

# Workplace Mindfulness

WORKSHOPS/TRAINING • PRESENTATIONS

## Mindfulness training in the corporate world

More and more businesses are offering mindfulness programs to their employees. They find it provides effective tools and strategies to help employees manage stress, enhance mental clarity and emotional intelligence, and promote well-being.

For example, more than 13,000 Aetna Inc. employees have received mindfulness training in a 12-week yoga and mindfulness program, which is available to the health insurer's global workforce. In the second half of 2014, Intel launched Awake@Intel, a 9-week mindfulness program, following strong outcomes from a pilot project that measured stress, feeling overwhelmed, well-being, creativity, mental clarity, focus, quality working relationships, and engagement in meetings and collaboration. Over time, the company plans to make Awake@Intel available to its workforce of 100,000 employees in 63 countries.

## What qualities do managers want most in employees?

- ◆ Respect ◆ Resilience ◆ Good humour
- ◆ Awareness of the needs of colleagues
- ◆ Performance ◆ Genuine engagement

One route to cultivate these qualities is mindfulness practice, which trains the individual to pay attention to present experience as it occurs, with openness, free from preoccupation and judgment.

Evidence gathered through mindful leadership training demonstrates significant gains in moment-to-moment awareness, attention, ability to respond with clarity under pressure, time management, productivity, and contribution to strategic planning.

## Mindfulness training is now available in St. John's

The Workplace Mindfulness program provides training in the skillful use of mindfulness tools and methods that can be used to address the most difficult circumstances in your professional or personal life. When you are feeling highly stressed, overwhelmed, distracted, or overcome with doubts, mindfulness-awareness practice reveals a fresh perspective that invites resourcefulness and clarity. Learning to “hold one's seat” cultivates steadiness—even in the midst of chaos. You are less affected by second-guesses, self-criticism, and hesitation, and are better able to move forward with confidence and integrity when action is required.

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“Meditation is about taking what comes, giving it appropriate reverence, and learning to let it go, to lose attachment to it... You may be going in to work for a very stressful situation that’s going to come into your head. Give it what it’s due, and let it go.”<sup>1</sup>

—*Mark Bertolini, Chairman & CEO, Aetna Inc.*

# Workplace Mindfulness program

The Workplace Mindfulness program, developed by Andrew Safer, consists of nine one-hour weekly sessions and one two-hour intensive for a total of 11 hours. The program features training in key mindfulness practices, contextualizing the practices within the work environment, and exploring potential impacts on day-to-day workplace issues.

## The program includes:

- The Business Case for Mindfulness
- Under the Hood: Core Practices
- Awareness & Attention: Freeing Yourself From the Trap of Thoughts
- The Big Picture View: Seeing the Forest *and* the Trees
- The Power of Pausing
- Responding Instead of Reacting
- Building Respectful Relationships
- Navigating Stress and Uncertainty
- Joining Vision and Practicality

“General Mills reports that 80% of employees practicing mindfulness were able to make better decisions with greater clarity and 89% reported enhanced ability in listening to others.”<sup>2</sup>

—*Bill George, Harvard Business School Professor and Former Medtronic CEO*

<sup>1</sup> “Yoga, Mindfulness, and Leadership” with Aetna CEO Mark Bertolini at Wisdom 2.0 Business 2013 <https://www.youtube.com/watch?v=4A87XJ7iPMI>

<sup>2</sup> “Mindful Leadership: Compassion, Contemplation and Meditation Develop Effective Leaders” <http://www.billgeorge.org/page/mindful-leadership-compassion-contemplation-and-meditation-develop-effective-leaders>



## Andrew Safer

- Practitioner of mindfulness-awareness meditation for 40+ years
- Authorized mindfulness-awareness meditation instructor for more than 20 years
- Program developer, workshop facilitator, and writer for more than 20 years
- Faculty member, Atlantic Contemplative Centre, Halifax
- Has developed and presented programs on topics including: Mindfulness / anxiety and stress, recovery from addictions, and healthy living; violence prevention, assertive communication, and at-risk youth engagement

*Safer Mindfulness provides instruction and training in applying ancient wisdom and methods to address current challenges with clarity and resourcefulness.*

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