



Mindful People At Work

A PROGRAM FOR EMPOWERING PEOPLE

“Walking alongside organizations in awareness development”

by Olga Esteban Boloqui - Crecimiento Mindful

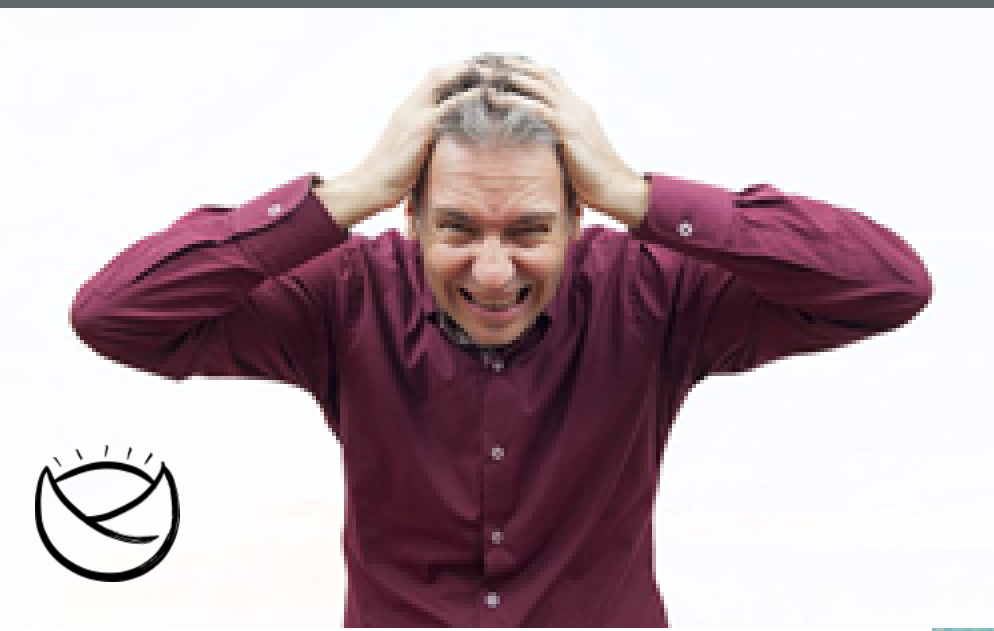


We want:
Employees living their own potential
Transformative and effectual leaders
People that feel connected
A connection between employee experience and company success



