

A background image showing three business professionals (two women and one man) standing in a vast green field with their arms raised in a gesture of celebration or achievement. Several cardboard boxes are scattered on the ground around them. The scene is set against a clear blue sky.

W E L C O M E

Virtual Grooa Webinar

—...

Mindful Leadership
Accelerated Course in 3 parts

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A background image showing three business professionals (two women and one man) standing in a vast green field with their arms raised in a gesture of celebration or achievement. Several cardboard boxes are scattered on the ground around them. The scene is bright and open, suggesting a sense of accomplishment and growth.

W E L C O M E

Virtual Grooa Webinar

—...

Mindful Leadership Accelerated Course Part 3





Being
CLEAR



Being
EQUANIMOUS



Being
POSITIVE



Being
COMPASSIONATE



Being
IMPECCABLE

Being CLEAR

I understand what motivates me
and why I am inclined to a given action.

I know what is important.



The Before/After Makeover

Before (Mindlessly UNCLEAR)

- A Stakeholder is dissatisfied with the quality of my report
- I say it is not true, I know it is high quality, I double checked everything (why do I say this?)
- Then I go back to desk and re-check; I find a few inconsistencies and re-do the report (intention?)
- I send him back conceding that I made some minor adjustments, but the essence is the same; my motives seem unclear.
- The Stakeholder no longer trusts me with key projects

After (Mindfully CLEAR)

- A Stakeholder is dissatisfied with the quality of my report
- I feel uneasy, but I am also clear in my intention to understand mutual expectations, so I enquire
- I learn about some inconsistencies in my report, but also about his disappointment for the outcome
- I offer to correct the mentioned points, but I also point out that the outcome will not change. I offer to add my comments/suggestions re: missed goals
- The Stakeholder agrees and thanks me for making things clear

Practicing Being CLEAR

In action:

- During a routine chore ask yourself
 - What value am I honoring?
 - How does this complement my life purpose?
- During a conversation
 - Take a few seconds to reflect about your intention
 - Share your intention with the other person
 - Ask for inputs
 - Take a few seconds to reflect on inputs
 - Declare intention

Formal Meditation:

- Let intentions emerge



Being EQUANIMOUS

I accept “what is” without resistance.

I do not waste time fighting
what I cannot change.

I am coherent and do not need perfection to be
content and even happy.

I have peace.

