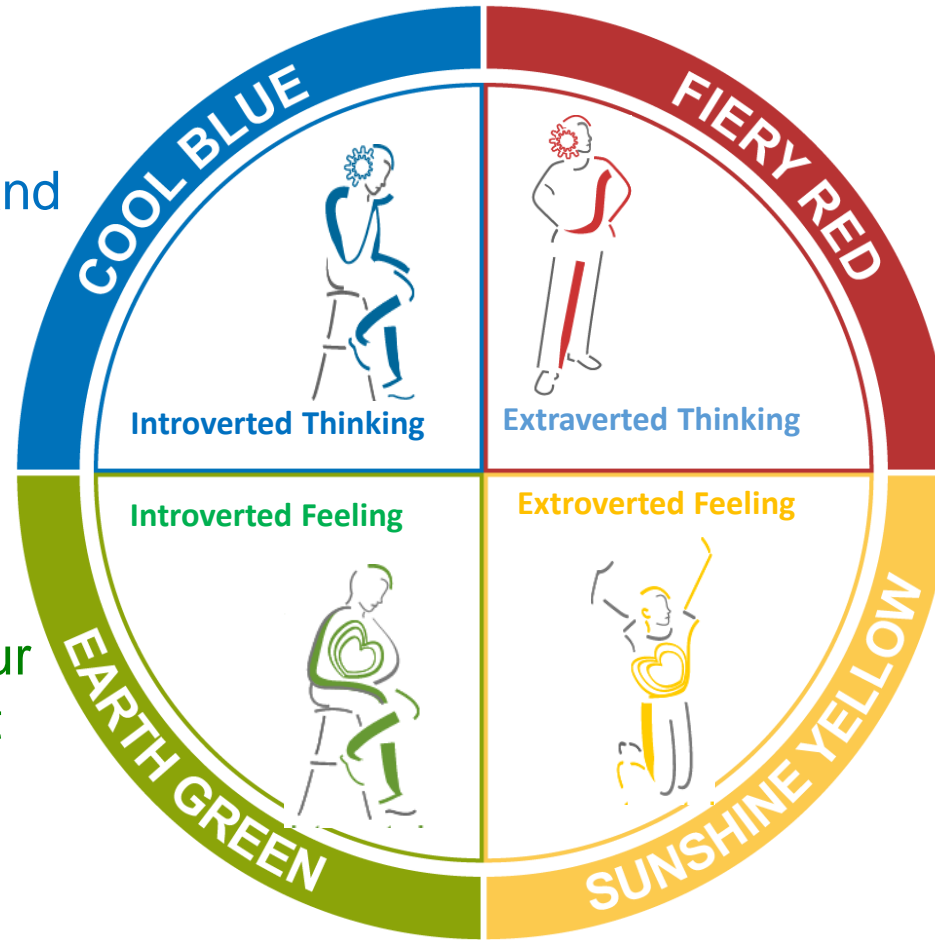


Search Inside Yourself Leadership Institute: <https://siyli.org/whysiy/>

When making organisational changes we...

Ensure that we have clearly **identified** the **benefits** of change and **consequences** of remaining as we are

Are mindful to **consult** with our **people** and act **accordingly**



Strive to get the desired **outcomes** as **quickly** as possible

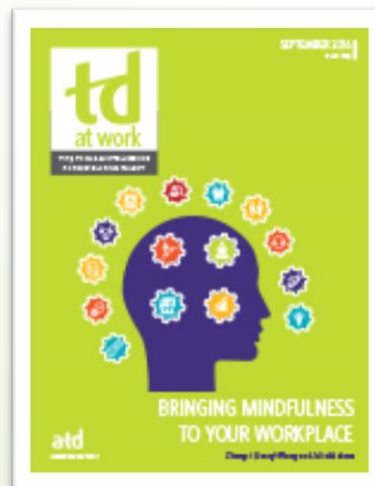
Create a compelling **vision** that **inspires** buy-in

Frequently Asked Questions


Is Mindfulness the same as Meditation?

What are the risks of mindfulness programs?

