



Mindfulness in Practice

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What Has Been the Most Rewarding Experience for Me So Far at This Conference?

Exc.I.



- **Solo**

Silence-Awareness-Reflection

- **In pairs**

A: Listen without words

Keep eye-contact

B: I am aware of (feelings)

I am aware of ... (thoughts)

I am aware of (sensations)

- **In small group**

Mindful dialogue

- Suspend judgement
- Inquire into meaning
- Stop reactions
- Connect the dots
- Notice patterns

Body-Mind Connection



Towards:

- Stress Reduction
- Health and Wellness
- Creative Presencing
- Resilient Living
- Aware and Compassionate Leadership

Mindfulness



“Mindfulness means paying attention in a particular way: on purpose, in the present moment, and nonjudgmentally ... When we commit ourselves to paying attention in an open way, without falling prey to our own likes and dislikes, opinions and prejudices, projections and expectations, new possibilities open up and we have a chance to free ourselves from the straitjacket of unconsciousness.” *Jon Kabat-Zinn, Prof. Emeritus, University of Massachusetts medical School,*

More Definitions



- “The arising of form and the ceasing of form—everything that has been heard, sensed, and known, sought after and reached by the mind—all this is the embodied world, to be penetrated and realized.” *Buddha*
- “Life is *dukkha*” – *Buddha*
 - Suffering or pain (*dukkha-dukkha*)
 - Impermanence or change (*viparinama-dukkha*)
 - Conditioned states (*samkhara-dukkha*)
- “You cannot buy mindfulness in a grocery store, it must be generated from within yourself.” *Thich Nhat Hahn*
- “... It is only the free mind that can meet life, not the mind that is tethered to any system, to any belief, to any particular knowledge.” *J. Krishnamurti*

Tradition Rediscovered



- Buddhist based mindfulness: peace, calmness, tranquility, equanimity, wisdom, love, and these qualities can be cultivated simply by a calm, choiceless **awareness of whatever is**

Mindfulness

Is it hyping the latest business fad?

- A New Age fad?
 - A religious revival?
 - Back to the past?
- or

- Is its popularity, fad nature signaling a major change?
- Enhanced by new science research on neuroplasticity, cognition, stress and happiness



Ages and the Shift by Prof Ervin Laszlo

- **Mythos:** MYTHIC WORLD, BELIEFS
 - MAGIC **WHOLENESS** WITH SOCIETY EMBEDDED IN NATURE
- **Theos:** Heroes and Gods
 - Cities in the great river valleys , pyramids, great-structured empires: the state
- **Logos:** Since BC 1500–Indoeuropean dominance
 - IRON!!! Measure is the MAN
 - Christianity, Logos is of the Creator
 - Industrial revolution Logos is of man
 - Nature embedded in society
 - **SPLIT** and fragmentation
 - Spirit and body devided: Cogito, ergo sum
- **Holos:** **WHOLENESS, UNITY in DIVERSITY**
 - **Connections**
 - **Communication, Conversation, Community**
 - **Cognition-Consciousness**



What Changes Do I Experience? Exc.II.

- SoLo reflection
- Scanning of the mind
- In pairs
- Mindful listening
- Mindful speech



Paradigm Shift



Old mental models

- Newtonian
- Org. as machine
- Hierarchies
- **Structure – control**
- Boss and command/obey
- Action
- Teaching
- Capital growth
- Info technology
- Market share
- Conquer nature (and peoples)