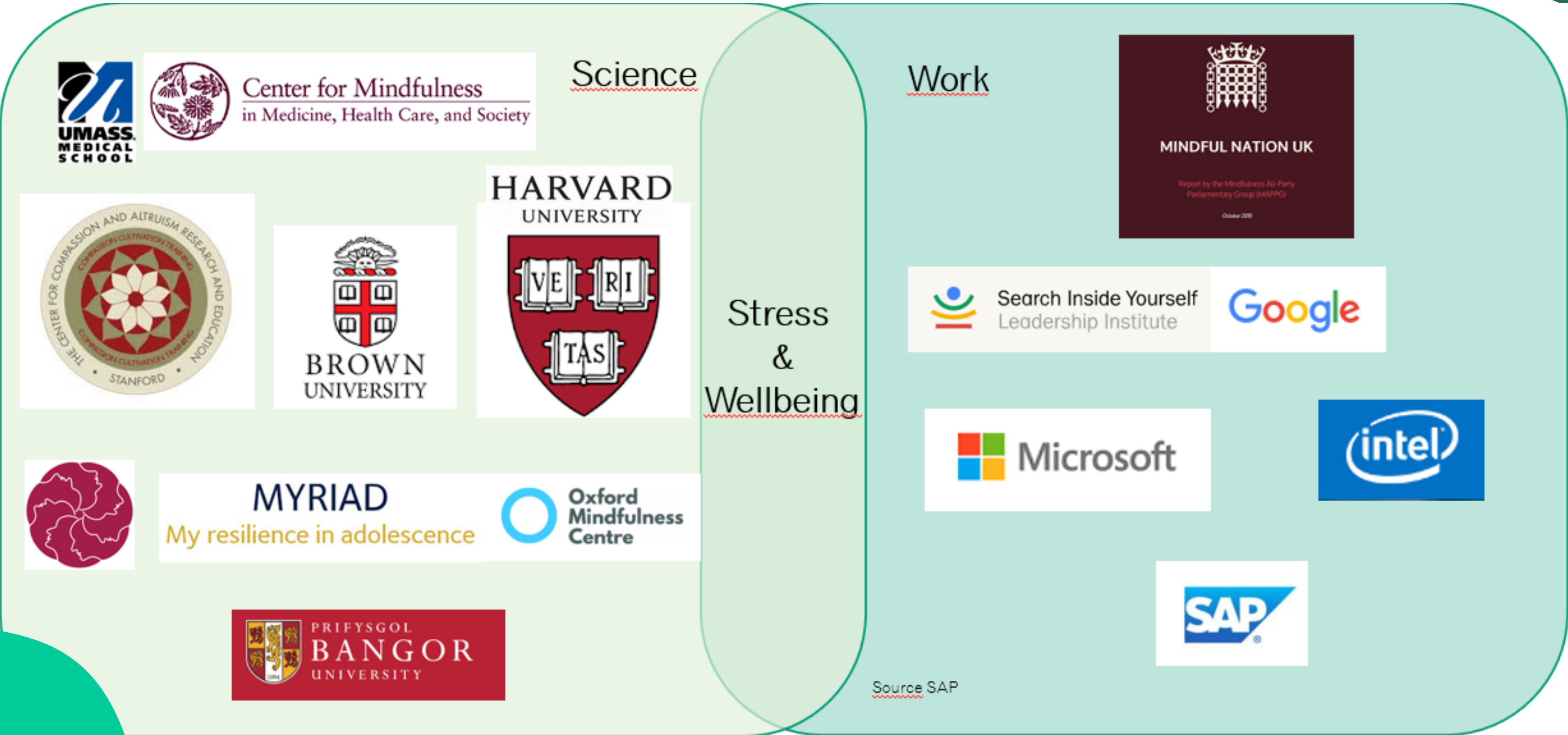


A fact: People at work often feel overcontrolled, not heard, pressured with demands, frustrated, fearful, lonely, unable to focus on the right things



“Mindfulness: a scientifically proven way to change our relationship to stress using mind and body awareness”