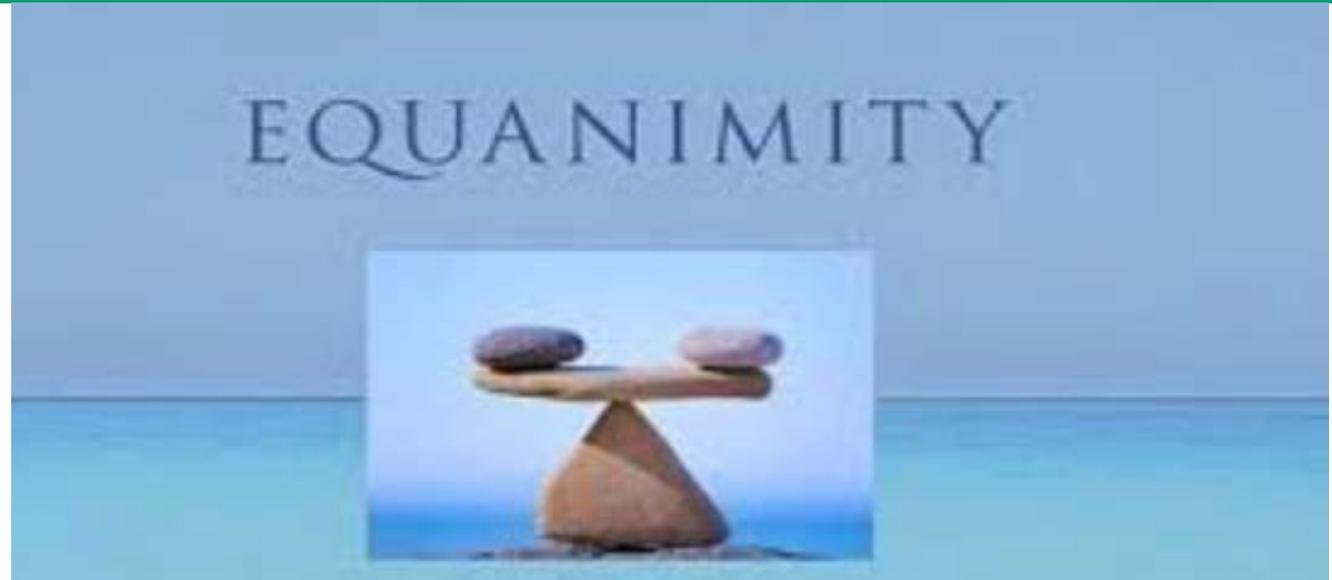


WHAT IS EQUANIMITY?

FROM THE LATIN:

AEQUUS = equal /same level /balanced

ANIMUS = mind



BALANCED MIND

Balanced Mind for Balanced Choices

“Ability to accept what is without resistance”

- If something bothers you and you can change it, go ahead and act to change it!
- BUT: if something bothers you and you cannot change it, do not resist, do not act upon it, learn to accept!
 - Accepting the emotions and thoughts means maintaining balance and composure
 - Just notice – no action



The Before/After Makeover

Before (Not Equanimous)

- I present my Divisional strategy to the Board, that approves; then the CEO sees me privately to announce me that I will not head the Division; I am offered a package to leave.
- I am in shock, outraged and fuming.
- I am used to suppress emotions, so I try to stay calm, but my anger is evident
- In the following days I continue to go over the facts and blame everybody in turn
- I continue to relive the situation and exhaust myself – I prolong the suffering

After (Equanimous)

- I present my Divisional strategy to the Board, that approves; then the CEO sees me privately to announce me that I will not head the Division; I am offered a package to leave.
- I feel surprised, worried, and hurt
- I am experienced in noticing my emotions, so I allow myself to fully experience the depth of my emotions
- I feel the pain and hold it – no denying, no suppressing
- The pain finally subsides, I am ready to move on

BENEFITS

LESS SUFFERING

You will still emotionally experience the pain, but you do not suffer.



MORE FULFILLMENT

When you accept the positive feeling without judgment, without wanting more or finding false modesty excuses ... then you can deepen the joy



MINDFULLY EQUANIMOUS LEADERS

KEY TRAITS



In control, maturity of tone

Never sarcastic or derogatory or insulting

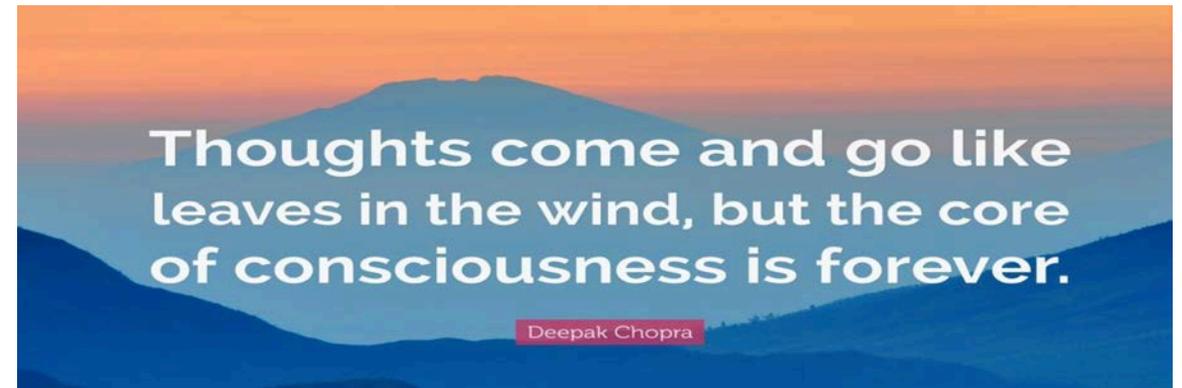


Taking all the facts into consideration also in crisis,
without over-reacting or getting personal

Equanimous Meditation

FORMAL MEDITATION:
LET THOUGHTS COME AND GO
Just do not get attached!

