

Mindfulness - A great way to super-charge your Lean thinking, practice and results.

Amy Sandler & Mark Donovan



Managing To Create Problem-Solvers

Lean Transformation
Summit 2017
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Getting to Know You



What do you
appreciate about your work?

What are some of the
challenges?





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47%

Average time spent mind-wandering

70%

Leaders report regularly unable to be attentive in meetings

2%

Regularly make time to enhance personal productivity



Compulsion → Choice



STIMULUS

BETWEEN

AND

THERE IS A SPACE.

RESPONSE

IN THAT SPACE IS OUR POWER
TO **CHOOSE**
OUR RESPONSE.

IN OUR **RESPONSE** LIES OUR

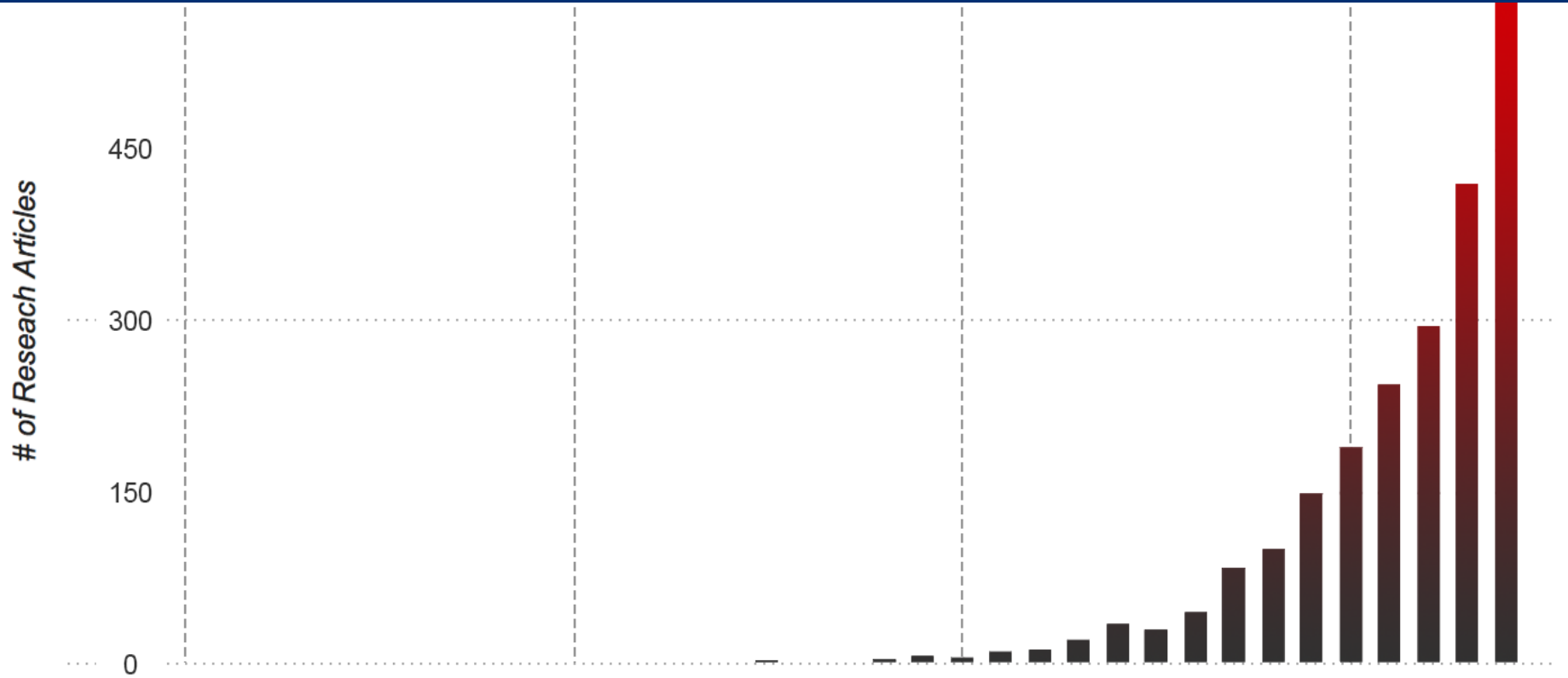
GROWTH AND OUR FREEDOM.