UMASS Center for Mindfulness

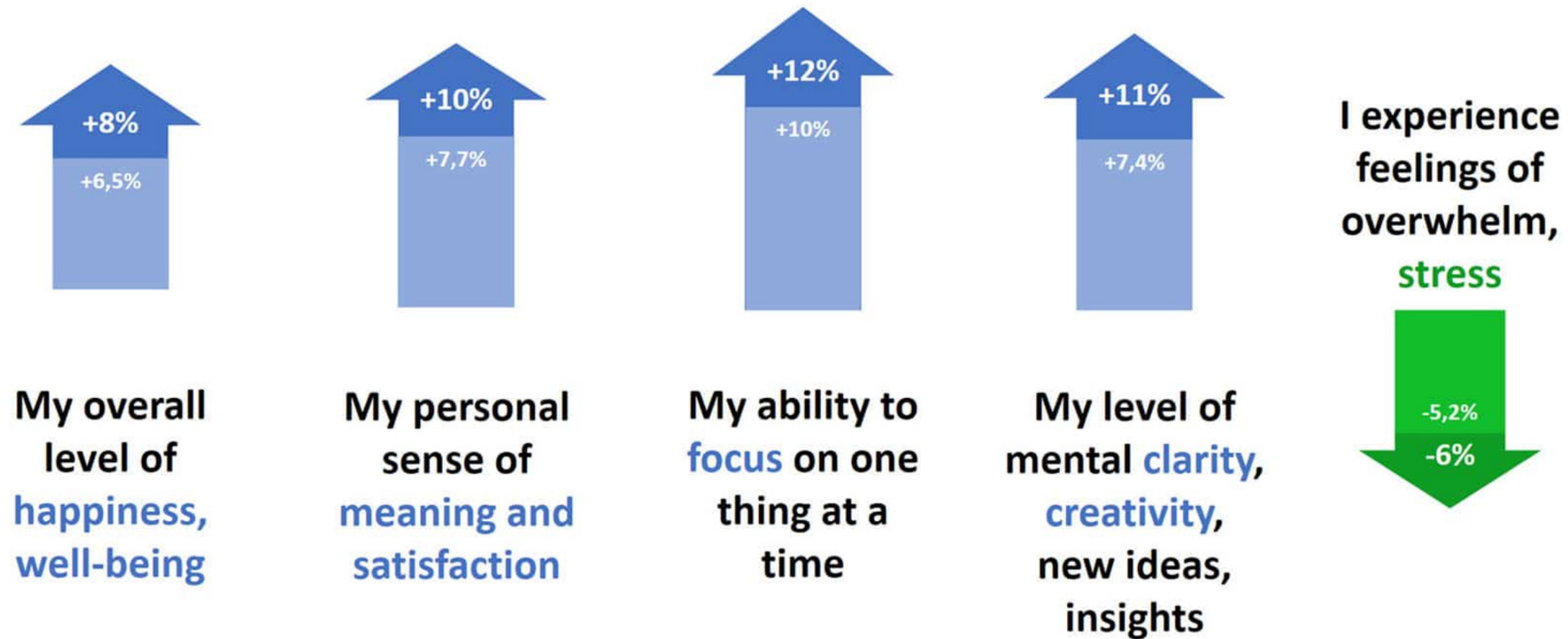


Source SAP





Mindfulness practice leads to improved **well-being, satisfaction, focus, creativity** and lower **stress** during the workday.



4 weeks and 6 months after the course

Based on survey data of 650 participants (2014-2015)

Source: SAP



Fundamental in today's hectic world

4x



Workers experiencing a recent organizational change are 4x more likely to report experiencing physical health symptoms at work (APA, 2017)

Millennials



Experience more depression and anxiety at work than any other generation (BDA, 2013, MMPI, 2017)

Boosting bottom line and employee health culture

“The SAP Integrated Report shows that the company's well-being efforts have improve its **Business Health Culture Index** from 69% in 2013 to 78% in 2018, with **each 1% change in the Index delivering a \$90-\$100 Million (EU) impact** on their operating profit”

Source: SIYLI article on SAP



Mindfulness: Intention, Attention and Attitude

Mechanism

Leadership skill development

Auto-regulation

- Self-motivation & Impulse control
- Ability to cope with stressful situations
- Insight into response rather than reaction
- Thoughts and emotions regulation
- Conscious decision making
- Adaptability to changes

Cognitive Flexibility

- Empathy
- Active listening
- Enthusiasm
- Team building
- Growth mindset
- Wide vision with new perspectives

Clear vision and values

- Improving focus & setting priorities
- Enhancing creativity
- Energy direction in the right places
- Learning how to care for yourself and find a greater balance

Resilience

- Approaching obstacles with awareness
- Improving the capacity to recover from challenging events





Mindful People At Work

Experiential learning, Face-to-face & Online

Officially qualified mindfulness teacher (MBSR)

Tailored and additional services available. **English & Spanish**

ONLINE

Ask for a free workshop

MINDFULNESS INTRO

10-WEEK MINDFULNESS AND COMPASSION INTRODUCTION PROGRAM

17 HOURS

FOR BEGINNERS

1.5 HOURS PER WEEK LIVE
3-HOUR FINAL MINI-RETREAT
GROUP DYNAMICS
WEEKLY CHALLENGES AND MATERIAL, PRACTICE AUDIOS AND ARTICLES
MINDFUL GROWTH CERTIFICATION