New mental models

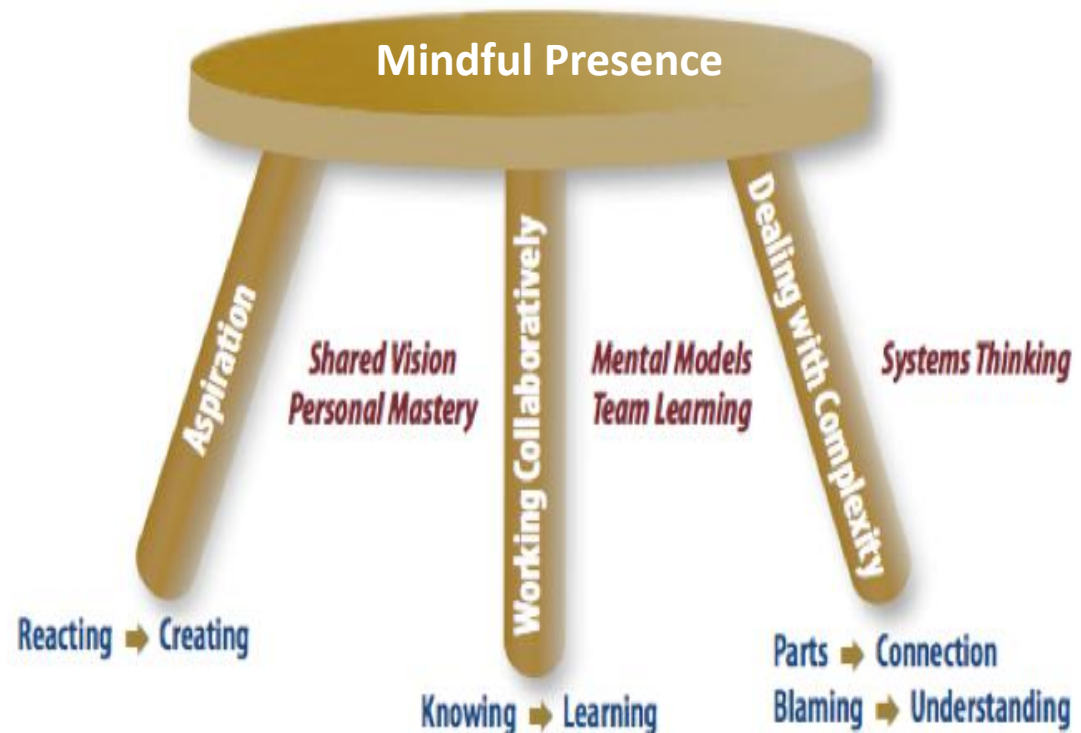
- Quantum
- Org. as communities
- Networks and living systems
- Process – awareness – design control
- Facilitator and self-organizing
- Interaction
- Learning
- People growth
- Interaction technology
- Mind share
- Harmony with nature (and people)

The Age of Transformation



- Complexity-Systems thinking
- Collaboration-Conversation
- Creativity-Aspiration