IN ACTION:
PRACTICE “CHOOSING” THE THOUGHTS
BASED ON WHAT YOU CAN CONTROL



Being POSITIVE

I am positive in all aspects of my life,
and thus I am inspiring to others.

**“Realistically and Intentionally pursuing a generous,
appreciative and proactive approach to life”**



Our Brain has a NEGATIVITY bias ...

Our Brain is hardwired for negativity, as a protective mechanism.

The Amigdala uses 2/3 of its neurons to detect bad news.

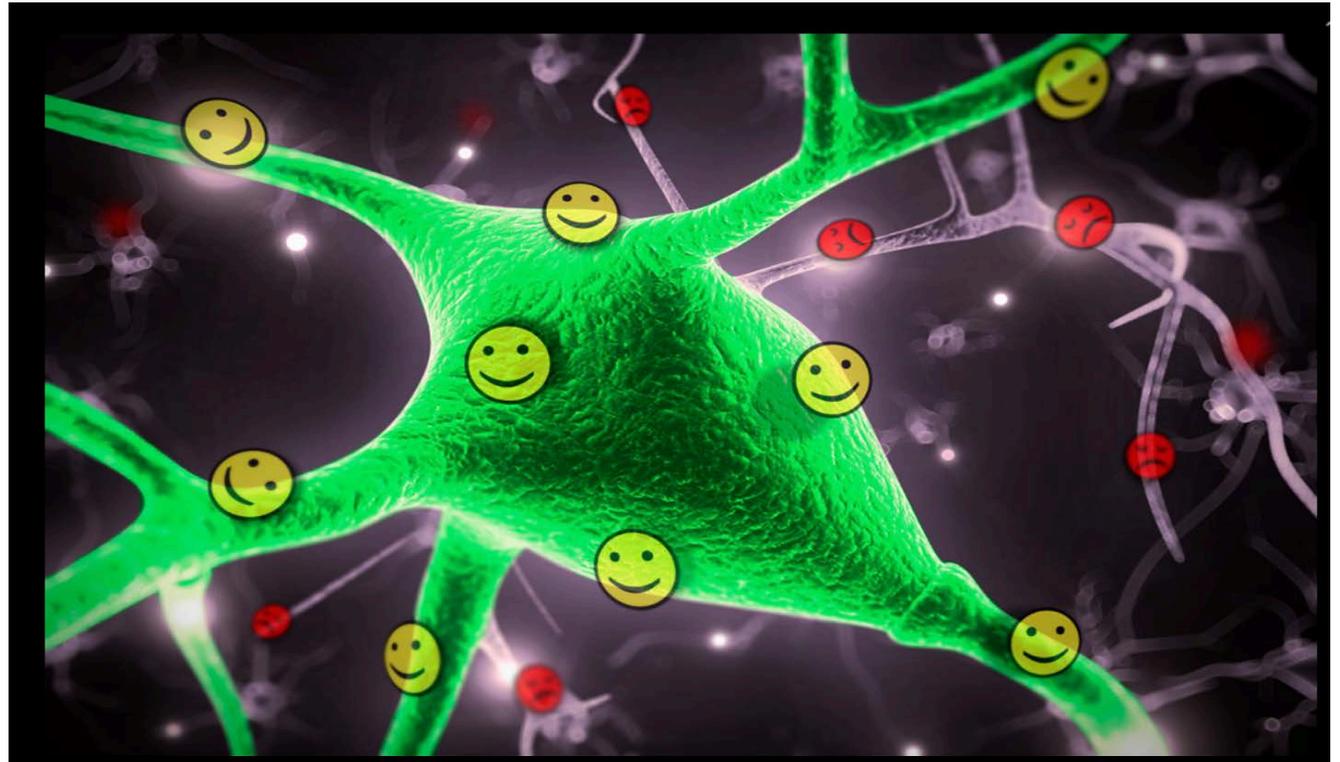


... but we can influence the balance.