ONLINE OR FACE TO FACE

Based on official mindfulness & compassion programs MBSR, CCT, MSC

MINDFULNESS DEEP

MBSR (MINDFULNESS BASED STRESS REDUCTION) OFFICIAL 8-WEEK PROGRAM

32 HOURS

FOR COMMITMENT

2.5-3.5 HOURS PER WEEK LIVE
+ORIENTATION SESSION
+ 7-HOUR DAY OF FULL PRACTICE RETREAT
GROUP DYNAMICS
WEEKLY CHALLENGES AND MATERIAL, PRACTICE AUDIOS AND ARTICLES
OFFICIAL MBSR CERTIFICATION

ONLINE OR FACE TO FACE

Original curriculum for UMASS and Brown University

MINDFULNESS COMMUNICATE

6-WEEK PROGRAM: AWARENESS AND COMPASSION WHEN COMMUNICATING WITH OTHERS

12 HOURS

FOR TEAMWORK

2 HOURS PER WEEK LIVE
GROUP DYNAMICS
WEEKLY CHALLENGES AND MATERIAL, PRACTICE AUDIOS AND ARTICLES
MINDFUL GROWTH CERTIFICATION

ONLINE OR FACE TO FACE

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MINDFULNESS À LA CARTE

"CONNECT WHEN YOU WANT" MINDFULNESS, COMPASSION AND MINDFUL MOVEMENT PRACTICES

FOR ANYTIME ACCESS

45 RECORDED PRACTICES
+2 NEW RECORDINGS PER WEEK (+75 NEW PER YEAR)
AUDIOS & VIDEOS
PRACTICE PLANS

ANNUAL SUSSCRIPTION

ONLINE ACCESS ANYTIME

Based on official mindfulness & compassion programs MBSR, CCT, MSC

MORE SERVICES...

**STAND ALONE
MINDFULNESS
INTRO
WORKSHOP**

**OPEN
WEEKLY
MEDITATIONS
+
RECORDINGS
30min
sessions**

**1 TO 3 DAYS
MINDFULNESS
TEAM
WORKSHOPS**

**OPEN
WEEKLY
MINDFUL
MOVEMENT
+
RECORDINGS
40 min
sessions**



Mindful People At Work

NOKIA REFERENCE 2019-2020



**Open
Weekly
Meditations
+ recordings**

**220+
employees
participating
in the
10-week
mindfulness
program**

**Mindful
Movement
in times of
confinement
for all
employees +
recordings**

**1300+
employees
trained
at
introductory-
level
mindfulness**



Mindfulness at work benefits. Participants will learn...

- How to become less emotionally reactive and **handle stress more skillfully**
- How to practice meditation and **how to apply mindfulness in the workplace** including in their relationship to technology and sustaining energy levels (avoiding burnout)
- **Techniques to promote efficiency and focus** on what matters most, setting priorities
- Develop **conscious methods for dealing with changes**
- Develop **conscious and positive leadership**
- How to apply **mindful communication and deep listening** for better collaboration and teamwork
- How to **approach obstacles with awareness** for developing **self resilience**
- Develop wellbeing with **mind and body awareness** development