The Core Competencies of Organizational Learning



Responses to Threat



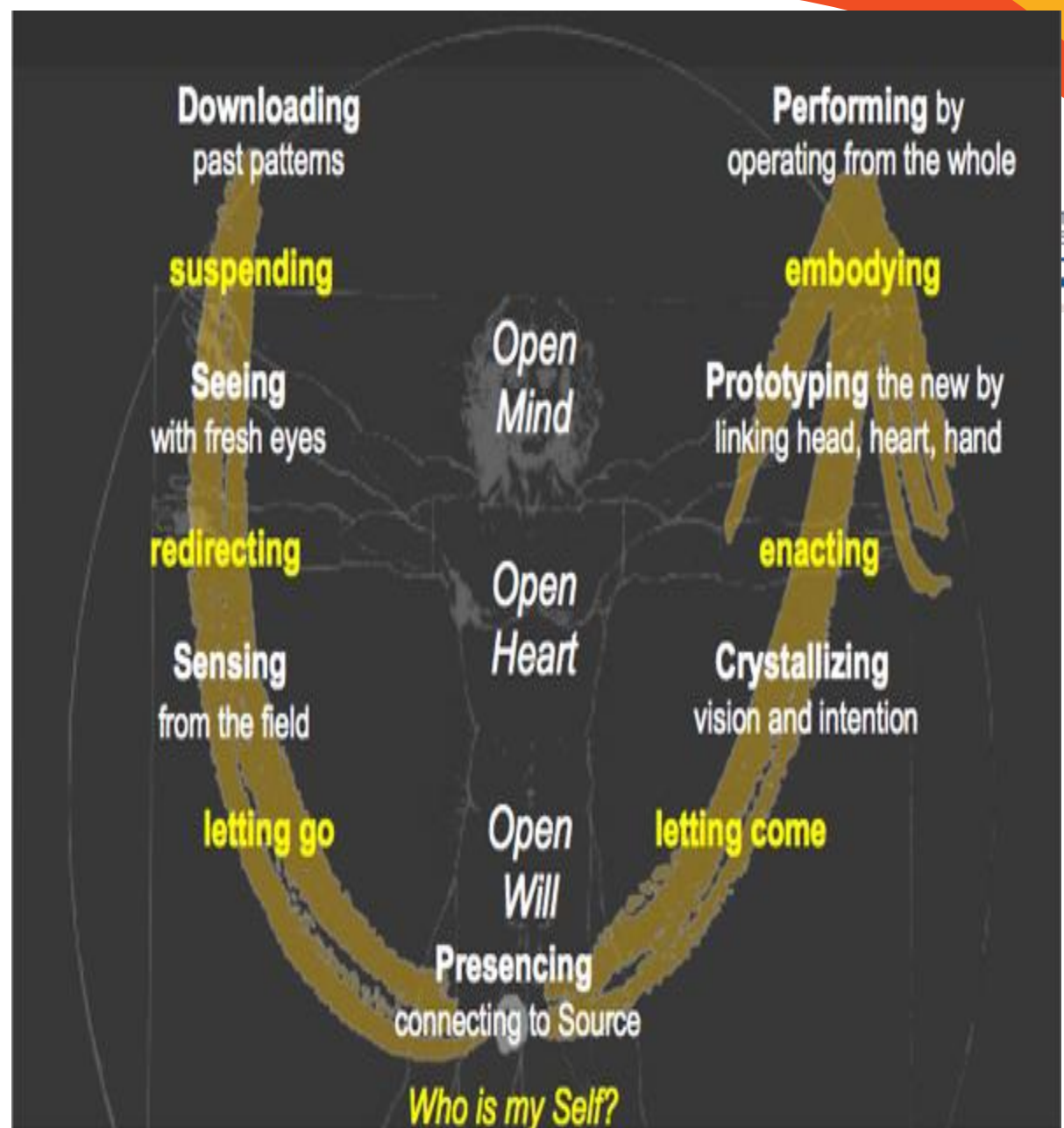
- Flight
- Flee
- Freeze

or

- **FREE**

Mindfulness in Leadership Practice

Theory U from MIT-Harvard research on social and organizational change of Senge and O.Scharmer
www.presencing.com



What Can It Result In?



Jon Kabat-Zinn

Mindfulness-Selfing-
Clinging—Awareness

[Listening is an Act of Love](#)

Listening to inside and
outside, to self and others

Aware presence in
InterActions

- Mindfulness enhances
 - Self awareness
 - Awareness of the whole
 - Cognition, compassion, communication
 - Health
 - Presence in the here & now

Mindfulness Exercises



Body

- Breathing
- Walking
- Scanning body

The Point is

Mind

- Awareness
- Of feelings and thoughts
- Of context of what is
- Suspend judgement

To be Aware

Research and Results



„Studying the effects of a meditation technique known as “mindfulness” shows that meditation-trained participants showed a significant improvement in their critical cognitive skills (and performed significantly higher in cognitive tests than a control group) after only 4 days of training for only 20 minutes each day.”

(Center for Mindfulness in Medicine, HealthCare and Society, Univ of Massachusetts Medical School)