Neuroscientists from MIT's Picower Institute for Learning and Memory have identified two populations of neurons in the amygdala that process positive and negative emotions.

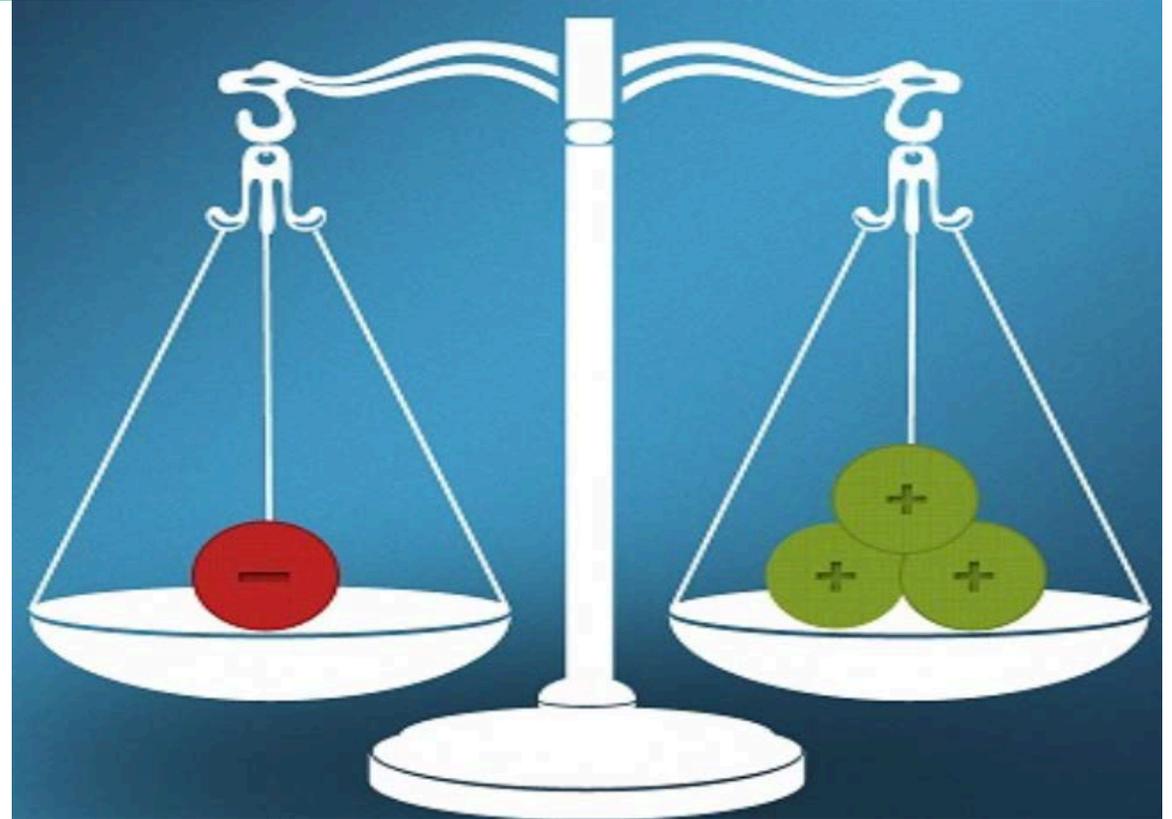
Image: iStock (edited by Jose-Luis Olivares/MIT)

The two populations engage in push-pull antagonism: when the fear-learning is impaired, the reward-learning is enhanced.



