



CONNECTED
BUSINESS

7 STEPS TO MINDFULNESS AND COMPASSION @WORK

MANUAL
Step 1: Overview

7 Steps to Mindfulness and Compassion @Work

Step 1: Overview

Welcome. This is Mounira and Angel from Connected Business and today we will explore step 1 from our 7-step program. We will give you an overview of:

- how mindfulness fits into your company context
- how it can create a new business culture of co-creation
- how the new leadership looks like and how you can integrate a mindful practice into your daily life.

Mindfulness practice

Arriving, connection with the present moment and the body: add any observation of what came up for you during the exercise. What is important for you today?

The Change Maker

This amazing world is changing as never before. The ongoing evolution of digitalization is fundamentally altering the way humans work and relate, on a personal level as well as professionally.

In all this, the biggest trend we see is that of human connection and heart wisdom; the ability to think and act clearly and with integrity, the skills of harnessing cognitive and emotional intelligence, and the capacity to connect with a role and excel in a group.

That is why in mindfulness and compassion lies the key to successfully adapt and evolve along with the times and the challenges that we are facing.

To change your company into an agile company that is creative, resilient, and has a great team spirit, it is important to invest in the human and their skillset first. We need the ability to put us in others' shoes, we need the ability to work with conflicts and setbacks and challenges in a productive way. Mindfulness can help us to create this culture, which is driven by creativity, trust, and transparency in a new way of collaboration.

We focus on 3 things:

New Working Culture

We speak a lot about business and transformation - being ready for the digital age. Cultural change plays a key role here. Successful business leaders and especially the new talents everybody is looking for want a business culture driven by values: trust, authenticity, integrity, purpose, and co-creation. But what does this look like in practice? And how is such a new working culture established and integrated into a company?

Skills for the Age of Digitalization

The World Economic Forum predicts that 5 years from now 35% of the skills that we find important today will have changed. The new skills we need will focus more on emotional intelligence, creative thinking, and agile organizations. The key to developing these skills is to nurture a culture of human- and heart-centeredness. This means cultivating team-members who are aligned with their passion, find purpose in their role and are compelled to take action in their field of influence. This also means cultivating leaders that are in service of their teams, providing empowerment and inspiration. Such teams thrive on dealing with challenges in a company and grow along with them.

New Leadership

The new type of leadership that these changing times are calling for is found in mindful and compassionate leaders. This means leading by integrity and inspiration, instead of displays of power and pressure. Compassionate leadership does not mean that we cannot make tough decisions anymore. On the contrary, when mindfulness and compassion guide our actions the most difficult decisions can seem easy. The shift from I to WE simply means to have the best in mind for everyone in the group and thereby bringing out the best as well. It is the capacity as a leader to be in service for others, and of service to a team.

Our approach

We create transformative spaces, combining individual and group development, in which we enable sharing, learning, and profound insight to take place in a safe and inspirational environment. We direct the whole group toward a shared language and common base of skills so that they can develop a shared understanding and common culture together.

Phase 1- self-development

building new personal and leadership skills

Phase 2 - group development

building team connection

Phase 3 - vision quest

building joint purpose, values and vision

Phase 4 - integration & building habits

creating habits to sustain the new way of working

Phase 5 - co-creative structure

creating a human-centered, purpose-driven, resilient and interconnected organization

Exercise: what are the things you want to see changed?

1. Use the recorded file or the guidance in the online training
2. Journaling (write down what came up for you): What is your biggest pain? What are things you would like to change in your personal and working life? What would be ideal? What could you do to change?