mindfulness



Mindfulness Research Publications *(source: PubMed)*



IMPROVE

Performance
Productivity

Focus

Memory

Relationships

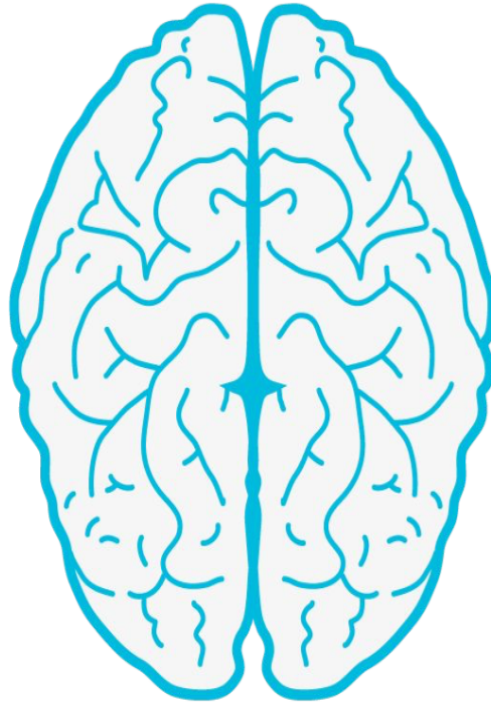
Cardiovascular Health

Immune System

Healing Time

Self-control

Creativity



REDUCE

Absenteeism

Healthcare Costs

Stress

Anxiety

Depression

Blood Pressure

Addiction

Insomnia

PTSD

Pain

Source: University of California, 2013 (<http://sites.uci.edu/mindfulhs/relevant-research/>)



Steve Jobs

Bill George – former CEO, Medtronic



Marc Benioff - Founder of Salesforce

Jeff Weiner – CEO, LinkedIn



Roger Berkowitz – CEO, Legal Sea Foods



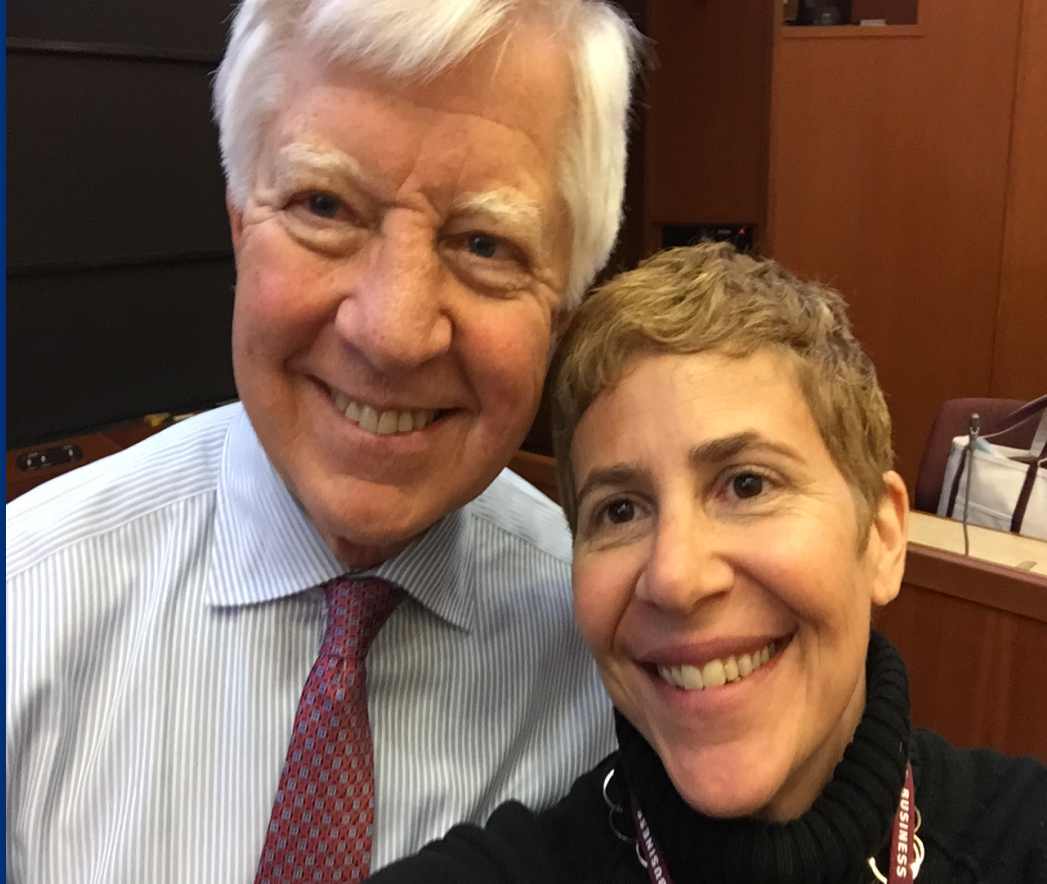
Ray Dalio - Founder of Bridgewater Assoc.