Reprogramming the Brain

We need to intentionally add more positivity
in order to counter-balance the negativity



The Before/After Makeover

Before (Not POSITIVE)

- It is a very unfortunate situation: our division has done well, while corporate failed the key targets. No bonus is paid this year. Everybody is demotivated.
- I also feel resentful and see the situation as unfair. I had counted on the bonus and now it is gone. I blame the other divisions; we performed, how about them?
- I join the corridor rumors
- I notice everybody gets increasingly demoralized, I feel powerless, there is nothing I can do.

After (POSITIVE)

- It is a very unfortunate situation: our division has done well, while corporate failed the key targets. No bonus is paid this year. Everybody is demotivated.
- I am not happy to miss the bonus, then I remember we kept our business afloat while others struggled. I feel quite proud.
- I remember my influence and I organize several small meetings with colleagues, associates and key stakeholders
- I encourage to vent frustration, then remind everyone what we did and show appreciation.
- I share my trust that we shall continue to do our best and hold the boat.

Positive Meditation

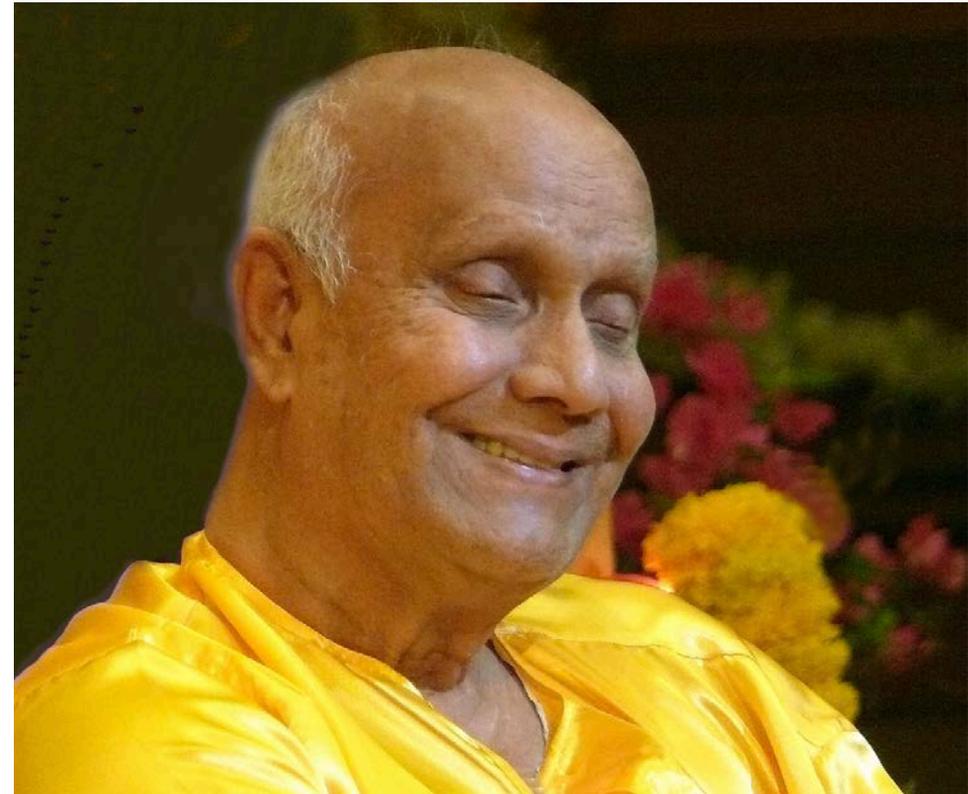
FORMAL MEDITATION:

Focus on finding the joy inside

Adjust your posture to a “body smile”

IN ACTION:

PRACTICE GRATITUDE



Being COMPASSIONATE

I care without attachment.