How do you measure the success?



More FAQs included in TD at Work: *Bringing Mindfulness to Your Workplace*



Poll: How would you get buy-in from stakeholders? (Select all that apply)

- A. Email the data first and then talk in person
- B. Present solid business results from successful examples formally
- C. Practice mindfulness myself and influence others little by little
- D. Plant the seeds for a while and then present formally
- E. Informally share mindfulness stories whenever I have a chance
- F. Inspire with mindfulness vision
- G. Other

Launching a pilot program

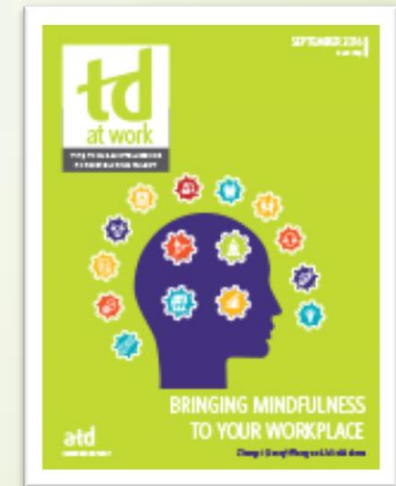
Gather
Business
Requirements

Design
Training

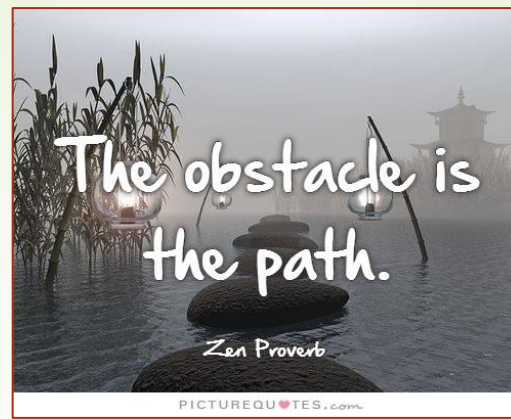
Deliver
Training

Assess Results

Debrief



Job Aid included in TD at Work: *Bringing Mindfulness to Your Workplace*



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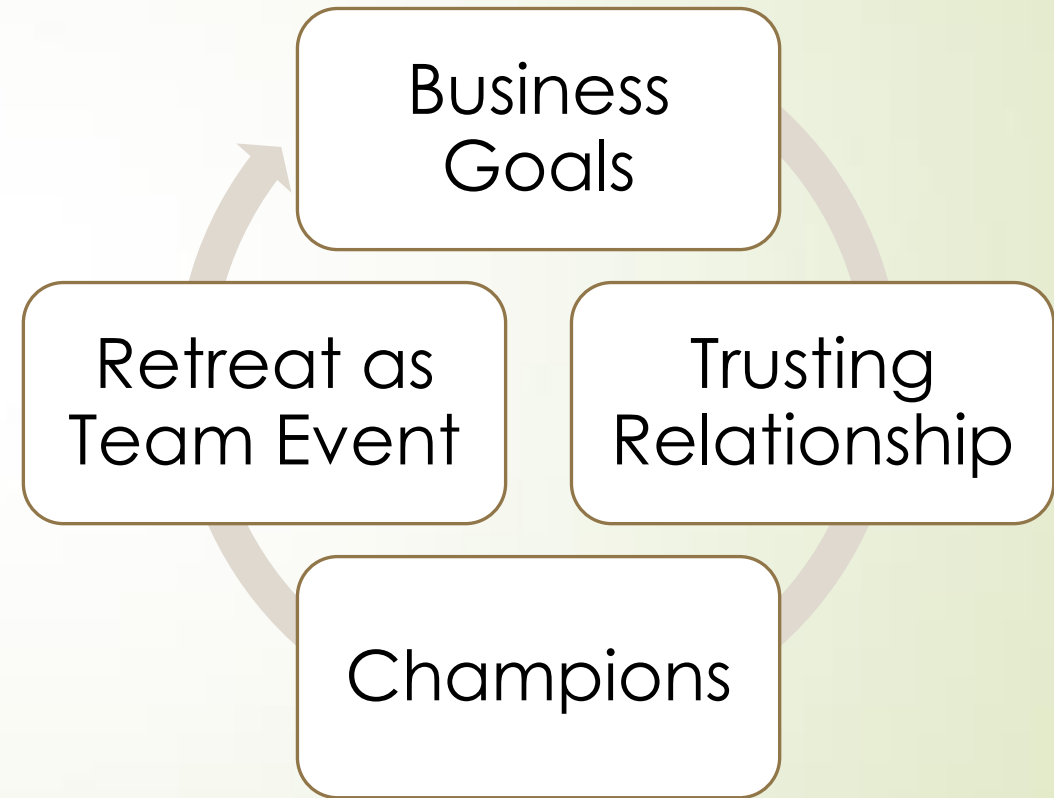
Overcoming Obstacles