“The main business case for meditation is that if you are fully present on the job, you will be more effective as a leader, you will make better decisions and you will work better with other people.”

Bill George
Harvard Business School
former CEO of Medtronic





MINDFULNESS



“The awareness that arises from
paying attention
on purpose,
in the present moment,
non-judgmentally.”

Jon Kabat-Zinn

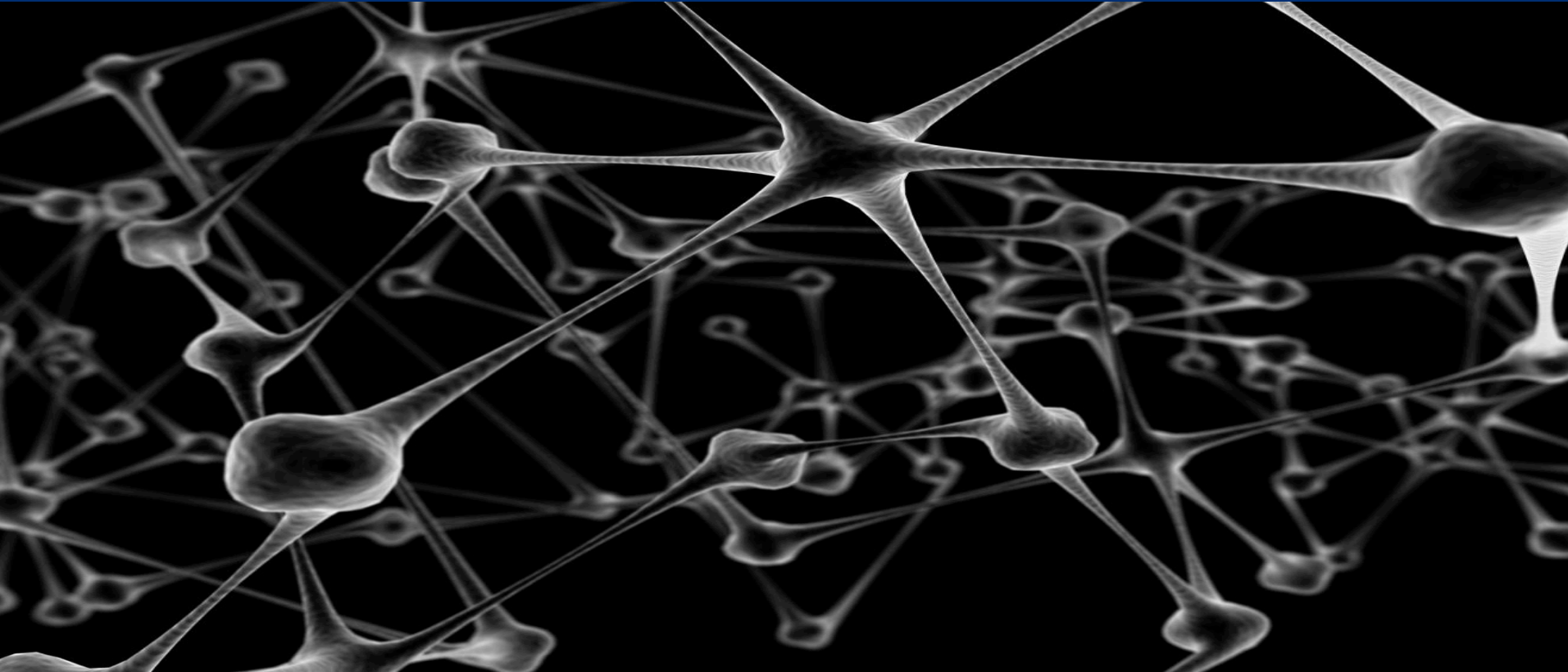


“Meditation refers to a family of **mental training** practices that are designed to familiarize the practitioner with specific types of **mental processes**.”