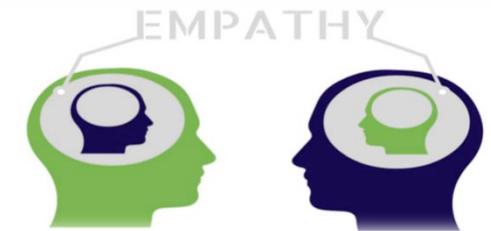
I do my best at every moment and have self-compassion.

I value that I cannot perform sustainably if I do not take care of myself.



What is COMPASSION?

- COMPASSION literally means:
“Suffering Together”
(I understand your suffering and feel the desire to help)
- DIFFERENT FROM EMPATHY
(I have empathy when I am able to put myself in other people’s shoes; empathy does not necessarily involve the desire to help)
- DIFFERENT FROM ALTRUISM OR SYMPATHY
(I am altruistic when I help in a selfless way, whether prompted by compassion or by sense of duty / other values)



COMPASSION IN LEADERSHIP

- COMPASSION IS OFTEN MISUNDERSTOOD
- NOT A WEAKNESS; BUT A STRENGTH
- When I care deeply, I risk to go too far
 - I risk to overprotect
 - It is difficult to stay unattached to the results
- It takes strength and courage to express compassion, do our very best and then let go



COMPASSION IN LEADERSHIP

- COMPASSION IN LEADERSHIP IS A **STRENGTH:**
 - “I CARE” (for you) but “I DO NOT TAKE CARE” (of you)
 - “I HELP YOU” but “I DO NOT DO IT FOR YOU”
 - “I MAKE MYSELF AVAILABLE” but “I EXPECT YOU WILL ASK”



What about Science?

- Natural primate instinct to feel compassion
 - Not only empathy, but also desire to help and support
 - This is a positive bias that we need not suppress
- We “feel good” when we are compassionate:
 - Specifically, frequent compassionate meditation increases the activities in the pre-cortex, in areas dedicated to positive optimism and resilience
 - So by helping others we also help ourselves
 - We must simply avoid getting into the anxiety and stress of wanting to control the entire outcome

The Before/After Makeover

Before (Not Compassionate)

- I am coordinating a complex global project (universal pallet configuration for household liquid products) and my team counts on me for guidance and training
- In spite of my and my team's best efforts, we fail to find a feasible solution.
- I have invested a full year of dedication and passion and I wanted a positive solution, now I feel like a failure.
- I recriminate, tell people that we should have never accepted the project, and demotivate everybody.

After (Compassionate)

- I am coordinating a complex global project (universal pallet configuration for household liquid products) and my team counts on me for guidance and training
- In spite of my and my team's best efforts, we fail to find a feasible solution.
- I know we have all invested a lot and we all feel disappointed, but I see that we have learnt a great deal in the process and done our very best,
- I share my sadness with compassion, while helping the team to acknowledge the learning.

How to Practice for Compassion

Continue to practice regularly:

1. Formal Meditation:

- Diaphragm Breathing through Nose.
- At least three time/week, at least 10 minutes
- One of the three with Compassionate Visioning

2. In action

- Practice simple courtesies without expecting anything in return



Being IMPECCABLE

I am impeccable in words and actions;

I am honest, humble and courageous;

I accept my responsibilities and do not blame others for honest mistakes.



IMPECCABLE, NOT PERFECT!

- ROOT OF WORD:
 - IM-PECCABLE = WITHOUT SIN
- WE CAN MAKE MISTAKES AND STILL BE IMPECCABLE!
 - MAKING MISTAKES WITH GOOD INTENTION IS NOT A SIN
- IN SOME CIRCUMSTANCES WE ARE BRILLIANT, OTHER TIMES NOT.
 - COURAGE TO BE OURSELVES
 - STRIVING TO DO OUR VERY BEST IN ANY CIRCUMSTANCES
 - NO HOLDING BACK

The Before/After Makeover

Before (Not Impeccable)

- I am in charge of a Euro Marketing Campaign. One of my people consents to putting on air also a local adaptation that gets challenged. We must produce a second Copy Support to protect our reputation.
- I am furious, I humiliate him in front of others and threaten him; he gets defensive and I face the fact that maybe my message was not completely clear upfront.
- We all lose: fear and mistrust hinder a smooth resolution and slow us down.