Overcoming Obstacles



**Buy-in &
Culture**



Overcoming Obstacles



**Lack of
knowledge**



Practice

Attend a
mindfulness
program

Champion

Resources

Websites:

- [Insights @ Discovery](#)
- [Happiness Project](#)
- [Mindfulnet Org](#)
- [Workplace Mindfulness Training](#)

Audio Track:

- [Mindfulness of Breath](#)

Articles:

- Albers, D. S. (n.d.). [The Surprising Benefits of Mindful Eating](#)
- Baer R., Kuyken W. (2016) [Is Mindfulness Safe?](#)
- Meister, J. (2015) [Future of Work: Mindfulness as Leadership Practice](#)
- Achor S. (2011). [The Happiness Dividend](#)
- Schaufenbuel, K. (2014). [Bringing Mindfulness to the Workplace](#)
- [How to travel more mindfully?](#)

Books

- Lesser, M. (2009). [Less: Accomplishing more by doing less](#)
- Marturano, J. (2015) [Finding the space to lead: A practical guide to mindful leadership](#)
- Tan, C. (2012). [Search inside yourself: The unexpected path to achieving success, happiness \(and world peace\)](#)

[Jenny Wang's ATD Blog](#)

TD at Work: *Bringing Mindfulness to Your Workplace*



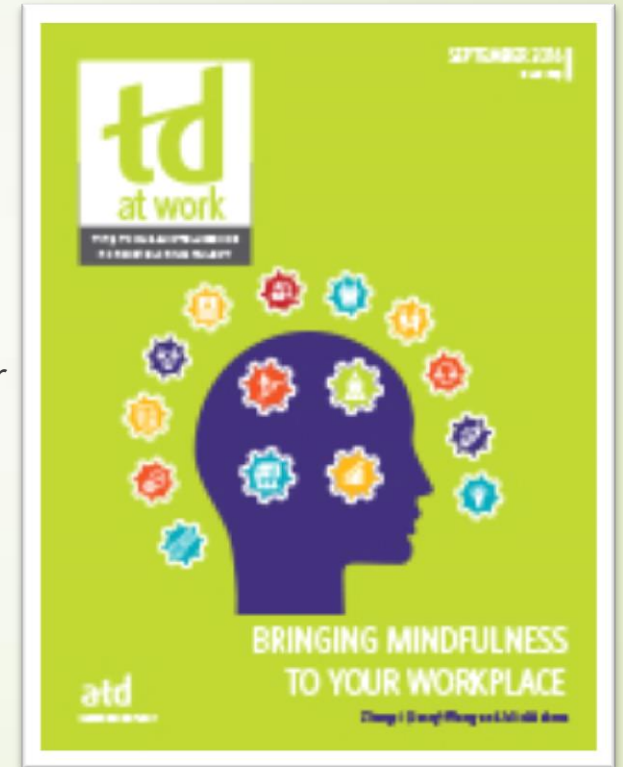
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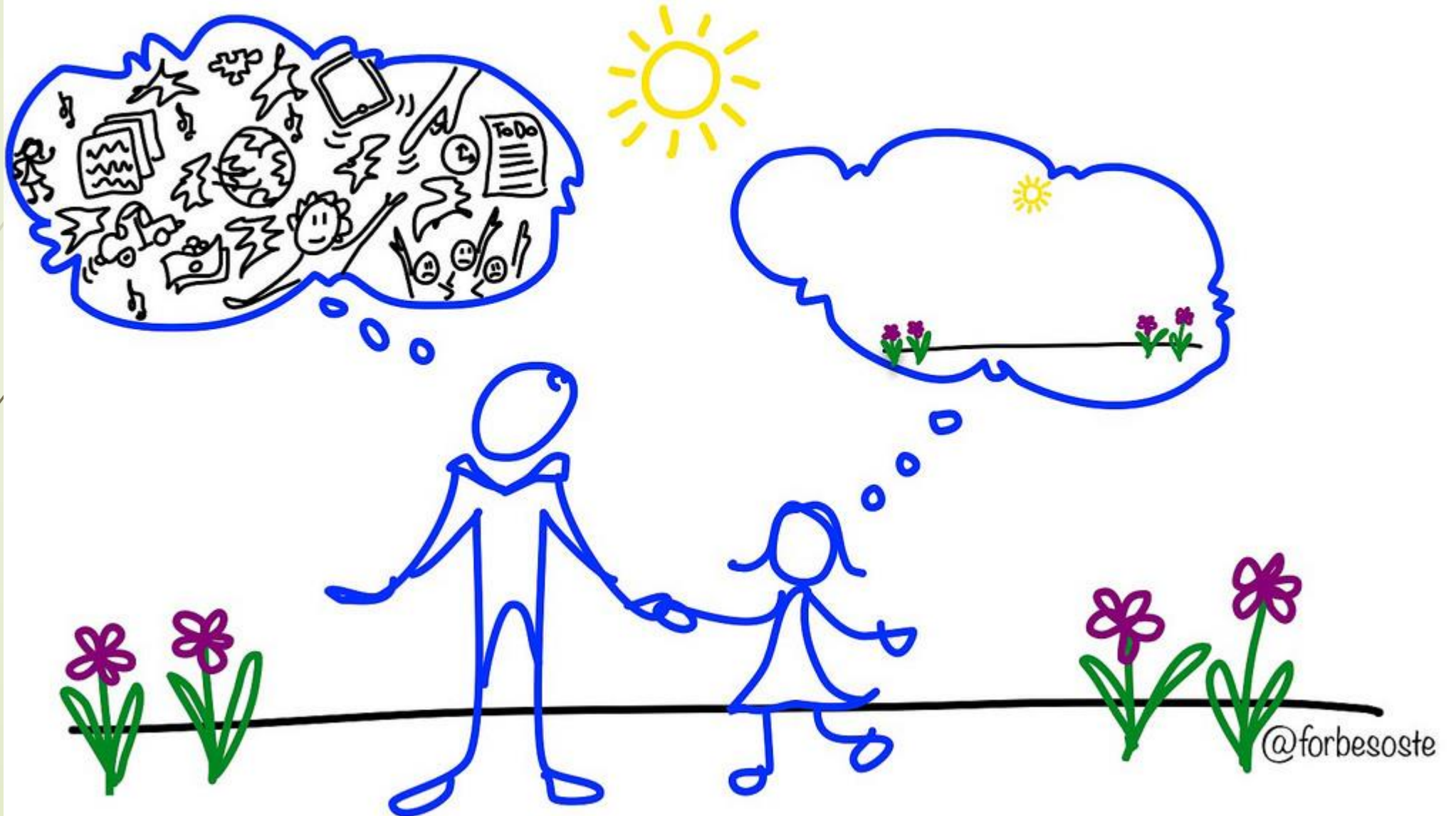
Juliet Adams

Juliet Adams is founder of mindfulnet.org, author of *Making the Business Case for Mindfulness* and *Mindful Leadership for Dummies*, co-author of *Mindfulness at Work for Dummies*, and co-developer of the [WorkplaceMT](#) approach to teaching mindfulness.

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juliet@aheadforwork.com.



Mind Full, or Mindful?



@forbesoste