Brefczynski-Lewis, 2007



NEUROPLASTICITY



STRESS

Mindfulness Can Literally Change Your Brain

by [Christina Congleton](#), [Britta K. Hölzel](#), and [Sara W. Lazar](#)

JANUARY 08, 2015



“Recent research provides **strong evidence** that practicing non-judgmental, present-moment awareness (a.k.a. **mindfulness**) **changes the brain**, and it does so in ways that anyone working in today’s complex business environment, and certainly **every leader, should know about.**”



Mind = Snow Globe

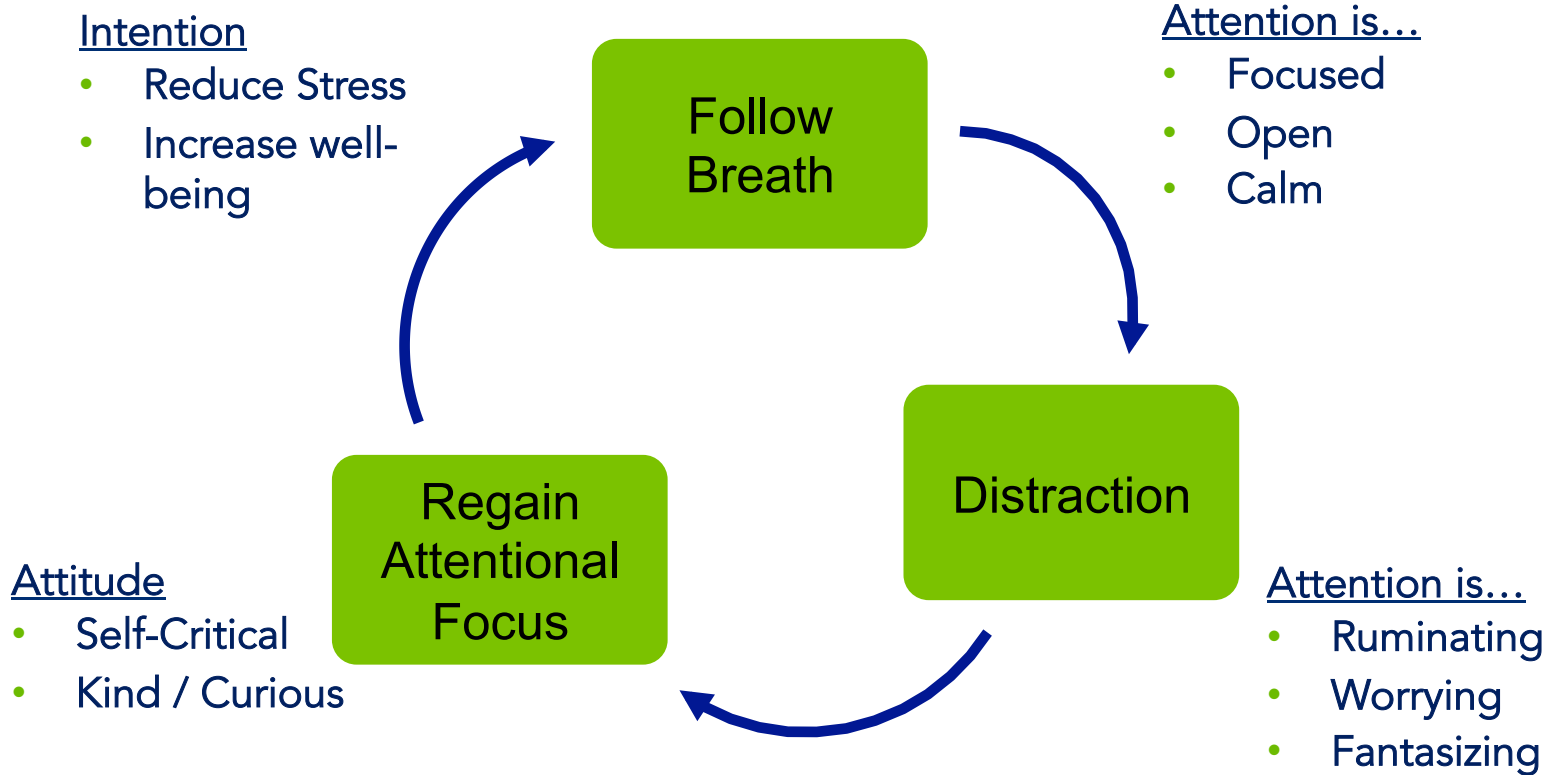
Calmness

Clarity

Happiness



MEDITATION PROCESS - FOCUSED ATTENTION



Sit like a majestic mountain



What I'm feeling right now is...



What annoys me is...



What brings me alive is...



What I really care about is...



THE GEMBA – MINDFUL LISTENING



Mindful Listening Exercise

- **A talks and B listens**
 - **Switch Roles**
 - **Free-flow conversation**
-
- **How are you feeling right now?**
 - **What did you notice?**
 - **Or, anything else.**





#1 Attribute of Effective Teams:

Psychological safety



a

QUARTZ

IMAGINE THAT

After years of intensive analysis, Google discovers the key to good teamwork is being nice

Google's data-driven approach ended up highlighting what leaders in the business world have known for a while:

The **best teams respect one another's emotions** and are mindful that **all members should contribute to the conversation equally.**





Strategies:

One Mindful Breath

Meditation

Journaling

Mindful Listening

Start of Day Routine

Focus and Awareness

Moment of silence to start a meeting

Mindfulness Bell

Hydrate

Exercise

Sleep well

ABC – Aware - Breathe - Choose

Digital Detox

No Pop Ups

Visualization

Interactions with Intent



5 Excuses Not to Meditate

You want to spend some quiet time with your mind, but you have excuses. Take a moment to examine them. They might not be such a big deal.



1

Sounds Boring!

Sure, but it also happens to be a big relief to have some time when you're not obligated to be somebody or do something.



2

I Can't Sit Still

It's just fine to fidget. Meditation is a process that develops over time. No one starts out sitting like a rock statue.



3

I Don't Have Time