**Attention
&
Concentration**

**Emotional
Regulation**

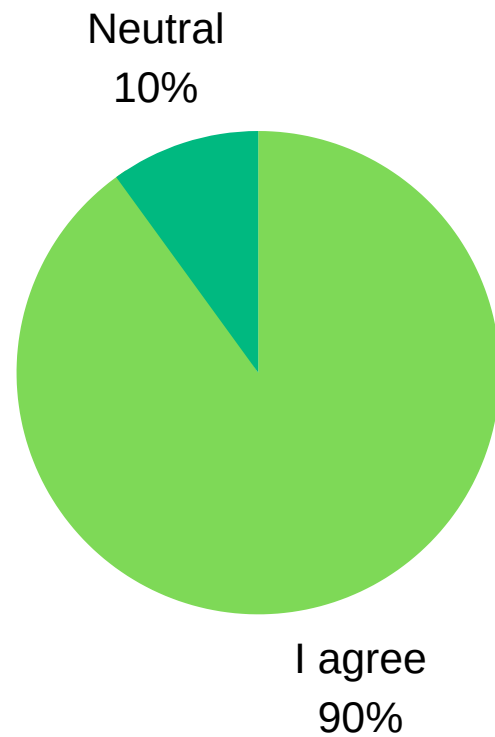
**Positive
relationships**



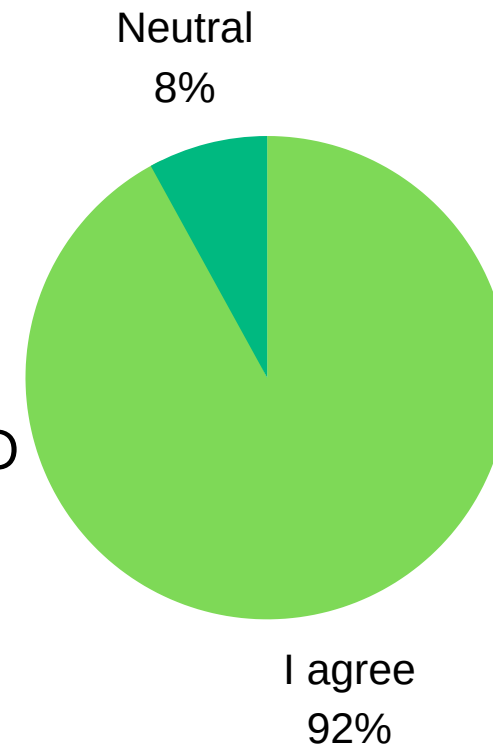
10 Week program participant's feedback

"I consider the Mindful People At Work program and integrating mindfulness practices has helped me to..."

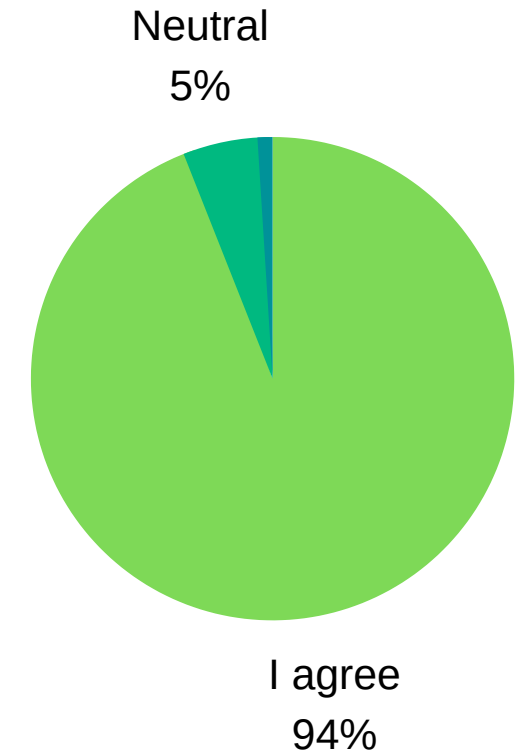
"COPE WITH STRESS AND DIFFICULTIES AT WORK IN A MORE ADAPTATIVE WAY, SELF-REGULATING"



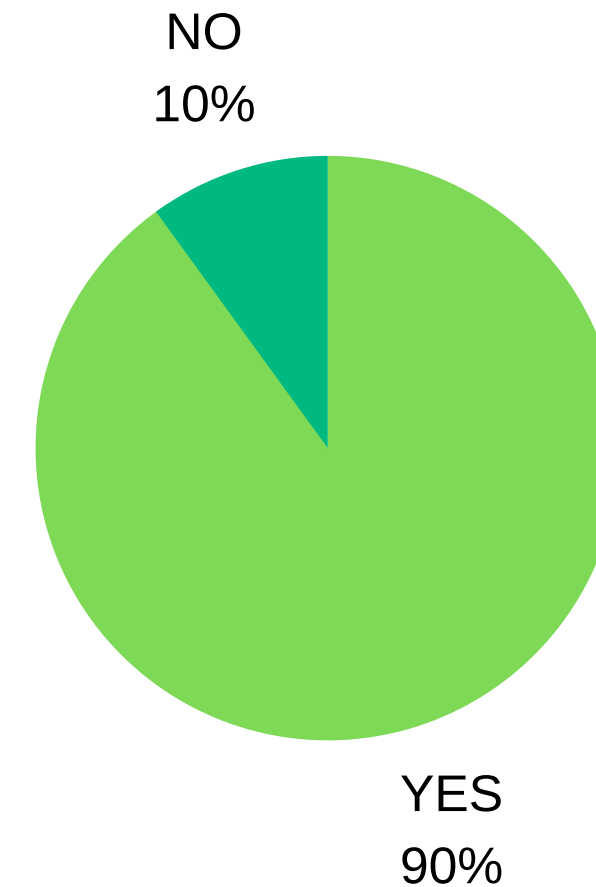
"BE ABLE TO FOCUS AND ATTEND BETTER TO TASKS AND PEOPLE AT WORK"