After (Impeccable)

- I am in charge of a Euro Marketing Campaign. One of my people consents to putting on air also a local adaptation that gets challenged. We must produce a second Copy Support to protect our reputation.
- I make sure to go over the implications and consequences of the diversion decision with the entire team. No blame, but a serious push to repair things quickly and learn for the future.
- I reserve time to go over the details with the person in private. I share my feelings, but stay respectful and factual.

How to Practice Being Impeccable

- Mediate or relax before a task that requires impeccable communication



How to Practice

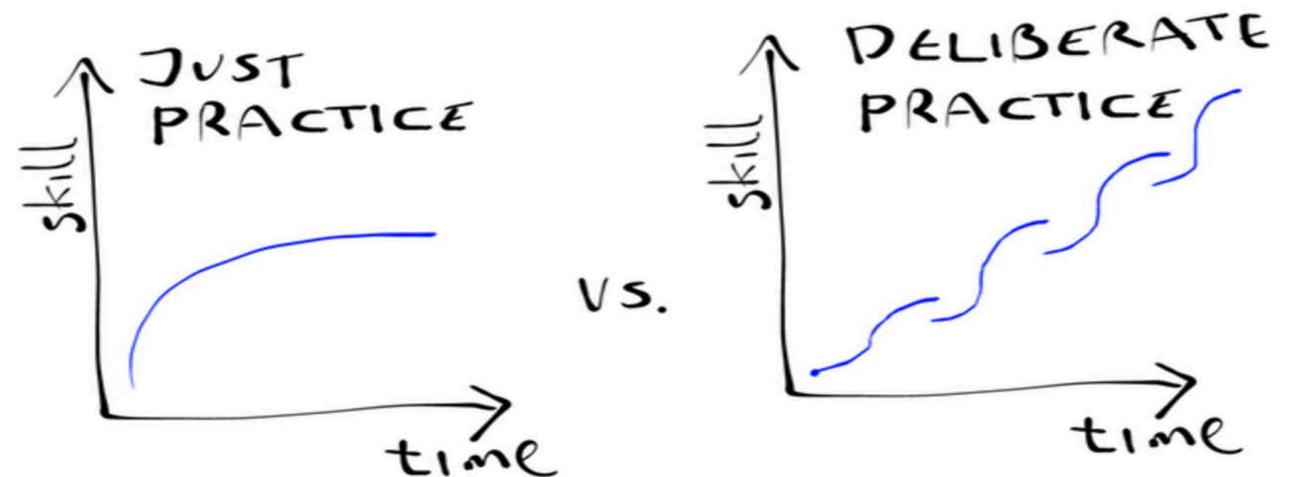
Continue to practice regularly:

1. Formal Meditation

- ❖ Breathing Relaxation
- ❖ Body Scan
- ❖ Patterns of Distraction
- ❖ Self-Kindness

2. In action

3. Continue Training



How to CONTINUE to Practice

Online Mindful Leadership Gym:

Version 1: available now on www.grooa.com

Version 2: coming up in Spring 2020

Individual Mindful Coaching Programs

Mindful Leadership [Retreats](#) with Shinrin Yoku

At the Grooa Inspiria Learning Center

Unconventional, exclusive , homely venue

Private Forest

Groups of maximum 8 people



info@grooa.com

Well done!

Congratulations!

You have completed Part 3 of the course!

Q & A

— ...

Please write your questions or raise your hand to activate your audio/video and participate