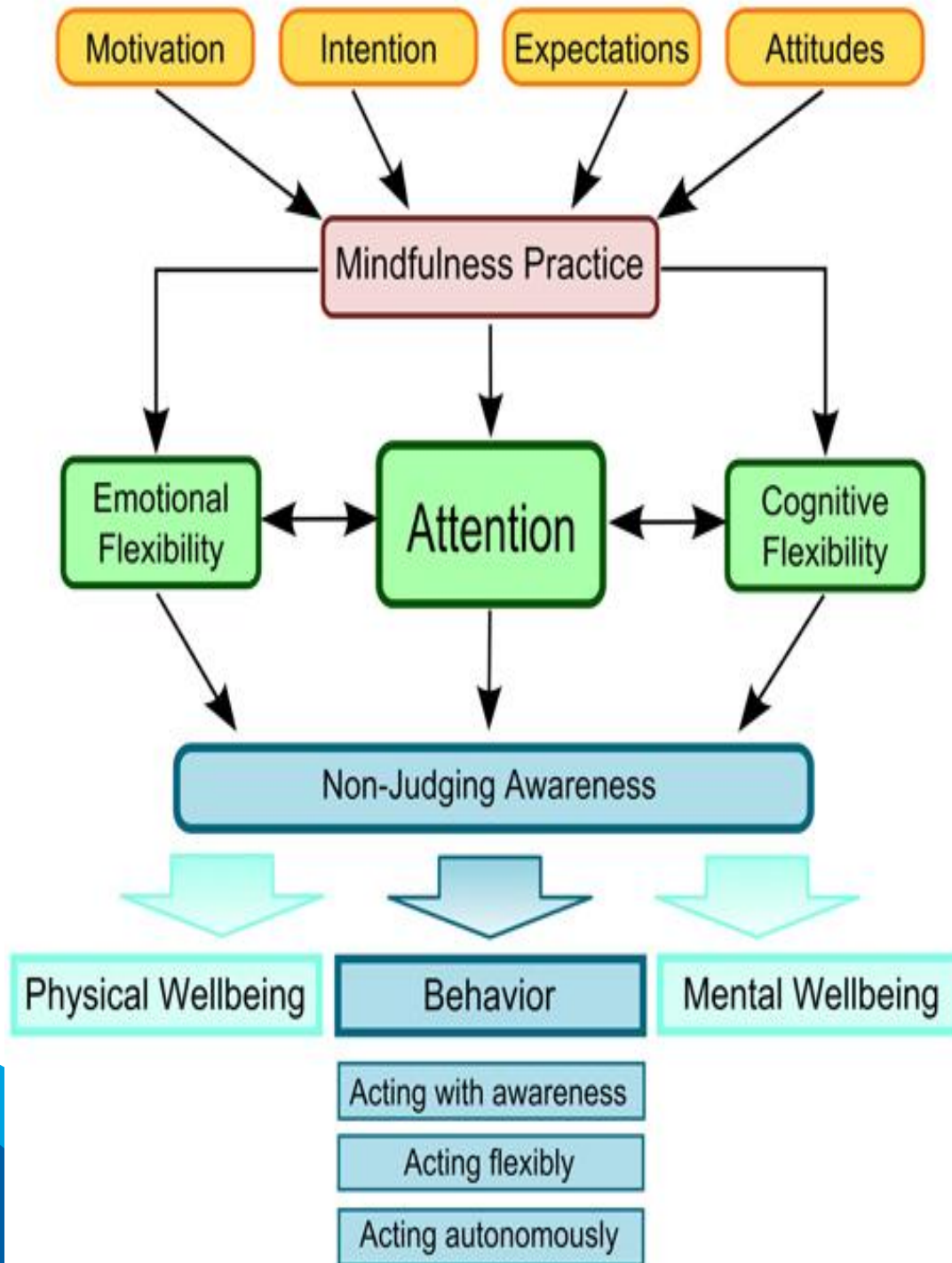
Results



“The simple process of focusing on the breath in a relaxed manner, in a way that teaches you to **regulate your emotions** by raising one's awareness of mental processes as they're happening is **like working out a bicep, but you are doing it to your brain.**

Mindfulness meditation teaches you to **release sensory events** that would easily distract, whether it is your own thoughts or an external noise, in an emotion-regulating fashion. This can lead **to better, more efficient performance** on the intended task.” Center for Mindfulness, UM

„ 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.” HBR, 2015. Jan.



Motivational Factors

Mind Training



Core Processes

Mental Stance

Outcomes

Mindful Conversations – DiaLogos



“The essence of relations is not to share information, but rather to create harmony among the behaviours of living organisms.”

H.Maturana, biologist,
Nobel Prize

- The essence of mindfulness is to develop awareness toward unconditional surrender to what *is*. Such surrender is the result of a *choiceless* awareness to life as it unfolds from one moment to the next
- Submission to Inquiry into Truth and surrender to what is depends on my Awareness. Both involve a letting-be and a calm acceptance of whatever *is*
- DiaLogue is the Art of Aware Conversation, where meaning unfolds through inquiry and suspension of judgement.

Some personal experience



A bank:

- I managed to stay aware and open in a conflict and feel the otherside as well
- New life and hope for change has opened up for me
- Turns out to be a life saver process for me
- I am much more energized and present

FireBird foundation for cancer patients

- Since I come and practice, a whole new perspective has opened up
- My fear, panic and pain level lowered a lot
- This center and the programs are life saving

Mindful Conversations, Exercise III.



- The organizing principle

What is good for our company?

Or

What is our company good for?

- Importance of awareness

We do not see the world as it is

We see the world as we are

Metta – Loving-Kindness



1. Start with directing the phrases at yourself: *May I be happy.*
2. Next, direct the metta toward someone you feel thankful for or someone who has helped you.
3. Now visualize someone you feel neutral about – people you neither like nor dislike. This one can be harder than you'd think: Makes me realize how quick we can be to judge people as either positive or negative in our lives.
4. Ironically, the next one can be easier: Visualizing the people you don't like or who you are having a hard time with. Kids who are being teased or bullied at school often feel quite empowered when they send love to the people making them miserable.
5. Finally, direct the metta towards everyone universally: "*May all beings everywhere be happy.*"

Metta - Loving Kindness

Learn +Practice

Links:

HBR

<http://blogs.hbr.org/2014/03/developing-mindful-leaders-for-the-c-suite/>

2015. jan.8th

<https://hbr.org/2015/01/mindfulness-can-literally-change-your-brain>

[Jon Kabat-Zinn](#)

7 minute

https://www.youtube.com/watch?v=EU7vKitN4Ro&index=4&list=PLOLew4E_QmbiOFUb8OV5KM_CvuqHsHCf3

24 minutes

<https://www.youtube.com/watch?v=EJjyrzqkXrE>

[Thich Nath Han](#)

[The Greater Good Science of Berkeley](#)

MbCT.

<http://www.mbcttrainingen.nl/Resources/Mindfulness%20Definition.pdf>



Thank you

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