"DEVELOP ACTIVE LISTENING AND CONSCIOUS COMMUNICATION WITH OTHERS AT WORK"



"HAVE YOU INTEGRATED SOME FORMAL OR INFORMAL MINDFULNESS PRACTICE IN YOUR DAY / WEEK AFTER THE PROGRAM?"



"Being present has impacted the way I work, I am trying to reduce multitasking and finding out **I enjoy concentrating and getting more done with better quality**"
Project Manager, US

"Totally **necessary to learn balancing your life and emotions** on today's fast pace and stressful working environment"
CareManager, Colombia

"It helps me to **concentrate more on the tasks and being more conscious of others**, taking some distance on the feelings. Also being **more productive on meetings**, putting focus on solving the issues and **working in a more collaborative way**. It helps me to **think differently** and in a better mode as it helps my **self control**"
Account Manager, Spain

"It is an **eye opener** for most people and there is something to take away for anyone who attends the program. It will certainly help to **reduce the stress we experience** and to **be more appreciative** of all we have."
HR Business Partner, India

"**Excellent contents** with good theory and practice ratio: **lots of interesting exercises**. In addition, **excellent exchanges in some small groups** also during the training. I introduce now some best practices in my daily/weekly routine"
Core Network Manager, France

Participants' feedback

About the teacher:
"You can exactly feel that she listens and understands everybody very deeply and this is so valuable"
Systems Engineer, Turkey

"The instructor is very kind and caring. The program was very well prepared. The remote sessions worked fine. The instructions were clear." **Product manager, Finland**



The trainer – mindfulness background

Olga Esteban Boloqui – Founder at Mindful Growth - crecimientomindful.com

23 years working experience in Nokia, telecommunications engineer, MBA by IE Business School, mother of 3 great kids



2020

MBSR Foundations (March 2020) and MBSR Teachers Advanced Training (currently) – January 2021 **Qualified official MBSR (Mindfulness Based Stress Reduction) program teacher**, Mindfulness Center at Brown University-Nirakara. **Making Friends with Your Self Qualified Teacher in practice** by Center for Mindful Self-Compassion. Self-Compassion program for teens. Volunteering Mindfulness programs for high-school students and teachers.



2019

Compassion Cultivation Training at Nirakara (Program developed by Compassion Institute, Stanford University), Mindfulness in Education Congress Zaragoza 2019 (presentation of voluntary project in a Madrid High-School) , MindfulnessSelf Compassion training . Volunteering Mindfulness programs for high-school students and teachers.



2018

Mindfulness in Education “Crece Respirando” Qualified teacher at Sukha Mindfulness and Nirakara. Seminar for Inquiry in MBI (Mindfulness Based Interventions) at Nirakara, Art and Mindfulness workshop, Mindfulness International Congress Zaragoza 2018. Volunteering Mindfulness programs for primary and secondary classes.

2016-2017

MBSR Training (Program from Medical Center at Massachusetts University, in Spain in collaboration with UCM, Universidad Complutense de Madrid), Mindfulness in Depth course - Concentration, Seminar in Positive Neuroplasticity at Nirakara



www.crecimientomindful.com



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