Time crunches are stressing us all out these days. But taking a pause from the rush-rush-rush may just help you use your time better.



4

I'm Scared to Be Alone

You're not alone in that. Our culture has devalued taking time for solitude. It hasn't always been that way. And it's not as scary as you think.



5

My Mind Is Too Fast

So, let it go fast. If you sit there awhile, it will slow down...and speed up again. You don't need to try to find an ideal rate for your mind.



5 Reasons to Give It a Try Anyway

We can easily find excuses about why we can't meditate, but it turns out it's just as easy to find lots of reasons to do it. Here are just a few.



1

Understand Your Pain

Mental pain and anxiety are a background noise that can underlie much of what we do. Here's a chance to see firsthand what's causing it.



2

Lower Stress

There's lots of evidence these days that excess stress causes lots of illnesses and makes other illnesses worse. Mindfulness decreases stress.



3

Connect Better

Ever find yourself staring blankly at a friend, lover, child, and you've no idea what they're saying? Mindfulness helps you give them your full attention.



4

Improve Focus

It can be frustrating to have our mind stray off what we're doing and be pulled in six directions. Meditation hones our innate ability to focus.



5

Reduce Brain Chatter

The nattering, chattering voice in our head seems never to leave us alone. Isn't it time we gave it a little break?



Integration: Anytime

Focus attention on the breath.

Pause to notice sensations, emotions, or thoughts.

For a few moments, shift from “doing” to simply “being.”



Integration: At the Office

Take **one conscious breath** at the start of your workday.

Practice **generous listening** with your team and employees.

If you're triggered, just **Stop**.



Integration: Meetings

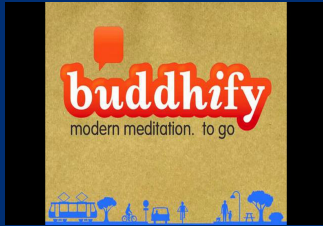
Set intention before going in to your meeting

Agree to begin meetings with a minute of silence to help everyone fully arrive and focus their attention.

Before delivering an important message, take 1-3 deep breaths.



Integration: Practice



Reflections & Questions



Stay In Touch

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Thank You

Peace & Love

